



INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE

Creative Thinking, Problem Solving & Decision Making

July 09 – July 11, 2026

Programme Overview

The fundamental aspect of this course is that creativity can be taught, learned and used to enhance performance. On the other hand it can also be realized that intelligence or unintelligence does not influence creativity. Further it can also be shown that various measures of intelligence need not be correlated with creativity. To learn to be creative and innovative a problem solver and decision maker must apply oneself constantly and thoroughly throughout its life.



Learning Objectives

- Understand personal creativity potential and idea generation.
- Learn creativity tools and innovative thinking techniques.
- Visualize creativity through structured processes.
- Develop practical problem-solving methods.
- Strengthen analytical and creative decision-making skills.

Pedagogy

Experiential
Exercises

Role
Plays

Case
Studies

Discussions &
Games

Participants Profile

Middle and senior level managers.
This Programme would be useful to managers who want to enhance their creative ability to solve managerial and other real life problems.

Programme Contents

Comprehensive modules designed for practical application.

01

Creativity: Motivation, fostering creativity, and understanding limitations.

02

Frameworks and Conditions for Creativity through exercises and techniques.

03

Individual and Group Creativity, creative attitude and innovation culture.

04

Problem Solving: Identification, formulation, and solution strategies.

05

Creativity in complex and uncertain environments.

06

Estimation methods for creative problem solving and decisions.

07

Creative and analytical approaches to decision making.



Facilitators



Prof. Rajeshwari C

Assistant Professor, Organizational Behaviour and Human Resources

Prof. Rajeshwari C is an Assistant Professor at IIM Kozhikode. Prior to this, she did her PhD from IIM Ahmedabad in the area of Organizational Behaviour. Her academic interests include gender and caste-based social relations in the context of work and organizing. She engages in research and teaching around understanding and engaging with the issues related to these discriminatory social relations and building alternative spaces. She has been assisting in developing and facilitating courses and research around work organizing and employment since her PhD course and continued it by designing and executing courses around gendered work organizing, employment, and organizational spaces.



Prof. Roopak Kumar Gupta

Associate Professor, Organizational Behaviour and Human Resources

Prof. Roopak Kumar Gupta is an Associate Professor of Organizational Behaviour and Human Resource Management at IIM Kozhikode. He is a Fellow of the Indian Institute of Management, Indore. He teaches courses on Organizational behaviour, Human resource management and Organization development and change. His primary research area is in the domain of innovative behaviour, creativity, proactive personality and leadership. His research work is presented at globally acclaimed management conferences like the Academy of Management (AOM), the European Group of Organization Studies (EGOS), and the PAN IIM World Conference. He has been the recipient of the Society for Industrial and Organization Psychology (SIOP) International Research and Collaboration grant. He has published his research work in reputed journals such as Personnel Review and AOM proceedings. In addition, he is a trained practitioner in enhancing interpersonal effectiveness at the workplace, specifically through psychometric tools like FIRO-B, Transactional Analysis and Coaching. Before joining IIMK, he had rich experience in academics and the corporate world with stints at ICICI Lombard General Insurance Company and Ashok Leyland Financial Services, where he was awarded as the best acquisition manager.

Important Note

Joining instructions will be sent to the selected candidates 10 days prior to the start of the programme. Kindly do not make your travel plans unless you receive the confirmation email from IIM Kozhikode. If the programme is cancelled, the participants or the sponsoring organization will have the option to either get the fee paid by them adjusted against any other future management development programme(s) of the Institute or get a refund. IIM Kozhikode will not be liable for any other expenses incurred by the organization or the participant. Also the transaction fee will not be refunded.

Programme Fee

₹75,000 Residential

₹65,000 Non-Residential

GST @ 18% Applicable

**IDEAL FOR
Middle & Senior
Level Managers**

Discounts

Available for IIMK Alumni and Corporate Group Nominations.



Management Development Programme

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