IIM NAGPUR
भारतीय प्रबंध संस्थान नागपुर
Indian Institute of Management Nagpur

TIMESPRO

GEAR UP FOR THE GREATER THINGS IN LIFE

Senior Management Programme (SMP) (Batch 04)

12 Months | Blended | ₹4,30,000 + GST

A Times Of India Group Initiative

IIM Nagpur Director's Message

Dr. Bhimaraya Metri
Director,
Indian Institute of Management Nagpur

I take pleasure in welcoming you to IIM Nagpur (IIMN). IIMN was established in 2015 as the first of the third generation IIMs, by the Ministry of Education, Govt. of India. Its location in Nagpur, the Orange City, makes IIMN equidistant from the major metropolises – Delhi, Chennai, Kolkata, and Mumbai – in terms of travel time by air. Since its inception, IIMN has attracted talented faculty members with commendable experience in research and teaching.

Faculty members at IIMN are engaged in management consultancy, research, training, and industry collaboration for creating and disseminating cutting-edge knowledge. Its location at the very centre of industrial activity offers IIMN a natural advantage, enabling greater connections and partnerships with businesses across sectors in SEZ and MIDC-designated zones. IIMN's unwavering focus on pioneering exceptional industry partnerships to lead the way in providing real-world experiences, prepares our programme participants for life — bringing 'corporate into classrooms' to hone relevantly skilled talent for the ever-evolving corporate world. One of the first premier institutions in the country to seamlessly make the shift from physical to online over the past year, IIMN is well-equipped to conduct Executive Education Programmes (EEPs) for executives from public and private sector undertakings. Keeping the New Education Policy (NEP) 2020, digitalisation, and lifelong learning in mind, IIMN has launched online certificate programmes for skilling-reskilling-upskilling the executives in highly specialised areas of management. We anticipate that these programmes would enable executives to fully realise the opportunities ahead in a digitally disruptive world. With its unique advantages, IIMN is an exciting place to learn, grow, and be the 'champions of change'. We welcome you to join our IIMN community of faculty, staff, students, and alumni who are shaping the future of work.

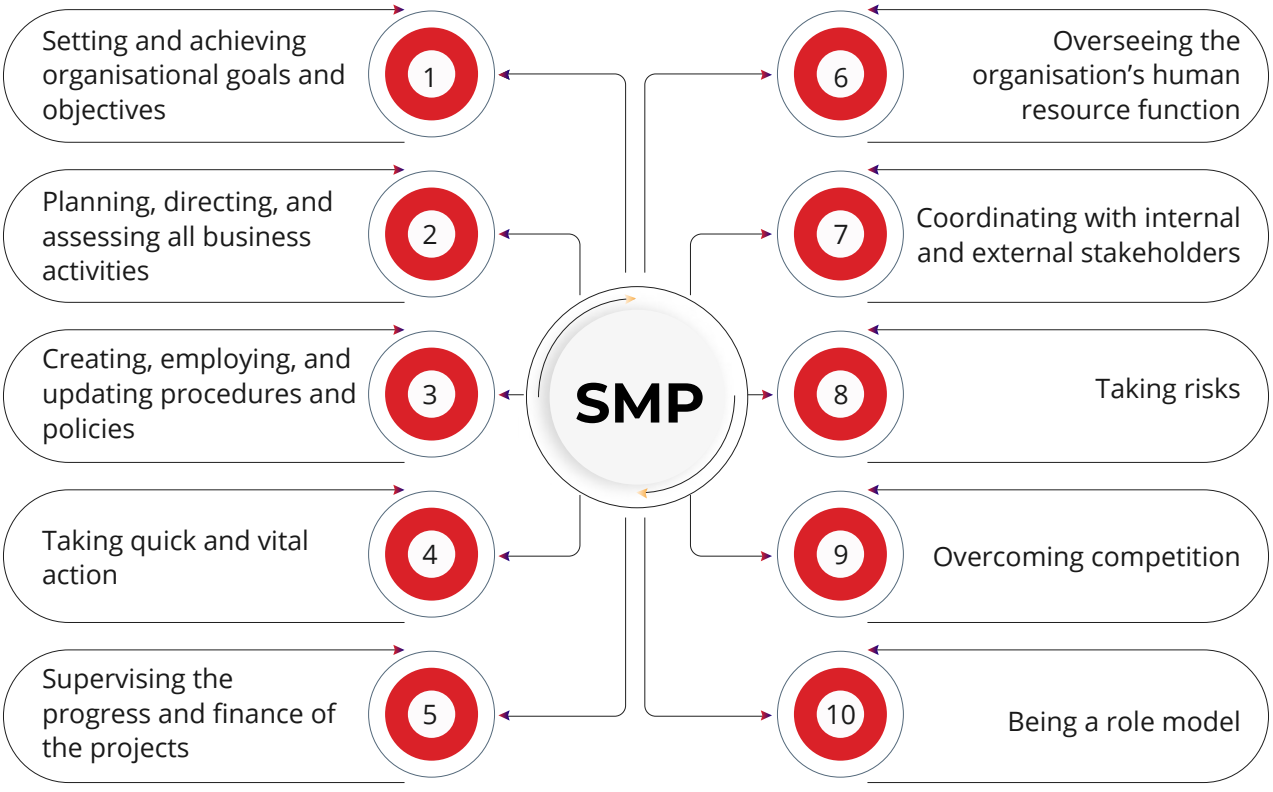
Senior Managers: Spearheading Organisational Success

