



TALENTEGE 
Live & Interactive Digital Learning



Get empowered with critical leadership skills that drive change

Executive Development Program in **Leadership & Change Management**

from **XLRI**

Batch 4

About the **Program**

The pace of change in organizations has increased manifold in recent times. Improvement in processes, structures and systems is being attempted frequently to achieve better efficiency and effectiveness. Most change initiatives, however, fail to achieve their desired objectives and the lack of skills in managers driving the change is a key reason for this. Organizations usually consider leadership development and developing skills for managing change as separate challenges and give less importance to the latter. Also, most of these trainings are focused on senior managers rather than on middle managers. If change programs are to succeed, there have to be able managers at each level with an understanding of leadership and change management concepts, tools and techniques. Organisations where leadership development and change management training is combined will have more effective managers and a greater chance of success.

This program will offer insight into theories and application of leadership and change management with an emphasis on learning knowledge, skills and values that can be implemented in one's organisation. The program intends to be participative, with a lot of reflection on one's style of leadership and change management and provides opportunities of self-assessment to identify specific areas of improvement.

Program Highlights

- Building theoretical insights and practical applications: The program will provide insights from cutting edge research in the domain of leadership and change management.
- Opportunities for co-creating solutions: Brainstorming with participants on a faculty guided assignment to create innovative solutions in your own organization. You can work in groups to solve some of the problems you face in your organization. Online discussions will be facilitated on the cloud campus.
- The program will offer self-reflection surveys to help you assess your own leadership and change management expertise and thus provide opportunities for focused self-improvement.
- Leadership seminars: The program will provide opportunities to talk to leaders and listen to their successes and failures with reference to some change program they managed.
- Opportunity to earn a Certificate of Completion from XLRI.
- Program content and structure designed entirely by XLRI who bring to you what is relevant to you and the ever changing business environment that you operate in.
- Lectures imparted by eminent faculty and industry experts subsequent to the live session, recorded lecture sessions will be made available to students in case of absenteeism.
- Additional tool for providing opportunities for self-reflection: You have the option, upon payment of an additional fee to participate in an integrated 360 degree leadership evaluation to assess your own leadership. A personalized report will be prepared and shared with you based on the feedback received from your colleagues, superiors, and sub-ordinates.
- Fully online program with LIVE interactive lectures that provides a “real” classroom experience in a “virtual” environment.
- Seamless technology that can transmit lecture videos effectively at home broadband connection of 512 kbps.
- User friendly and easy to use technology interface. No complicated hardware or software installations required.
- Virtual classrooms that allow for active interactions with other fellow students and faculty.
- Convenient schedule for working professionals.
- Students on our virtual social learning platform are provided access to program presentations, case studies and other learning aids and reference material relevant to the programs they are pursuing.
- Students can raise questions and doubts either real time during the LIVE class or offline through the cloud campus.

Program Content



The Executive Program in Leadership and Change Management will include the following topics under two key modules:

Module 1

- The Crisis of Leadership
- Self-awareness & Self-Management
- Overview of Leadership Theory
- Leadership Assessment Tools
- Key Leadership Skills
 - Strategic Thinking
 - Direction/Goal Setting
 - Team-building
 - Communication
 - People Development/ Coaching/Mentoring
- Special Topics
 - Values/Ethics
 - Culture Building
 - Towards Sustainability
 - Avoiding Executive Derailment

Module 2

- Introduction to Organizational Change
- Essentials of Organisational Structure and Design
- Diagnosing Organizations: A systems perspective
- The Change Management process
- Using Power and Influence for change
- Strategies of Managing Change – Harvard Simulation
- Effective Communication for Change
- Metrics of Measuring Success
- Diagnosing Organisational Culture
- Change tools to build employee participation
- Building Positive Organizations

