



VINOD GUPTA SCHOOL OF MANAGEMENT
IIT KHARAGPUR

Proposal

**Management Development Program for senior-level
Executives of Damodar Valley Corporation (DVC)**

March 14, 2026

A 3-day Post-Assessment Management Development Program for senior-level Executives of Damodar Valley Corporation (DVC)

1. Introduction

In today's fast-paced business environment, organizations must sharpen their leadership capability, strategic orientation, and operational efficiency and flexibility to remain competitive and ahead of the curve. Damodar Valley Corporation (DVC) – a public sector organization operates in an increasingly complex ecosystem characterized by technological change, regulatory pressures, stakeholder expectations, and the need for superior service delivery. Senior executives, therefore, require not only deep technical expertise but also strong leadership, strategic thinking, and managerial competencies to face these challenges.

This three-day Post Assessment Management Development Program (MDP) is designed specifically for senior-level DVC executives to enhance their leadership effectiveness, decision-making capability, and organizational impact.

2. Learning Objectives

The program builds upon prior assessments and focuses on translating insights into actionable managerial competencies. It integrates critical areas such as leadership, emotional intelligence, service excellence, business communication, and business acumen, which are essential for driving organizational transformation and performance improvement.

The program adopts a structured learning approach that combines conceptual inputs with practical discussions and real-world applications. Sessions on strategic leadership and managing organizational change will help executives understand how to lead teams effectively while aligning individual and departmental goals with organizational strategy. Modules on emotional intelligence and relationship management will enable participants to improve interpersonal effectiveness, resolve conflicts constructively, and foster a collaborative work environment.

Additionally, the program emphasizes customer-centric service delivery, recognizing the importance of stakeholder satisfaction and service excellence in public sector organizations. Communication-focused sessions will strengthen executives' ability to present ideas persuasively and communicate effectively across cultural and digital contexts.

Finally, the program addresses strategic thinking, business analytics, and process optimization, equipping participants with tools to make data-driven decisions and improve organizational productivity. The program culminates in a project presentation and evaluation, allowing participants to apply their learning to real managerial challenges within the organization.

3. Program Features/Pedagogy

- Classroom lectures – 70%
- Class discussion, Case study, and Activity – 30%

4. Batch size: 20-25

5. Session Plan:

Day	Session I (9:30-11:00)	Session II (11:15-12:45)		Session III (14:15-15:45)	Session IV (16:00-17:30)
1	Strategic Leadership and Organization Building (Leadership)	Managing Change and Organizational Transformation (Leadership)	LUNCH	Emotional Intelligence for Effective Leadership (Emotional Intelligence)	Building Relationship and Conflict Resolution (Emotional Intelligence)
2	Developing Customer-Centric Culture & Improvement in Service Delivery (Service Excellence)	Service Recovery and Handling Difficult Customers (Service Excellence)		Executive Presentation Skills (Business Communication)	Strategic, Cross-Cultural and Digital Communication (Business Communication)
3	Strategic Thinking and Competitive Analysis (Business Acumen)	Business Analytics and Data-Driven Decision Making (Business Acumen)		Process Optimization and Productivity Improvement (Business Acumen)	Project Presentation and Evaluation

6. Commercial:

Venue: IIT Kharagpur

Mode: Offline.

Program fee per participant:

Particulars ↓	Amount (in Rs.) per participant over 3 days →	25 participants	20 participants
Boarding and lodging		9,000	9,000
Course material, Faculty and Staff Honorarium, IIT Overhead		21,000	24,000
Total		30,000	33,000

Note: Above fee excludes travel of participants to and from IIT Kharagpur.