



Free online Management Development Programmes

On

- I. Motivating Employees during COVID 19 (Date: May 9,2020)**
- II. Managing Stress under COVID 19 Disruptions (Date: May16, 2020)**
- III. Managing Disruptive Changes during COVID 19 (Date: May 20, 2020)**

About IMI Kolkata

International Management Institute Kolkata is one of the top 50 business schools in India (NIRF Rank: 45th, 2019, Government of India), offering AICTE approved 2 year full time Post Graduate Diploma in Management Programme and 4 year Fellow Programme in Management (doctoral). At IMI Kolkata, faculty members are research active and the institute is known for its excellent academic and research environment. In a very short span of time, IMI Kolkata is coming up as a promising business school in management education in India.

Management Development Programme

IMI Kolkata offers a wide range of Quality Management Development and Executive Development programs across industries and sectors. The functional areas covered depend on client's requirement and competency levels of the people to be trained. IMI-K has successfully conducted trainings in various thrust areas like Employee Development, Work Life Balance, Managing Global Competitiveness, Mentoring, Statistical Methods for Decision Making, Leadership, Global Leadership, Wealth Creating Mind set, Credit Management, Vigilance management, Capsule and Certificate programmes for general management for senior level executives, Strategic B2B Marketing, Human Resource Planning and Development, etc.

IMI Kolkata has also developed and successfully conducted large number of effective customized programmes with various both public and private sector organisations such as Garden Reach Ship Builders & Engineers Ltd, Axis Bank, LIC of India, Mahanadi Coal Fields Ltd, BalmerLawrie Ltd with excellent feedback generating even repeat orders.

For latest updates on MDPs may visit our website- www.imi-k.edu.in

Introduction

Amidst this current crisis , we at IMI Kolkata, have chalked out ways to reach out to our audience as a creativity centre through various online platforms and mediums. To begin with we have created three **ONLINE FREE PROGRAMMES** to ensure effective and gainful learning to our viewers for gainful utilisation of time during the ongoing Lockdown period.

It is observed that a lot of investment in terms of time and resources are made to learn new concepts and technologies without any focus on understanding how one can deal with the challenging and unique situation due to COVID-19 pandemic. All the employees involved in 'work from home' often feels stressed or not having the motivation or support on what they used to get when they were available at the workplace. The present disruption can be seen as a challenge to innovate and think out of box ideas as to how to engage, and build positive attitude among the team members, when they feel low or stuck because of lack of guidance. Development of individuals along with enhancing productivity is a challenge in the present scenario. At the same time organizations cannot measure performance on the present work as they used to earlier. Thus, updated SMART goals that fit and aligned in today's circumstance will not only make employee satisfied but also will help in achieving

organizational objectives. The three upcoming programmes have been briefly outlined hereunder:

I: Motivating Employees during COVID 19; Date: May 9, 2020

(From 10.30am-2pm)

Programme Objectives:

- To enable the participants to appreciate the role of understanding self, building positive attitude, and motivating them towards greater success
- To aid participants in handling practical problems while managing individual and team performance.
- To help them gaining competitive advantages

Programme Content:

- Maintaining Positive Attitude
- Extrinsic and Intrinsic Motivation and Performance
- Motivation Traps and Role of Manager

Programme Mentor

Dr. Soni Agrawal: Associate Professor (PhD IIT , Kharagpur. She specializes in Human Resource Management and Organization Behavior. She is having 16+ years of industry-academia experience.

She had conducted large number of effective trainings for senior and mid-level executives in the area of human resource management, building positive attitude and motivation, HR Analytics & measurement, and performance management. Some of the companies are CESC, PCBL, Oxford University Press, India Post, LIC, MSTC, GRSE, Balmer Lawrie etc. Her areas of academic interests are employee engagement, green human resource management, performance management, training, and Industrial relations, HR for new age organizations, and career & succession planning. As a researcher she had published research papers in reputed national and international journals. As a reviewer she had reviewed a number of books, and manuscripts. She had also chaired sessions in various seminars/conferences.

II: Managing Stress under COVID 19 Disruptions; Date: May 16, 2020

(From 10.30am-2pm)

Programme Objectives:

The objectives of the program are to help participants recognize stress, understand its nature, and learn to manage in an effective way. The course aims to impart not only knowledge, but also effective techniques and practices to manage stress.

Programme Content:

- COVID anxiety and stress symptoms
- Strategies to maintain your mental health during social isolation
- Strategies to help older adults CORONA anxiety

Programme Mentor

Professor Rachana Chattopadhyay: has received her doctoral degree in Applied Psychology from Calcutta University under the fellowship of Indian Statistical Institute, Calcutta, in the year 2005. Was a Visiting Fellow in School of Social Psychology, Australian

National University, Canberra, for post-doctoral research (year 2005-2006). Teaching and training experience of more than 16 years in area of HR and Organisation Behavior.

III: Managing Disruptive Changes during COVID 19 times; Date: May 20,2020 (From 6.00pm-8.30pm)

Programme Objectives:

- To understand personal beliefs about change and enhancing personal readiness to change
- To understand and deal with barriers to change
- To learn ways of leading and managing change initiatives in organizations

Programme Content:

- Disruptions and personal reactions to change
- Assessing and overcoming barriers to change
- Leading change in turbulent times

Programme Mentor

Dr.Roma Puri: An Associate Professor at International Management Institute Kolkata (India)

with FPM from IIM Kolkata. She teaches core and elective courses on HRM in the institute's post graduate programme since 2015 and she offers courses for the institute's Fellowship programme. She has been training and conducting large number of effective management development programmes for working executives in the public and private sector. She has more than 14 years of experience in academics teaching courses in the graduation and post-graduation programmes. Her research areas of interest are Green HRM, Diversity Management, Corporate Social Responsibility and Sustainability

Intended Participants:

A potential participant can be an executive, employed in private or public organization, small-medium-large business enterprises, professionals or even individuals. The programme is especially helpful for participants, who are presently involved in 'work from home' because of COVID-19. It is also applicable to all the members who are associated with essential services. Participants can be from varied background like commerce, human resource and labor relations, organizational behaviour, marketing, retail, statistics, operations, economics, banking, finance, hospitality, computer applications, strategy, sociology etc.

Class Schedule:

For Details of the class schedule refer to the link below:

<http://tiny.cc/7e7lnz>

Registration:

For registration please refer press the link below:

<https://forms.gle/PFCszACNtgrBuc9DA>

Please note the registration will be considered on first come first basis
Maximum upto 50 participants.

Pedagogy:

Programme will be delivered through online platform

ENQUIRY

For any additional information/enquiry, please contact

For Programme-1

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