The quality of leadership is often considered to be an important determinant of an organisation's growth. People in senior management play a prime role in the success of an organisation. As a member of your organisation's senior management, you are responsible for leading the employees towards achieving the shared organisational goals of success and growth

> Companies with top quartile leadership effectiveness generate 3.5 times more shareholder return.

Source: www.mckinsey.com

What Defines Senior Management Professionals?



As a responsible senior management professional, you should be able to lead yourself, others, and your organisation effectively.

Developing a Leadership Mindset and Competencies

As a senior management professional, your authority, responsibilities, accountability, and challenges are broader than those in a functional role. You are expected to have the management skills required across all business functions like marketing & sales, finance & accounting, operations, human resources, etc., to be able to orchestrate various business operations efficiently. Thus, to transition into senior management, you need to develop your personal, professional, and leadership skills.

Key Skills of Senior Management Professionals

1. Awareness of the business and operating environment
2. Forward planning and strategic thinking
3. Interpersonal communication, negotiation, and motivation skills
4. Leadership and managerial skills
5. Strong organisational, time, and resource management
6. Analytical, problem-solving, and decision-making skills
7. High levels of self-management, flexibility, responsiveness, and adaptability
8. Organisation and delegation
9. Self-awareness and emotional intelligence
10. Guidance and mentorship

What senior management professionals require is a blend of strong fundamental business management skills, an understanding of verticals and departments critical to the success of their organisations, and effective leadership skills. However, not every organisation can enable the type of learning required to acquire these skills, which may pose challenges in career advancement.

The Case for IIM Nagpur's Senior Management Programme (SMP)

Pursuing a Senior Management Programme will help you acquire a strategic perspective, gain relevant knowledge, develop new skills, forge stronger relationships, and foster creativity and self-confidence. It will empower you to overcome the inertia in your career and catalyse career advancement.

IIM Nagpur's SMP enables you to:

- Refresh yourself with contemporary knowledge and overcome the competition in rising up the organisational hierarchy
- Understand your own strengths and use them optimally for personal and organisational growth
- Be instrumental in your organisation's growth journey
- Formulate strategies at an organisational level
- Get into the league of decision-influencers and decision-makers

Research insights point at the dearth of leadership talent currently due to lack of right knowledge, experience, and guidance.

80%
of the organisations in India are currently facing a leadership talent shortage

64%
of global C-level executives cited 'Developing Next-Gen Leaders' as their top-most challenge

41%
of business leaders believe that their organisations fail to meet the needed leadership standards

IIM Nagpur's Senior Management Programme (SMP) empowers you with the opportunity to be a senior management professional in India's leading companies.

