

EXECUTIVE DEVELOPMENT PROGRAM IN  
**LEADERSHIP &  
CHANGE MANAGEMENT**

From XLRI | Batch 7



## PROGRAM OBJECTIVES

### Discover the leader in you

The pace of change in organizations has increased manifold in the recent times. Improvement in process, structure and system are often being attempted with an objective of achieving better efficiency and effectiveness. However, it is known that most change initiatives fail to achieve their desired objectives. One of the reasons for the failure is lack of appropriate skills among managers driving the change. While training their managers, organizations usually consider leadership development and developing skills for managing change as separate challenges. Although most organizations train for leadership development, the training for managing change is not given due importance. Also, most of these trainings are focused on senior managers than the middle management. We strongly believe that if change programs are to succeed, there should be 'able' managers at each level with a know-how of leadership and change management concepts, tools and techniques. Hence, leadership development and change management training should ideally go hand-in-hand if organizations want to be more effective. Trained managers also have a better chance of career advancement as they are more successful than others in handling managerial tasks and in managing a change.

This program will offer insight into theories and application of leadership and change management with an emphasis on learning knowledge, skills and values. The program intends to be participative with a lot of reflections/assessments into one's own style of leadership and change management, thus, providing opportunities to identify specific areas of improvement.

## PROGRAM 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.
- For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country.

## WORK EXPERIENCE

Minimum of 3 years of work experience as on 01 September 2020

## 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
- 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 style. A personalized report will be prepared and shared with you based on the feedback received from your colleagues, superiors, and subordinates
- Harvard Change Management Simulation: Evaluate your change strategies with the Harvard Change Management Simulation
- 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.

## 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 will comprise of theoretical lectures, case discussions, group-based problem solving, simulations and leadership seminars imparted by XLRI's faculty. All enrolled students will also be provided access to the Cloud Campus through which they can access other learning aids, reference materials, assessments, case studies, projects and assignments as appropriate. Throughout the duration of the course, 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. There would be optional live project assignment in-built in the program, which would be peer-graded to encourage application of course concepts.

