



IIM
SIRMAUR



TEAMWORK REIMAGINED: BUILDING AND MANAGING HIGH-PERFORMANCE TEAMS (HPTs)



Program Director(s):
Prof. Rinki Dahiya and Prof. Parul Malik



Programme Dates:
September 22-23, 2023



Programme Venue:
IIM Sirmaur, Himachal Pradesh



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INDIAN INSTITUTE OF MANAGEMENT SIRMAUR

Rampur Ghat Road, Paonta Sahib,
Himachal Pradesh-173025

OBJECTIVES:

By the end of the program, the participants will be able to:

- Understand the importance of high-performing teams, and comprehend the attributes and composition of such teams that contribute towards achieving organizational goals faster than any other types of teams.
- To get acquainted with high-performing teams' strategies, models, and processes.
- Explain the foundational role of organizational and team culture that promotes and sustains high-performing teams.
- Demonstrate skills in managing team dynamics and conflicts effectively, and devise psychological strategies to enhance the performance of teams.
- Analyze and convert the HPTs strategies into performance/practice.



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 to focus on junior and middle-level managers, primarily individuals with 1 to 15 years of work experience. Due to the shift from technical to managerial roles, those soon being recently promoted to such roles; or working managers open to exploration and assimilation of alternative views are likely to gain maximum from the program.



KEY TOPICS:

- Attributes and composition of High performing teams
- Models and processes for Developing High performing teams
- Embedding high-performance motives in organizational and team culture
- High-performance teams and conflicts
- Converting HPTs strategies into sustained performance



PROGRAMME DIRECTOR(S):

Dr. Rinki Dahiya is an Assistant Professor at the Indian Institute of Management Sirmour in the area of Organizational Behavior and Human Resource Management. She has received Ph.D. from the Department of Management Studies, Indian Institute of Technology Roorkee. Her broad areas of research interest include positive organizational behavior and its correlates. She has published research papers in peer-reviewed, internationally acclaimed journals with publishers like Springer, Sage, Elsevier, Wiley, and Emerald. She has also presented research papers at national and international conferences in India and abroad. Her areas of teaching interest are organizational behavior, human resource management, negotiation management, critical thinking, and communication for managers. She is also a permanent member of the Indian Society for Training and Development (ISTD), New Delhi. Before her Ph. D, she worked in the industry for around four years. She has offered training programs to reputed organizations such as Satluj Jal Vidyut Nigam Ltd., Hindustan Petroleum Corporation Ltd., and Power Grid Corporation of India, to name a few. She has conducted management training and development programs on various topics such as Thinking and Effective Decision Making, Effective Communication, Leadership, and Team Development, Creating High-Performing Teams, Relationship Management, Happiness at Work, Collective Bargaining and Negotiation, Conflict Management, Employee Engagement, Organizational Learning, Change Management, Stress Management, Architecture of Workplace Trust, and Workplace Forgiveness.

Dr. Parul Malik is an Assistant Professor at the Indian Institute of Management Sirmour in the area of Organizational Behavior and Human Resource Management. She received her Ph.D. in Organizational Psychology from the Indian Institute of Technology Roorkee, Uttarakhand. Her articles have been published in various peer-reviewed, internationally acclaimed journals. Using her knowledge of applied industrial psychology, she has conducted a number of training programs in Building and Managing Teams, accountability skills, visioning and organizational learning. She has offered training programs in companies of repute like Hindustan Petroleum Corporation Ltd., Power Grid Corporation of India, and Satluj Jal Vidyut Nigam Ltd., to name a few. All the training programs are tailor-made to suit the specific needs of clients.

PROGRAMME DETAILS

- **Duration:** September 22-23, 2023
- **Program Commencement:** 9:00 AM on September 22, 2023
- **Program Conclusion:** 5:00 PM on September 23, 2023
- **Venue:** IIM Sirmaur Campus
- **Accommodation**
 - **Check in:** September 21 (6.00 PM onwards)
 - **Check out:** September 23 (till 1.00 PM)

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."

HOW TO APPLY

- To apply or nominate personnel for the program, click on the "Register Now" link in the brochure or visit <https://iimsirmaur.ac.in/mdp/>
- 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 program 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 program fees by the CMDP office before the commencement of the MDP.



IIM Sirmaur Proposed Campus



IIM Sirmaur MDP Experience

TERMS & CONDITIONS

- Participants would have to make their own travel arrangements.
- Accommodation at IIMS will be provided till 12.00 p.m. on September 23, 2023. 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 REACH IIM SIRMAUR

IIM Sirmaur is located in Paonta Sahib, in Himachal Pradesh. The distance of Paonta Sahib from Jolly Grant Airport Dehradun is 78.5 km. It takes 2 hours and 30 minutes from Dehradun Airport, 2 hours and 30 minutes from Chandigarh Airport, and 5 hours and 30 minutes from Delhi Airport to reach Paonta Sahib. 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.

NEARBY TOURIST DESTINATIONS

- Gurudwara Paonta Sahib Ji : Situated within the city
- Kalesar National Park : Located 13 km away
- Renuka Lake: Located 47 km away
- Mussoorie : Mussoorie is a hill station located 87 km away
- Haridwar : Haridwar is a holy city situated 105 km away



Our correspondence address is as follows:

MDP Office

Indian Institute of Management Sirmaur, Rampur Ghat Road, Paonta Sahib, Himachal Pradesh - 173025

Phone: +91 7018194577

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