Source: Mercer | Mettl, www.ey.com, www.guide2research.com

Programme Overview

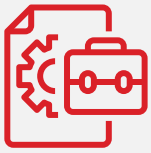
The **Senior Management Programme (SMP)** from IIM Nagpur is a 12-month programme, thoughtfully designed for executives who want to be instrumental in their organisation's growth story by way of designing strategies, cross-functional integration, execution, and change management. The programme curriculum enables building fundamental business management skills among participants and exposes them to verticals and departments critical for organisational success. Experienced and senior executives get an opportunity to refresh their skillsets and understand their strengths to optimally align them for organisational growth.

Programme Highlights

- Contextually designed 12-month programme for mid-senior executives
- Chamber consulting by IIM Nagpur faculty
- Campus immersion module of 3 days
- IIM Nagpur Alumni status

Learning Outcomes

Gain knowledge of all functional areas and business trends.



Learn leadership lessons for yourself, your team, and the organisation.

Get familiar with strategic tools like strategic management, the Blue Ocean Strategy, digitalisation, etc., for cross-functional integration, business growth, and change management.

Get acquainted with the concepts of risk management, corporate governance, and business sustainability to enable personal and organisational growth.

Programme Curriculum

Module 1

Leadership: Self, Others, & Organisation

- Leadership Traits, Styles, Skills, & Situations
- Managing Oneself & Developing as a Leader
- Developing & Leading Successful Teams
- Consensus Building & Devising Win-Win Strategies

Strategic Marketing in the Digital World

- Integrated Communication Strategies in a Digital World
- Marketing Analytics for Consumer Insights
- Digital Marketing Strategy Simulation

Financial Statements Analysis

- Financial Ratios for Managerial Decisions
- Financial Levers of Profitable Revenue Growth

Leading Highly Strategic Projects

- Project Portfolio Management & Leadership
- Project Feasibility Analysis, Project Financing, & Contracts
- Project Execution Planning & Risk

Strategic Thinking & Decision Making

- Dimensions of Strategic Mindset
- Getting Leadership Team to Think Strategically
- Strategic Decision-making & Strategic Alignment

Module 2

Global Value Creation: Strategic Supply Chain Management

- Sourcing & Supply Chain Coordination
- Supply Chain Planning
- Supplier Development & Outsourcing

Corporate Financial Management

- Financial Planning
- Capital Budgeting & Investments
- Long-term Financing Decisions
- Working Capital Management Decisions

Digital Transformation: AI, BA, IoT, & Data Science

- Business Rationale for Digital Transformation
- Leveraging Technology for Business Excellence

Blue Ocean Strategy Formulation for Profitable Growth

- Strategy Formulation
- Analysing Key Trends in External Environment
- Aligning Resources & Capabilities with Strategy
- Discovering Blue Oceans & Driving Profitable Growth

Strategic Human Resource Management

- HRM & Sustained Competitive Advantage
- Emerging HR Practices, Processes, & Systems in Globalised Organisations
- HR Practices & Organisational Culture
- HR Challenges in Emerging Economies

Module 3

Leadership of International Businesses

- Understanding International Contexts
- Choosing Internationalisation as a Growth Lever
- Leading & Managing International Businesses
- International Business Leadership: HR, Legal, & Financial Functional Dimensions

Strategy Implementation & Organisational Transformation

- Balanced Scorecard for Holistic Performance Management
- Overcoming Resistance to Change
- Organisational Learning & Knowledge Management

Enterprise Risk Management

- Concept of Enterprise Risk
- Macroeconomic, Financial, & Technological Risks
- Risk Management Systems & Processes

Corporate Governance, CSR, & Sustainability

- Governance Partnership: Investors, Organisation, Directors, & Executive Leadership
- Corporate Social Responsibility: Changing Expectations & CSR Strategies
- Business Sustainability & Triple Bottom-line (people-planet-profit) Approach

Future of Leadership & Management: Contemporary Themes

- Future of Work
- Cutting Edge Business Models in the New Economy
- Leadership of Gig Economy Workforce

Pedagogy

The programme is delivered through blended learning mode. The in-class component will involve a variety of pedagogical techniques such as lectures, case discussions, simulation games, role plays, group projects, and other experiential exercises. The online component, delivered through the state-of-the-art interactive mode, will facilitate learning in synchronous mode using multi-media components for enhanced engagement and experience.

