

## Leadership Development Programme

**GLOBAL HUMAN RESOURCE & ORGANIZATION DEVELOPMENT CENTER**

**GL Bajaj Institute of Management & Research.PGDM Institute**

Dr. V. N. Srivastava  
Programme Director

June 20, 2022

**Sub.: Programme on Achieving Excellence through Leadership Development from August 22 – 26, 2022  
at GHRODC Learning Center, Greater Noida**

**Dear Sir / Madam,**

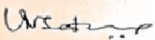
Leadership plays a prime role for the creation of excellence in Organizations. It is of prime importance and excellence in leadership emerges from the core values of the Organization. It has been regarded as, and is an important and powerful driver of excellence when adequately backed by globalization issues and flexibility in leaders' style dynamisms. This programme touches upon the cornerstones of the concepts and constructs surrounding leadership and cuts across through and between various concepts such as transactional, transformational and organizational development roles of leadership. It aims to provide a spectrum of leadership phenomena to explain the possible kind of leadership and evolving of strategies needed to excel. It supports the theoretical underpinnings surrounding Leadership Development & Excellence to help initiate, trigger and cascade the process of leadership development and achieve excellence in a span of 3 to 4 years.

A copy of the Programme brochure, which explains the contents and objectives of the Programme, is enclosed for your kind perusal. If any additional information about the Programme is required, please feel free to contact us.

The last date for the receipt of nominations is August 17, 2022. There has been a very good response for this programme and we expect this to attract a large number of nominations, we suggest you to send in your nominations well before this date.

Thanking you for your interest and support for the Executive Education Programmes organised by GHRODC, GL Bajaj Institute of Management & Research.

Yours faithfully,



**V. N. SRIVASTAVA**  
Programme Director  
Encl : Brochure

# Achieving Organizational Excellence Through Leadership Development

## Introduction:

In the current changed economic scenario, the importance of leadership has tremendously increased and it has become extremely essential to develop leaders in organizations. At individual level it is more to do with the style processes, performing more of the transactional roles such as getting work done based on the agreed plans, ensuring achievement of targets, and maximizing efficiency and effectiveness of various groups. Transformational functions / roles of the leaders go beyond the immediate tasks and building individuals and groups, and enable them to achieve targets that the organization or the individual would never have expected. These functions increase power in organizations by empowering various groups and individuals. The important functions falling in this category are visioning, modeling, setting standards, building culture and climate, boundary management, synergizing, searching and nurturing talent. Leadership Development is to be linked to Organizational Development leading to achievement of organizational excellence.

## Objectives:

The program aims at:

- i)** Distinguishing between the transactional and transformational roles of leaders and how best the important and critical transactional and transformational functions can be performed amidst various contingencies and critical situations;
- ii)** Providing insights on the catalytic role of leader by withdrawing from controlling functions resulting in power enhancements, bringing out the importance of a leaders real power as contrast to coercive power;
- iii)** Emphasizing on the importance of involvement for competence building, reward systems and professionalism and
- iv)** Discussing the specificities of Organization Development (OD) to help evolve specific and focused OD strategies for Organizational Development.

## Coverage:

### **I. Transactional Leadership Roles:**

- Policy System Development
- Promoting and nurturing excellence
- Coordinating

### **II. Transformational Roles:**

- Norm building
- Team Building
- Boundary management
- HRD
- Institution Building

### **III. Organization Development / Institution Building Roles:**

- Overview of Organization Development (OD)
- The process of OD
- OD Interventions – human process, techno structural, innovative HR, and strategic change interventions
- Leading change
- Future directions of OD

## **Methodology:**

The methodology for the program will be through unstructured activities, experiential games, role plays, instruments, simulation and various exercises. Help participants unfold the right concepts and constructs related to leadership problems and issues, challenges confronting them and the gaps in effectiveness of leadership roles. It will, through the same process after unfolding the gaps help participants themselves to discover the pathways for achieving excellence in their leadership.

## **Programme Faculty:**

Dr. V. N. Srivastava – Programme Director

Prof. Atul Priadarshi, retd. AGM and Faculty Member, State Bank Institute of Credit and Risk Management

Dr. R. D. Mishra, Director, Greater Noida Productivity Council, Greater Noida, former Regional Director, National Productivity Council, Kanpur

## **WHO SHOULD ATTEND**

Executives, managers, existing leaders aspiring to achieve excellence in their zones of operations in Government departments, institutions, public and private enterprises. The program will be particularly useful for young managers, Supervisors of MSMEs for their Organic Growth and academicians.

