



Centre for Organization Development

Educate | Evolve | Empower



Program on
Work-Life Balance for Women Executives
(March 11-13, 2020)

Program Director: Lalitha Akundi



PERSPECTIVE

Women's role in the context of the Indian workforce has changed dramatically over the last two decades as women employees have started to seek and establish their space in a very significant way, thereby bringing in a new driving force in their quest for equal professional opportunities. This compelling change has created a new equation in the organizational demography and has also brought along quite a few related challenges for women in balancing their professional and personal domains. The conflict between their traditional and modern life roles often creates a complex network of challenges impacting their overall effectiveness in all spheres of life. Therefore, it is imperative for Women Executives to learn to manage and assert themselves more effectively which will result in their personal and professional balance, success, and effectiveness. Therefore, the need for this training programme is imminent as it will provide an opportunity to develop insights and new vistas into work-life balance, personal well-being, role effectiveness and career success among women professionals in Indian context.

OBJECTIVES

To orient women executives with the ways and means to combat their challenges and convert them into opportunities for enhanced professional effectiveness and personal fulfilment.

CONTENTS

- Need for Work Life Balance
- Identifying Core Life Areas
- Understanding One's Strengths
- Effective Time Management
- Managing Guilt & Stress
- Creating Healthy Relationships
- Action Planning for Personal and Career Growth

METHODOLOGY

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

PARTICIPANTS' PROFILE

Women Executives working in any Government, Public/Private Sector Organizations.

DURATION

The programme starts at **0930 hours** on **March 11** and concludes on **March 13, 2020** at **1715 hours**. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the programme or in the morning of the following day.

VENUE

The programme 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.

The Centre arranges transport between Airport/Railway Station and the campus.

PROGRAM FEE

The Programme fee is Rs.20,000/- + GST. The fee includes tuition, board and lodging, courseware and other facilities of the Centre like Internet usage, well equipped gym. Local participants not availing hostel accommodation will be given a discount of Rs.1,000/- per day for the duration of the programme. Cheque/DD drawn in favour of "Centre for Organization Development" payable at Hyderabad, along with the nomination form be sent to the Head, Programmes Office, Centre for Organization Development, Madhapur, P.O. Cyberabad, Hyderabad 500 081.

Organizations/Institutions nominating more than one person will be given a concession of 10 per cent in fee to the second nominee and onwards. A 10 per cent concession is also given to a woman participant. In either case, the maximum allowable concession is 10 per cent.

LAST DATE FOR NOMINATION

March 7, 2020

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.

PROGRAM DIRECTOR

Prof. A. Lalitha, Assistant Professor, Centre for Organization Development, is an M.Phil. NET/JRF in Social Sciences. She is DiSC certified. She has vast experience and is adept in designing and delivering training programmes in OD and OB. Since 2010, She has conducted several open and in-house Leadership Development programs and long duration workshops where emphasis was on Strategic and Collaborative Leadership, Mentoring Relationships, Stakeholder Orientation and Building and Leading Teams for client organizations like Department of Science and Technology, DRDO, NMDC, MRPL, BOB, IOB, OBC, LIC, HPCL, Ministry of Finance, Government of Afghanistan. She is highly adept in conducting sessions on Time Management, Mentoring and Coaching Competencies, Team Development, Team Coaching, Emotional Intelligence, Interpersonal Skills, Awareness of Self, Understanding Self, Building Positive Organizational Culture, Leadership Vision, Situational Leadership, Personal Effectiveness, Trusted Leadership, Trust in Organizations, Organizational Climate Value-based Leadership, Women at Work, Team Building and Conflict Resolution. She has got expertise in conducting Activity-based Experiential Learning sessions for all levels of Management.

She has conducted Organizational Climate Surveys, Learning Need Surveys in different organizations like NMDC Ltd and NCL Alltek and Seccolor Ltd.. She has successfully led the project team, evaluating the training programmes conducted by AMR-APARD. As a team member, she has worked on the assignments of preparing HR Manuals for APMDC Ltd, NMDC Ltd, NMDC CMDC Ltd (NCL) e-Pragati and APTDC Ltd.

She has published several research papers/articles to her credit in various Journals and Books. Her areas of interest include, Organizational Development & Behaviour, Public Policy, and Women in Management, Training Evaluation and ROI in Training.



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