



INDIAN
INSTITUTE OF
MANAGEMENT
CALCUTTA



Transitioning into Leadership: A Programme for Women Executives (Batch 07)

12 Months | Blended | ₹4,25,000 + GST



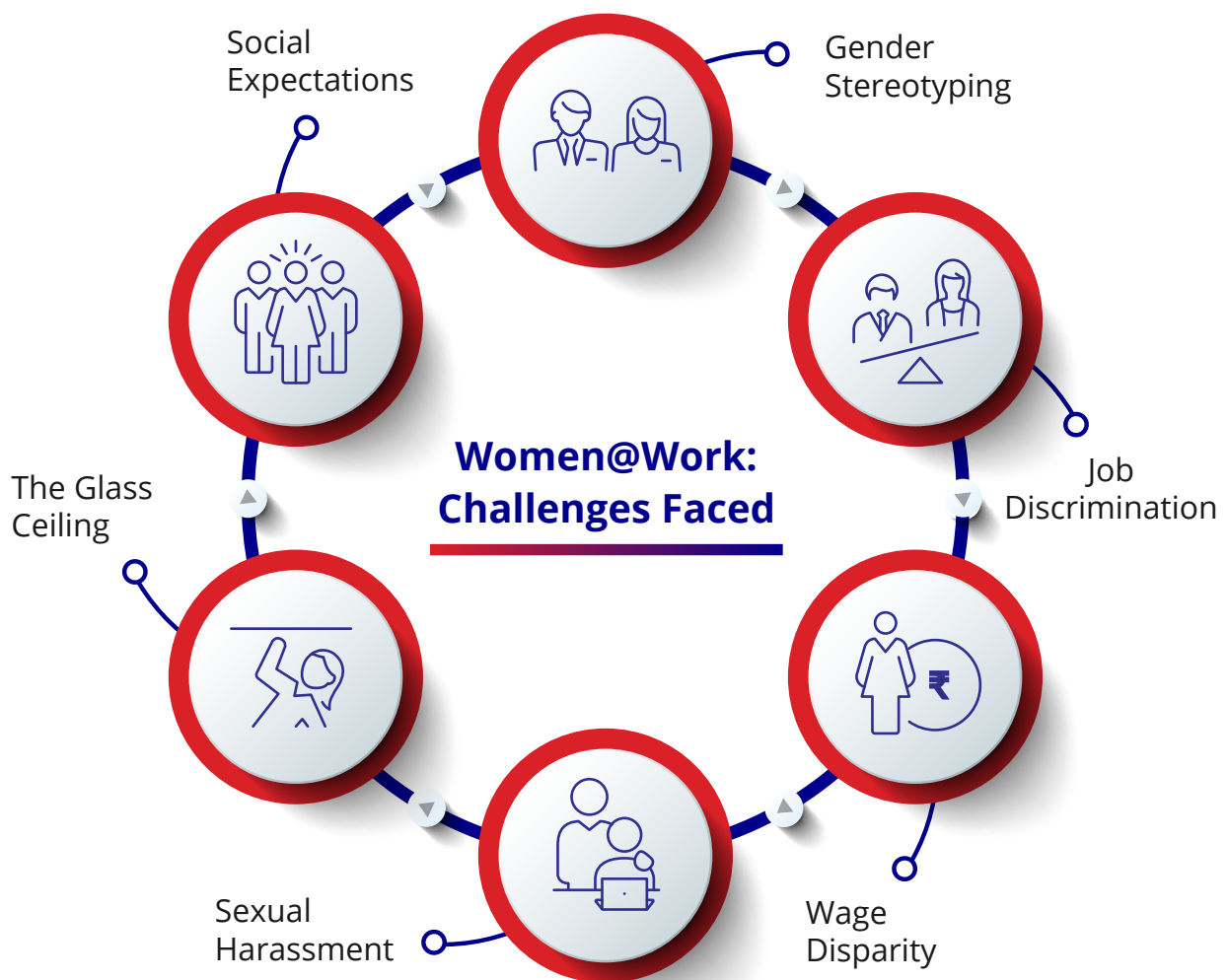
A Times Of India Group Initiative

The Power Of Women Leaders

Women are potent agents of change, and the far-reaching benefits of diversity and gender parity in leadership and decision-making are being acknowledged and sought, in almost all spheres of society, be it politics, communities, or businesses.

It is being increasingly recognised that women as leaders and decision-makers at all levels are critical to advancing gender justice and gender equality—and to furthering economic, social, and political progress for all.

