



# Chetana's First Time Manager Leadership Capability Program

On

**Session 1 : Saturday, 24th June' 23**

**Session 2 : Saturday, 8th July' 23**

**Mumbai**

In association  
with



A unique MDP  
to equip first time managers (FTM) with  
the skills and tools required for success.



Facilitators :

**Dr. Mahesh Luthia**

Associate Professor, Area Chair, OB & HR  
CIMR, Mumbai

**Mr. Ashish Dabholkar**

Director - Human Resources  
Druva, Pune

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### Focus areas :

Emotional Intelligence

Leadership Skills

Effective Delegation

Building Teams

Feedback Strategies



### Who Should Attend :

The program is designed for :

- First Time Managers managing teams
- Management Trainees with minimum two years of experience
- Seasoned People Managers aiming to refresh leadership skills.

### Program Fees :

Rs. 5,900 (Incl. of GST)  
(Face to face training, reading material, Lunch, Refreshments, Follow-up session and Certification)



### Registration Link :

<https://forms.gle/yz3jiZzVVRv8zxBk6>

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## FTM Leadership Capability Program

One of the key focus of Chetana's Centre of Excellence (CoE), under the leadership of Dr. Madhumita Patil, CEO, is to foster learning through Management Development Programs (MDPs). The MDP division has been created as a specialized training cell to make academics and field-work based research integral to the Institute. The objective of the MDP programs are to curate and conduct short-duration experiential learning programs for different stakeholders and equip them with the required skill-sets and competencies for excellence in their role. The training programs are designed based on extensive discussions on the training needs and existing challenges faced by the organisation and the specific need. The experienced and certified faculty deliver MDPs and training programs based on their research and industry interaction.

Coaching first-time managers (FTM) on leadership skills is crucial to ensure that they have the necessary competence to lead and manage their team effectively. When individual contributors transition into first time leadership roles, they face new and unexpected challenges in managing their teams, driving performance and dealing with multiple stakeholders. Effective leadership can lead to improved team performance, better communication, enhanced conflict resolution and problem-solving skills, and increased employee retention.

The objectives of the MDP on FTM Leadership Capabilities include:

- Develop Leadership Skills through training and coaching of FTMs
- Provide tools to manage teams and make them effective
- Evolve successfully in managerial role and lead by example.

The participants of the program will embark on the two week program that would be divided into phases for learning by reflecting, learning through content and assessments and coaching.

	Session 1	Session 2
<b>Pre-Assessment Prep.</b>	<b>Improving and Developing Yourself</b>	<b>Building Team Dynamics and Driving Results</b>
Pre-Assessment of Participants on their Emotional Intelligence (EI)	<b>Module 1 :</b> Core Workshop Covering key Concepts of Emotional Intelligence and Managerial Role	<b>Module 1 :</b> Building Effective Teams : The Five Dysfunctions of a Team
	<b>Module 2 :</b> Importance and Role of Feedback,  Effective Strategies for feedback.	<b>Module 2 :</b> Handling effective delegation.  Supporting teams and training.
Pre-reading Material	<b>Module 3 :</b> Self-Reflective Activities.	<b>Module 3 :</b> Effective strategies to deal with conflict.

The above sessions will be followed by a one-hour, online 'Continuing Professional Development' session moderated by the Coach to support the application of the tools and frameworks and enhance the learning.