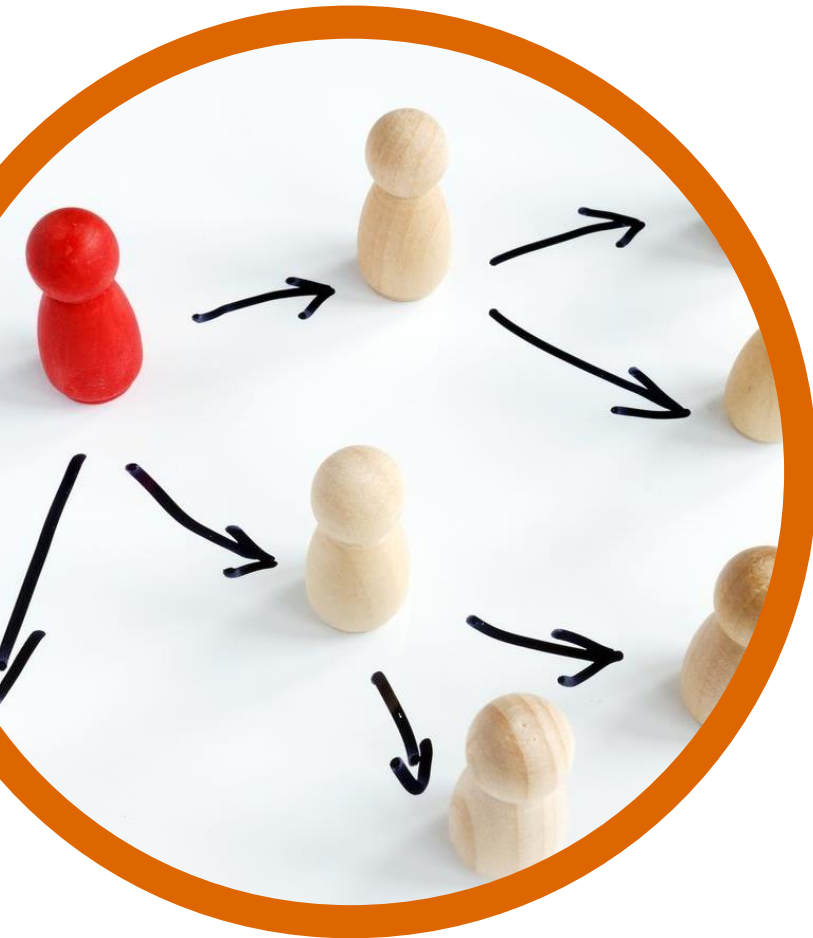




**Centre for Organization Development**  
Consulting • Training • Research

*presents*

# Program on Developing Managerial Effectiveness



COD campus  
Hyderabad



Oct 30-Nov 3, 2023

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*Program Director*  
Prof. Lalitha Akundi

## Focus

It is the effectiveness of a manager which translates the intelligence, imagination and knowledge into results. Thus, Managerial Effectiveness is the key to Organizational Performance. As Individuals grow in responsibility within organization, there is a need to look beyond the confines of one's department or section to understand the larger leadership role and the necessary contributions for Organizational Effectiveness in an ever changing business environment. Therefore, Effective managers are required to understand their own self and styles of working, the people they work with and the strategic direction of the organization; the impact of environmental changes on the organization and develop a holistic perspective towards organizational effectiveness.

## Objectives

This Program aims at enabling participants to understand and develop the hidden potential in order to become an effective manager and leader.

It provides requisite impetus to hone personal leadership, visioning, influencing, decision making, and other management skills.

## Contents

### Managerial Effectiveness

- ☐ Understanding Competitive Environment
- ☐ Managerial Roles and Responsibilities
- ☐ Understanding Self

### Managerial Leadership

- ☐ Visioning & Goal Setting
- ☐ Performance Management
- ☐ Influence and Negotiation

### Team Building Skills

- ☐ Team Building & Motivation
- ☐ Communication and Relationship
- ☐ Conflict to Collaboration

### Managerial Skills

- ☐ Delegation
- ☐ Effective Decision Making
- ☐ Change Management

### Financial Planning & Control

- ☐ Analysis of Financial Systems
- ☐ Financial Control Systems



Efficiency is doing things right;  
effectiveness is doing the right things.