Programme Delivery

Sessions will be conducted via a state-of-the-art Interactive Learning (IL) platform and delivered in Direct-to-Device (D2D) mode that can be accessed by learners on their Desktop, Laptop, or Tablet.

Chamber Consulting will be provided by every faculty member teaching a course in the programme (once a week in the timeframe when a particular course's sessions are scheduled).

Schedule

Sundays:
03:30 PM to 06:30 PM

Duration

Total: 180 Hours spread over 12 Months
Online: 162 Hrs.
Campus: 18 Hrs.

Campus Immersion

There will be 3 days of campus immersion at IIM Nagpur. The in-campus modules are subject to the conditions that prevail at that point of time. These conditions pertain to the pandemic or other unavoidable reasons. In case the on-campus module is not confirmed due to the COVID-19 situation, the same will be included in the total number of online sessions.

Eligibility Criteria

- Diploma (10+2+3) or bachelor's degree or equivalent (10+2+3 or 10+2+4) or 2-year master's degree or equivalent from a recognised university (UGC/AICTE/DEC/AIU) in any discipline
- Minimum 10 years of relevant work experience* post completion of qualifying education
- Participants who fulfil the above criteria but are not working currently, are also eligible to apply for the programme
- Final selection will be done by IIM Nagpur

**Internship and training experiences are not considered as fulltime work experience.*

Who Should Attend?

- The programme is targeted at mid-career to senior-level working executives and managers on the cusp of taking up leadership roles and key decision-making roles in the organisation.
- Leadership practitioners looking to refresh their management knowledge and skills would also benefit from this programme.
- The programme will benefit participants working in (or soon to take up) leadership roles in organisations including (but not restricted to) MNCs, private corporates, PSUs, government departments, MSMEs, and family businesses.

Admission Criteria

The selection will be based on the candidate's overall profile evaluation, subject to meeting the eligibility criteria.

Attendance Criteria

A minimum of 75% attendance is a prerequisite for the successful completion of the programme.

Assessment & Evaluation

Evaluation methodology is at the discretion of the faculty. The methodology includes online exams, written tests, assignments, case analysis, class contribution, and any other component as decided by the faculty.

The programme may require participants to work on individual/group assignments and/or projects. The main objective of such assignments/projects will be to help the participants apply their conceptual learning in the programme to actual organisational decision scenarios.

Giving feedback is an integral part of the completion requirements of the programme.

Certification & Alumni Status

Participants who successfully meet the evaluation criteria and satisfy the requisite attendance criteria, will be awarded a 'Certificate of Completion'.

Successful participants will also be accorded IIM Nagpur Alumni status.

*** All certificate images are for illustrative purposes only and may be subject to change at the discretion of IIM Nagpur.*

Programme Directors

Dr. Mukund Vyas

Dr. Mukund Vyas is an Adjunct Professor in the Areas of Humanities, Arts, And Social Sciences and Organizational Behaviour and Human Resources Management at IIM Nagpur. He holds Ph.D. in Organisational Psychology from the University of Mumbai. Prior to joining IIMN, Dr Vyas was associated with Tata Motors Limited as Head – Executive Management Development & Talent Development from May 2016. He was also associated with Larsen & Toubro Limited as Head – Corporate L & D & Head of Leadership Development Academy for a year.

Dr. Vyas started his corporate career in 1996 with Siemens where he worked for 20 years including 6 years heading global position in Talent Management with Siemens AG, based out of HQ in Germany. Over 26 years of experience, Dr. Vyas has worked in the area of Leadership Development, Organisational culture, Learning & Development, Talent Management, and Performance Management.

