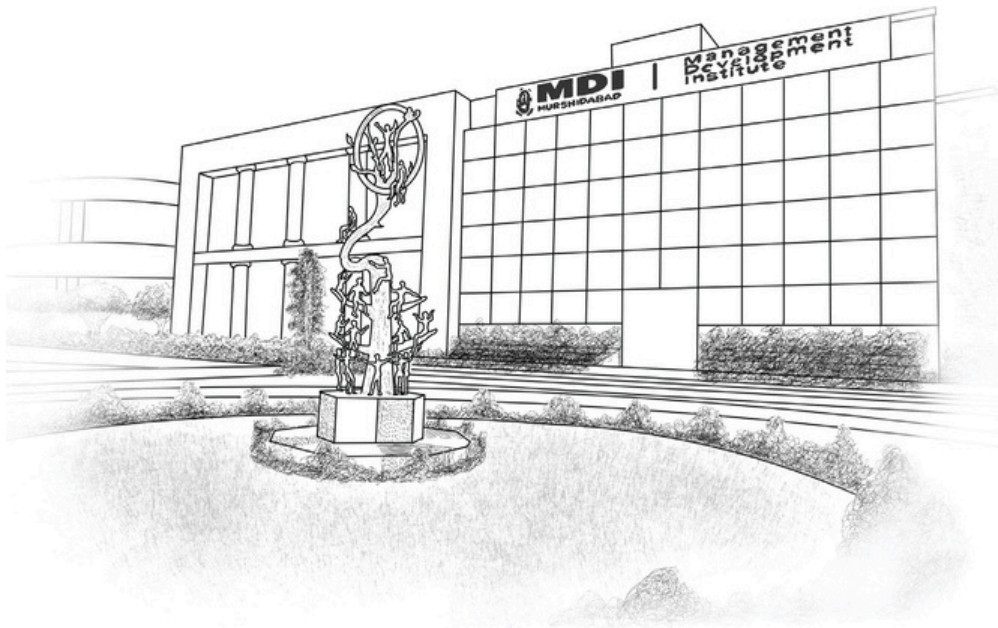


MANAGEMENT DEVELOPMENT INSTITUTE MURSHIDABAD

MANAGEMENT DEVELOPMENT PROGRAMME

LEADING ORGANIZATIONAL TRANSFORMATION



Context

Globalization, technological changes, and the resultant chaotic business environment have led to large-scale changes in organizations. The new business dynamics has generated pressures on all—the top leadership, middle management, and supervisory personnel—to build a facilitative culture that is oriented to customer demands; employee needs; and sustainable business growth.

Great organizations are able to develop the capability to align themselves quickly with the internal and external changes that are brought in by the new compulsions. They keep evolving and redesigning themselves for an appropriate response to the changing business scenario. Towards this goal, they focus themselves on building a dynamic structure, engaging culture, organizational leadership brand and the requisite people capabilities. Research reveals that managing change becomes more efficacious if employees' concerns are addressed along with business issues. The redesigned agendas of some leading organizations even envisage "people first and customer second" focus. These perspectives necessitate organization-building through interventions such as leadership competencies development, responsive organization design, learning organization, employee

involvement, attitudinal change programme, and people-centric culture. In terms of developing and internalizing specific skills to move to the next level of organizational growth, this involves, among others, focusing on personal leadership development, ability to nurture psychological contract, developing a caring and fun culture as a way of organizational life, entrepreneurially innovative mindset, ability to bounce back under crisis, emotionally intelligent citizenship, and aligning people issues with business needs.



Target Audience/For Whom

The programme is designed for senior and middle-level line managers, functional executives, HR managers, and department and section heads from Private, Public and Multi-National Companies (MNCs) that are concerned about developing and implementing effective people policies.



Contents

- Understanding business complexities in the VUCA World and role of distributed leadership
- Understanding Organizations: Strategic, Political, Cultural, Spiritual Perspectives

- Leading and Designing organizations for sustainable development
- Leading cultural change for organizational turnaround
- Models of Change Management
- Developing transformational leadership competencies
- Promoting leadership at various levels to develop employee engagement culture
- Managing Emotional Processes during the change management
- Emotional intelligence for effective change management



Teaching Pedagogy

The sessions will be largely participatory and experiential in nature through the following ways;

- Power point presentations
- Films and videos
- Business cases
- Reading material
- Simulation exercises
- Reflecting on one's style of thinking, feeling and motivation
- Context sensitivity
- Project work



Venue & Duration

The programme is scheduled on a residential basis at MDIM Campus, Kulori, P.O.-Uttar Ramna, P.S.- Raghunathganj, Dist.- Murshidabad, West Bengal, PIN-742235, India. Accommodation for participants would be available at MDIM Campus



Registration & Fees

Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details. The fee of the program is **Rs. 10,000/day /participant+ GST** which includes a professional fee and all charges for lodging and boarding and supply of course materials. GST as applicable will be charged extra in addition to the programme fee. Payment should be made by Cheque/ NEFT/RTGS.

