



IIM NAGPUR

भारतीय प्रबंध संस्थान नागपुर
Indian Institute of Management Nagpur



Senior Leadership Programme for CXO's (SLP) (Batch 01)

11 Months | Blended | ₹3,05,000 + GST



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.

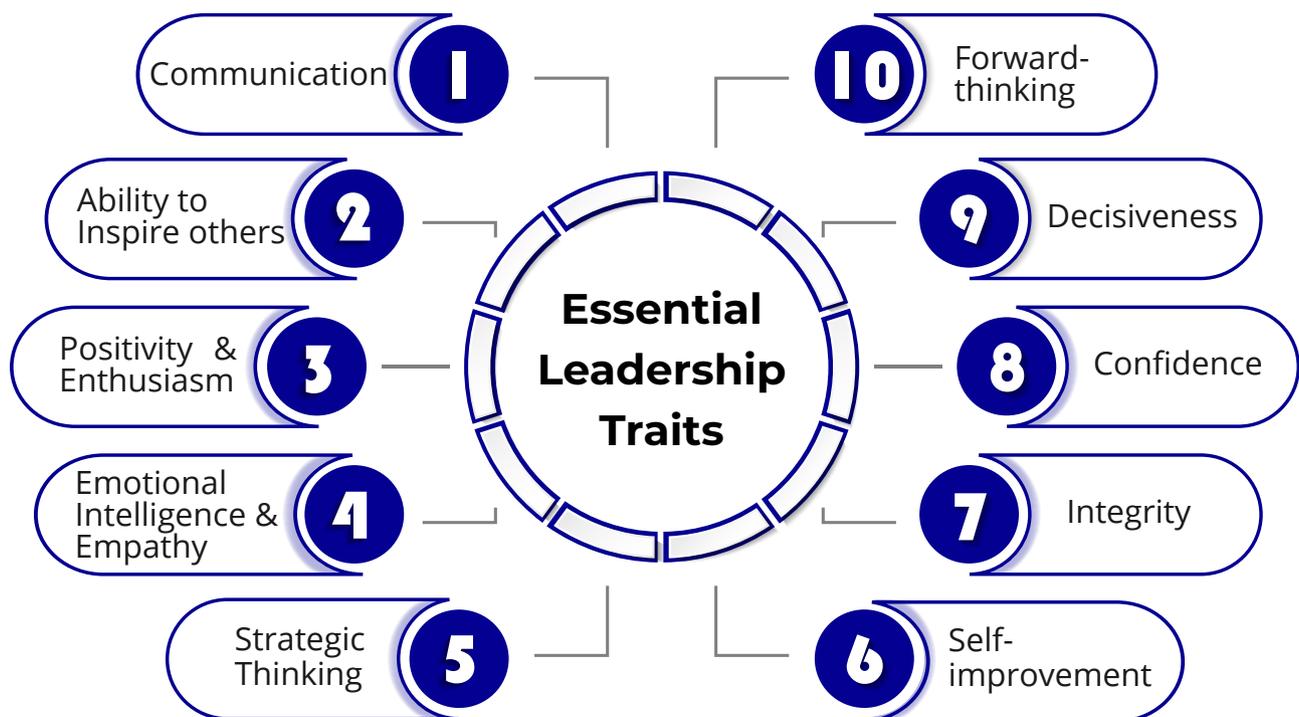
Faculty members at IIMN are engaged in management consultancy, research, training, and industry collaboration for creating and disseminating cutting-edge knowledge. Its location at the very centre of industrial activity offers IIMN a natural advantage, enabling greater connections and partnerships with 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.

Effective Leadership

Today, leaders need the ability to address complex challenges and effectively lead through change and disruption in new and innovative ways. Effective leadership is essential to effect successful change. Change leadership is all about working together to create a shared understanding of the change required to execute the strategy, and how to best make it happen.

When leaders fail in fulfilling expectations, their teams become disillusioned, confused and unmotivated, and eventually, the business suffers. Leaders must manage change, or it will manage them, as declared in a book on Change Management by Frank Voehl and H. James Harrington.