## **DURATION: 5 days**

August 22-26, 2022. The programme starts at 0930 hours on August 22, 2022 and concludes on August 26, 2022 at 1615 hours. The participants are expected to arrive at the venue a day before commencement and may leave after the conclusion of the programme or in the morning of the following day.

## **VENUE**

The programme is non-residential and will be held at GHRODC learning Centre at GL Bajaj Institute of Management and Research, Greater Noida. The participants coming from outside may make their own arrangements or they can stay in our empanelled hotels in the vicinity. The list of empanelled hotels and their charges will be shared to participants wanting to attend the program.

## **PROGRAMME FEE**

The Programme fee is Rs. 9500 plus 18% GST as applicable. The fee includes tuition, courseware, program tea, lunch, pick up and drop from our empanelled hotels. Cheque/DD drawn in favour of "GL Bajaj Institute of Management & Research" payable at Greater Noida, along with the nomination form and sent to the Programme Director, GHRODC, GL Bajaj Institute of Management Research, Greater Noida. Organizations/Institutions nominating more than one person will be given a concession of 10 per cent in fee to the second nominee and onwards. A 10 per cent concession is also given to a woman participant. In either case, the maximum allowable concession is 10 per cent.

Fee for self-sponsored Organizational candidates will be Rs. 5000 per participant. Self-sponsored participants will be given accommodation on twin sharing basis in the hotel. Fee for engineering and management students will be Rs. 2500.

## **ALUMNI ASSOCIATION MEMBERSHIP**

Participants of the programme will become member of GHRODC, GL Bajaj Institute of Management & Research, Greater Noida

## **CERTIFICATE OF PARTICIPATION**

The GHRODC, GL Bajaj Institute of Management & Research will issue a Certificate of Participation on conclusion of the Programme.

## **PROGRAMME DIRECTOR**

Dr. V.N. Srivastava, a Ph. D in Management & Labour Studies from Tata Institute of Social Sciences, Mumbai and M.B.A from Faculty of Management Studies, Banaras Hindu University, Varanasi. He is currently, Professor, GL Bajaj Institute of Management & Research, and is also Director, OD Skill Development Academy Pvt. Ltd. He has around 40 years of professional and academic experience in leading management institutes and organizations such as MDI, Gurgaon, IIPA, New Delhi, AIMA, New Delhi, NPC, New Delhi, IIMHR, New Delhi IBS Gurgaon. He has been a United Nations Consultant on Institution Building at Wildlife Institute of India, Ministry of Forest & Environment, Government of India and developed HRD Plan document for Madhya Pradesh Forest Department and Maharashtra Forestry Sector as a part of World Bank Forestry projects in 1996 and 1998 and the same was rated by the World Bank as one of the finest HRD plan document in any government department of the world. He has also been a Faculty Associate with Prof. Udai Pareek in the MHA programme of the University of North Carolina, Chappel Hill, for teaching Human Resource Management. His teaching interests are in the area of Organisational Behavior, Human Resource Management, Organisation Development, Training & Development, Performance and Reward Systems, Leadership Skills Change Management, Competency Mapping, Team Building, Conflict Management, Leadership Styles & Effectiveness, Interpersonal Relations, Interactional Styles (Ego Management), etc.

Mr. A. Priyadarshi, retired AGM & Faculty Member, State Bank Institute of Rural Development has over three decades of experience in banking, international trade and behavioural training.

Dr. R. D. Mishra, Director, GREATER Noida Productivity Council, Greater Noida, have been formerly Regional Director, National Productivity Council, Kanpur. He is a trainer, consultant and researcher of international level.

## **About GHRODC**

Global Human Resource & Development Center Of Excellence of GLBIMR, created through the mentorship of OD Skill Development Academy Pvt. Ltd. (ODSDAPL) for undertaking training programs, consultancy assignments and research studies in the field of human resource management and development. It has the faculty resource of ODSDAPL and also of GL Bajaj Institute of Management Research, Greater Noida.





# NOMINATION FORM

## Leadership Development Programme on Achieving Excellence through Leadership Development (August 22-26, 2022)

### Nomination Details

Name of the Organization :.....

Name of the Sponsoring Authority :.....

Address:.....

Telephone:..... Fax:.....

E-mail.....

### NOMINEE'S DETAILS

No.	Name of the Participant	Designation

### REGISTRATION DETAILS

Total Fee enclosed:.....(in words).....

DD / Cheque / IMPS Reference Number No:..... Dated:.....in

favour of GL Bajaj Institute of Management & Research, Greater Noida.

Signature:.....

Send in nominations along with Cheque/Draft at the following address:

For Registrations, please contact  
Director, GHRODC, GL Bajaj Institute of Management & Research, Greater Noida