

# MANAGEMENT DEVELOPMENT PROGRAMME



KATHMANDU	+	GURGAOUN	+	KATHMANDU
5 DAYS	+	3 Days	+	5 Days

## Leadership & Communication

### Module

January 31st to February 4, 2017

NBI HALL

Kathmandu

## Context

The present age of business is extremely competitive and the only tool for survival is adaptability which comes through constant change. Vested deeply in leadership styles, culture and communication, successful change is vital and yet hard to describe. The role of human resource as an active partner, focusing on the company's vision and ensuring open communication channels is fundamental for change in the organization. Change in any organization may be a result of a combination of elements; social, cultural, economic and/or environmental. More and more, change management is perceived as a vital part of every business to boost productivity and maximize profits by ensuring that the organization remains at par with the changes in the surroundings. Also, a lot of companies indulge in the change process to improve their overall efficiency. It is quite established that any kind of change in the organization, triggers emotions as the employees face the effects and end results of the transformation. The way and extent to which employees may experience emotions is largely shaped and influenced by the culture of the organization. Research suggests that when the employees' values were consistent with the organization, they embrace the changes more easily. However, the emotional response to cultural change is usually of a severe nature. It is known that when emotions were taken into account and respected the employees positively adapt to the change.

The proposed MDP will touch upon critical areas to develop leadership essentials in mid-level professional. The cohort will start as a batch and will undergo 5 days rigorous session in Kathmandu followed by 3 days at MDI campus in Gurgaon and one more round of 5 days session at Kathmandu over the period of 4-6 months. The participants will work on projects where they will have to research, develop & present at the end of each module. This unique program is expected to brush managerial, supervisory & leadership skills.

## Contents

- Leadership Style
- Emotional Intelligence
- Managerial Communication 1
- Empowerment & Motivation
- Negotiating Skills
- Team Working (Outbound Experience )
- Understanding Self & Other
- Managerial Communication (2)
- Cross culture communication
- Leadership communication for managing change
- Personality Profiling
- Managing Change

## Teaching Pedagogy

The session will be largely participatory and experiential in nature thorough the following ways:

- Power point presentation
- Films and video
- Business cases
- Reading material
- Simulation Exercises
- Reflecting in one's style of thinking, feeling and motivation
- Context sensitivity
- Project work

## For Whom

The Program is designed for middle to senior banking executive (10-12 years of experience )

## Venue & Duration

The program will be conducted for 5 days during 31st January to 4th February 2017 at NBI HALL, Naxal , Kathmandu.

## Discount Policy

With a view to our long term relationship with your esteemed organization, we are pleased to introduce the discount policy in particular program. The discount will be observed in the following conditions:

1. 5 % Discount against 3-5 Nomination
2. 10 % Discount against 6- 10 Nomination

## Registration Deadline

The last date for receipt of nomination is January 25, 2017.

## **Enquiry**

For any additional information/enquiry, please write to

**Mr Dhan Thapa or Mr. Darpan Shrestha**

**Head of Programs**

**National Banking Institute Ltd.**

**Central Plaza, 6th Floor, Narayan Chour,**

**Naxal, Kathmandu, Nepal.**

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E: dhan.thapa@nbi.com.np or

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## **Faculty Profile:**

***Dr. Daisy Chauhan***

**Associate Professor (OB)**

**Chairperson (Admissions)**

**E-mail: [daisy@mdi.ac.in](mailto:daisy@mdi.ac.in)**

**Phone: +91-0124-4560186**

## **Biography**

**B.Sc. M.A., Ph.D. (Psychology), Punjab University, Chandigarh.**

Dr. Daisy Chauhan is Associate Professor at Management Development Institute, Gurgaon in the area of Organizational Behavior. She is a Science graduate from Bhopal University and has done her Masters, and Ph.D. in Psychology from Punjab University, Chandigarh. Her Ph.D. has been in the area of Executive Stress.

## **Experience**

Dr. Chauhan has over 25 years of experience in academics. She has taken part in several research/consultancy assignments and is actively involved in the teaching and training activities at MDI. She has designed and conducted training programmes for several organizations such as BEL, ONGC, IOC, IIPA, IIFCL, DGR (Armed Forces), BSF, MES, Cairn India, Oberoi Group of Hotels, Coca-cola, IRCON, Usha International etc.

Dr. Chauhan has six books to her credit: (1)“Managing Executive Stress: An Approach to Self Development”; (2)“Creating Value through People”; (3)“Developing Leaders, Teams & Organizations”. (4) Effective Leadership; (5) Stress Mastery: The Art of Coping Gracefully; (6) Motivating Yourself for Achievement. She has contributed more than 30 research papers and articles in well-known refereed journals on varied topics like stress, leadership, motivation, career couples, professional obsolescence, personality, emotional intelligence, conflict management etc. She has presented papers at national and international conferences.

