





INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



LEADING AND MANAGING CHANGE

-  Programme Directors: Prof. Abhishek Goel, Prof. Rajiv Kumar & Prof. Vidyanand Jha
-  Programme Dates: February 24 - 28, 2025
-  Programme Venue: MDC, IIM Calcutta

INTRODUCTION

Change management is an important career inflexion point that often determines the shift to the leadership trajectory. Successful change management is arguably the holy grail of leadership. Leading and managing change requires a deep dive into one's own reserves of clarity, keeping the troops motivated despite setbacks, and chart a path that facilitates others' journey to the destination. The aforesaid three areas are built upon individual, interpersonal and organizational understanding that are intertwined to the extent that one is often left perplexed. Clarity of thought, process and action are often elusive.

OBJECTIVES:

The programme aims to equip executives with the knowledge and skills needed to lead successful organizational change initiatives. This programme addresses some of the challenges that leaders/managers face in the wake of dealing with organizational change through multiple perspectives of stakeholders such as:

- Those who design the change,
- Those who carry out the change, and
- The subjects of change

The programme would facilitate:

- Understanding stakeholders
- Finding the core problem to solve through change effort
- Better understanding of leader's own style and source of strengths
- Handling interpersonal situations in a dynamic environment



KEY TOPICS

- The Need for change & concepts of change management
- Vision and Communication: Developing and communicating compelling vision for change
- Executing Change: Building and leading change teams
- Stakeholder engagement and influencing: Persuasion and influence, finding courage and clarity amidst chaos
- Institutionalizing new practices: Leader's role in fostering a culture of continuous improvement



PEDAGOGY

This programme will be delivered through a mix of readings, case studies, group discussions, in-class exercises, and simulations. Participants will be encouraged to share their change management experience and facilitate learning from each other.



WHO MAY ATTEND

The programme is designed for people with some experience, preferably those in the middle to senior management cadre. Entrepreneurs or family business owners, second generation business owners (with reasonable experience) are also welcome. The course material will cover a variety of contexts suitable for private sector, public sector, government and not for profit organizations.



PROGRAMME DIRECTORS

Prof. Abhishek Goel (Fellow-IIMA) is a faculty in the Organizational Behavior Group of IIM Calcutta since 2008. He teaches/co-teaches courses across the MBA, MBAEx and Doctoral Programmes.

His publications have appeared in reputed journals including the Harvard Business Review and International Journal of Manpower. He has been a visiting fellow to Germany and Spain. He has won research based awards, including the Young Scientist Scholarship at the 29th International Congress of Psychology in Berlin. His course on Global Leadership for CEMS (www.cems.org) won the Best Course of the Year Award in 2023. He has been the President of the International Society for the Study of Work and Organizational Values (ISSWOV, www.isswv.net) from 2018-2022.

Prof. Rajiv Kumar has earned his Ph.D. from IIM Ahmedabad. He has worked for about 5 years across an NGO (Society for Promotion of Wastelands Development), an international HR consulting firm (Hewitt Associates) and academia (IMT Ghaziabad) before joining IIM Calcutta in March, 2008.

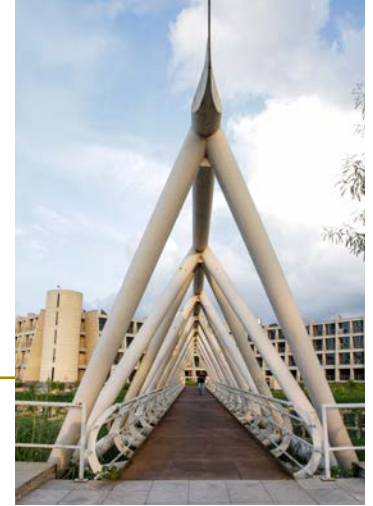
His current research interests include cross-cultural issues, organizational citizenship behaviors, and construct specification. His research has appeared in peer-reviewed outlets such as journals, edited books, and conference proceedings. He teaches compulsory and elective courses in the doctoral, MBA, and other full-time programmes of IIM Calcutta. He also engages with industry through executive education and consulting.

Prof. Vidyanand Jha has been teaching in the Organizational Behaviour Group of IIM Calcutta since 1997. He has offered multiple Management Development Programmes on Communication and Presentation Skills over the years. These programmes are known for their participant centred learning.



PROGRAMME DETAILS

- Programme Commencement:** 9:45 AM on February 24, 2025
- Programme Conclusion:** 2:00 PM on February 28, 2025
- Accommodation:** For Residential participants, on single occupancy
 - **Check-in:** February 23, 2025 (6:00 PM onward)
 - **Check-out:** February 28, 2025 (2:00 PM)



PROGRAMME FEES

- Residential (R):** ₹ 1,45,000/- plus taxes and surcharges as applicable.
- Non-Residential (NR):** ₹ 1,35,000/- 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 the last day of the Programme. 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