Management Development Programs for Officers of Employees State Insurance Corporation

Proposed by

Vinod Gupta School of Management
Indian Institute of Technology Kharagpur
Vinod Gupta School of Management (VGSoM) started in 1993 as a unique initiative among the Indian Institutes of Technology (IITs). A management school within IIT Kharagpur, VGSoM imbibed the parent Institute's culture of research and quality teaching. More than 25 years since its inception, the school has grown holistically, winning several accolades and setting new benchmarks of excellence. Today, VGSoM plays a pioneering role in nurturing leaders of tomorrow by blending management philosophy along with technological advancement to develop managers, who appreciate both critical technological issues and their business implications. IIT Kharagpur, as an established world class institute, helps VGSoM leverage its strength in terms of infrastructure, intellectual resources, illustrious alumni and its "will to be the best" Business School in India.

In 2015, IIT Kharagpur, Indian Statistical Institute Kolkata, and Indian Institute of Management Calcutta jointly launched a Post Graduate Diploma Program in Business Analytics (PGDBA). Within a few years of its inception, the PGDBA program has become one of the most coveted and prestigious programs in Business Analytics in the country and abroad. Faculty at VGSoM have been actively involved with the program since its inception.

Vinod Gupta School of Management regularly organizes Management Development Programmes (MDPs) and training programs for educators in India and abroad. Highly qualified faculty with outstanding academic credentials and diverse industrial/consultancy experience associate with colleagues in India and abroad to provide the best possible learning environment to the students. Faculty also contribute to the knowledge base through their research and consultancy projects with their partners in the industry and academics. Now, more than two decades after its inception, the school has grown holistically, winning several accolades and setting up new benchmarks for excellence. As a part of the world renowned IIT Kharagpur system, the school enjoys access to state-of-the-art infrastructure, one of the most well-equipped libraries in the country, and a very large, well-established network of alumni.

In addition to the above, Vinod Gupta School of Management boasts of the unique capability to draw upon the expertise of a wide variety of world-renowned scholars and researchers from other departments, centres, and schools within IIT Kharagpur, and other reputed Institutes of Higher Education within the country and, occasionally, abroad.
Management Development Program for
Different Levels of Officers of ESIC

A. **Duration:** 06 Days:
   SIX Days of Training, including FIVE Days of on campus training & ONE Day Wellness Training Session at Mandarmani Beach

B. **Batch Size:** 30

C. **Venue:** IIT Kharagpur – Residential Program

D. **Dates:** Monday, the 23rd to Saturday, the 29th of July, 2023 (Both Dates inclusive).

E. **Resource Persons:** Faculty Members from VGSoM and other departments of IIT Kharagpur, other senior faculty and administrators from partner institutes, and other guest faculty referred to by NTA/ ESIC.

F. **Pedagogy:** Lectures, Presentations, Role Plays, Group Activities, In-class Exercises, Case Studies, and Simulations, etc.

**Contact Details:**
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**Session Plan**

Each training day to begin with a 5-minute guided meditation session, & end with a 5 to 10 minute relaxation exercise.

*Mondays, the 24th of July:*

**Inauguration:** 9:00 to 9:30 a.m. Registration & Brief Tea Break – 9:30 to 10:00 a.m.

<table>
<thead>
<tr>
<th>Day</th>
<th>Session 1: 10:00 to 11:00 a.m.</th>
<th>Session 2: 11:30 a.m. to 1:00 p.m.</th>
<th>Session 3: 2:30 to 4:00 p.m.</th>
<th>Session 4: 4:30 to 6:00 p.m.</th>
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<tbody>
<tr>
<td>1: Mon, the 24th of July</td>
<td><strong>Warm up:</strong> Ice-breaking exercise, why this program, &amp; what participants hope to learn</td>
<td>Individual behaviour &amp; how it contributes to the output of organizations</td>
<td>Diversity and Organizational culture</td>
<td>Managerial communication – oral &amp; non-verbal</td>
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<td>2: Tue, the 25th of July</td>
<td><strong>Human resources:</strong> Recruitment &amp; selection; managing &amp; evaluating performance</td>
<td>Human Resources: Designing &amp; operating performance management systems; training &amp; development</td>
<td>Antecedents of &amp; approaches to conflict</td>
<td>Organizational change &amp; transformation; Dealing with change/uncertain times</td>
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<td>3: Wed, the 26th of July</td>
<td><strong>Micro economics for managers</strong></td>
<td><strong>Macro economics for managers</strong></td>
<td>Statistical tools and techniques</td>
<td>Decision analysis, &amp; problem formulation</td>
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<tr>
<td>4: Thu, the 27th of July</td>
<td>Project management</td>
<td>Management of mega projects</td>
<td>Doing good: Strategic communication for social responsibility &amp; sustainable development</td>
<td>Time management</td>
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<td>5: Fri, the 28th of July</td>
<td>Public image management</td>
<td>Gender sensitization</td>
<td>Leadership: Approaches &amp; styles</td>
<td>Valedictory Session</td>
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<td>6: SATURDAY, 29th of July</td>
<td>Looking after yourself: Work-life balance, Relaxation Techniques – Trip to the Beach (subject to permissible and appropriate weather conditions</td>
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- **Session 3:** 2:30 to 4:00 p.m.
- **Session 4:** 4:30 to 6:00 p.m.

**Day 2:**
- **Session 1:** 9:30 to 11:00 a.m.
- **Session 2:** 11:30 a.m. to 1:00 p.m.
- **Session 3:** 2:30 to 4:00 p.m.
- **Session 4:** 4:30 to 6:00 p.m.

**Day 3:**
- **Session 1:** 9:30 to 11:00 a.m.
- **Session 2:** 11:30 a.m. to 1:00 p.m.
- **Session 3:** 2:30 to 4:00 p.m.
- **Session 4:** 4:30 to 6:00 p.m.

**Day 4:**
- **Session 1:** 9:30 to 11:00 a.m.
- **Session 2:** 11:30 a.m. to 1:00 p.m.
- **Session 3:** 2:30 to 4:00 p.m.
- **Session 4:** 4:30 to 5:15 p.m.

**Day 6:**
- **Session 1:** 9:30 to 11:00 a.m.
- **Session 2:** 11:30 a.m. to 1:00 p.m.
- **Session 3:** 2:30 to 4:00 p.m.
- **Session 4:** 4:30 to 6:00 p.m.

**Tea/Coffee:**
- 11:00 to 11:30 a.m.
- 1:00 to 1:30 a.m.
- 1:00 to 2:30 p.m.
- 4:00 to 4:30 p.m.

**Lunch:**
- 1:00 to 2:30 p.m.
- 2:30 to 4:00 p.m.
- 4:00 to 6:00 p.m.

**High Tea with Snacks:**
- 4:30 to 6:00 p.m.

**HOTEL:**
- **Hotel:** **Residency Towers**, 1111 Residency Road, New Delhi, India.