The program fees can be paid through bank transfer as per the bank details given below:

Account Name: **Management Development Institute Society**

Bank Name: **ICICI Bank**

Account Number: **201505024814**

IFSC Code : **ICIC0002015**

Branch Name: **Jangipur**

(Please share the transaction details for verification purposes after making payment)



Enquiry

For any Additional information/enquiry, please write to:

Department of Continuing Education

Management Development Institute Murshidabad

Kulori, P.O.-Uttar Ramna, P.S. - Raghunathganj

Dist. Murshidabad, West Bengal, PIN-742235

Contact Details: +91 9674727164/ +91 9674757164

(Extn: 127/183)



Shri. Joydeep Mukherjee

Mobile: 8240291401

Email: joydeep.m@mdim.ac.in

Dr. Yogita Abichandani

Mobile: 7901020922

Email: yogita.abichandani@mdim.ac.in

Prof. Ajay K Jain, Director

Mobile: 9717098480

Emails: director@mdim.ac.in

akjain@mdim.ac.in

Website: : <https://www.mdim.ac.in>

Email: ce@mdim.ac.in



Faculty Profile



Prof. Ajay K. Jain, PhD IIT Kanpur

Director

**Management Development Institute
Murshidabad**

Professor of Leadership and
Organizational Design

Lead – Center of Excellence for Indian

Thought and Management

Post Doc Fellowships, Aarhus University Denmark & Indian
School of Business Hyderabad

Former Director, Institute of Management Studies Ghaziabad

E-mail: akjain@mdi.ac.in; Mobile 09873018480, 9717098480

Dr. Ajay K. Jain (PhD, Indian Institute of Technology, Kanpur) is a Professor of Leadership and Organization Design and leading a center of excellence for Indian Thought and Management at Management Development Institute, Gurgaon. Prof Jain is a visiting professor to several international universities including, Aarhus University, Denmark (since 2010), IULM University, Milan, Italy; University of Free State, South Africa; and Indian Institute of Management Lucknow, Ranchi, Bodh Gaya, and Kozikode Prof Jain also holds post-doctoral fellowships from Aarhus University, Denmark (2012-2014) and Indian School of Business Hyderabad (2003). He is teaching courses on leading and designing organizations and leadership and emotional intelligence for Indian and International students. Prof Jain has received an award for extraordinary performance from Aarhus University for his research and publications and from National Academy of Psychology India. Prof Jain has also worked as the Director of Institute of Management Studies Ghaziabad (2018-2019) and received a prestigious award of most charismatic leader in management education from Education Post and ASSOCHAM in Jan 2019.

He has published 65 research articles in high impact journals including, Journal of Managerial Psychology, International Journal of Hospitality Management, Psychology and Marketing, Personnel Review, Journal of Management and Organization, Leadership and Organization Development Journal, and Leadership journal, Journal of Managerial Issues, Organization Development Journal are among others and published book chapters and an edited book in the field of psychology for developing countries. He has research interests in the field of leadership, emotional intelligence, employee voice and silence, psychological well-being. He has completed 12 research and consulting projects for ministries, public and private sector companies.

Prof Jain has designed and delivered training programs for several private sector companies including ABB, Nestle, Teijin, Microsoft, Sentiss Pharma, Vestas, Denso, Maruti-Suzuki, HP, Apollo, Mitsubishi, BSES, Reliance Power, HDFC Bank, Hero Future Energies, and public sector organizations like, ONGC, Indian Oil, CPWD, Power Grid, NBCC, NPCCL, NPCIL, MES, NLC, DVC, ICAI and government organizations and institutions e.g., BSF, CRPF, NIA, Indian Army etc. Prof Jain has trained more than 15000 senior and top managers and CEOs from these companies on topics related to leadership, emotional intelligence, transformation etc. He has taken training groups to Europe and Australia, and address participants from various nationalities including Americans, Russians, Japanese, Europeans and Asians. Prof Jain has been a member of selection committees for various institutions and organizations and on board of several organizations e.g., Member, Senate of IIT Indore, Corporate Advisor, Pasona India (Japanese HR consulting firm) and also invited as a key note speaker by various institutions e.g., IIPA New Delhi, HIPA Gurgaon, IIPM Gurgaon, ONGC Academy Dehradun, LNG Academy Dahej, GAIL Academy Noida, CPWD Academy Ghaziabad, CRPF Academy Kadarapur & Mount Abu, BSF Academy Tekanpur, NIA Delhi, INGAF Delhi etc.