When leaders fulfil their role effectively, business outcomes are achieved efficiently and sustainably, meeting the expectations of all stakeholders. Effective leaders engage with everyone involved; understand the necessity of guiding and motivating teams; and are inherently resilient.



Typical Leadership Styles

Leadership styles can be unique to each individual. Common consensus says that almost all leaders can be slotted into one of nine different leadership styles. While there are no right or wrong styles, it is all about achieving successful outcomes. At times, it may be necessary to alternate leadership styles to address evolving needs.

1 Autocratic Leadership <ul style="list-style-type: none">• Complete control over the decision-making process• Effective in routine process-driven environments	2 Bureaucratic Leadership <ul style="list-style-type: none">• Enforce regulations and statuses in the hierarchy• Effective in health-care and safety environments	3 Charismatic Leadership <ul style="list-style-type: none">• Infectious presence and likeability• Effective in high-energy work environments
4 Democratic Leadership <ul style="list-style-type: none">• Subordinate participation in decision-making• Effective in creative work environments	5 Laissez-faire Leadership <ul style="list-style-type: none">• Hands-off approach to decision-making• Effective in high performance environments	6 Servant Leadership <ul style="list-style-type: none">• Sharing of power and decision-making• Effective in humanitarian organisations
7 Situational Leadership <ul style="list-style-type: none">• Dynamic, reacting to environments and teams• Versatile, hence effective in most organisations	8 Transactional Leadership <ul style="list-style-type: none">• Reward/consequence system• Effective for incentivised teams	9 Transformational Leadership <ul style="list-style-type: none">• Vibrant and engaged workplace• Effective with cerebral teams and environments

While a few are born leaders, mostly from a personality perspective, leadership qualities can be learnt, imbibed, and developed by anyone. Acquiring leadership attributes can greatly impact the success of your team, your organisation and your professional development. A leadership programme from a premier institute may be just the thing to transform your career.



Programme Overview

The **Senior Leadership Programme for CXO's** aims for leaders and those in senior management positions. By imparting excellent leadership training, this programme equips its participants with key inputs on strategic decision making, design thinking, and business transformation skills from a top management perspective.

This programme is aligned to IIM Nagpur Executive Education's objective of providing working executives with opportunities to improve their management knowledge and skills. The structure of the programme, mode of delivery, timing of sessions, and pedagogy is carefully selected to help working executives balance their dual goals of workplace commitments along with continued professional development through formal management education.

Programme Highlights



Contextually designed
11-month programme



Peer learning and
networking opportunities



Campus immersion
module of three days



IIM Nagpur Executive
Alumni status



Chamber consulting by
IIM Nagpur faculty



Three masterclasses
and capstone project

Learning Outcomes



Better understanding of business functions to develop actionable insights



Improved strategic thinking and implementation



Lead and manage teams and organisations effectively



Understand and respond to disruptive challenges effectively

Programme Curriculum

Module 1: Leading Strategically

- Foundations and theories of leadership
- Leadership communication
- Building a responsible organisation: Sustainability and ethics
- 4E's of leadership development (Education, Experience, Exposure, and Evaluation)
- Negotiation skills and influence
- Vision, mission, and goal setting

Module 2: Leadership in Modern Times

- Managing multi-geographical businesses
- Innovations and changes in industry trends
- New-age working styles: Hybrid, remote work, gig work, freelancing, part-timing, flexi-timing, job-sharing, moonlighting
- Understanding organisational culture in the new age: Expectations of millennial, Gen Y, and Gen Z workforce
- Building an employee-centric organisational culture

MASTERCLASS 1: WHAT IT MEANS TO LEAD IN THE 21ST CENTURY

Module 3: Understanding the Business Environment

- Market dynamics and the business environment
- Organisation design and dynamics
- Creating corporate value
- Strategic thinking for leadership growth
- Corporate finance
- Strategic marketing
- Cross-cultural workforce management

Module 4: Developing High-performance Organisations

- Identifying and managing talent
- Organisational structure and culture
- Leading diverse teams to higher performance
- Organisational risk-taking
- Managing conflict
- Change management

Module 5: Leadership and Corporate Governance

- Board structure and design
- Shareholder relations
- Regulatory compliance
- Enterprise risk management
- Corporate social responsibility
- Executive compensation

