



TRANSFORMING LEADERSHIP SKILLS FOR BUSINESS EFFECTIVENESS



Programme Directors :

Prof. Parul Malik and Prof. Rinki Dahiya



Programme Dates:

February 07 - 09, 2025



Programme Venue:

IIM Sirmaur, Himachal Pradesh



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INDIAN INSTITUTE OF MANAGEMENT SIRMAUR

Dhaulta Kuan, Paonta Sahib, Himachal Pradesh - 173021

INTRODUCTION



Program overview

Effective leadership 'rests on reason' and 'moves on passion'. Passion energizes leaders to pursue action to achieve their dreams and reason enables them to give structure and stability to the process of pursuing the dreams. Success in today's organization requires not only the ability to lead but also to inspire others to motivate themselves. This will bring the maximum out of your own leadership abilities. This program will act as a vehicle to allow participants to open their mind set for generating breakthrough ideas and identify actionable strategies for improving their leadership capability.

Much of the effectiveness of business leaders depends on their ability to initiate and implement change programs successfully. This program is designed to expand the horizon of the participants about leadership. The program focuses on becoming and being an effective leader and enabling others to lead the pathway towards becoming effective leaders. Keeping this spirit, the program strives to give an entirely broader view to participants' ways of looking at various leadership styles and approaches and offers active learning to develop their leadership styles. It is hoped that the program will act as a stepping stone towards training future leaders of organizations.

OBJECTIVE



The program would enable participants:

Appreciate and gain a deeper understanding of leadership and understand the experiences associated with leadership.

Move beyond the myth of personality towards understanding the broader essence of leadership ecology.

To apply these understanding and skills to make better sense of modern organizational functioning and to enhance one's potential to emerge as an efficient leader.

PEDAGOGY



The sessions would include a mix of pedagogic tools. The key highlights are as below:

- Detailed discussion
- Insights from HBR articles
- In-depth case analysis
- Exclusive experience sharing
- Roleplay
- Learning from experiential exercises
- Hands-on activity-based framework training

WHO MAY ATTEND



- The program has been designed with a focus on junior and middle-level managers, primarily individuals with 3 to 15 years of work experience. Those who are due to shift from technical to managerial roles in the near future, have recently been promoted to such roles, or are working managers open to exploration and assimilation of alternative views are likely to gain maximum from the programme.

KEY TOPICS



- Essence and Meaning of Leadership
- Understanding your leadership attribute
- Preparing Personal Leadership Development Plan
- Leadership Communication: Mastering Active Listening and Persuasion for Organizational Success
- Leader as a Navigator of Team Spirit and Motivation
- Leadership in a Multi-Cultural Milieu
- Leadership and Organizational Change/ Renewal/ Transformation

PROGRAMME DETAILS

Duration: February 07 - 09, 2025

Programme Commencement: 10.00 AM on February 07, 2025

Programme Conclusion: 5.00 PM on February 09, 2025

Venue: IIM Sirmaur Campus

Accommodation

Check in: February 06 (6.00 PM onwards)

Check out: February 09 (till 1.00 PM)

PROGRAMME DIRECTOR

- **Dr. Parul Malik** is an Assistant Professor in Organizational Behavior & Human Resources Management area at the Indian Institute of Management Sirmaur, Himachal Pradesh, India. Dr. Parul Malik received her Ph.D. in Organization Behaviour from the Indian Institute of Technology Roorkee, Uttarakhand, India. Dr. Malik has taught courses for MBA program like Organization Behaviour, Human Resource Management, Performance Management, Learning and Development, and Talent Development. Her articles have been published in peer reviewed International journals such as International Journal of Human Resource Management, Journal of Organizational Change Management and Asia-Pacific Journal of Business Administration. Dr. Malik has won the Emerald Literati Award for "Highly Commended Research Paper 2018" for a research article published in the Journal of Organizational Change Management. She is a reviewer of various International journals such as The Learning Organization, Journal of Organizational Change Management, Global Business Review, European Journal of Training and Development and International Journal of Manpower.
- **Dr. Rinki Dahiya** is an Assistant Professor in Organizational Behavior & Human Resources Management area at the Indian Institute of Management Sirmaur, Himachal Pradesh, India. Dr. Rinki Dahiya has a Ph.D. from Department of Management Studies, Indian Institute of Technology Roorkee, M.Com from MDU, Rohtak, PGDBA from SCDL, Pune, and B.Com from University of Delhi. Her doctoral work examined the role of workplace forgiveness and organizational trust in happiness of employees. Her board areas of research interest include positive organizational behaviour and its correlates. She has published various research papers and book chapter with reputed publishers like Springer, Sage and Emerald, and presented research papers in national and international conferences both in India and abroad. She is reviewer of various international journals such as Evidence based HRM, Current Psychology, International Journal of Organizational Analysis, and Journal of Happiness Studies. Her areas of teaching interests are organizational behaviour, human resource management, talent management, self and interpersonal dynamics, critical thinking and communication for managers and performance management. She is also a permanent member of Indian Society for Training and Development (ISTD), New Delhi. Prior to Ph. D, she worked in industry for around 4 years.

PROGRAMME FEES

- **Residential (R):** INR 20,000/- plus taxes and surcharges as applicable.

Non-residential: INR 11,000/- 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 AND CONDITIONS

- Participants would have to make their own travel arrangements.
- Accommodation at IIMS will be provided till 12:00 noon on February 09, 2025. 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.

HOW TO APPLY

- To apply or nominate personnel for the Programme, click on the "Register Now" link in the brochure or visit <https://www.iimsirmaur.ac.in/mdp/mdp-calendar>
- Once the candidature is approved, the sponsoring authority or participant (in case of self-nomination) will receive an email with a Payment Advice requesting the Programme fees in advance.
- Programme fees can be remitted online through Electronic Fund Transfer (NEFT/RTGS). After remitting the fees online, please inform the CMDP office of the UTR number or relevant transaction details via email. This will allow us to connect your remittance to your nomination(s).
- Please note that confirmation of participation is subject to receipt of Programme fees by the CMDP office before the commencement of the MDP.

HOW TO REACH IIM SIRMAUR

IIM Sirmaur is located in Dhaula Kuan, in Himachal Pradesh. The distance of Dhaula Kuan from Jolly Grant Airport Dehradun is 96 km. It takes 2 hours and 30 minutes from Dehradun Airport, 2 hours and 30 minutes from Chandigarh Airport, and 6 hours and 20 minutes from Delhi Airport to reach Dhaula Kuan. The nearest Railway stations are Yamuna Nagar, Saharanpur, and Dehradun. They are all located approximately at one and half hour taxi drive from Paonta Sahib.

NEAR BY TOURIST DESTINATIONS

- Renuka Lake: Located 31 km away
- Kalesar National Park: Located 38 km away
- Gurudwara Paonta Sahib Ji: Located 21 km
- Mussoorie: Mussoorie is a hill station located 99 km away
- Haridwar: Haridwar is a holy city situated 119 km away



Our correspondence address is as follows:

MDP Office

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Phone: 01704 277367

Email: mdpoffice@iimsirmaur.ac.in | Weblink: <https://www.iimsirmaur.ac.in/mdp/mdp-calendar>

**For all other details on administrative matters please refer our website
www.iimsirmaur.ac.in/mdp/ or e-mail to mdpoffice@iimsirmaur.ac.in**