## **Areas of Interest**

Stress Management, Personality Profiling, Leadership & Decision Making, Emotional Intelligence, Understanding & Developing Self, Interpersonal Skills, Team Building, Conflict Management, Managing Self for Work-life Balance, Time Management etc.

## **Awards & Honor**

Dr. Daisy Chauhan was awarded the Excellence in Continuation Education (Best Trainer) Award four times by MDI – 2009, 2010, 2013 and 2014.

**Prof. Neera Jain**

Associate Professor and Area Chairperson

Business Communication

Chairperson, Corporate Communication

**E-mail: njain@mdi.ac.in**

**M: + 91 9818469944**

Dr. Neera Jain obtained her M. Phil and Ph.D degrees from Aligarh Muslim University, Aligarh, India in 1990 and 1993 respectively. She is a licensed Practitioner of Neuro Linguistics Programming (NLP). She is also an accredited trainer on MBTI and FIRO-B from APP. She has been certified for the use of CPI 260 - a leadership development tool by California Psychologists (CPP). She has a Post Graduate Certificate in the Teaching of English (PGCTE) from the Central Institute of English and Foreign Languages (CIEFL), Hyderabad and has qualified the National Eligibility Test (NET) of UGC.

Dr. Jain has taught and researched at reputed colleges including engineering and management institutes for about 26 years. She is actively involved in research, teaching, training and development at MDI. Her publications include research papers and case studies in reputed national and international journals. She has completed two externally funded research projects: "Communication Patterns and Personality Types of Indian Women Leaders" and "Crisis Communication in Organizations". Her book on "Effective Business Communication" by McGraw Hill has widely been appreciated. She is a prolific trainer and her training modules on Managerial and Leadership Communication, Effective Business Writing, Oral Communication and Presentation Skills, Interpersonal Communication in Organizations, Cross Cultural Communication, Negotiation and Business Etiquette have received overwhelming appreciation from participants across various levels in Public and Private Sector organizations like Hyundai Motors, Barclays, Coca Cola, Oberoi Groups, Vodafone, Claris Injectibles, NSPCL (NTPC), RITES, JK Laxmi Cement, NK MINDA, NIC, BEL, ONGC, JINDAL Steel, BPCL, Central Electricity Authority, Oil India Ltd, Bureau of Police Research and Development etc. She has been conducting Training Programme for Japanese Company, Teijin for two years. Participants from other countries like Sri Lanka and Afghanistan attended her Open Programmes on Leadership Communication. She has been a visiting faculty at IAE-AIX Graduate School of Management, France during the year 2012 and 2013. Prof. Jain has received the coveted Award for "Excellence in Teaching" (2011) at MDI.

## Program Itinerary

Day/ Date	Time Hours	Topic	Speaker ( Prof./ Dr)
Tuesday 31st Jan 2017	0930-0945	registration followed by journey to the program	
	0945-1300	Understanding Self and Others	Daisy Chauhan
	1400-1715	Managerial Communication 1	Neera Jain
Wednesday 1st Feb 2017	0945-1300	Team Working ( Experiential Learning )	Daisy Chauhan
	1400-1715	Managerial Communication 2	Neera Jain
Thursday 2nd Feb 2017	0945-1300	Negotiating Skills	Neera Jain
	1400-1715	Personal Profiling	Daisy Chauhan
Friday 3rd Feb 2017	0945-1300	Leadership Styles: Empowerment & Motivation	Daisy Chauhan
	1400 1715	Cross Culture Communication	Neera Jain
Saturday 4th Feb 2017	0945- 1115	Leadership communication for managing change	Neera Jain
	1130-1300	Emotional Intelligence for Effective Leadership	Daisy Chauhan
	1715-1730	Feedback Followed by Certificate Distribution	

***Tea/Coffee Break:115-1130 hrs & 1530-1545hrs; Lunch Break 1300-1400 hrs***

### **About NBI**

National Banking Institute Limited (NBI) is national level apex banking and finance academy. It was established under the aegis of Nepal Bankers' Association with support from Asian Development Bank. Apart from Nepal Banker's Association member banks, its promoters include Nepal Rastra Bank and Rural Microfinance Development Center (RMDC). The institute is registered under the Nepal's Company Act, 2063.

It was established in the year 2009 and is in operation under the existing laws of the Federal Democratic Republic of Nepal. It was established with an aim of providing quality training and academic programs in the financial sector of the region.

### **About MDI**

The Management Development Institute ( MDI) was established in 1973 with the active support of IFCI followed an initial grant received from KFW, West Germany. The Institute soon Established itself as one of the earliest Centers for continuing education in India.

MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 43 years in this Field, MDI conducts nearly 200 weeks of intensive short term training program each year, aimed at executive and managers form industry. Over 3000 managers participant in these program each year. These include open program, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence.