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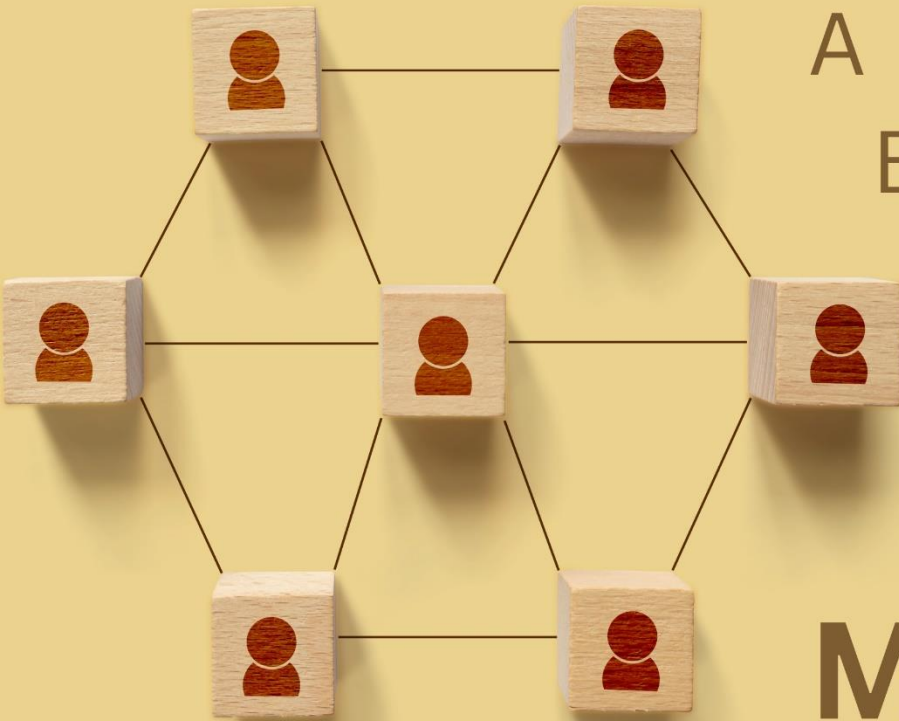


भारतीय बागान प्रबन्ध संस्थान बेंगलुरु
INDIAN INSTITUTE OF PLANTATION MANAGEMENT BENGALURU
(An Autonomous Organization of the Ministry of Commerce & Industry, Government of India)



MANAGEMENT DEVELOPMENT PROGRAM

Mastering Workplace Dynamics



A

BEHAVIORAL
SCIENCE
TOOLKIT
FOR

MANAGERS

Three-day on-campus MDP | July 24 - 26, 2024 | IIPM Bengaluru

Indian Institute of Plantation Management Bengaluru

Jnana Bharathi Campus, P.O. Malathalli,

Bengaluru - 560 056

**Mastering Workplace Dynamics:
A Behavioral Science Toolkit
For
Managers**

Three-day on-campus MDP | July24-26, 2024 | IIPM Bengaluru

ABOUT THE PROGRAMME

In today's multifaceted work environments, managerial success hinges not only on technical prowess but also on adept interpersonal skills. This three-day Management Development Program (MDP) is tailored to equip managers with a comprehensive toolkit drawn from behavioral science, focusing on navigating diverse teams, managing difficult employees, and handling challenging interpersonal dynamics effectively. Through a blend of theory and practical applications, participants will gain insights into employee motivation, communication strategies, conflict resolution, and team dynamics, with a special focus on handling diverse personalities and challenging situations in the workplace.

TARGET AUDIENCE

This Management Development Program (MDP) is specifically designed for:

- Mid-level to senior managers
- Junior Level executives
- Working Professionals
- HR managers/Professionals
- State Government officials
- Young academicians / researchers in the field of HR

PROGRAM LEARNING OUTCOME

Participants will leave the program equipped with practical strategies and tools to effectively navigate diverse teams, manage difficult employees, and handle challenging interpersonal dynamics in the workplace. By leveraging insights from behavioral science, managers will be better equipped to foster inclusive team environments, mitigate conflict, and drive organizational success amidst diverse personalities and challenging situations.

After attending the 3-day program, the participants will be able to:

- Understanding Diverse Teams and Handling Difficult Employees
 - Working in Diverse Teams
 - Handling Difficult Employees
- Navigating Challenging Interpersonal Dynamics
 - Understanding Different Personality Styles
 - Dealing with Manipulative and Narcissistic Employees
 - Working with Machiavellian Employees

PEDAGOGY

- Interactive lectures with multimedia presentations
- Group discussions and case study analysis
- Exercises and simulations
- Self-assessment tools and reflection exercises
- Live interactive experience sharing talks with Practitioners to make the sessions more of experiential learning.

TRAINING MODULES & COVERAGE

Day 1: Understanding Diverse Teams and Handling Difficult Employees

Module 1: Introduction to Behavioral Science in Management

- Overview of behavioral science principles in managerial roles
- Applications in understanding diverse teams and managing difficult employees
- Case studies and real-world examples

Module 2: Working in Diverse Teams

- Understanding diversity and its benefits in the workplace
- Strategies for fostering inclusion and leveraging diverse perspectives
- Tools for effective communication and collaboration in diverse teams

Module 3: Handling Difficult Employees

- Identifying different types of difficult employees (e.g., passive-aggressive, confrontational, disengaged)
- Strategies for coaching and managing underperforming employees
- Techniques for providing constructive feedback and performance improvement plans

Day 2: Navigating Challenging Interpersonal Dynamics

Module 4: Understanding Different Personality Styles

- Introduction to personality frameworks (e.g., Myers-Briggs Type Indicator, DISC)
- Recognizing and adapting to different communication and work styles
- Leveraging strengths and mitigating challenges in diverse teams

Module 5: Dealing with Manipulative and Narcissistic Employees

- Recognizing manipulative behavior and narcissistic traits in the workplace
- Setting boundaries and maintaining professionalism
- Strategies for managing and mitigating the impact of manipulative and narcissistic employees on team dynamics

Module 6: Working with Machiavellian Employees

- Understanding Machiavellian personality traits and behaviors
- Identifying Machiavellian tactics in the workplace
- Strategies for managing and neutralizing Machiavellian influence while maintaining team cohesion

Day 3: Practical Applications and Implementation Strategies

Module 7: Case Studies and Role-Playing Exercises

- Interactive case studies and role-playing scenarios focusing on diverse teams and challenging personalities
- Application of behavioral science principles to real-world managerial challenges

Module 8: Developing Action Plans

- Reflective exercises to identify personal strengths and areas for improvement in handling diverse teams and difficult employees
- Development of personalized action plans for implementing strategies learned during the program

COURSE FEE

Rs.9,000 + 18% GST - it includes Institutional fee,

Reading material, Programme Kit, Lunch, tea and snacks during programme days and the programme is Non-residential.

FOR MORE DETAILS

MDP Office, E mail: mdp.iipmb@gmail.com , Phone: 080-23211716 www.iipmb.edu.in

Programme Coordinator

Dr. Archana Thulaseedharan

Archana Thulaseedharan is an Assistant Professor in the OB & HRM area at Indian Institute of Plantation Management with 22 years of teaching experience. Her primary area of interest lies in behavior and Labour studies with a focus on issues in gender, diversity management, conflict management and psychological well-being. She uses qualitative and quantitative tools in her research. In a series of papers, she explores the issues of gender-diverse teams and the role of gender intelligence in conflict management.

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For Registration & Payment, Click the Link or Scan QR Code

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