Program Faculty



DR. JITENDRA SINGH

PROFESSOR, PGDBM (XLRI), PH.D. (WHARTON)
XLRI Jamshedpur

Prof. Jitendra Singh, who has had long and distinguished stints as academician at XLRI and as a Business Executive with Tata Steel, has a combined experience of more than four decades. He is working as a professor with XLRI since June 2007, having earlier taught there from 1970-73 and serving as Dean from 1980-84. He spearheaded Tata Steel's HR initiatives from 1984-2007 and was deputed as Tata Steel Chair Professor of Organization Development (2004-07) at XLRI. As Chair of International Relations at XLRI, he has negotiated collaboration agreements with several business schools in USA, Europe, and Asia and has launched and co-directed both XLRI's 1st international program (in collaboration with Weatherhead School of Management at Case Western Reserve University) and also its 1st Global MBA program (with Case Western Reserve and Tongji Universities).

Prof. Singh has conducted a large number of leadership development programs for Dupont, HCL, ICI, Interglobe, ITC, L&T, Tata-Hitachi, World Bank, etc. and taught a wide range of courses on Leadership and Organisation Behaviour to MBA and doctoral students. Besides authoring four cases, he has published a dozen articles in refereed journals and is on the editorial board of the Journal of Management for Global Sustainability and on governing and advisory boards of several organisations.



DR. RAHUL CHANDRA SHEEL

FELLOW, IIM AHMEDABAD
XLRI Jamshedpur

Prof. Rahul Sheel teaches organizational change to executive participants and regular students of XLRI. He is a Fellow (Ph.D) of the Indian Institute of Management Ahmedabad with a specialization in Organizational Behaviour. He has been associated with organizational change initiatives and has first-hand experience of managing change with large groups. His research interests are in the area of organisational change, cynicism, corporate social responsibility, women leadership, and issues related to non-profits. He has published in leading journals and has acted as consultant for organizations to make their leaders more effective at their jobs.

Pedagogy

The primary method of instruction will be through LIVE lectures that will be beamed online via Internet to student desktops/laptops or classrooms. The pedagogy comprises theoretical lectures, case discussions, group-based problem solving, simulations and leadership seminars imparted by XLRI faculty. All enrolled students will also be provided access to the cloud campus through which students may access other learning aids, reference materials and assessments, case studies, projects and assignments as appropriate. Throughout the duration of the program, students will have the flexibility to reach out to the professors, real time during the class or offline via the cloud campus to raise questions and clear their doubts.

Assessment & Certification

A minimum of 70% attendance to the LIVE lectures is a prerequisite for the successful completion of this program. There may be built-in, periodic evaluations through the duration of the program. These may be in the form of a quiz, assignment, project or other objective/subjective assessments as relevant and applicable to the program. The evaluations are designed to ensure continuous student engagement with the program and to encourage learning. Participants who successfully complete the same along with the requisite attendance criteria will be awarded a Certificate of Completion by XLRI.

Who Should Attend

- Mid to Senior-Level Managers identified as resources with leadership potential preparing to move to positions of greater responsibility
- Project Leaders or Senior Leaders heading cross-functional or dispersed teams
- Managers entrusted with mentoring and coaching future leaders in their team
- Division or Department Heads tasked with designing and managing current or future change initiatives in their organizations
- General Managers or HR managers who want to improve their leadership skills and drive change in their organisations

Eligibility

- For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline
- Diploma holders with relevant work experience may be considered on a case by case basis
- For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country
- For Indian and International Participants – Working professionals with a minimum of 3 years of experience as on 1 January 2018

Program Details

- Program Commencement: 12 October 2018
- Duration : 5 Months
- Schedule of classes: 2.5 hours every Friday from 7.30 pm to 10.00 pm IST
- Indian Participants: INR 70,000+ GST
- International Participants: USD 1600
- Instalment options available

How to Apply

For admissions, students can register at our website: www.talentedge.in or at XLRI's website: <http://sat.xlri.ac.in>

For More Details

Students can write in to - enquiry.dtd@talentedge.in or call at **+91-83760 00600**

Talentedge, Plot 21, 5th floor, Sector 32, Gurgaon - 122001.