



भारतीय प्रबंध संस्थान कोषिककोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought

Managing Self & Others for High Performance

July 08 - July 10, 2024



Overview:

How can I increase behavioral competencies and become impactful at our workplace? Do I understand my self and others well? How other people's skills and strengths can become a productive tool for me? These are the questions that need to be solved for everyone looking for behavioral competencies. People are an important resource to build and sustain competitive advantage in organizations. Consequently there is a need for an individual to understand self and enhance his/her interpersonal skills for achieving excellence and high productivity in teams. This identification of critical interpersonal and team-level soft-skills augurs well in building and

effectively managing teams, especially when one has to constantly deal with workplace demands. Nonetheless, developing and managing a strong team requires conflict management skills to rock the boat which, if you have, connects well with organizational development. Based on proven research, this three day intensive programme aims to develop and enhance executive's interpersonal effectiveness and capability to build and lead teams through a variety of ways: class discussions, psychometric assessments, role-plays, case discussions and in-class flipped activities.



Area:

GENERAL MANAGEMENT

Facilitator(s) :

Prof. Roopak Kumar Gupta

Fee:

Rs. 50000 (Residential),

Rs. 40000 (Non-Residential)
(Non-Residential) + Service tax as applicable.

Program Objectives

- Understanding self and others at the workplace with a focus on underlying needs
- Identifying key interpersonal needs and skills in order to effectively influence people at workplace
- Understand person profiling analysis for self and others
- Identifying and enhance team-level skills so as to effectively manage teams' conflict and create synergy for team effectiveness

Program Contents

- Understanding self through your personality
- Building effective emotional intelligence to understand self and others
- Discovering the role of self-disclosure and feedback through Johari Window
- Comprehending one's and other's subconscious interpersonal needs
- Managing interpersonal and team-level conflicts
- Leading teams through transformational leadership for powerful impact in one's organization



Learning Outcomes:

After attending this comprehensive programme, the participants will enhance their competencies in extending their impact and influence in the organization. Moreover, with several behavioral assessments and activities, participants will learn to enhance their competencies in the areas of personal leadership, interpersonal influence, workplace conflicts and transformations leadership which are integral to build and lead teams.

Pedagogy:

The programme is designed such that it incorporates mix of training and discussion methods: class discussions, psychometric assessments, role-plays, case discussions and in-class flipped activities

Participants Profile:

- This Programme is designed to help people in organizations who wish to gain confidence and effectively perform in the professional environment.
- This programme is meant for working professionals in public & private organizations, with at least three (3) years of work experience
- A varied cross section of participant profiles adds new facets and perspectives to the discussions and experiential sessions.



Facilitator:

Prof. Roopak Kumar Gupta



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