



भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought



MANAGING SELF & OTHERS FOR HIGH PERFORMANCE

July 03 – 05, 2025

Program Overview:

How can I increase behavioural 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 behavioural 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.

Programme 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



Programme 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 behavioural 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.

Facilitators:



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.

Cancellation Policy:

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:

Rs. 60000 (Residential)
Rs. 50000 (Non-Residential)
GST @ 18%



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Management Development Programme

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