

Management Development Center
Impact Individual, Organization & Beyond



MAEER's
**MIT COLLEGE OF
MANAGEMENT**
MITCOM



4th

FDP
Faculty Development Programme
on Leadership Development

July

25th
26th
27th

20 11



Prof. Dr. Vishwanath D. Karad
 Founder, Executive President and
 Managing Trustee,
 MAEER's MIT Group of Institutions,
 Pune, India

About MAEER Trust - The Parent Group

Maharashtra Academy of Engineering Research (MAEER), Pune, established in year 1983 is a well known education trust with 64 Institutes delivering KG to PG education with over 50000 students. The twenty-six years journey of MAEER has been continues process in the pursuit of quality and excellence. MAEER has spectacular campuses spread across the entire region and have been efficiently conducting multi-disciplinary University approved and autonomous academic programs in Engineering, Management, Pharmacy, Medicine, Polytechnic etc. The institution which is also known as the MIT Group of Institutions provides rigorous, scholarly environment with strong cross-disciplinary links supporting world-class education, research technical and management application. With a team of dedicated and committed academicians and scholars, MAEER aims at contributing to the industrial and economic growth of the society and help to realize the dreams and aspirations of the prospective students.

MITCOM is a leading business school, our founding team of MIT, Pune leads and ensures its successful operations with the strong support from high energy and motivated team of faculty, dynamic and experienced industry speakers, knowledge visiting faculty and globally experienced advisors on board. Institute is strongly committed to develop its students for the able leadership. Our programs offer you the latest knowledge, applied research and best practices of world's leading corporate.



Prof. Dr. Mangesh Karad
 Executive Director
 MAEER's MIT Group of Institutions,
 Pune, India

MIT College of Management - (MITCOM)

MITCOM has pioneered quality management education in the sunrise sectors in India. The tremendous growth in these sectors has resulted in the requirement of trained workforce in the industry. Hence, MAEER's never ending desire for excellence has resulted in the creation of a center for Excellence. MIT College of Management (MITCOM), Pune is India's Award winning Sectoral b-School under the aegis of MAEER's MIT Group of Institutions. MIT College of Management has successfully launched its two year full time Post Graduate Programme: MBA in Retail Business Management (RBM), Agri and Food Business Management (AFBM), Project, Construction and Infrastructure Management (PCIM), Forestry and Environment Management (FEM) in addition to MBA- General Management along with the dual specialization in Marketing, Human Resource, Finance and Operations.

MITCOM has successfully started Executive MBA for the working professionals in two batches vis-à-vis weekend and evening course. This programme is very well accepted by leading corporate.

MITCOM is proud to have the most qualified and experienced faculty, an industry support and state-of-the-art infrastructure to create the management professionals. It has developed unique learning initiatives, which have become the hallmark of the Institute. These initiatives are the outcome of elite Board of Studies with members from various well known industries and academicians with their wide experience in the field of management education.



Prof. Dr. Sayalee Gankar
 Director
 MAEER's MITCOM,
 Pune, India

Management Development Centre - (MDC)

Management Development Programme (MDP) has been introduced to develop business, management and professional skills for all the professions. These programmes are designed in consultation with employer that are focusing on those skills which are recognized as important for employees working in the public, private or voluntary sector. Increasingly, organizations are seeking flexible employees who can adapt to change, are effective in operating in interdisciplinary teams, have confidence in presenting and have well-developed executive skills to align with the organization.

Our MDC aims to provide as many as contemporary learning tools as are required by the market. For the said programmes we are ensuring highly qualified and experienced faculty and trainers for the career advancement for all the professions.



"The first step in the acquisition of wisdom is silence, the second listening, the third memory, the fourth practice, the fifth teaching others".

Solomon Ibn Gabriol



Prof. Biswajit Ghosal,
Management Consultant

Introduction to Faculty

Mr. Ghosal has over 28 years of corporate experience with Indian & Multinational companies and over 10 years of Consulting and Teaching in Management Schools. His experience covers areas of Strategic Management, Organization Development, Leadership & Change Management, Competency Mapping & Development and Human Resource Management. Some of his recent consulting assignments include organizations as Suzlon Energy , Pune; Commonwealth Business Council, London; Premier Explosives Ltd., Hyderabad; Indian Aluminum Company, Kolkata; ASHCO Industries, Mumbai Spex Engineering, Hyderabad; Prasad Innovation, Hyderabad; Sri Krishna Pharmaceuticals, Hyderabad Caliber Technologies, Hyderabad

.He has conducted Learning / Training Workshops in the following Corporate Sector Organizations :

ACC Cement, Suzlon Energy, Indian Aluminum Company, Kolkata; HINDALCO, Mumbai and Kolkata; Jindal SAW, Nashik; NTPC, Ramagundam; State Bank of India, Staff Training College, Hyderabad; CEAT TIRES, Mumbai; Maharashtra State Electronics Corporation, Mumbai; Defense Research Laboratory, Hyderabad; HUTCH, Kolkata and Pune; Lupin Labs, Mumbai; Premier Explosives, Hyderabad; SHV Energy, Hyderabad; Ashco Industries, Mumbai; Niulab Equipment, Mumbai; Portal Player, Hyderabad; Infotech Enterprises, Hyderabad; TNS Services, Hyderabad; Mentor Graphics India, Hyderabad and at various Business Management Institutions.

Earlier he was Chief Executive Officer of CG Powerware (A Joint Venture of Crompton Greaves and Powerware, USA). Mr. Ghosal, in his more than 28 years of corporate experience, has worked with other national majors as BPL India, Escorts and Crompton Greaves. He has worked closely with many other multinationals as collaborators like Sanyo, Japan; Jeumont Schneider, France: Bosch Telecom, Germany and POWERWARE (Invensys Group, USA) to name a few. He has traveled extensively to and has frequently worked in cross-national groups

About the Programme

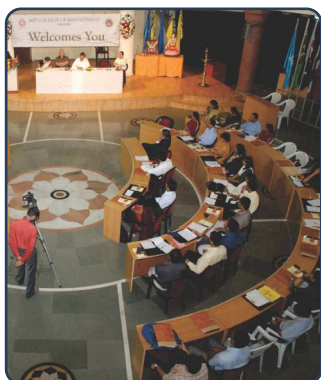
This FDP is specially designed for faculty in professional institutions. This programme prepares participants to evolve as faculty leader in the teaching and learning process. As well as a more valuable contributor to individual excellence within themselves and thereby contribute to better imparting of knowledge.



Objectives of FDP

1. To acquaint faculty members from various disciplines with the characteristics of a good leader.
2. Bring in realization of that good leadership contributes to the learning and transformation.
3. Demonstrate clearly the roles that the faculty member would make to play within and outside the class room.
4. Competencies that would be required to successfully execute the work.
5. A basic understanding of their current competencies on a self assessment basis.
6. Use of their emotional orientation to resolving complex issues including conflicts and negotiation.

Session Plan for 25th 26th & 27th July, 2011 :



Day 1 - 25th July '11	Topic	Sub Topic
Pre Lunch 9.00am to 1.00pm	<ul style="list-style-type: none"> ■ Dynamics of Teamwork ■ Simulation 	<ul style="list-style-type: none"> ■ Working with people ■ Results of Teamwork ■ Stages of Team Formation & Performance ■ Team Based Learning
	<ul style="list-style-type: none"> ■ Role of Emotional Intelligence 	<ul style="list-style-type: none"> ■ Deductions from Simulation Exercise ■ Questionnaire for Self assessment
Post Lunch 2.00pm to 5.00pm	<ul style="list-style-type: none"> ■ Video Case ■ Case Analysis ■ Leadership Role in Learning Facilitation 	<ul style="list-style-type: none"> ■ Video Case in Leadership ■ Macro level analysis of the case by groups ■ Analyzing Role of a Faculty
Day 2 - 26th July '11	Topic	Sub Topic
Pre Lunch 9.00am to 1.00pm	<ul style="list-style-type: none"> ■ Feedback on Self assessment 	<ul style="list-style-type: none"> ■ Self assessment Feedback ■ EI as applied in Video case ■ EI & Team Work ■ TRole of EI in facilitating learning
	<ul style="list-style-type: none"> ■ Emotional Commitment 	<ul style="list-style-type: none"> ■ Motivation/ Volition
Post Lunch 2.00pm to 5.00pm	<ul style="list-style-type: none"> ■ Situational Leadership 	<ul style="list-style-type: none"> ■ Attitude ■ Purposeful Action Taking ■ Analysis and diagnosis of problems ■ Delegation and Escalation
	<ul style="list-style-type: none"> ■ Decision Making 	<ul style="list-style-type: none"> ■ Making decisions in teams ■ Decision making styles
Day 3 - 27th July '11	Topic	Sub Topic
Pre Lunch 9.00am to 1.00pm	<ul style="list-style-type: none"> ■ Managing Relationships & Conflict 	<ul style="list-style-type: none"> ■ Relationship Management ■ Conflict Management
	<ul style="list-style-type: none"> ■ Leadership Style 	<ul style="list-style-type: none"> ■ Self Analysis
	<ul style="list-style-type: none"> ■ Leadership Orientation 	<ul style="list-style-type: none"> ■ Task Orientation ■ People Orientation
Post Lunch 2.00pm to 5.00pm	<ul style="list-style-type: none"> ■ Managing Key Processes in teaching 	<ul style="list-style-type: none"> ■ coaching, mentoring
	<ul style="list-style-type: none"> ■ Bringing Transformation ■ Personal Plans & Closing Remarks 	<ul style="list-style-type: none"> ■ Counseling

For Whom :
Any Faculty Member

Pedagogy :

- The pedagogy will be a mix of discussions, case studies and hands-on sessions.
- Each participant shall be provided study material.

DATE : 25th, 26th, and 27th July 2011

TIME : 9.00 am -5.00 pm

VENUE : SMART CLASSROOM, Above Saint Dnyaneshwara Hall, World Peace Center, MIT Campus, Kothrud,

PARTICIPATION FEE : Rs. 5000/- paid by cash or DD on the name MIT College of Management, Pune.

For the more details interested faculty is request to communicate with the Co-ordinator.

Program Co-ordinator :

Mr. Anoop Waghmare
MDC Center Coordinator

Prof. Swati Bankar
FDP Co-ordinator



MIT College of Management

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