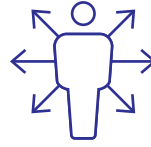
While it's time for the world to recognise the benefits of women in leadership and commit to placing even more women in positions of power, it is also time for women to step up, speak out, and equip themselves with requisite knowledge, skills, and competencies that will empower them to find their rightful place at all levels of society.



Why Women Make Great Leaders



They are empathetic, nurturing, and great listeners



They focus on teamwork and are good at multitasking



They dream big and are motivated by challenges



They lead by example and are strong communicators



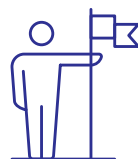
They are creative, flexible, and defy the odds



They have high emotional intelligence



They value work-life balance



They can wear many hats and handle crises well

There is no dearth of women role models in society, especially in the world of business. Falguni Nayar, founder of Nykaa, Kiran Mazumbar Shaw of Biocon; Indra Nooyi, former CEO of PepsiCo; Susan Wojcicki, CEO of YouTube; Vani Kola of Kalaari Capital; the list goes on. Choose one, or choose to become one yourself.



Programme Overview

IIM Calcutta's Transitioning into Leadership: A Programme for Women Executives (TLPWE) is a one-year online programme designed exclusively for female executives and entrepreneurs to help them hone, focus, and channel their natural leadership qualities in order to emerge as successful workplace leaders. The programme aims to educate participants about the transition of women in organisations from managerial to leadership roles, as well as to provide them with theoretical and applied managerial skills in a variety of executive dimensions such as leadership vision, self-exploration, and understanding, skills, applications, and articulation.

Programme Highlights



Specifically designed
12-month programme for
working women professionals



Peer-learning and networking
opportunities



3+3 days towards the mid
and end of the programme



IIM Calcutta Executive Education
Alumni status

Learning Outcomes



Gain awareness of the issues and problems faced by women in a corporate set-up worldwide, and the condition of working women in emerging markets



Explore aspects of one's own self, identity, biases, strengths, fears, and build upon them to develop skills of inclusive leadership



Gain cross-functional knowledge including enhanced strategic capabilities



Understand digital and analytical tools to realise their complete business potential in this digital age



Recognising how to exert the power of one's own voice in personal and professional settings to communicate effectively and apply it in leading, managing, and empowering teams

Programme Contents

Module 1:

Women in Management: An Introduction to Specific Issues Women Face as They Navigate Their Careers in Organisations

- Global Gender Perspectives in Business
- Women in Management

Module 2:

Leading and Managing Teams

- Managing and Leading Teams
- Conflict Management
- Effective Negotiations

Module 3:

Bird's Eye View of Organisational Functions

- Introduction to Financial Accounting
- Basics of Financial Markets
- Marketing
- Operations

Module 4:

Managing in a Digital Age

- Digital Marketing
- Data Analytics
- Digital Transformation

Module 5:

Leadership Communication

- Storytelling and Trans-medial Narratives
- Data Presentations
- Strategic Communication, Persuasion, and Argumentation
- Communication Analytics
- Gamification

Module 6:

Legal and Human Resource Perspectives

- Human Resource Management
- Legal Perspectives

Module 7:

Working Women in Emerging Markets

- Post-colonial Women

Module 8:

Building One's Leadership Potential

- Self-awareness and Emotional Intelligence
- Coaching and Mentoring
- Behaviour and Cognition

Module 9:

Strategic Leadership

- Organisation: Structure and Strategy
- Strategic Leadership

Campus Visit: Two campus visits of 3 days each

- Visit 1
- Visit 2

Disclaimer: Modules/courses are subject to change.

Pedagogy

The pedagogy will be highly interactive. It will leverage use of technology and will consist of, depending on the subject, a judicious blend of lectures, real-life case studies, quizzes, and assignments.

The programme is structured around live classroom student-faculty interaction to enhance and provide a quality learning experience. Therefore, using class recordings is discouraged. Recordings may be accessed under certain limited conditions as approved by IIM Calcutta.

Programme Delivery

- The sessions will be delivered through the TEEL online platform and through face-to-face sessions at IIM Calcutta campus.
- Campus modules will remain compulsory for all.
- No question bank will be provided to the participants.



Duration

1 Year

Schedule

Saturdays

3.30 pm to 6.30 pm

Campus Immersion

There will be 6 days of campus immersion at IIM Calcutta, 3 days towards the middle and 3 days towards the end of the programme.

The in-campus modules are subjected to the conditions that prevail at the point of time. These conditions pertain to the pandemic or other unavoidable reasons. In case the current situation maintains the status quo, adequate alternate options with regards to the in-campus modules will be made available via online sessions. Campus modules will remain compulsory for all.

