

# DMA

DELHI MANAGEMENT ASSOCIATION

*Presents*

*Workshop*

*on*

*Grooming Leaders for Tomorrow*

24-25<sup>th</sup> August, 2011, India Habitat Centre, New Delhi



*“...two roads diverged in a wood, and I –  
I took the one less traveled by,  
And that has made all the difference.”*

*- Robert Frost in ‘The Road not taken’*

## **THE WORKSHOP:**

*Why is it that some leaders dare to win in the toughest conditions, while others withdraw?*

*Why is it that some leaders are more effective than others?*

*Why do people willingly follow some leaders while they rise in revolt against others?*

The business world has changed! Management was about pushing people to succeed. Leadership is about pulling people along to succeed. You require a new skill set to make it to the top in a "pull" environment. This course teaches how to stop managing and start leading, making you a vital part of your organization's future. Leadership skills can help gain the respect and admiration of others, while allowing managers to enjoy success in their careers. Contrary to popular belief, leadership skills can be learned and developed.

Leaders are not born... they are groomed. This workshop is designed to groom potential and prospective future negotiators and will bring to their focus the attitudinal imperatives to deliver effectively.

The workshop is packed with role-plays based on real life situations, which will help participants become conversant in how to deploy relevant strategies, appropriate techniques, and interest-sustaining tactics and gain hands-on experience in leadership. The tips and skills that the participant acquires will enable him/her to become a strong leader.

## **OBJECTIVES**

The key objectives of the course are to:

- Enable participants develop a holistic perspective on leadership in organizations
- Identify tools that make managers effective leaders and hands on practice on these
- Understand ways to enhance team working through effective leadership
- Help participants develop skills at managing diverse and large teams to maximize impact
- Develop skills in steering teams through organizational change

## **CONTENTS**

- Need for strong leadership;
- Leadership styles;
- Understanding of personality types and how to use these to one's advantage
- Organizational culture and need for appropriate approaches
- Managing the strategic planning process - the power of visioning, planning, organizing, executing, monitoring and evaluation
- Understanding the concept of high performing teams
- Leadership attributes
- Motivation theory and practical examples in motivating staff
- Managing diversity of talent and expertise

- Effective delegation;
- Helping others 'grow';
- Dealing with poor performance and poor performers;
- Conflict resolution skills;
- Time management skills and prioritization;
- Learning to deal with opposition;

## **KEY TAKEAWAYS**

- Understanding and application of leadership skills
- Exposure to techniques to draw out the best from team members
- Identification and management of internal and external expectations
- Recognition of the need for organizational change and designing strategies to successfully work through them
- Effective conflict management
- Developing personal action plans

## **METHODOLOGY**

This two day workshop takes participants through a process of self-discovery and learning through role-plays, participatory exercises, case studies and group interactions. The workshop promises to help participants track their own progress in understanding leadership behavior as also start practicing tools for greater effectiveness. In addition, each participant will provide/receive feedback to strengthen/amend their own styles of operating.

## **PROGRAMME DIRECTOR**

### **Moutushi Sengupta**

Moutushi Sengupta has over two decades of experience in leading and managing diverse teams and organizations. She has held several senior level leadership positions with Indian and multinational institutions. She has many years of experience as a corporate trainer and has conducted a number of management development programmes across a range of sectors. Her expertise lies in delivering highly interactive modules and creating a safe environment for participants. She is well known for her presentation and persuasion skills and is also a sought after speaker on change management, life and communication skills. Her sessions are carefully designed to enable participants reflect on their individual strengths and areas for development and thereafter, identify simple tools that can lead to step change improvements in their performance. She has an avid interest in social causes and is actively engaged with institutions in the development sector.

She is a gold medalist in management studies from Panjab University and holds a masters degree from the London University. She is a member of the Chartered Institute of Personal Development, United Kingdom. As a management professional, she has published and presented her views on range of issues related to leadership, management and motivation of employees.

## FOR WHOM

This workshop has been specifically designed for individuals with leadership responsibilities and/or those who expect to work on such a role. The course addresses needs of individuals from diverse backgrounds, be it from the private/public or the not-for-profit sector.

## ADMINISTRATIVE DETAILS

Date : 24-25<sup>th</sup> August, 2011 (Wednesday- Thursday)  
Registration : 9.00 a.m. - 9.30 a.m. on 24<sup>th</sup> August 2011  
Workshop Timings : 9.30 a.m. to 5.30 p.m.  
Venue : India Habitat Centre, Lodhi Road, New Delhi

## PARTICIPATION FEE (PER PARTICIPANT)

DMA/AIMA Members : Rs 5500/-  
Non Members : Rs 6500/-

DD/Cheques are to be made in favour of **Delhi Management Association** Payable at New Delhi. Nomination fee is non-refundable. However, participation by a substitute is allowed.

## SPONSORSHIP OPPORTUNITIES FOR THE CORPORATES

The sponsoring organisations would stand to gain mileage in terms of immense exposure, Media coverage and reaching to high nucleus of decision -makers/corporate managers and thereby recognizing excellence and branding with one of the Premier and Vibrant body of Management Professionals.

**For Participation/Registration/Sponsorship, please contact:**

**Rajan Pandhi, Joint Director** (Mob: 9810877615)  
Delhi Management Association, India Habitat Centre, Core 6 A  
1st Floor, Lodhi Road New Delhi 110003  
Tel: 24629555 (D),24649552 Fax: 24649553  
E-mail: [info@dmadelhi.org](mailto:info@dmadelhi.org) **or** [dmadelhi@sify.com](mailto:dmadelhi@sify.com)  
Website: [dmadelhi.org](http://dmadelhi.org)

=====

Registration Form



**Workshop**

*on*

**Grooming Leaders for Tomorrow**

**24-25<sup>th</sup> August, 2011, India Habitat Centre, New Delhi**

Please register our delegates for the Workshop.

1. Name _____	Designation _____
2. Name _____	Designation _____
3. Name _____	Designation _____
4. Name _____	Designation _____
5. Name _____	Designation _____

Organisation \_\_\_\_\_

Address  
for communication \_\_\_\_\_  
\_\_\_\_\_

Phones \_\_\_\_\_ Mobile \_\_\_\_\_ Email \_\_\_\_\_

Enclosed is a cheque/draft for Rs..... being Registration fee  
for the Workshop.

Authorised Signatory, Name & Designation \_\_\_\_\_