



Executive Certificate Programme in **Leadership and Change Management**

• 10 Months • Classes on Every Sunday • Pay in Easy EMIs



The Need for Leadership and Change Management Skills.

The importance of leadership and change management skills.

The importance of leadership and change management skills lie in making organisational transformations effectively. These skills are important for a plethora of reasons but a few are mentioned down below:

Driving Organisational Success: Understanding the ins and outs of leadership and change management can help in making transitions comfortable. One can inspire employees, make them understand what the vision for the future looks like and what they need to do in order to prepare for the change. A leader's role is paramount as they are ones who look after feedback while defining a common understand become the change takes place

Communication and Engagement: Leaders need to communicate details of the change effectively, collaborate with team members in order to ease the entire process. Leading with introspection and listening to employees to make the process of change management successful is one of the hallmarks of a good leader.

Building a Vision and Coalition: Change Leaders can and should have a clear vision of where the organisation is heading. This requires building the right coalitions and just the right mix of expertise. Effective communication, a clear picture of the future and motivational capabilities are essential.

In essence, Leadership and Change Management skills are essential for fostering effective leadership, enhancing communication, driving success, minimising costs, and promoting continuous improvement within organisations undergoing change.



34%

Change management statistics reveal that 66% of change initiatives fail, with only 34% succeeding, emphasising the importance of well-executed change strategies.



47%

47% of organisations that integrate change management are more likely to meet their objectives than the other 30% that did not incorporate it.



78%

78% of employees expect constant change in their jobs moving forward, emphasising the need for organisations to adapt and manage change effectively.



70%

70% of change management initiatives fail to achieve their goals, often due to employee resistance and lack of management support.

Who should apply?

This program has been developed for executives, managers and leaders who are interested in improving their leadership abilities to drive innovation and change with a view of keeping their business relevant and competitive in the future.

- Functional Managers
- CIOs, COOs, CTOs, CHROs and CMOs
- VPs of Marketing, New Product Development, R&D, HR and New Business Development
- Other executives with leadership responsibilities

ELIGIBILITY

- Graduation or equivalent degree from any recognized University or Institute.
- Corporate Nominated (graduation criteria may be considered for exemption in cases where participants have some prior experience in similar domain).
- Working Professionals with a minimum of 2 years of experience.
- On case-to-case basis, candidates with less experience can be considered.

About the Course

Executive Certificate Programme in Leadership and Change Management by IIM Bodh Gaya will challenge applicants to think inversely, to contemplate the future operating environment and what it offers through fresh perspectives.

- Learn new Leadership and Management techniques. Get the best performance from yourself and others.
- Properly plan, prioritize, and delegate tasks: Effective time management skills.
- Handle difficult people and manage conflict situations, and Improve your motivation, self-confidence and self-control.
- Create and sustain a Positive Work Atmosphere for the rest of the team.
- Improve organizational performance through high-quality talent related decisions.

COURSE PEDAGOGY

The form of delivery will be Blended (Campus, Self paced and Online), with 3 days workshop at the end of the course for project submission. All other sessions will be through digital platform & delivered LIVE by the eminent faculty of IIM-Bodh Gaya. Participants will have access to Self Service Learning through which they may access video cases, simulations, experiential learning, etc.

ASSESSMENT CRITERIA

Periodic evaluations have been built in throughout the duration of the course in the form of quizzes, assignments, projects, case studies and other objective/subjective assessments. The evaluations are designed to ensure continuous Participants engagement and to encourage learning. Participants who successfully clear the same along with the requisite attendance criteria will be awarded a Certificate from IIM Bodh Gaya.

Program Highlights



Executive Certification From IIM Bodh Gaya

On successful completion of the program, the Participants will receive a certificate of completion by Indian Institute of Management Bodh Gaya.



IIM Bodh Gaya Executive Alumni Status

Executive Alumni Status will be provided to the participants after the successful completion of the program. Alumni receive regular newsletters and information about potential future opportunities such as job networking meets and alumni gatherings (Subject to expansion as the alumni base grows).



Dedicated IIM Bodh Gaya Alumni Email Address

Allows alumni to connect with fellow alumni and stay updated on institute news and events.



Weekend Online & Interactive Classes

Classes are held on the weekends so that learning and work can go side by side and it's easy for working professionals to attend lectures.



India's Top Faculty Panel and Industry Experts

Participants get to learn from some of the best IIM faculty members and industry experts who are highly qualified and experienced in the field of Leadership and Change Management.



Insights into Leadership and Change Management

This course is full of hands-on exercises and case studies to get an in-depth understanding of advanced techniques & tools that can help the participant to solve Leadership problems in an easy and structured way.



Course Designed For Executives

The program is designed for working professionals to maximize their practical learning through lectures, case studies, peer discussions, industry lectures, project work, business simulations and more.



