

LEADING CHANGE FOR MANAGERIAL EFFECTIVENESS

Introduction

The pace of change in organizations and society has increased manifold in recent times. Conscious efforts are made in processes, structures, systems to achieve enhanced efficiency and effectiveness. However, it is recognized that most change initiatives fail to achieve their desired objectives. One of the reasons for the failure is the lack of skills among managers leading the change. While training their managers, organizations usually consider leadership development and developing skills for managing change as separate challenges.

Given above, the course on leading change focuses on how leadership skills can be used to create an organization that balances innovation with performance—and experimentation. The course will prepare to inspire the essential changes that drive organizational success in a rapidly changing business and social environment. The course aims at making you distinctly different and able managers to lead change.

Objectives of The Program

The program is designed:

1. To create awareness and skill of crafting the right leadership style for shaping innovation, learning, and change.
2. To understand the roadblocks to change to create readiness for change at the individual, team, organizational levels for leading change.
3. To diagnose organizational problems that hinder innovation and eliminate
4. Roadblocks to change
5. Recognize early signs of resistance to change and propose actions to mitigate it
6. Exposure to various, practices, tools, techniques, and skill-building for leading change in the corporate and social sectors.
7. Gain insights on how to prepare for change, including factors that will increase the probability of a successful outcome.
8. To become an effective change leader who can drive the changes your organization needs to thrive

Pedagogy of the Program

The pedagogy of the program would include assessment instruments, interactive lectures, case studies, group discussions, group and individual activities to address the challenges of leading change at different levels from the diverse perspectives

Indicative Content of the Program

1. Organizational analysis lenses: leadership and leading
2. Crafting your leadership signatures
3. Leadership skills – decision making, influencing, team building
4. Leading people through the change process
5. Individual Change - facts, concepts, terms, principles, model types
6. Leading team change
7. Leading organizational Change- crating climate of change, change readiness and resistance
8. Leading Change – tools, techniques, and models
9. Change readiness and resistance
10. Organizational change management or leadership?

Program Director: Prof.Rekha Singhal & Prof. Gaurav Marathe

Fees (Per Candidate):Rs 27300+GST (Non Residential-In Campus),Rs 21000+GST(Online)

Proposed Dates: February 17 to 19,2021