Module 6: Technology and Leadership

- Identifying technology trends
- Digital Transformation: Understanding how technology is driving organizational change and transformation efforts.
- Leadership in Tech Companies
- Fostering Innovation through Leadership
- Cybersecurity and Risk Management
- Data-Driven Decision-Making
- AI in Leadership

MASTERCLASS 2: TECHNOLOGY AND LEADERSHIP

Module 7: Strategy Design and Implementation

- Strategic planning
- Market environment analysis
- Blue Ocean Strategy
- Porter's generic strategies
- Functional strategies
- Strategy execution
- Performance metrics design
- Organisational alignment with strategy

Module 8: Design Thinking in Leadership

- Understanding the design thinking process
- Leadership and role of design thinking
- Design thinking for organisational change
- Using design thinking in employee brand management

MASTERCLASS 3: DEVELOPING INNOVATION CULTURE IN ORGANISATIONS

Module 9: Capstone Project



Pedagogy

The programme will be offered through a unique blend of diverse pedagogical tools such as lectures, case discussions, simulation games, role plays, group projects, multi-media components involving audio and video, and other experiential exercises.

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, Tablet, or Smartphone. 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).



Duration

11 Months

Schedule

Sundays

9 am to 12 noon

Campus Immersion

There will be three days of campus immersions at IIM Nagpur towards the end of the programme.

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 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 a two-year Master's Degree or equivalent from a recognised university (UGC/AICTE/DEC/AIU/State Government) in any discipline
- Minimum five years of work experience* after completion of qualifying education
- Participants who fulfil the above criteria and are not working are eligible to apply for the programme

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

Who Should Attend?

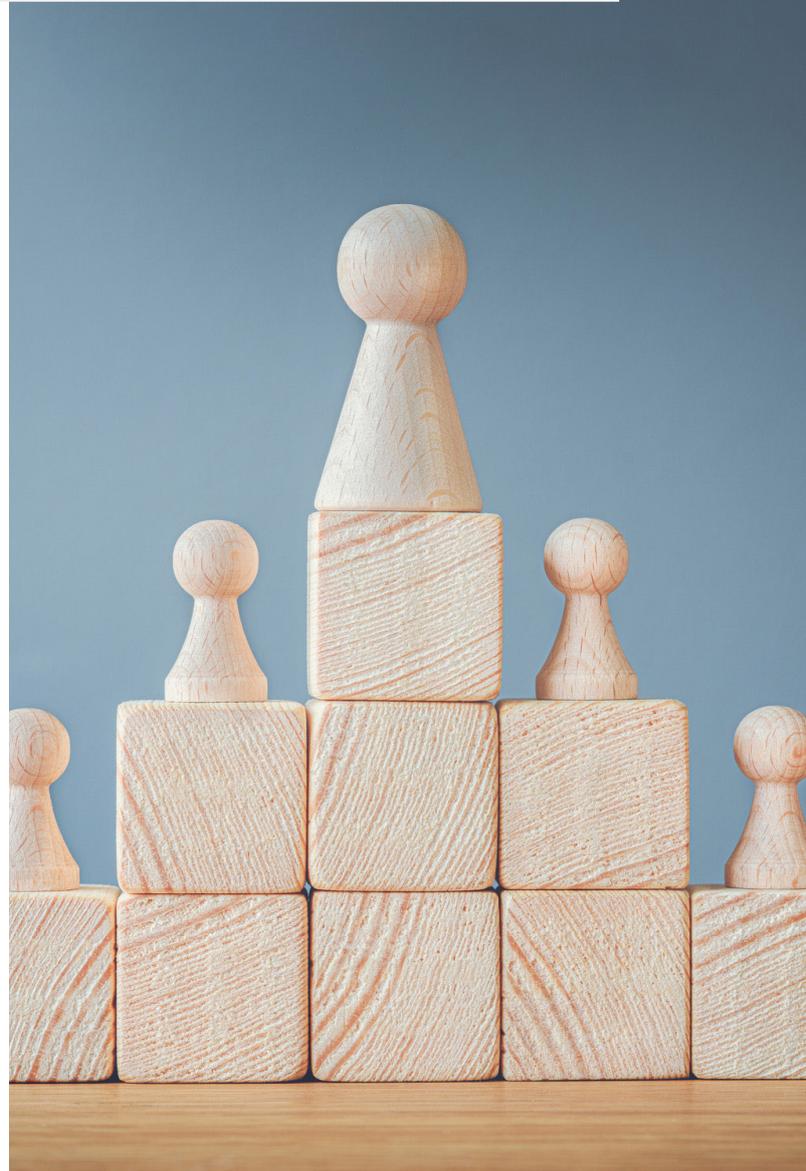
Working professionals who are interested to enable themselves to transform into senior strategic leaders and broaden their understanding of the emerging business environment.