Campus Visit

The program features 3 days of on campus learning at IIM Bodh Gaya at the end of the program to complement the online component of education.



Online Access to Library Resources

Gain access to a curated selection of online library resources to support continued professional development.

Program Outline

Module 1: Exploring the Tenets of Leadership

- Fundamentals of Human behaviour
- Theories and styles of leadership
- Types of leadership
- Leadership competencies

Module 2: Self and Purposeful leadership

- Personality and Self
- Personal Branding
- Perception, Cognition and Values
- Role of emotions and Emotional leadership

Module 3: Leadership and Team building

- Understanding group dynamics
- Managing Teams
- Leader member Exchange
- Interpersonal attraction and societal relationships

Module 4: Leadership role in shaping positive work culture

- Changing Culture/changing Business Direction
- Fostering inclusive climate for organizational performance
- Workplace Diversity, Inclusion and Wellness
- Shared values and norms
- Belonginess and fulfilment at work

Module 5: People Analytics for successful leaders

- Application of People Analytics
- DMAIC methodology
- Descriptive Analytics
- Predictive Analytics

Program Outline

Module 6: Digital Leadership for innovation

- Nurturing innovation and agility
- Essential behaviour skills
- Techno-Driven Business Models
- Leveraging technology for Internal Transformations
- Design thinking and Creativity for leaders
- Role of technology in the creation of wealth

Module 7: Leadership in turbulent times

- Adaptive, Discursive & Team Leadership
- Managing Turbulence in VUCA world
- Disruptive technologies
- Changing game of Management

Module 8: Mindful Leadership for effective change

- Understanding Mindfulness at workplace
- Mindfulness and Neuroplasticity
- Mindful Communication for business transformation
- Dealing with anxiety and stress during change
- Mindful decision-making

Module 9: Change Management for leading effectively

- Uncovering the psychology of change
- Conducting organizational diagnosis
- Technostructural Interventions: Restructuring Organizations
- Managing Millennials for Change Management
- Transformational Change: Strategic Interventions
- Change Continuum

Module 10: ESG for Impact Leadership

- Understanding ESG aspects in an organization
- Creating ESG sensitive culture
- Exploring resilient ESG strategies
- Green Human Resource Management
- CSR
- Stakeholder integration in governance

Program Outline

Module 11: Financial Aspect and Sustainable Development

- Social Impact of Business
- Sustainable Business Model Innovation
- Sustainable Business Strategies
- Role of Finance in Integrated Reporting
- Green Accounting
- Sustainable Finance

Module 12: Conflict Management and Negotiation

- Discovering your negotiation style
- Negotiation strategies
- Leveraging the power of Persuasion and Advocacy
- Individual differences in Negotiation
- Cross-cultural negotiation

Module 13: Virtuous Leadership and Organizations

- Positive Leadership
- Appreciative Inquiry
- Character Strengths
- Positive organization scholarship

Module 14: Capstone Project

- Integration of concepts
- Hands on experience for problem solving and rational thinking
- Exposure to practical and real-world experiences

Module 15: Campus Immersion in Hybrid mode

- Project Discussion, Brainstorming and Presentation
- Interaction with IIM Bodh Gaya faculties
- Networking opportunities
- Outbound activities

Knowledge Capital Of IIM Bodh Gaya



Dr. Teena Bharti
Program Director

Dr. Teena Bharti is an Assistant professor in the area of Organization Behaviour and Human Resource Management. She has a Ph.D. in Management from Indian Institute of Technology, Roorkee. Her Doctoral thesis investigated the role of optimism and interpersonal relationship in career engagement. Prior to this, she was associated with Bennett University-Times of India Group, Greater Noida. She holds an MBA in Human Resource Management from STEP-HBTI, Kanpur and Bachelor of Technology in Computer Science Engineering from Uttarakhand Technical University, Dehradun.

Teaching Interests:

- Organization Behaviour
- Self and Interpersonal Dynamics
- Team Building and Leadership
- Knowledge Management
- Sustainable Human Resource Management




Dr. Nidhi Mishra
Program Director

Dr. Nidhi Mishra is an Assistant professor in Organization Behaviour and Human Resource Management at IIM Bodh Gaya. She completed her Ph.D. from the Indian Institute of Management Ahmedabad in Organization Behaviour. Her doctoral thesis looked at 'Forgiveness' as a coping strategy in the context of workplace bullying. She holds a B.Tech. in Civil Engineering from the National Institute of Technology, Bhopal, Madhya Pradesh and has around three years of corporate experience at Accenture Services Private Limited as a Software Engineer.

