



# INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



## MANAGERIAL LEADERSHIP AND CONFLICT RESOLUTION



**Programme Director: Prof. Chetan Joshi**



**Programme Dates: September 09 - 13, 2024**



**Programme Venue: MDC, IIM Calcutta**

# INTRODUCTION

The Programme aims to focus on the following areas:

## ■ Module 1: Development of Individual Potential

Through various small group experiences, participants will explore and examine their interpersonal styles, interpersonal transactions and communication processes.

## ■ Module 2: Leadership Styles and Management of Conflicts in Groups and Organisations

The second module will focus on learning about one's leadership styles and group processes. In simulated group situations, participants will get opportunities to identify their own leadership styles and the consequences on other team members and also to develop skills in the management of conflict. Conflict Management runs parallel with Managerial Leadership. Therefore, this module is designed to help participants in: (a) Understanding their own Conflict Management Styles, (b) Diagnosing different conflict situations, and (c) dealing with Conflict in a productive and manageable ways.

## ■ Module 3: The Manager as Change Agent

How does the Manager cope with Change? How does he or she participate as a Change Agent in the process of initiating and managing Change? This module focuses on the conditions, values and strategies by which Managers can become responsive to Change.



## PEDAGOGY

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



## WHO MAY ATTEND

The Programme has been specifically designed for Senior executives in Public/Private Sector, Multinational and Government Organisations, both Central and State. A minimum of five years of senior management experience and the age group 30-50 years is a desirable consideration. Our experience shows that an organisation gets an optimum return from the Programme when it sponsors a team of 2 - 4 senior managers who have direct work relationships and who, on return to the organisation, can draw upon each other's skills to transfer the learning to the work situation. Although Managerial Leadership and Conflict Resolution is designed for managers from any functional department such as Production, Operations, Finance, Marketing, etc. HRD Managers may find it especially useful.



## 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 Leadership and Conflict Resolution may also teach in the programme.



## PARTICIPANTS' FEEDBACK

*When you come for a managerial programme, engagement is something which one looks for. The same has been provided to the required level. The program has been a right blend of experience and academia. The personal touch which has been provided by the faculty, the detail of each and everything they do speaks a lot about the institution and its faculty. All in all a great programme.*

*My experience in the programme was very good. They have a well-researched teaching style; teaching by making us experience the situation and thus the learnings are coming from within us. They are born out of our own experiences, our team's situation and experiences. The faculty is so erudite; they have done an excellent job. Our scores show that we have really changed for the better and in better ways.*

*This programme has helped me to recognise my limitations and given feedback on areas to improve. The programme contents emphasized on arriving at consensus during team work with collaboration and interaction. Thankful to all the faculty members.*



## PROGRAMME DETAILS

- Programme Commencement:** 9:45 AM on September 09, 2024
- Programme Conclusion:** 2:00 PM on September 13, 2024
- Accommodation:** For Residential participants, on single occupancy
  - **Check-in:** September 08, 2024 (6:00 PM onward)
  - **Check-out:** September 13, 2024 (2:00 PM)



## PROGRAMME FEES

- Residential (R):** ₹ 135,000/- plus taxes and surcharges as applicable.
- Non-Residential (NR):** ₹ 125,000/- 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 September 13, 2024. 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



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)