Dr. Atul Arun Pathak

Dr. Pathak is the Chairperson of Executive Education and a faculty in the Strategy and Entrepreneurship area at IIM Nagpur. He has over 17 years of experience across industry and academia. Prior to joining academia, Dr. Pathak gained wide-ranging international work experience in the Banking, Information Technology, and Consulting industries across multiple geographies (UK, South Africa, Singapore, and India).

Dr. Pathak teaches various courses in Strategy, International Business, Design Thinking, Innovation and Management Consulting. He has designed and delivered executive education programmes and consultancy assignments for a number of corporate and public-sector organisations across India.

Programme Fee

Particulars	Amount (₹)*
Processing fee	15,000
Total Fee (without Application fee)	**4,30,000**

Note:

- Collection of all fees will be done by IIM Nagpur. From the Application page, participants will be redirected to IIM Nagpur payment portal.
- *GST as per prevailing rate is applicable and will be collected additionally from the candidate/participant. Current GST rate is 18%.
- **Processing Fee is ₹15,000 which includes ₹2,500 towards Application Fee and ₹12,500 towards Tuition Fee. In case a participant profile is rejected by IIM Nagpur, Tuition Fee of ₹12,500 will be refunded to the participant.
- During campus visit, participants who want to stay extra nights at IIM Nagpur campus will have to pay additional charges directly to IIM Nagpur. This shall be subject to accommodation availability at the campus for extra nights.

Instalment Schedule

	Date	Amount (₹)*
Installment I	At the time of Registration	15,000
	Within one week from Offer Roll-out	1,07,000
Installment II	10th May, 2023	1,07,000
Installment III	10th July, 2023	1,07,000
Installment IV	10th September, 2023	96,500

*GST as per prevailing rate is applicable

Programme Timelines

Application Closure Date	12th March, 2023
Sessions Commencement (with or without campus visit)	26th March, 2023
Programme End Date	March 2024

APPLY NOW

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Established in 2015, the **Indian Institute of Management Nagpur (IIM Nagpur)** aspires to be a leading management institution that shapes management systems, policy, and governance through high-quality education, research, and industry engagement. Propelled by the pursuit of engaged scholarship, the Institute aims to create value-driven leaders and global managers with strong conceptual foundations and analytical approach, which helps them excel in diverse spheres – be it management, business, policy making, and public administration, to name a few.

IIM Nagpur's aim is to address the needs of a modern India, connecting aspirations and realities to attain benchmarks that are respected internationally. Our motto, सत्यं च स्वाध्याय प्रवचने च, that is, an inspired journey towards truth through individual reflection and collective discourse, propels our quest to bridge the gap between abstract knowledge and practice.

IIM Nagpur seeks to distinguish itself as an institution that promotes constant industry engagement of a 'problem-solving' nature. Executive Education, therefore, is an important thrust area for the Institute. With an array of programmes designed by a faculty body with a stellar record of research, teaching and industry engagement, the Executive Education programmes at IIM Nagpur equips managers and executives with the capabilities to perform effectively in their current roles and take up greater challenges through various stages of their careers.

43rd in NIRF Rankings 2022	**19th** in Outlook ICARE Rankings 2022	**26th** in India Today MDRA Rankings 2022

TimesPro, the award-winning EdTech initiative of The Times Of India Group, was established in 2013 to cater to the diverse learning needs of Indians with aspirations of career growth.

Taking the rich legacy of trust, knowledge, and learning of The Times Of India Group forward, TimesPro strives to embody the values of Education 4.0 – learner-centric, industry-relevant, role-specific, and technology-enabled – in its executive education programmes.

Ranging across industries and domains, these programmes are curated and offered in collaboration with premier national and global educational institutions to fulfil the aspirations of millions of professionals by equipping them with the right knowledge and skills.

