



INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



MANAGERIAL EFFECTIVENESS FOR PUBLIC ENTERPRISES & GOVERNMENT



**Programme Directors: Prof. Abhishek Goel
& Prof. Rajiv Kumar**



Programme Dates: March 17 - 21, 2025



Programme Venue: MDC, IIM Calcutta

OBJECTIVES

The broad objective of the programme is to help participants develop themselves as effective managers in the organisational context.

KEY TOPICS

Managers require a combination of various skills to manage effectively. While technical and conceptual skills are important, research has shown that managing interpersonal relationships is a critical differentiator between effective and mediocre managers. Therefore this programme addresses issues relating to interpersonal effectiveness.

Topics covered in the programme include the following:

- Understanding self - what are one's strengths and weaknesses
- Communication issues - Listening skills, negotiation skills, influencing styles, and managing conflict
- Team dynamics - how people act in team situations
- Leadership - leadership issues in decision making situations
- Organizational Change – how to lead and manage change situations effectively



PEDAGOGY

Instructors will act more as facilitators in helping participants through the process of learning, using lectures, discussions, case studies, and experiential exercises. The learning will heavily depend on active participation from the participants in all the above, especially in discussions and sharing of experiences.



WHO MAY ATTEND

Junior & middle level managers in public & private organisations.



PROGRAMME DIRECTORS

Prof. Abhishek Goel (Fellow-IIMA) is a faculty in the Organizational Behavior Group since 2008. He is active in teaching and consulting in areas of Leadership Development, Teambuilding, Cross-Cultural Management, and Organizational Culture. His current research interests are in the area of Work Family Conflict and Leadership Development. His publications have appeared in reputed journals including the Harvard Business Review and International Journal of Manpower. He has been a visiting fellow to Germany and Spain. He has won research based awards, including the Young Scientist Scholarship at the XXIX International Congress of Psychology in Berlin. He has been the President of the International Society for the Study of Work and Organizational Values (ISSWOV, www.issowv.net) from 2018-2022.

Prof. Rajiv Kumar, Professor – OB Group, earned his Ph.D. in management from IIM Ahmedabad (with specialization in Organizational Behavior). He has worked for about 5 years across an NGO (Society for the Promotion of Wastelands Development), an international HR consulting firm (Hewitt Associates) and academia (IMT Ghaziabad) before joining IIM Calcutta in March, 2008. He teaches compulsory and elective courses related to Organizational Behavior at IIM Calcutta, with a specific focus on interpersonal, team, and leadership aspects. He also offers courses related to research methods. His research interests are varied, and he has presented his work in international and national conferences. His research has also appeared in peer-reviewed journals and edited books.





PROGRAMME DETAILS

- ☐ **Programme Commencement:** 9:00 AM on March 17, 2025
- ☐ **Programme Conclusion:** 2:00 PM on March 21, 2025
- ☐ **Accommodation:** For Residential participants, on single occupancy
 - **Check-in:** March 16, 2025 (6:00 PM onward)
 - **Check-out:** March 21, 2025 (2:00 PM)



PROGRAMME FEES

- ☐ **Residential (R):** ₹ 1,45,000/- plus taxes and surcharges as applicable.
- ☐ **Non-Residential (NR):** ₹ 1,35,000/- plus taxes and surcharges as applicable.

We would strongly encourage candidates to enroll as Residential participants, as the experience of an MDP is optimized in a full-immersion mode.

Discount on Programme fees:

A discount of 10% on the Programme fees can be availed by an organization if it nominates at least 4 participants for a particular MDP.



TERMS & CONDITIONS

- Participants would have to make their own travel arrangements.
- Accommodation at IIM Calcutta will be provided till 2:00 PM on the last day of the Programme. Participants who may wish to stay beyond this time will have to check with the CMDP Office for room availability, and associated charges. IIM Calcutta does not provide any family accommodation.
- Cancellation Policy: In case you/your nominated candidate(s) does(do) not attend the programme, 40% of the programme fees will be retained, as per policy.
- Executive Education Alumni: With effect from April 01, 2017, participants of IIM Calcutta's 'Open' MDPs who attend 20 days of learning through two or more Open MDPs will be eligible to apply for 'Executive Education Alumni of IIM Calcutta' status.



HOW TO APPLY

- You can apply/nominate your personnel by clicking on the “Apply Now” link corresponding to the particular MDP, as appearing on our online calendar available at: <https://iimcal.ac.in/mdp/mdp-calendar>
- Once the candidature(s) is (are) approved, the sponsoring authority or participant (in case of self-nomination) will be intimated over email along with a Proforma Invoice seeking programme fees in advance.
- Programme fees can be remitted online through Electronic Fund Transfer (NEFT/RTGS).
- Upon remitting the fees online, kindly intimate CMDP office with the UTRNo./relevant transaction details through email, so that we can connect your remittance to your nomination(s). Please note that confirmation of participation is subject to receipt of Programme fees by CMDP Office before commencement of the MDP.

IIM CALCUTTA'S ACCREDITATIONS AND RANKINGS

- Triple accreditations by AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs) & EQUIS.
- IIM Calcutta is the only B school in India to be a member of CEMS, a global alliance of leading business schools, multinational companies and NGOs
- IIM Calcutta's MBA programme has been ranked 60th and MBA-Ex programme 76th in Financial Times Global rankings, 2023. In Domestic rankings, the Institute has secured 1st position in both BT-MDRA and Fortune India Best B-School Survey 2023



Our correspondence address is as follows:

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For all other details on administrative matters please refer to the ‘Guidelines for Participants’ on our website or e-mail to program_mdp@iimcal.ac.in