



# Business Excellence Through Leadership



## Introduction (Programme)

In today's competitive world, the path of success has become highly competitive, where any professional regardless of her designation is expected to compete strategically, and always emerge out as a winner, notwithstanding the odds. This created a need for the professional to identify, create and sustain a competitive advantage.

All of the following programmes, thus crafted, are aimed at providing every participant with in-depth understanding of his/her strengths and areas of improvement so as to develop him/her into an efficient professional and leader.

## Objectives

These programmes, in general, will provide participants with an extraordinary and unconventional opportunity to invest in their professional success as an effective professional/leader. They will reflect and understand their own styles and will develop a plan to expand their zone professional influence. The program will equip the participants to make a shift to senior leadership roles. They will gain self-confidence and develop an ability to influence others to make a positive impact at both personal and professional level.

The learning outcomes, in particular, of the programmes will be:

- Participants will be able to understand the culture of innovation and creativity.
- They will learn to think critically and strategically.
- Communicate and collaborate effectively.
- They will develop a sense of trust and respect in their seniors, colleagues and subordinates.
- They will be able to build support for change initiatives
- They will be able to communicate effectively in critical moments.

- They will master problem analysis and decision-making.
- They will be able to respond to the expectations of different stakeholders.

## For Whom

This program is for Executives at SENIOR-LEVELS and officers who are now in leadership assignments and are expected to be increasingly assigned team-based leadership roles in their organizations.

## Pedagogy

The program will be conducted in a participant-centered workshop mode. The methodology adopted will be a combination of the case method, classroom simulations/exercises including role plays. Also, some mini-lectures will be used to have a better understanding of the themes. The program will focus on helping participants reflect on their leadership styles and notice the gains of effectively handling these styles. Participants will get on-the-spot assignments with real time correction and coaching from the best faculty of IIM Raipur. In addition, participants will use self-assessment tools for knowing their personal skills and areas of improvement and will devise improvement plans accordingly.

## Programme Directors



**Dr. Ram Kumar Kakani**  
Director, IIM Raipur

Dr Ram Kumar Kakani is Director at the Indian Institute of Management (IIM) Raipur and on sabbatical at IIM Kozhikode. Earlier, Ram held the role of Director of the Government of India's National Center for Leadership Development and Competency Assessment. Ram is associated with the Lal Bahadur Shastri National Academic of Administration, India's apex public administration training institute, as a regular visiting faculty. Ram has co-authored books with publishers ranging from Cambridge to Routledge. Ram hopes to consolidate his learnings by merging his cross-functional insights in Business, Financial Analysis, Governance, Public Policy, and Leadership Development – and make life more meaningful.



**Dr. Damini Saini**  
Assistant Professor, Organizational Behaviour

Dr. Damini Saini is associated with IIM Raipur as an Assistant Professor of Organizational Behaviour. She has more than eight years of experience in management education. Dr. Saini received her PhD from the prestigious Faculty of Management Studies, University of Delhi. She has published many articles in the journal of repute listed in ABDC, ABS, etc. She has published cases and book chapters with leading publishers' like Springer, Emerald and IGI Global. Apart from this, her scholarly interests are leadership, business ethics, the significance of ethical education in management, value-based management, positive psychology, etc.