Teaching Interests:

- Organizational Behaviour
- Mindfulness at Workplace
- Negotiations and Conflict Management
- Organizational Diagnosis and Change
- Qualitative Research Methodology
- Workplace Well-being and Personal Mastery at work
- Positive Organizational Psychology

Sample Certificate

		IIMBG-ECPLCM/001
	भारतीय प्रबंध संस्थान बोधगया Indian Institute of Management Bodh Gaya	Executive Education Programmes
This is to certify that <Participant Name> has successfully completed		
Executive Certificate Programme in Leadership and Change Management Conducted between xx/xx/ 2024 to xx/xx/2025		
Chairperson, Executive Education Programme	Programme Director	Director IIM Bodh Gaya

Certification criteria:

- Participants who meet the evaluation and attendance requirements will receive a certificate of completion.
- Those who do not meet the evaluation criteria but fulfill the attendance requirement will receive a certificate of participation.
- Participants who fail to meet both the evaluation and attendance criteria will not receive any certificate.

Program Fee:

For Indian Residents

1,50,000+GST

For International Participants

\$2,800

Executive Alumni Status (Optional)

5,000 + GST*

Note:- This fee is not for the physical card itself, but for inclusion in our extensive alumni network and association with IIMBG.

***Application Fee of 2000/- INR to be paid at the time of registration**

Note:- Application fee is non-refundable even if the application is rejected or enrollment is cancelled.

Installment Schedule:

1st	INR 30,000 + GST* / \$600	Payment Deadline - Immediate payment
2nd	INR 30,000 + GST* / \$500	Payment Deadline - 10th August 2024
3rd	INR 30,000 + GST* / \$600	Payment Deadline - 10th September 2024
4th	INR 30,000 + GST* / \$500	Payment Deadline - 10th November 2024
5th	INR 30,000 + GST* / \$600	Payment Deadline - 10th January 2025

* Loan option with interest available in 6, 9 & 12 EMIs

* EMI dates may vary on a case to case basis

* 1% + GST* processing fees will be charged by loan partner in 6/9/12 months EMI.

Note:

An additional charge of INR 17,000 + GST is payable towards boarding charges (including single sharing accommodation and meals) OR INR 15,500 + GST (including double sharing accommodation and meals) at IIM Bodh Gaya for the on-campus immersion session. (This is exclusive of travel tickets for participants and inclusive of food and accommodation.)



COURSE DELIVERY

Duration: 10 months blended

Delivery mode: Nulearn Plug n Learn

Frequency: Once in a week



COURSE SCHEDULE

Every Sunday: 12:00 PM- 3:15 PM IST (Including 15 minutes break)

Course Commencement Date: 29th September 2024



PAYMENT MODE

Online payment or DD in favor of "Human Racers Advisory Private Limited" payable at "New Delhi".



HOW TO APPLY

To apply, working professionals can register at <https://www.nulearn.in> or call at +91-7669629222 (Toll Free).



About IIM Bodh Gaya

Since their establishment post-independence in 1947, the Indian Institutes of Management (IIMs) have set the benchmark for management education in India. Renowned as the most prestigious and elite business schools in the country, IIMs prioritize practical experience and critical thinking over rote learning and traditional academic routines.

IIM Bodh Gaya, building on the esteemed IIM legacy, cultivates a curriculum and culture dedicated to developing socially responsible managers and emotionally intelligent leaders. The institute offers a dynamic curriculum designed in collaboration with academic and industry experts, providing Participants with the opportunity to master new skills and explore diverse perspectives. Beyond conventional classroom learning, IIM Bodh Gaya emphasizes practical experiences, including case studies, sessions with industry experts, and live projects.

The institute's commitment to impactful research is reflected in the accomplishments of its faculty, who have published in reputable ABDC and Scopus-listed journals. Despite its relatively recent inception, IIM Bodh Gaya has quickly established a strong presence in the corporate world, with its graduates making significant contributions to leading business organisations across the country.

About Nulearn

Nulearn is one of India's leading Ed-Tech organizations providing courses in collaboration with IIMs and top B-Schools. Set up in 2017, we have made it our goal to cover all major domains and industries when it comes to our courses. With a commitment to excellence, integrity & consistency, we ensure that you get a learning experience that's superior to the alternatives available in the market.

For years, we have helped working professionals upskill with high quality executive programs, diplomas and MBAs so that they can elevate their career prospects without feeling out of place in this rapidly evolving business landscape. With our industry leading Learning Management System (LMS), we ensure that you get a seamless learning experience that's not just beneficial but essential in order to stay relevant. **We are currently providing courses in collaboration with the following IIMs and B-Schools -**



*In 2023, **Business Today** Magazine ranked **NULEARN** as one of the top EdTech Organisations in India which provide Management Courses in collaboration with IIMs and B-Schools.*

*Source : Business Today Magazine
9th July edition





NULEARN

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