



भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought



Mastering Behaviors- Managing Self (Advanced Lab)

October 09 – 11, 2025

Overview:

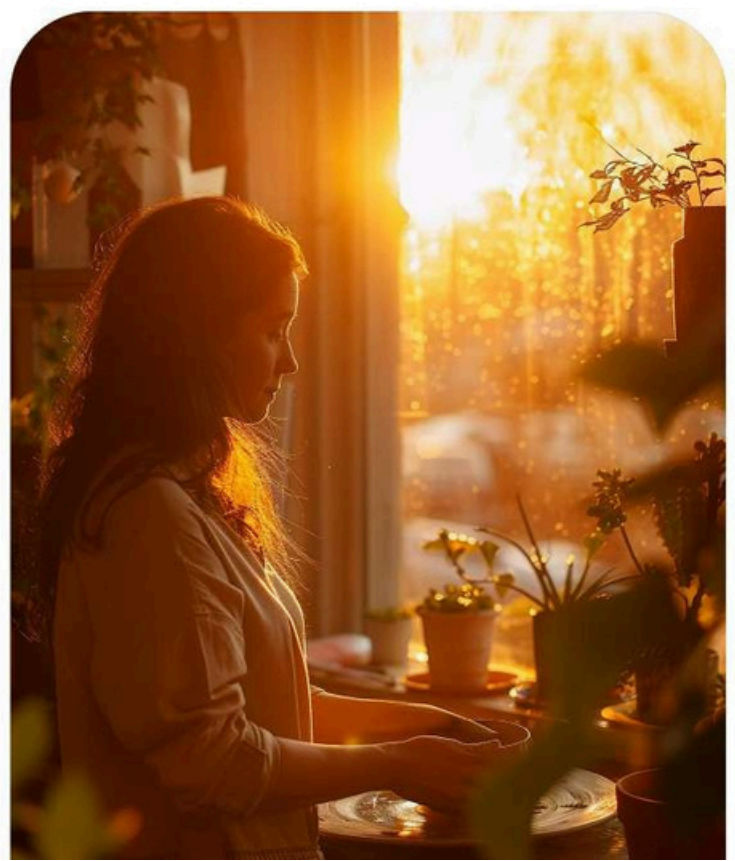
This advanced 3-day training program builds upon foundational self-management skills, delving deeper into advanced techniques for personal growth and relationship management. Participants will explore advanced concepts such as strengths and critical areas, personality traits, resilience, implicit- explicit biases and cognitive restructuring, while developing sophisticated strategies for achieving self- growth, relationship management, cultivating resilience, and navigating complex behavioral challenges. Through a combination of intensive workshops, experiential exercises, and case studies, participants will gain a deeper understanding of themselves and cultivate sustainable practices for lifelong personal and professional growth.

Programme Objective:

- Develop a comprehensive understanding of their strengths, critical areas, personality traits, and underlying motivations.
- Develop sophisticated strategies for navigating interpersonal relationships and effectively working with others.
- Identify and challenge limiting beliefs, biases, and cognitive distortions that hinder personal growth and decision making.
- Cultivate resilience skills and coping mechanisms
- Develop sustainable behavioral practices for continuous personal and professional development.

Learning Outcomes:

- Identify and articulate key strengths and critical areas
- Analyze personal values and their impact on decision-making and behavior.
- Identify and describe dominant personality traits and their influence on interpersonal interactions.
- Explore and understand underlying motivations and drivers of behavior.
- Recognize and analyze personal biases and blind spots.
- Develop and implement strategies for building and maintaining healthy relationships.
- Identify and challenge implicit- explicit biases that may impact decision-making and behavior.
- Build coping mechanisms for setbacks, challenges, and adversity.
- Develop and implement a personalized plan for continuous personal and professional development.



Programme themes and Coverage:

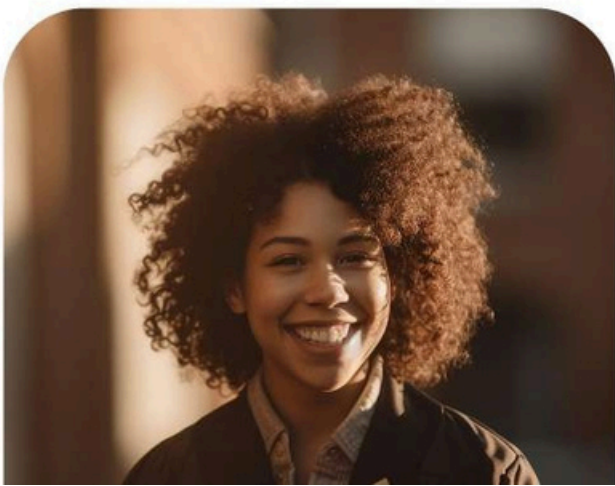
Some of the themes (but, not limited to):

- An advanced in depth understanding of self
- Personality assessment
- Coping and cognitive restructuring techniques, resilience-building
- Perceptions and distorted decision making
- Understanding underlying motivations and blind spots
- Personal development planning

Participants Profile:

This advanced program is designed for working professionals who:

Desire to deepen their understanding of themselves and their impact on the world, are flexible to working on themselves and bring positive changes and motivated to learn. Mid to senior working executives with an experience between 6- 12 years are the most suited and eligible to apply for this training. Please note that mere submitting application does not confirmation to participate. A screening of applications will happen before final invitation.



Pedagogy:

A deep dive exploration of the themes will be done using case studies, role plays, psychometric assessments, team building experiential exercises, lectures and group discussions.

FACILITATOR



Prof Payal Anand

Associate Professor, OB & HR Area

Prof Payal Anand is awarded with a Ph.D. from IIM Indore in Organizational Behavior domain and has extensive experience in the field. As a trained person profile assessor, she has honed the skills to evaluate individual personality traits and potential, which has been instrumental in her work as a trainer. Over the years, she has empowered over 2000 individuals through impactful training programs focused on personality development, emotional intelligence, and building strong interpersonal relationships. Her commitment to research excellence is evident through the highly commended project on workplace loneliness, recognized with the prestigious Michael Pool award by IJHRM. Her research work has been published in top-tier academic journals.

She has authored two books, Mastering Behaviors and Indian Cases in Organizational Behavior. She has acted as a Consultant to PSUs and private firms. She currently heads the PGP Liberal Studies and Management programme at IIMK and works with the Forum of Living Rights.

For further **info**, **click**:

<https://www.linkedin.com/in/payal-anand-26289226/>

<https://amzn.in/d/dbK8HOk>

<https://amzn.in/d/5ljJS2S>

Programme Fee:

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

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.



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Management Development Programme

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