



# INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



## INTERPERSONAL EFFECTIVENESS AND LEADERSHIP EXCELLENCE



**Programme Director: Prof. Chetan Joshi**



**Programme Dates: January 06 - 10, 2025**



**Programme Venue: MDC, IIM Calcutta**

# OBJECTIVES

Leadership is the process of interpersonal influence over the activities of team members towards the achievement of organisational goals in a given situation. In contemporary organisational life, managers need to work effectively with peers, supervisors and subordinates. Understanding self and influencing others forms an integral part of this endeavor. This Programme will help you to understand about self and develop your interpersonal effectiveness as well as leadership skills.



## PEDAGOGY

Concept sessions, diagnostic instruments, group activities/exercises and case study discussions.



## WHO MAY ATTEND

The programme as such is useful for all managers/executives/administrators irrespective of their functions, hierarchical position and business involvement - be it in the private/public sector organisations, multinational companies, government organisations or non-governmental organisations. We believe that an organisation will get an optimum return from this programme by sponsoring a team of 2 - 4 managers who have responsibility for managing a department, division, business group, or the entire organisation.



## KEY TOPICS

The Programme content includes two specific modules dealing with the theme of interpersonal effectiveness and leadership skill development.

### ■ Module 1: Understanding Self and Interpersonal Effectiveness

This module will help participants to become aware of their own needs, perceptions and feelings and how the same affects or is affected by others' needs, perceptions and feelings. Participants thus become aware about the antecedents and consequences of their interpersonal styles. Individual participants will become aware of their primary conflict handling styles, negotiation style and team work styles.

### ■ Module 2: Building Leadership Potential and Skills

Individual participants will diagnose their leadership styles and why the same is or is not appropriate in different situations. Managers will also learn about when to use which leadership style in decision making situation, how to handle conflict and exercise influence in resolving conflicts, and how to lead teams.



## PROGRAMME DIRECTOR

**Dr. Chetan Joshi** is a Professor in the Organizational Behavior area group at IIM Calcutta. He holds an MBA from University of Roorkee and a doctorate in management from Richard Ivey Business School, Western University (formerly University of Western Ontario), Canada. His award winning research has been presented at international conferences such as the Administrative Sciences Association of Canada, Society for Industrial and Organisational Psychology, International Congress of Psychology and the Academy of Management. He has developed simulations and exercises which have been showcased at the annual conferences of the OBTS Teaching Society for Management Educators. His co-authored case studies and teaching notes are available from Harvard Business School Publishing.

In addition to Dr. Chetan Joshi, other faculty member(s) with expertise in the areas of Interpersonal Effectiveness and Leadership may also teach in the programme.



## PARTICIPANTS' FEEDBACK

“My experience in the IELE MDP was awesome. The faculty members teaching in the programme were excellent. The content covered was correlated with self-study cases or activity based learnings. After the end of the programme we were able to judge ourselves and definitely came to know the areas of improvement.”

“This programme provided an opportunity to introspect in many behavioral aspects and how we can improve on our drawbacks to excel in the corporate world (or even in daily life). I would recommend the programme because you get to live the life of an IIM student (in some respect) and an opportunity to learn something new.”



## PROGRAMME DETAILS

- Programme Commencement:** 9:00 AM on January 06, 2025
- Programme Conclusion:** 2:00 PM on January 10, 2025
- Accommodation:** For Residential participants, on single occupancy
  - **Check-in:** January 05, 2025 (6:00 PM onward)
  - **Check-out:** January 10, 2025 (2:00 PM)



## PROGRAMME FEES

- Residential (R):** ₹ 1,35,000/- plus taxes and surcharges as applicable.
- Non-Residential (NR):** ₹ 1,25,000/- 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 January 10, 2025. 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



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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)