Admission Criteria

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

Attendance Criteria

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





Assessment & Evaluation

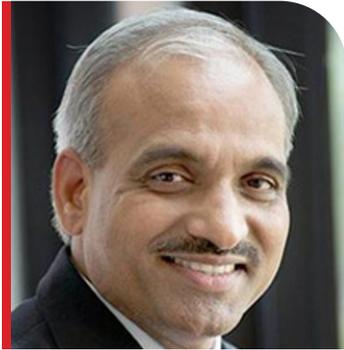
Continuous evaluation components consisting of class participation, case discussions, assignments, quiz, project presentations and final examination. Examination/Evaluation shall be conducted by IIM Nagpur. Evaluation methodology is at the discretion of the faculty. The programme may require participants to work on individual or 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 overall completion 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. Bhimaraya Metri

Bhimaraya Metri, Director, IIM Nagpur is a distinguished academician, renowned teacher, researcher and an astute administrator. An outstanding leader of management education, he has performed key leadership roles at many premier management institutes and corporate in his remarkable career. Dr. Metri is the former Director of IIM Tiruchirappalli. Under his dynamic leadership, IIM Tiruchirappalli has catapulted among the league of top business schools in India. He has also contributed immensely as Dean at L& T Institute of Project Management Vadodara, IMI New Delhi, MDI Gurgaon and leading research programmes at BITS Pilani. A renowned expert in the area of Project Management & infrastructure, Quality Management and Supply Chain Management, he has numerous research paper and books to his credit apart from being on the editorial advisory boards of several national and international journals. Currently, Dr. Metri is the member of Indian National Commission for Cooperation with UNESCO (INCCU), He is also serving on the panel of experts for mentoring the Institutes of Eminence (IoE) and also as the Chairman of - All India Board of Management Studies, AICTE, New Delhi; Management and Systems Division Council (MSDC); Human resources management and innovation sectional committee of Bureau of Indian Standards (BIS), New Delhi and AIMA Board of Studies, New Delhi.



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 a Ph.D. in Organisational Psychology from the University of Mumbai. Prior to joining IIM Nagpur, Dr. Vyas was associated with Tata Motors Limited as Head – Executive Management Development and Talent Development, from May 2016. He was also associated with Larsen & Toubro Limited as Head – Corporate L & D and 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 and Development, Talent Management, and Performance Management.



Programme Fee

Particulars	Amount (₹)*
Processing Fee**	15,000
Total Fee (without Application fee)	3,05,000

Note:

- *Amounts exclusive of GST.
- Collection of fees: From application page, participants will be redirected to IIM Nagpur payment portal.
- 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.
- **Processing Fee contains ₹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.
- All Fees are payable to Times Edutech and Events Limited (TEEL).

Instalment Schedule

	Date	Amount (₹)*
Installment I	At the time of Registration	15,000
	Within one week from Offer Roll-out	75,500
Installment II	10 th June, 2024	75,000
Installment III	10 th September, 2024	75,000
Installment IV	10 th December, 2024	67,000

*GST as per prevailing rate is applicable.

Programme Timelines

Last Date to Apply	Refer to Website
Sessions Commencement (with or without campus visit)	17 th March, 2024
Programme End Date	February 2025

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 प्रखचने 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

24th

in India Today MDRA
Rankings 2023



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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Executive Education Office
(EEP Office), IIM Nagpur

Dr. Sapan Kumar Singh
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