



Indian Institute of Management
Tiruchirappalli

Executive Education & Consulting

LEAD: Leading
Organizational
Change



Dr. Abhishek Kumar
Totawar



September
16-20, 2024
(5 Days)



IIM Tiruchirappalli
Campus

Programme Fees
Rs. 65,000/- + GST

Program Introduction:

Till about a decade back, 'change' used to be episodic. Organizations needed to react when it occurred. Today, given the pace at which businesses evolve, the traditional idea of managing change sounds obsolete. Organizations, either large or startups, the external environment for both - is turbulent. A combination of such organizations and environment, presents a complex set of challenges to its managers and leaders; and these challenges touch upon all stakeholders of the organization.

LEAD is precisely aimed to address this growing need. The days when you were valued for your functional expertise are truly over. They at best, got you where you are today! What is most likely to take you to the next level and help you to grow is the ability to anticipate, strategize and execute the phenomenon called change. LEAD attempts to sensitize you to see change as a daily occurrence (vs. an event) and will abreast you with leadership competencies which will emerge as a cutting edge tool to lead such changes in your organizational environment. Addressing change is a symbiotic process, necessary for organizations as well as for its leaders – to realize and embrace change in order to stay relevant.

Program Objectives:

Towards the end of this program, you will be able to understand and appreciate how to manage and lead successful organizational change processes; particularly, answering questions like,

1. Why organizational change holds greater relevance in today's work context?
 - a. Do all recipients embrace/perceive all changes the same way?
 - b. How should a planned change look like?
 - c. Is it better done internally by own members or an external consultant can be more effective?
2. How would I map the various stakeholders in a change process and what are the roles and responsibilities of each set of stakeholders?
3. What resources and recourses are available to a leader to prepare the organization during the planning, implementing, and evaluations stages of a change intervention?
 - a. How would I know that the change intervention has met the objectives of the proponents?
4. In times of change, and when the organization grows, what is in it for me?

Pedagogy:

Case Discussions, Lecture, Psychometry

Profile of Expected Participants:

This program is designed for executives in diverse roles at corporations of various sizes and at all stages – from market leaders to small and mid-sized organizations to dynamic emerging start-ups. Having work experience of at least three years will help you absorb the discussion well.

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 through rigor in execution and ensure alignment of business Strategy with the Vision/ Mission/ Behavior / delivery continuum
3. HR Leaders 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" 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.

Program Content:

1. Understanding the Psychology of Change
2. Envisioning Change
3. Leadership Competencies that Drive Growth
4. Criticality of Decision Making
5. Managing Difficult People
6. Managing Difficult Situations
7. Managing Stakeholders
8. Design Thinking for Organizational Change
9. Leading through Crisis
10. Organizational Culture, Change and Institutionalization