

# Management Development Programme

## Managing and Leading Organizational Change



Indian Institute of Management  
Tiruchirappalli

Date

February 17-18, 2018

Programme Directors

Prof. Abhishek Totawar &  
Capt. Raghu Ram

Venue

Chennai Centre of IIM Trichy

## Introduction

Technological innovations, economic crises, structural adjustments, new entrants or competition, policy reforms, and many such reasons require modern organizations in transitional economies to evolve and change on an ongoing basis. This program aims to examine the dynamics occurring in such times of change. You'll learn how to manage and lead agile organizations in times of change.

## Profile of Expected Participants

1. CXOs who are responsible to identify suitable and synergistic business / culture level FIT and evaluate potential M&A possibilities / opportunities
2. Leaders / Managers who are expected to steer and impact end outcomes thru rigor in execution and ensure alignment of business Strategy with the Vision/ Mission/ Behavior / delivery continuum
3. HR Leaders and members who anchor and are accountable for any change management initiatives across organization
4. Every People Manager who is accountable for aggregate results of his / her unit , primarily contributed by individuals and teams
5. Notified "Change Agent" (soon to be a reality designation!) who need to work up-down and sideways during turbulent transitory times in corporations
6. Knowledge/Learning & Development Leads, who may be tasked to design, roll out / communication plans during times of change.

## Course Content

### **Module 1: Organization Development – An overview**

The need for change, understanding organization development (OD), evolution, growth and relevance of OD in the business context, Forces for and against change.

- Planned change, nature of,
- Role of OD practitioner

### **Module 2: Organization Renewal and Planned Change**

- Challenges in implementing change, people-related issues in change management.
- Resistance to change and factors leading to resistance. Overcoming resistance to change, building consensus
- Challenges in implementing change

### **Module 3: OD Process**

- Entering, contracting
- Collecting - analyzing diagnostic info
- Designing interventions
- Evaluating and institutionalizing
- Diagnosing orgs, groups, jobs
- Feeding back diagnostic info
- Leading and managing change

### **Module 4: OD Intervention Strategies**

Designing interventions, interpersonal interventions, team development interventions, inter-group interventions and goal setting. Identify and understand the range of major OD intervention techniques and how they may be applied. Examine the manner in which



Please note:

- Participants would have to make their own travel arrangements.
- If a participant fails to attend the programme, no refund of fees will be made. However, the same can be adjusted during the current or next financial year. In case the programme is being cancelled by IIM Trichy, then the programme fees will be refunded in full to the person/organization concerned.

## How to Enroll

Enrolment form for nomination or participation can be downloaded from the 'Executive Education' of our website, [http://iimtrichy.ac.in/images/MDP\\_Enrollment.pdf](http://iimtrichy.ac.in/images/MDP_Enrollment.pdf). Kindly fill in this form mentioning full details of the participant(s), sponsoring organization, and the payment particulars. The filled in form along with the Demand Draft need to reach the EEC Office well in advance before the commencement of the programme. In case of online payment, the filled in form may be scanned and e-mailed to us.

The programme fees can be paid in any one of these two ways:

- Demand Draft drawn in favour of **Indian Institute of Management Tiruchirappalli** payable at Trichy.
- Electronic Fund Transfer through NEFT/RTGS for which Account details of our Institute are given below.

Bank A/C No: 32170820601

Name of the Bank: SBI

Name of the Branch: NITT Branch, NIT Campus, Tiruchirappalli

Bank Branch Code : 01617

IFSC No: SBIN0001617

MICR No: 620002009

In case of online payment, kindly intimate the EEC office with the relevant transaction details through email, so that we can connect your remittance to your nomination.

Please note that the confirmation of participation will be provided only on receipt of programme fees by EEC office.

You are encouraged to send in your nominations at least 3 weeks prior to the commencement of the programme. However, we accept nominations up to 2 weeks before the start of an MDP, subject to availability of seats.

### ***Please Note:***

All enrolments are subject to review and approval by the Programme Directors. Joining Instructions will be sent to the selected candidates 10 days before the programme commences.

**Kindly finalise your travel plans only after you receive from IIM Trichy confirmation of your nomination.**

Our correspondence address is as follows:

Executive Education & Consulting Office

Indian Institute of Management Tiruchirappalli

NITT Campus, Thanjavore Main Road, Tiruchirappalli - 620015 Tamil Nadu

Phone: 0431- 2505025 | Email: [eec@iimtrichy.ac.in](mailto:eec@iimtrichy.ac.in)