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Indian Institute of Management Nagpur

TIMESPRO

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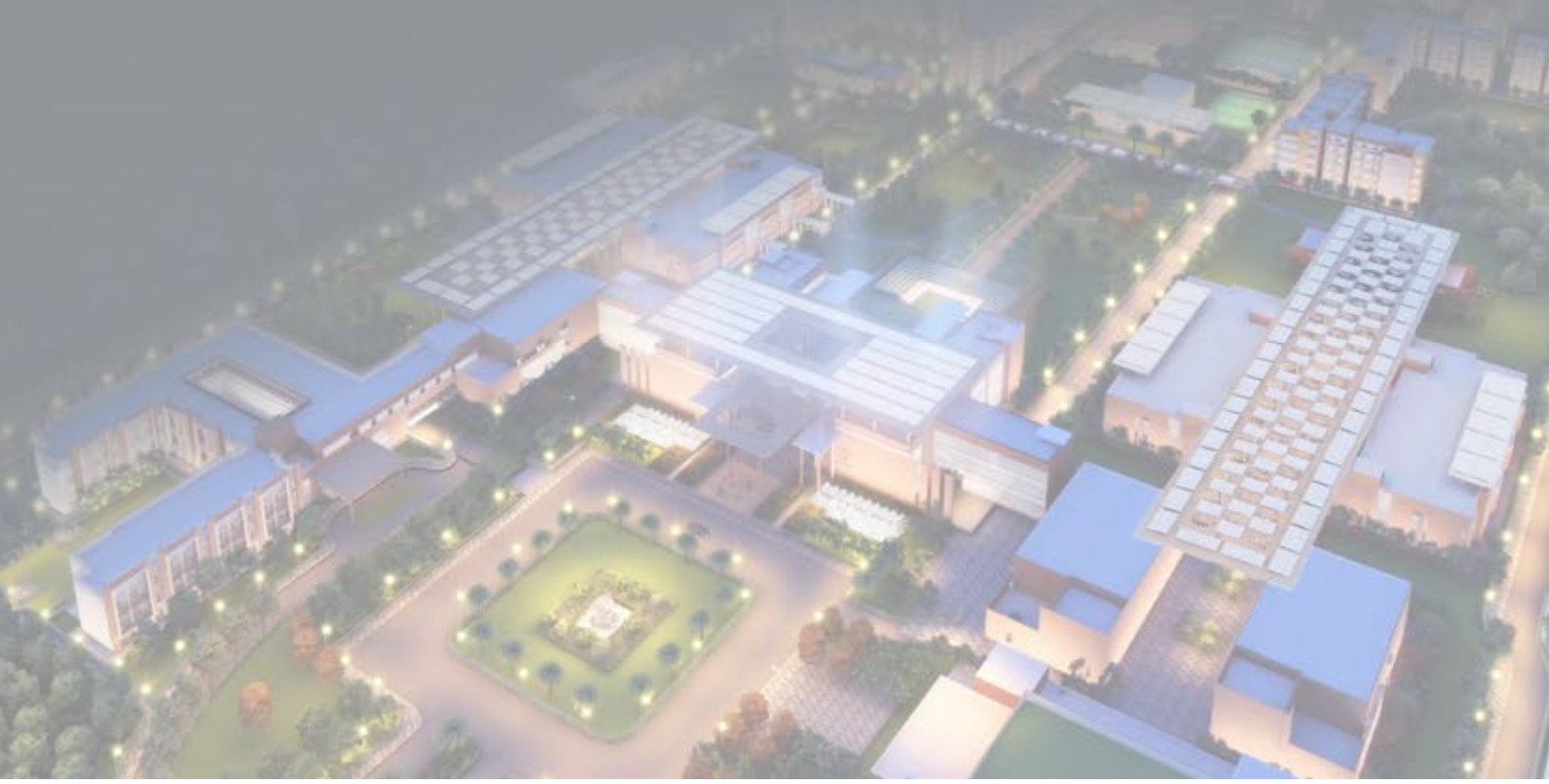
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