Prof Jain has traveled to 30 plus countries and practices forgiveness and gratitude in his personal and professional life. He has deep interest in Indian management thought and running a center of excellence for Indian thought and management in MDI Gurgaon. Other than his father, Mr. M.R. Jain (father-Dy. SP, UP Police), Dasrath Manjhi is his role model to live a meaningful life.



Dr. Yogita Abichandani

Associate Professor- Human Resource Management

Dr. Yogita Abichandani Associate Professor-Human Resource Management Dr. Yogita Abichandani is the Associate Professor – HR & OB at Management Development Institute, Murshidabad,

West-Bengal. Awarded as the distinguished alumni (Circle of 50) of her program at the University of Georgia for the year 2019, she has strived for research and teaching excellence since the beginning of her career. She was the former Area Chair and Associate Professor – HR & OB at Symbiosis International (Deemed University) and a Tenure Track Assistant Professor at University of North Carolina System- WCU, USA. Her research interests are Women Leadership, Critical HRD, and Feminist HRD. She graduated with a doctorate from the University of Georgia, USA in 2012. She has over 17 years of experience across multiple sectors and is currently serving as the Advisory Board Member for North Carolina State Employees Credit Union, Asheville, North Carolina. She has published in several national and international conferences and journals. She is the Co-Chair for the India Special Interest Group at the Academy of HRD, USA, a member of Society of HRM, USA and India. She consults with NGOs in various capacities both in USA and India and provides developmental blueprints to organizations for strategic planning. She also volunteers with various education-based NGOs in India for teacher pedagogy development.

About MDI Murshidabad

Management Development Institute (MDI) was set up as an autonomous body in 1972. With an intention to impart management education, nurture local talent, and groom them to become global Leaders, Management Development Institute (MDI), launched its second campus in Murshidabad in the year 2014. The foundation stone was laid on the 31st of October 2010 at Jangipur, Murshidabad, West Bengal by the then Honorable Union Minister of Finance, Govt. of India, Shri Pranab Mukherjee. In 2014, MDI Murshidabad (MDIM) launched its Post Graduate Diploma in Management (PGDM). It was commemorated in the presence of the then honorable President of India Shri Pranab Mukherjee, by an inspiring address by him to our first batch of PGDM students on the 24th of August, 2014. This was followed by a deliberation made by Shri Arun Jaitley, then Hon'ble Minister of Finance, Defence & Corporate Affairs, Govt. of India. PGDM offered by MDIM is recognized and accredited by the All-India Council for Technical Education (AICTE), New Delhi, National Board of Accreditation (NBA). PGDM course is also recognised as equivalent to MBA by AIU for a period of three years (01.07.2024 to 30.6.2027). The Murshidabad campus is a part of MDI's vision to nurture and promote local talent and enterprise. The campus of MDI Murshidabad is in the central part of the State of West Bengal, India. MDIM prides itself in not only providing management Education but also developing ethical corporate citizens for tomorrow's India.

MDI Murshidabad continues to uphold its commitment to excellence in management education, as evidenced by its consistent IIRF rankings. This year MDI Murshidabad has secured the **prestigious position of State Rank 1 among the Best B-Schools (Private) for PGDM General** and has also secured the **prestigious position of Zone Rank 3 for the overall category.**

Management Development Programme (MDP):

MDI Murshidabad has been conducting Training Programmes of strategic intent since inception. In this regard our MDPs not only aim at acquiring and upgrading knowledge and competencies in generic areas but also assist in specific areas to thrive in the competitive world of business. Our fundamental programmes revolve around leadership, Change Management, Managerial Effectiveness, Sales Excellence, Service Excellence, Sales & Distribution Management, How to build a Strong Brand. Cost Management, as well as emerging issues like AI&ML, Business Analytics, HR Analytics, Digital Marketing, and Data Science. MDIM is committed to impart quality management education. It understands the requirements of the modern business organizations and offers need-based customized MDPs to meet the organizations' excellence. To do so, the pedagogy adopted across the MDPs is based upon experiential learning exercises that believe in learning while doing. We are also conducting open MDPs for several valued clients who herald from various sectors. Such MDPs have been developing the holistic perspectives of the clients to resolve any given issues through cross-pollination of ideas.

CAMPUS DETAILS



Campus Address:

Management Development Institute Murshidabad

Kulori, P.O.-Uttar Ramna, P.S. - Raghunathganj

Dist. Murshidabad, West Bengal, PIN-742235

Contact Details: +91 9674727164/ +91 9674757164 (Extn: 127/183)

Visit: www.mdim.ac.in, e-mail: ce@mdim.ac.in