# PROGRAM SYLLABUS

## Module 1

### Knowing Self

**Knowing yourself – Self-awareness and Self-management**

**Knowing yourself – Emotional and social intelligence**

## Module 2

### Dealing with People at Workplace

Delegating effectively and motivating people

Building a high-performance team

Managing interpersonal conflicts

Decision Making and Biases

Moral dilemmas and Ethical leadership

## Module 3

### Organization Strategy Making, Diagnosis and Design

Understanding organization strategy

Stakeholder analysis and competitor analysis

An introduction to the types of Organizational Structure

Conducting Organizational Diagnosis systematically

Understanding and diagnosing cultures

Measuring organizational performance

## Module 4

### Managing Change at Workplace

The process of managing change

Power and Politics of Managing Change

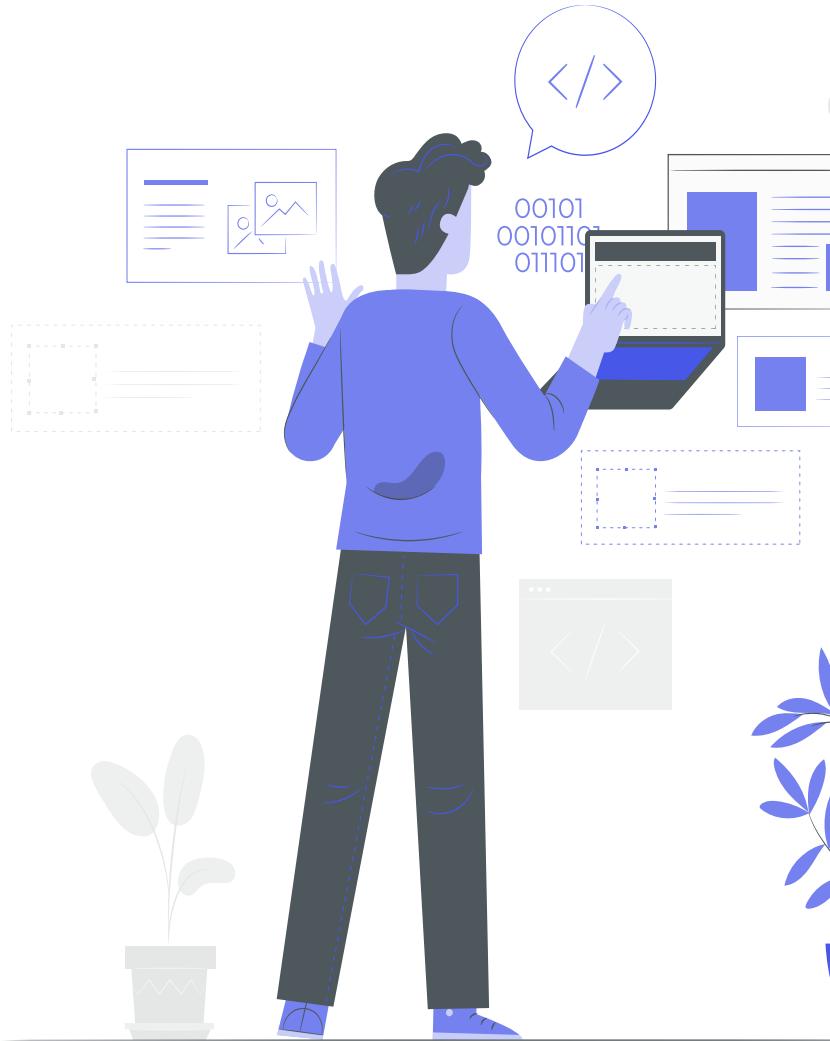
Organizational Change Simulation – Online by Harvard University

The Psychology of change and Change Communication

Monitoring change initiatives

Coaching and Mentoring for managing change

Building organizational participation for change – Tools



## PROGRAM FACULTY



**Dr. Rahul Chandra Sheel**  
Fellow, IIM Ahmedabad

Dr. Rahul Chandra Sheel is a faculty of Organizational Behaviour at XLRI – Xavier School of Management, Jamshedpur. He is a Ph.D. from the Indian Institute of Management, Ahmedabad (IIMA) under the supervision of Prof. Neharika Vohra with a specialization in Organizational Behaviour.

His teaching interests are in the area of Organizational Development and Change and Organizational Structure and Design. He has been coordinating and teaching the last five batches of the online management development program from XLRI – Leadership and Change Management and has trained more than 600 executives with an average work experience of 16 years. He has worked with PRADAN (a developmental organization), building development communities and enabling them to co-own community ventures, learning from which he brings to business organizations. He has trained for leadership development for many organizations in public and private sector e.g. Indian Oil, Coca-Cola India, NHPC, NPCIL, Asian Paints, HAL, Mahindra, L&T on Managing Change. He has consulted for various organizations to help them with the leadership development of their senior leaders.

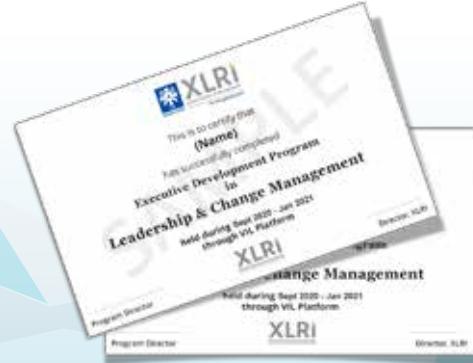
He publishes in various international and national journals and presents his work in various international conferences. His research interests are in the area of organizational cynicism, corporate social responsibility, emotional contagion, framing of communication, and issues related to non-profits.

## 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.

## ASSESSMENT & CERTIFICATION

A minimum of 70% attendance to the LIVE lectures is a prerequisite for the successful completion of this course. There may be built-in, periodic evaluations through the duration of the course. These may be in the form of a quiz, assignment, project or other objective/subjective assessments as relevant and applicable to the course. The evaluations are designed to ensure continuous student engagement with the course 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.



## PROGRAM DETAILS

**Program Commencement:** 18 September 2020

**Duration:** 5 Months

**Schedule of Classes:** 2.5 hours every Friday from 07.30 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.com](http://www.talentedge.com)

or at XLRI's website: <https://vil.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.