



# **INDIAN INSTITUTE OF MANAGEMENT CALCUTTA**

## **MANAGEMENT OF ORGANISATIONAL CHANGE**

**PROGRAMME DIRECTOR: PROF. VIDYANAND JHA**

**PROGRAMME DATES: AUGUST 01 - 05, 2022**

**PROGRAMME VENUE: MDC, IIM CALCUTTA**



## **INTRODUCTION:**

In the current economic scenario, it has become imperative for organisations to enhance their effectiveness by bringing about changes of various types and magnitudes in their functioning. To enhance their competitiveness and to add value to their various stakeholders, the organisations need to periodically reinvent themselves. They need to bring about both strategic and operational changes. Changes, if managed properly, can make an organisation more effective. However, if not managed properly, they could also push an organisation onto a downward spiral. The key to how the changes are managed lies in the knowledge, understanding and skills of the managers managing them.

This programme aims to make the managers, involved in a current change attempt or going to be involved in a future change attempt, more effective in handling change situations by improving their ability, i.e., their knowledge, understanding and skills related to change.

## **OBJECTIVES:**

The programme has the following three broad objectives:

- Develop a critical appreciation of concepts related to change management.
- Help the participants develop and practice the skills related to change management.
- Help the participants understand the broader context of organisational change.

## **KEY TOPICS:**

- Managing Change
- Change Management Process
- Change Agent Skills
- Organisational Context of Change Management
- Environmental Context of Change Management

## **PEDAGOGY:**

The programme would consist of a mix of personal assessments; individual and group exercises; concept sessions; case discussions; and personal explorations.

## **WHO MAY ATTEND:**

Managers at all levels would benefit from the programme. Programme is designed in such a manner to bring a diversity of voices across hierarchical levels and functional areas. However, if the participants are going through an organizational change or are being prepared for leading and managing any change efforts in the near future, they would have a more immediate benefit from the programme. In summary, managers from all functional areas and across hierarchical levels are welcome.

## **PROGRAMME DIRECTOR:**

The Programme is designed and directed by **Prof. Vidyanand Jha**, Fellow, IIMA. He has been teaching postgraduate and managerial courses on change management since last twenty five years. He has also done original research work on managing changes in Indian organisations. The Programme may also include some other speakers from academia and industry.

## PROGRAMME DETAILS:

**Duration:** August 01 – 05, 2022

Programme Commencement: 9:00 AM on August 01, 2022

Programme Conclusion: 2:00 PM on August 05, 2022

**Venue:** Management Development Centre (MDC), IIM C Campus

**Accommodation:** For Residential participants

Check in: July 31, 2022 (6:00 pm onward)

Check out: August 05, 2022(2:00 pm)

## PROGRAMME FEES:

Residential (R) : ₹ 140,000/-

Non-Residential (NR) : ₹ 10,000/- less than the Residential fee

Taxes and surcharges extra, as applicable.

However, 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 C will be provided till 2.00 p.m. on the last day of the Programme. Participants staying beyond this time will have to bear additional stay and food charges, which they have to settle directly with the hospitality service provider, conditional upon room availability.
- 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 1, 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.

## IIM CALCUTTA'S RANKINGS AND ACCREDITATIONS:

- Triple accreditations by AACSB (Association to Advance Collegiate Schools of Business), AMBA (Association of MBAs) and EQUIS.
- IIM Calcutta is the only B-school in India to be a part of the prestigious CEMS. (The Global Alliance in Management Education or CEMS (formerly the Community of European Management Schools and International Companies) is an international cooperation of leading business schools and universities with multinational companies and NGOs.)
- IIM Calcutta has been ranked 2nd amongst all B-schools in India and 21st Globally, in Financial Times: Masters in Management Rankings 2020

## 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 the Payment Advice 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 UTR No./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.**

**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](mailto:program_mdp@iimcal.ac.in)