

**MANAGEMENT DEVELOPMENT PROGRAMME  
ON  
MANAGEMENT ESSENTIALS FOR PRACTITIONERS**



**Submitted By**

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

About IIT Kharagpur-Indian Institute of Technology Kharagpur, fondly referred to as IITKGP by its kin, right from its inception formed the bridge between India's ancient wisdom and modern technology. From the inspiration of the tree of knowledge to the motto of yoga results in perfect action, IITKGP echoes Indian ethos of enlightenment. On the other hand, the inspiration was the model of education imparted at institutions like MIT with eminent faculty from Europe who joined the Institute in its formative years.

IIT Kharagpur started its journey in the old Hijli Detention Camp in Eastern India, where some of the country's great freedom fighters toiled and sacrificed their lives for India's independence. IITKGP today is a confluence of world class multidisciplinary courses, a cauldron of academic and corporate research, a thriving hub of entrepreneurship and an enabler of best-in-class placement. 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.

### **Programme Overview**

In today's dynamic and competitive business environment, leading an organization from good to great requires more than just technical expertise; it demands a profound understanding of people, processes, and culture. This program is designed to equip practitioners with essential management and leadership skills to overcome organizational challenges and achieve excellence. By participating, you will explore proven practices to unlock potential within your team and organization, fostering an environment where individuals and groups can thrive.

This program emphasizes actionable strategies and frameworks that integrate the latest managerial and leadership theories with practical tools. Through a combination of reflective exercises, real-world case studies, and interactive sessions, participants will develop a comprehensive understanding of how to influence organizational culture positively, drive sustainable performance, and lead with impact.

Gain insights into leveraging personal strengths, creating meaningful connections, and crafting purpose-driven roles within your organization. Learn to navigate complex situations with resilience and adaptability while inspiring others toward a shared vision of success. By the end of this program, participants will have the confidence and skills to implement meaningful changes, ensuring their organizations remain agile, engaged, and ready to meet future challenges.

### **Programme Objectives:**

- By the end of the workshop, participants will be able to:
- Learn practical ways to improve workplace practices.
- Identify and address challenges in implementing changes.

- Build resilience and use personal strengths to overcome obstacles.
- Develop leadership skills with actionable tools.
- Create a clear plan to apply what you learn.

### **Learning Outcome:**

Participants will leave the program equipped with the following:

- Enhanced leadership capabilities.
- Practical tools for workplace positivity and engagement.
- Techniques for aligning personal growth with organizational success.
- A robust understanding of managerial and leadership principles.
- It makes the organization more competitive and progressive.
- It paves the way for future leadership.
- Keeps the employees motivated which helps in career development.
- Helps the employees get job satisfaction from their work.

### **Program Highlights**

- Reflective and action-oriented learning.
- A comprehensive understanding of positive practices at work.
- Techniques for building resilience and influencing team culture.
- Strategies for implementing well-being and growth frameworks effectively.
- Practical insights into managerial concepts and leadership approaches.

### **Pedagogy & Learning Methods:**

The teaching will consist of a mix of pedagogical tools– cases, lectures, discussions, presentations, audio-visuals, and experiential exercises.

### **The programme is designed for:**

Line Managers and Staff positions, Line Supervisors, Executives, Technical Staffs, HR or Personnel Managers and Supervisors.

### **Duration of the programme:**

The duration of the programme will be five days. The program will be held from 05-09 May 2025 at IIT Kharagpur.

### **Learning Modules:**

- Managing Teams for High-Performance
- Leadership Models for Organisational Performance
- Corporate Finance
- How to Lead the effective Change

- Economic Environment and Policy
- Financial Modelling & Implications for the Business
- Linking Performance Management Systems (PMS) with an organization's strategic plan
- Applications of Game Theories
- Predictive Analytics
- Statistical Decision Modelling

### **Infrastructure Facilities Campus:**

- **Programme Fees:** Fees for each participant of 05 days programme would cost Rs.1,90,000/- (Rupees One Lakh Ninety Thousand only).
- **Facilities:** The programme fee is inclusive of Class Room Instruction [6 hours per day approx.], Accommodation, Boarding [Breakfast, Lunch, Dinner, Refreshments], Participant Kit. Participants will have to make their own travel arrangements to IIT Kharagpur.
- **Participants Certification:** Participants would be provided a Certificate of Participation by IIT Kharagpur.
- **Mode of Remittance:** 100% amount is to be paid in advance at least 10 days before the programme dates. The payment should be made through RTGS/ NEFT/ Demand Draft or At Par Cheque drawn in favour of 'Indian Institute of Technology Kharagpur' payable at Kharagpur.

### **Enquiries:**

*For any Additional information / enquiry, please write to:*

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**LAST DATE TO APPLY: 5<sup>th</sup> APRIL, 2025**

## **About the Program Coordinators**

**Prof. M. K. Rao, PhD (TISS Mumbai)**

**Associate Professor**

Prof. Rao is currently working as an associate professor in Department of Humanities and Social Sciences, IIT Kharagpur in the area of HR and CSR.

He has 23 years of teaching experience. He served NIT Warangal, NIT Trichy and IIT Roorkee in the capacity of a faculty. He holds his PhD from TISS, Mumbai in the area of competency management.

His broad areas of research include talent development, Intellectual capital, Sustainable HR, CSR. He has done several impact assessment studies for the organisations like THDC, BHEL, GAIL etc.

**Prof. B. K. Sahoo, PhD (IIT Roorkee)**

**Associate Professor**

Prof. Sahoo is currently working in the field of development economics, trade, industrial organization, and financial modelling, focusing on policy-relevant inquiries. With extensive expertise, the researcher delves into labor market dynamics, agricultural diversification, policy impact evaluation, and food security in emerging economies. His work also explores financial modelling through quantitative frameworks for market behavior predictions and strategic decision-making.

He holds a strong research background in applied econometrics and industrial organization, particularly in analyzing efficiency, productivity, and the connections between exports and fiscal performance.

**Prof. Sunandan Ghosh, PhD (Jadavpur University)**

**Assistant Professor**

Prof. Ghosh is currently working in the field of economics, trade, and applied game theory, focusing on policy-relevant inquiries. He has extensive expertise in the field of teaching, research, and consultancy. He holds a strong research background in the Indian economy.