Unlocking your Leadership Skills

Introduction (Programme)

Even for the most talented people, becoming a leader is a challenging but worthwhile road of ongoing learning and self-development. No matter how confident you feel capable of handling your new duties, taking on a leadership role for the first time might be intimidating. It might be stressful to shift from concentrating exclusively on the quality of your own work to managing the production of a team and other staff members.

It becomes slightly more difficult when managers are entering into leadership roles for the first time. But appropriate guidance, mentoring and management development programs enable them to unlock the potential of their leadership skills and sail through this transition smoothly. Therefore this program is designed carefully to capture right from very basics of leadership to the creation of self-action plan for managers. The program will provide insights from technical competence to behavioural aspects to empower managers to create their impact in the leadership roles in the organizations.

This program seeks to provide inputs on the topics of:

- What we mean by Leadership?
- Understanding self to lead others.
- Building Technical Competence
- Power & Influence
- Ethics &Value Based approaches to leadership
- Skills for developing others.
- Creating an action plan

Objectives

The program objectives are:

- To enable managers, develop a comprehensive understanding of leadership as a concept.
- To enable managers, develop a comprehensive understanding of self to lead others.
- To provide inputs to enable managers to enhance their technical competencies.
- To help managers to explore ways of using power to create influence.
- To help managers understand how the ethics and values enhance their leadership skills at individual, teams and organizational level.
- To facilitate managers to create future picture as an action plan for self and others.

Programme Director

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Dr. Anubha Dadhich is an Assistant Professor of Human Resource Management at Indian Institute of Management Raipur. Her research investigates the dimensions, outcomes and antecedents of ethical leadership. Her research interest ranges from underpinning issues of leadership, culture, AI & Big data in capacity building and organizational effectiveness. She holds a PhD Degree from Department of Management Studies, Indian Institute of Technology Delhi. Dr Dadhich is a certified MBTI & FIRO B Trainer and has conducted training and management development programs for public & private sector organization. She has published articles in journals of national and international repute, Journal of Business Ethics, International Journal of Global Competitiveness & Vikalpa. Prior to IIM Raipur, she has been associated with BITS Pilani, Center for Management Studies, Jamia Milia Islamia University, Delhi. She has developed a course on "Leadership and Change Management" for working executives and launched on MOOC platform for the first time at IIM Raipur. Alongside with academia Dr Dadhich has worked in different capacity with DFID, PRAYAS & UNICEF.

For Whom

The program is designed with a focus on entry level, middle and senior level managers who might be leading a group, department, or organization for the first time. Managers who want to refresh their leadership skills after a certain break can also register for this program.

Pedagogy

The program is designed with a focus on middle and senior level managers who might be heading a group, department, work unit, or organization.

To know more: **https://iimraipur.ac.in/management-development-programme/**

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