



**DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES
INDIAN INSTITUTE OF TECHNOLOGY, KHARAGPUR**

Presents

**Management Development Programme on
POSITIVE LEADERSHIP AND ORGANISATIONAL DEVELOPMENT**

Leading Organizations with Vision, Values, and Volition

DATE: 20 – 22 January 2020

Course Coordinator:

**Dr. Rabindra Kumar Pradhan, PhD
Associate Professor, Dept of HSS
IIT Kharagpur, West Bengal, India**



About The Institute:

The Indian Institute of Technology (IIT) Kharagpur is the oldest, largest and biggest technological institute of India. Kharagpur-a dusty town tucked away in the eastern corner of India, became the nursery where the seed of the IIT system was planted in 1951. The Institute takes pride in its relentless effort to provide the best platform for both education as well as research in the areas of science and technology, infrastructure designs, entrepreneurship, law, management, and medical science, humanities and social sciences, and technology. IITKGP is not just the place to study technology, it is the place where students are taught to dream about the future of technology and beam across disciplines, making differences enough to change the world. IIT Kharagpur is the only technological institute that offers O2 management programme (General MBA by VGSOM and MHRM by Dept. of Humanities and Social Science. Being the mother of all IIT, IIT Kharagpur always takes initiative to design, develop and deliver innovative education and training with contemporary relevance. IIT Kharagpur is well connected with rail, road and air. The nearest Airport is the NSCB International Airport, Kolkata.

OVERVIEW OF THE PROGRAMME

Leadership has been always a very fascinating subject for leaders, organization, society, community and nations. It is as old as human civilization and evolving in nature. Leaders emerge in organizations and societies from time to time. However, their existence, survival and sustainability depends on their ability, experience and wisdom. Leaders build culture, creates path to success and resilience. Leaders lead from the front by showing the direction, influence and motivation to their followers. Ethical issues in organizations always reminds leaders to maintain honesty and integrity and transparency in their actions and reactions. Hence , the study of leadership is always critical for leaders, scholars and practitioners to keep pace with the recent developments in leadership trends to meet the future challenges of their organizations.

PROGRAM OBJECTIVES

Keeping the challenges of leadership in contemporary world, the present MDP on Positive leadership and organization development was designed to educate participants about different concept and models of leadership in practice. To help them learn about building effective organistaions through team work, motivation, problem soling, decision making, capacity building and preparing them to face the future challenges through case studies, management games, simulations and group activities, etc.

How to Apply Use the link: <https://erp.iitkgp.ac.in/CEP/courses.htm> to apply ONLINE. Apply for CEP.

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Payment if applicable is to be done ONLINE after getting short listed for the program. For any queries,

Contact Us:

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Program Features/ Structure

Classroom lectures – 60% Numerical/ Problem solving, Case study and Activity – 35% Hands-on work with software and Structure exercises- 15%

Who can Participate??

Industry manager, Scientists, Researcher, Academicians, NGO leaders, Civil Administrators, Student of Leadership and organisation studies

What you will learn????

(Program Content)

- ❖ Understanding leadership
- ❖ Emerging styles of leadership
- ❖ Leadership under VUCA environment
- ❖ Why positive leadership (values, vision, volition, empathy, forgiveness, gratitude)
- ❖ What makes leaders effective and sustainable (decision making, problem solving, motivating, inspiring, vision building)
- ❖ Developing Effective Leadership Skills
- ❖ Making leaders impactful, effective, resilient and sustainable
- ❖ Leadership & Organisational development – issues and challenges
- ❖ Ethics, social responsibility and issue of governance
- ❖ Preparing for the future

Accommodation: Accommodation, Transport and food will be borne by the participants. They can avail guest house in campus on payment basis

Last day of Registration: 5th January 2020

Program Schedule:

3 days,

Date: 20 – 22 January 2020

Time: (9:30AM–5.30PM); **Venue:** Seminar Room, HSS, IIT Kharagpur

Program Fee

Industry – Rs. 15,000/- ; Faculty - 10000/- ; Student- 8000/- ; South Asian Countries/low income countries-Rs.15,000/- ; Private Participants: 12,000/- ; For Developed Countries: USD500 . (GST 18% extra per candidate for all participants)

Certificate

will be issued to all participants from Dean, CEP, IIT Kharagpur on successful completion of the programme

Faculty: Reputed faculty from IIT, IIM, University, and Industry Experts will deliver lectures in this programme.

About the Coordinator

Dr. Rabindra Kumar Pradhan is an Associate Professor in the Department of Humanities and Social Sciences, IIT Kharagpur. He holds a Doctoral degree in Industrial and Organizational Psychology from the Centre of Advanced Studies (CAS), Utkal University, Bhubaneswar, Odisha, India in the field of Management of Change. Dr. Pradhan started his professional career in the year 1997 with "DRDO Senior Research Fellowship for doctoral research (1997-2001). He worked as a Scientist in DIPR, DRDO Delhi from 2002 to 2007. He joined IIT Kharagpur as an Assistant Professor in the year 2007. He has 20 years of work experience in the field of teaching, training and research in Psychology and Human Resources. He received the prestigious "Technology Group Award" of DIPR, DRDO in the Year – 2003 in DIPR, Delhi; the "ARTS Fellowship-2012" jointly awarded by International Union of Psychological Sciences, International Association of Cross-Cultural Psychology, and International Association of Applied Psychology at Stellenbosch University, South Africa. He was conferred with the "Best Trainer Award-2012" for Excellence in Training & HRD by Indian Society for Training and Development, Hyderabad Chapter, India. He is a Trained Assessor and Certified Psychologist by Govt. of India, Min of Defence for Personnel Selection.

Dr. Pradhan has conducted large no. of training programmes for industry managers, defence personnel, paramilitary forces, DRDO Scientist and Staff, NGO officials and academic faculties. He is a member of many professional organizations such as ISTD, NHRD Network, IAAP, IACCP, IAHP, and NAOP. Recently he received the "Best Teacher Award- 2013" by ISTD Kolkata Chapter for his outstanding contribution in the field of HR Training and Development. Dr. Pradhan has published more than 100 publications in national and international journals, books and edited volumes. He has artificial Intelligence, Germany, (2012), and iv) Human Resource Management: Emerging Issues and Challenges by Dr. Rabindra Kumar Pradhan & Mr. C K Podder (New Century Publications, New Delhi, 2013). Faculty: Reputed faculty from IIT, IIM, University, and Industry Experts will deliver lectures in this programme.