

Mid-Career DySPs Management Development Program (MDP) Report Summary

Venue: IIM Bodh Gaya

Dates: 20–24 May 2025

Participants: Mid-career officers of Bihar Police Academy (DySPs)

The Indian Institute of Management Bodh Gaya successfully hosted a five-day Management Development Program (MDP) for mid-career Deputy Superintendents of Police (DySPs) from the Bihar Police Academy. This program aimed to equip police leaders with advanced management and leadership capabilities tailored to the evolving challenges of public service.

Program Highlights: - **Inauguration:** The program commenced with an inaugural session, setting the tone for strategic learning and peer engagement.

- **Day 1 (May 20):** Sessions covered Human Behaviour & Decision Making (Dr. Satish Ojha), Data-Driven Decision Making (Dr. Boudhayan Ganguly), Crisis Management, and Data Visualization using Spreadsheets (Dr. Samant Saurabh).

- **Day 2 (May 21):** Focus on Professional Etiquette (Dr. Urjani Chakravarty), Police Data Analysis, Stakeholder Management (Dr. Amit Srivastava), and AI Tools in Police Marketing (Dr. Anup Soren).

- **Day 3 (May 22):** Financial modules on Budgeting (Dr. Sibanjan Mishra), Interorganisational Collaboration, and Personal Finance (Dr. Sabyasachi Mohapatra), followed by a cultural outbound visit.

- **Day 4 (May 23):** Emphasis on Strategic Vision (Dr. Vinita Sahay), Service Quality (Dr. Medha Srivastava), Financial Planning, Policy Execution (Dr. Madhumita Das), concluding with Director's Dinner.

- **Day 5 (May 24):** Time Management (Dr. Vinita Sahay), Social Media & Branding in Law Enforcement (Dr. Amresh Kumar), and participant feedback session.



Outcomes, Feedback and Certificate presentation: Participants appreciated the program's relevance to real-world policing, the multidisciplinary approach, and the interactive nature of sessions. Specific praise was given to data-centric and personal development sessions, while the outbound visit fostered camaraderie and cultural awareness.



Conclusion: This MDP marked a significant step toward strengthening leadership, strategic thinking, and administrative effectiveness among Bihar's mid-career police officers. The program reaffirmed IIM Bodh Gaya's commitment to transformative public sector capacity-building.