- PETER F DRUCKER

## Who can Participate?

This program is designed for individuals who are directly responsible for the performance of a department. Individuals with general management responsibilities will find this program particularly beneficial.

## Methodology

The theme of the program will be dealt with an appropriate blend of concept sessions, case discussions, exercises, films, sharing of experience and guest faculty presentations.

## Duration

The Program starts at 9.30 AM on 9th October, and concludes on 13th October 2023 at 5.15 PM. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the program or in the morning of the following day.

## Venue

The program will be held at the Centre for Organization Development, Madhapur, Hyderabad. It is fully residential and the participants will be accommodated in single air-conditioned rooms at its campus.

## Program Fee

The program fee is Rs.40,000/- + GST. The fee includes tuition, board and lodging, courseware and other facilities of the Centre like internet usage, well equipped gym etc. Local participants, not availing hostel accommodation, will be given a discount of Rs. 1,000/- per day for the duration of the program.

## Last Date for Nominations

Friday, September 20, 2023

## Certificate of Participation

The Centre issues a Certificate of Participation on conclusion of the Program.

## COD Alumni Association

Participants of the Program will become members of COD Alumni Association.





### Prof. Lalitha Akundi

Prof. A. Lalitha, is Associate Professor at Centre for Organization Development and for over 15 years, Prof Akundi has partnered with companies, institutions and government departments to design, develop and deliver insightful, engaging and interactive Leadership Development programs, extended-duration workshops, and executive education courses covering a wide range of HR practice areas, including

leadership development strategy, collaboration, mentoring relationships, stakeholder management, and team-building. She has been directing the Leadership Development and Emotional Intelligence at Workplace Programs of DST for more than 9 years at COD. She closely works with DRDO, NMDC, MRPL, Bank of Baroda, Indian Overseas Bank, Oriental Bank of Commerce, LIC, HPCL, and the Ministry of Finance, Government of Afghanistan, among many others. She has created operational frameworks, defined HR processes, and administered organizational climate and employee engagement surveys for many public sector companies, led training needs analyses and impact evaluations at AMR-APARD, and authored HR manuals for APMDC, NMDC, e-Pragati, AP Transco, APTDC and NMDC-CMDC. Prof Akundi is the author of several well-regarded academic papers and articles.

Prof Akundi holds an MPhil in Social Sciences and is DiSC-certified. Certified Emotional Intelligence Practitioner, Trained Experiential Educator and POSH Enabler.

### About COD

Established in 1980, with the sole objective of disseminating knowledge in organization development and change management. The Centre for Organization Development (COD), is a not-for-profit management consulting, training and research organization, set up with the active involvement of public and private sector participation. COD over a period of four decades consulted over 500 Business Organizations.

COD does Consulting, Training and Research across the following four verticals of practice:

### Service Offerings:

- Enterprise Growth & Scalability
- Leadership Development
- Change Management & Transformation
- Strategic Human Capital Management

### CONTACT

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**Program on**  
**Developing Managerial Effectiveness**  
(October 30 - November 3, 2023)

**Nomination Details**

Name of the Organization: \_\_\_\_\_

Name of the Sponsoring Authority: \_\_\_\_\_

Address: \_\_\_\_\_

Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Nominee's Details:

| S. No. | Name of the Participant | Age | Designation | Mobile & Email ID |
|--------|-------------------------|-----|-------------|-------------------|
|        |                         |     |             |                   |
|        |                         |     |             |                   |
|        |                         |     |             |                   |

**REGISTRATION FEE PER NOMINATION**

Rs.40,000/- plus 18% GST for residential participant ☐

Rs.35,000/- plus 18% GST for non-residential participant ☐

Group participation (3 or more) and member organizations of COD will get 10% off on the course fee.

The payment of fee may be made either by electronic transfer or crossed cheque/DD in favour of 'Centre for Organization Development' payable at Hyderabad.

Signature: .....

For Registrations, please contact  
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**Centre for Organization Development**, PO Cyberabad, Madhapur, Hyderabad - 500081.  
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