



# Enhancing Managerial Effectiveness for Sustaining Performance



## Introduction (Programme)

There are two facts about life: first, life is about change, and second, managing people is never straightforward. Moreover, managers are currently faced with new obstacles. The pandemic has rapidly altered the business environment and ushered in a number of new obstacles. To be effective, one must adapt to the people and situations encountered, and to achieve this, one must employ a variety of managerial styles. As both job activities and organizational structures change rapidly, it is more important than ever for individuals to execute at the peak of their abilities on the job. Constant performance excellence is both a requirement of the times and a necessity for organizations. Concerns about efficiency and effectiveness are crucial. To be successful in life, it is necessary to acquire a variety of skills, especially interpersonal and behavioral skills. We must therefore cultivate certain key skills and assets that will motivate employees to give the organization their best. The ability to comprehend, absorb, and utilize those talents will have a significant impact on one's professional success. The objective of this training is to provide participants with a one-of-a-kind experience that captures the contemporary and pertinent issues required to lead people and organizations. Participants will acquire a variety of skills that will enable them to maintain concentration, collaborate effectively with others, develop networks and expertise, regain effectiveness in managing daily tasks, and establish a reputation for producing results.

## Objectives

After completing the program, the participants will be able to:

- Become more proficient in understanding and analyzing self and others.
- Gain an understanding of the intricacies of talent management
- Acquire right strategy to motivate and empower employees.
- Understand the process and ways to lead the change.
- Understand the psycho-philosophical foundations of Stress and its Management.

## For Whom

This program is for Junior and mid-level managers 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 pedagogy will include various training methods such as lectures, discussions, exercises, assessment instruments, and role plays.

## Programme Directors



### Dr. Pankaj Singh

Associate Professor, HRM & Organizational Behaviour

Dr. Pankaj Singh is an Associate Professor in the area of Organizational Behavior and Human Resources at the Indian Institute of Management Raipur. He earned his Ph.D. from Indian Institute of Technology, Kharagpur. He has more than a decade of teaching and research experience. He has published papers in refereed journals and has participated and presented his research work in many international and national conferences. Before joining IIM Raipur, he worked with TA Pai Management Institute Manipal, University of Petroleum & Energy Studies Dehradun and other business schools. His research interests include Job Burnout, Entrepreneurship, Work Engagement, Reverse Mentoring, Organization Design.