



भारतीय प्रबंध संस्थान कोषिकोड
Indian Institute of Management Kozhikode
Globalizing Indian Thought



Women at Work

Empowering and Leading Self - Batch 2

Programme fee: ₹ 54000 + GST

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WOMEN AT WORK: EMPOWERING AND LEADING SELF

It is a program for knowing, enabling and leading the self as a woman employee in the corporate world, with tactics, techniques and skills to thrive at work. As claimed by time-tested research, as organizations have gradually started acknowledging the gender gap and opening the avenues for women employees, while diversity is getting addressed, inclusivity is still a question mark. Women employees face challenges that are different from their counterparts, as the organizational structures and environments are designed in a gendered manner. This program aids participants in building a space for women to navigate through the challenges faced in the work environment, by understanding the behaviours of the self as well as others. The program trains the participants to develop ways in which they can deal with various behavioral and organizational challenges in crafting one's own career paths.

Through the program, participants will develop knowledge on:

- 1) Knowing the strengths and weaknesses in the context of work
- 2) Skills to guide and lead oneself and others to have mindful softskills that create a positive workspace
- 3) Skills to acknowledge the gendered nature of organizations and to navigate situations
- 4) Interacting with colleagues and workspace with sensitivity towards the systems, processes and individuals in the workspace
- 5) Being aware of new ways of organizing work and workspaces
- 6) Building solidarity in the workspace



LEARNING OBJECTIVES

To enable and empower women at work by knowing and leading self and others



PEDAGOGY

Lectures, discussions, role plays, exercises and assessments



LEARNING OUTCOMES

Building skills in understanding self and others by exploring vital behavioural tools, thereby leading a satisfactory work life.

POTENTIAL THEMES COVERED:

- ✓ Understanding self
- ✓ Building assertiveness
- ✓ Developing resilience to adversities
- ✓ Building meaningful interpersonal exchange relationships
- ✓ Acknowledging the importance of 360-degree feedback
- ✓ Handling issues of workplace socialising
- ✓ Building support systems for the workplace
- ✓ Developing an understanding about the implications of organizational politics
- ✓ Understanding leadership in the organizational context



Date of Programme: 12th - 14th January, 2024



Duration: In-campus 3 days programme (Friday till Sunday)



Certification - Upon the completion of the programme, the participants will be awarded programme participation certificate



Accommodation will be on Twinsharing Basis

Programme Directors' Profiles



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.



Payal Anand is an Associate Professor of organizational behaviour at IIM Kozhikode, India. She has also taught at various levels at IIM Raipur and FLAME University, Pune. She completed her PhD from IIM Indore. Her research interest mainly includes workplace loneliness, personality traits and emotions. Her work has been appreciated by international journals of repute, such as the International Journal of Human Resource Management and the Journal of Knowledge Management. She is a recipient of 'The Michael Poole Highly Commended Paper Award for the year 2019' by the IJHRM for her research project in 2020. She is a certified personal profile analysis practitioner.

She has authored two books titled 'Mastering behaviour: Managing self and others' (2021) and 'Indian cases in Micro Organizational behaviour' (upcoming), mainly to help practitioners, students and educators.

About IIM Kozhikode

Started in 1997 with its Post Graduate Programme (PGP), the Indian Institute of Management Kozhikode (IIMK) is on a high growth trajectory today, offering widest range of academic programs in the field of management education. These include Fellow Programme in Management, Executive PG Programmes, Management Development Programmes and Faculty Development Programmes. IIMK set up a Satellite campus at Infopark, Kochi, in 2013 dedicated to Executive Education. IIMK has also the unique distinction of launching a PhD (Practice Track) programme for working professionals besides bringing in new dynamic courses like the one-year Post Graduate programme in Business Leadership (2019) MBA in Finance and MBA in Liberal Studies & Management (2020). The institute is also home to IIMK LIVE a first-of-its-kind startup incubation programme and the Indian Business Museum.

IIMK is ranked 3rd as per NIRF India Rankings 2023: Management. The institute also features regularly among top global institutes for its flagship MBA (PGP) and EMBA programme (EPGP) in QS World University Rankings. The Institute has leapfrogged 100 spots to be placed in the Top 251-300 Institutes in Business & Management Studies globally, as per the QS World University Rankings by Subject 2023. It is also Ranked No.2 in CFIs (non-Technical) category in the Atal Innovation Rankings (ARIIA 2021) rankings released recently by Ministry of Education, Govt. of India, and has the distinction of being the only IIM in the coveted innovation rankings. IIM Kozhikode is globally accredited by EQUIS (EFMD) and AMBA (UK).

IIM Kozhikode also made its debut in the prestigious Financial Times Rankings (FT Rankings 2023) at 72nd position among the top-75 Open-enrolment executive programme providers globally, catapulting the 27-years young IIM to an exclusive list of foremost providers of executive education in the world. IIM Kozhikode has successfully delivered close to 1300 MDP programmes for the past two decades, training more than 41000 participants from 150+ organisations - which also includes several Fortune 500 companies in the process.

#2 Atal Innovation
Rankings (ARIIA) 2021

#3 NIRF India Ranking
2023, Management

#3 India's Best B-School The Week
- Hansa Research Survey 2022



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