Eligibility Criteria

- Graduates (10+2+3 or equivalent) in any discipline with minimum 50% aggregate marks
- Participants with less than 50% marks in graduation but 50% or more in post-graduation are also eligible
- Women executives with at least 5 years of managerial experience*

**Internships and Trainee Experiences will not be considered as full-time work experience.*

Who Should Attend?

- Working women professionals with at least 5 years of managerial experience in top companies
- Participants demonstrating significant career achievements/leadership responsibilities
- Women engaged in family business/entrepreneurial activities

Admission Criteria

- Initial shortlisting based on application and credentials
- Interview through video conferencing
- Final selection by IIM Calcutta faculty

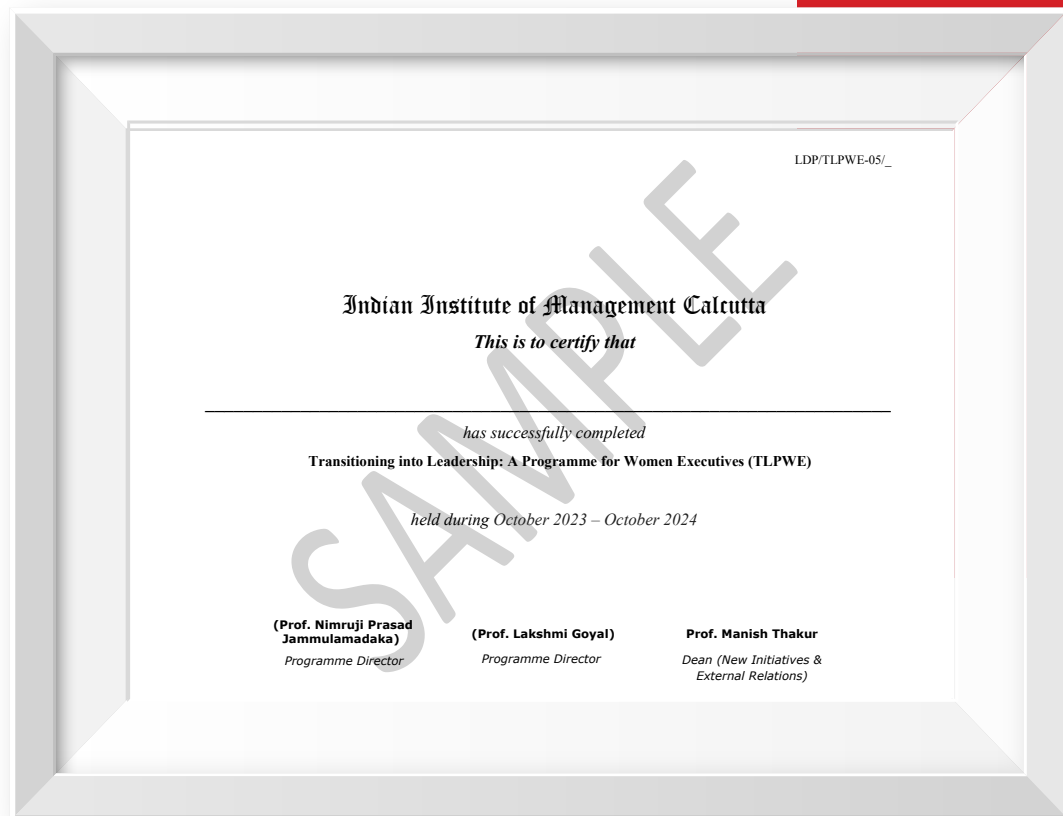
Attendance Criteria

A minimum of 75% attendance is a prerequisite for the successful completion of the programme.

Evaluation Methodology

The program follows a relative grading methodology and participants will only be given letter grades, not marks.





Certification & Alumni Status

- Participants who successfully meet the evaluation criteria and satisfy the requisite attendance criteria, will be awarded a 'Certificate of Completion'.
- Participants who are unable to clear the evaluation criteria but have the requisite attendance will be awarded a 'Certificate of Participation'.
- Successful participants will also be accorded IIM Calcutta Executive Education Alumni status.

Programme Directors



Prof. Lakshmi Goyal
Assistant Professor,
Strategic Management
Group

Prof. Lakshmi Goyal is currently an Assistant Professor from the Strategic Management Group at the Indian Institute of Management Calcutta. She completed her Ph.D. in Strategic Management from the Indian Institute of Management Indore in the year 2021. She holds an MBA from the Indian Institute of Management Calcutta (2007 - 2009) and a B.E. in Computer Engineering from the Sardar Patel University, Gujarat (2001 – 2005). She has six years of work experience across companies such as Aditya Birla Group, Tata Consultancy Services, and the Indian Institute of Management Indore. Prof. Goyal's research expertise is in the area of Behavioral Strategy and Quantitative Research Methods. She has published in top strategy journals such as the British Journal of Management, Asia Pacific Journal of Management, Journal of International Management, and Finance Research Letters. She has also been the recipient of several best paper awards at international and domestic conferences. She teaches courses on Strategic Management, Behavioral Strategy, Strategic Thinking and Design Thinking, across MBA and executive education programmes.



