






INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



PERSONAL GROWTH AND TEAM BUILDING

-  Programme Director: Prof. Chetan Joshi
-  Programme Dates: March 03 - 07, 2025
-  Programme Venue: MDC, IIM Calcutta

INTRODUCTION

The primary purpose of this Programme is to provide participants with an opportunity to learn more about one's own self as a person so as to become more competent in interpersonal relationships, and learn how their feelings affect and are affected by others' perceptions and feelings. The programme will also focus on the dynamics of team formation, team norms and team development.

OBJECTIVES

- To help increase individual's awareness of his/her own perceptions, feelings, reactions, expressions and its impact on others.
- To gain insight into the meaning and consequences of our own behaviours and actions on others' behaviours and actions.
- To understand and experience the dynamics and processes of team behaviour
- To examine the conditions of team effectiveness
- To develop the skills in diagnosing and taking more effective interpersonal and team actions.



PEDAGOGY

Most sessions will be agenda-less team discussions. The data for discussions are the data provided by the interaction of team members as they strive to create a viable society for themselves. Actions, reactions, interactions, and the concomitant feelings accompanying all of these are the data for the team. This experiential learning will be aided and strengthened by brief conceptual and theoretical inputs and exercises. In short, this experience-based learning method aims to develop two basic skills:

- Conceptual skills: which will serve as tool in linking personal goals, values, and intentions to actions with internal consistency and situational contingency.
- Behavioural skills: in diagnosing team process and developing task-role and maintenance-role in team work, skills in interpersonal communication and competence in dealing with integration of intentions and actions.



WHO MAY ATTEND

Managers and Executives from all ranks and types of organisations.



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.



PROGRAMME FACULTY

In addition to **Dr. Chetan Joshi**, the following faculty member will also be the resource person for this MDP:

Prof. B. N. Srivastava, Ph.D. (Psychology) has over 40 years of experience of teaching, research, training, consultancy and administration at IIM Calcutta and elsewhere. While at IIM Calcutta, he was Program Director/Jt. Director of other MDPs, e.g. Leadership and Team Building, Managerial Leadership and Conflict Resolution. He has published numerous chapters in books, articles in international journals like, IMM, PMJ, IJCM, IJCCM, APIR, IJIR, APJM, JSP.



PARTICIPANTS' FEEDBACK

"The programme on personal growth and team building has come in very handy as it has helped me not only in understanding of self but also my role both as a team member and in building a team. The programme has allowed me to look into my inner self and taught me a few things which are going to help me in my professional life immensely. When you are performing through a team, there is a basic rule that you should make yourself open. In other words, the programme helped in educating me on the aspects of receiving and giving feedback and the importance of feedback."

"I have attended many training programmes but this one was a unique course. Here we learnt much more about human behavior, decision making in a team, building a good team, giving/receiving affection, how to be inclusive. We learnt how to improve our blind spots."



PROGRAMME DETAILS

- Programme Commencement:** 9:00 AM on March 03, 2025
- Programme Conclusion:** 2:00 PM on March 07, 2025
- Accommodation:** For Residential participants, on single occupancy
 - **Check-in:** March 02, 2025 (6:00 PM onward)
 - **Check-out:** March 07, 2025 (2:00 PM)



Small Group Conflict Resolution Activity



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 March 07, 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.



Personal Growth Lab In-progress

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:

CMDP Office

Management Development Centre (MDC)

Indian Institute of Management Calcutta, Diamond Harbour Road, Joka, Kolkata - 700 104

Phone: **Board** +91 33 7121 6000-01, #6012, 6016 | **Direct** +91 33 7121 6016

Email: program_mdp@iimcal.ac.in | Weblink: <https://www.iimcal.ac.in/mdp/mdp-calendar>

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