**Prof. Nimruji Prasad
Jammulamadaka**

Professor,
Organisational
Behaviour

Prof. Nimruji Prasad obtained her Ph.D. from IIT Kanpur and an MBA from IRMA. At IIM Calcutta, she teaches courses on Organisational Behaviour, Organisation Structure and Design, Power and Politics, Organising Work, Qualitative Research Methods, Post and Decolonial Management across various programmes of IIM Calcutta. She was the Division Co-chair of Critical Management Studies of the Academy of Management for 2016–17 – the first Indian resident to be elected to a leadership position at the Academy. Her research works – in post-colonial management studies, power, organisation design, and CSR – have been published widely and have won several awards and recognitions. She has authored the book *'Indian Business: Notions and Practices of Responsibility'* (2017). She has edited (singly and or with co-editors) several books such as *Business Storytelling and Postcolonialism* (in press); *Managing the post-colony: Focus on South Asia* (in press); *Workers and Margins: Understanding Erasures and Opportunities* (2019); and *Governance, Resistance, and the Post-colonial State: Management and State Building* (2017). She is also the co-editor of the Springer Nature book series, *Managing the Post-colony*.

Programme Fees

Particulars	Amount* (₹)
Processing Fee**	10,000
Total Course Fee (Excluding registration fee)	4,25,000

Note

- *GST will be additional as applicable.
- **Processing Fee includes ₹7,500 towards Registration Fee and ₹2,500 towards the Programme Fee.
- Processing Fee to be refunded in case the applicant's profile is rejected by IIM Calcutta subject to a deduction of ₹2,500 by way of administrative charges.
- All fees are payable to Times Edutech and Events Limited (TEEL).
- This is with reference to the refund of the Processing Fees. Please note that the Processing Fee shall not be refunded in the following circumstances:
 - i. In case the candidate rejects the offer issued by the Institute; and
 - ii. In case the application is rejected due to submission of incomplete documents and/or providing incomplete information and/or eligibility criteria not fulfilled.

Instalment Schedule

Instalment	Date	Amount (₹)*
I	At the Time of Application	2,500
	Within One Week of Offer Rollout	1,12,500
II	10 th January, 2023	1,05,000
III	10 th April, 2024	1,05,000
IV	10 th July, 2024	1,00,000

*GST will be additional as applicable.

Programme Timelines

Application Closure Date	Click Here
Programme Start Date	7 th October, 2023
Programme End Date	October, 2024



INDIAN INSTITUTE OF MANAGEMENT CALCUTTA



Spread across a 135-acre campus, the **Indian Institute of Management Calcutta (IIM Calcutta)** was established as the first national institute for Postgraduate studies and Research in Management by the Government of India in November 1961 in collaboration with the Alfred P. Sloan School of Management (MIT), the Government of West Bengal, The Ford Foundation, and Indian industry.

Over the years, IIM Calcutta gained global repute for imparting high-quality management education through its Postgraduate and Doctoral level programmes, Executive Training Programmes, and Research & Consulting activities. It is the first 'Triple Accredited' management school from India – with accreditations from the Association to Advance Collegiate Schools of Business (AACSB), European Quality Improvement System (EQUIS), and Association of MBAs (AMBA). It is also the only Indian business school that is a member of the Global Alliance in Management Education (CEMS).

Today, IIM Calcutta is one of Asia's finest business schools. Its strong ties to the business community make it an effective mechanism for attracting India's best talent and promoting management practices in Indian organisations.



3rd

Rank in NIRF Rankings
2022

51ST

Rank in the QS Business
Master's Rankings 2023

76th

Rank in FT Global MBA
Rankings 2023

Features among the top 100 business schools in the world in FT
Executive Education Custom Directory 2021



TimesPro, the award-winning EdTech initiative of The Times Of India Group, was established in 2013 to cater to the diverse learning needs of Indians with aspirations of career growth.

Taking the rich legacy of trust, knowledge, and learning of The Times Of India Group forward, TimesPro strives to embody the values of Education 4.0 – learner-centric, industry-relevant, role-specific, and technology-enabled – in its executive education programmes.

Ranging across industries and domains, these programmes are curated and offered in collaboration with premier national and global educational institutions to fulfil the aspirations of millions of professionals by equipping them with the right knowledge and skills.



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