



A JBIMS and BMA INTITIATIVE

Back Ground:

The world is marked by volatility, uncertainty, complexity and ambiguity. Constant changes make the business environment very dynamic. The need of the organizations is changing at a fast pace.

Digital connect and automation has eased many business processes but human resources need constant up gradation. Not only up gradation but relearning the basic concepts in new environment.

World Economic Forum (WEF) has identified the top 10 skills that will be most desired by employers by 2020. The employability will be based on the new skills required in the VUCA world.

1. Complex problem- solving
2. Critical thinking
3. Creativity
4. People management
5. Coordinating with others
6. Emotional intelligence
7. Judgment and decision-making
8. Service orientation
9. Negotiation skills
10. Cognitive flexibility

A customised and futuristic learning and developmental intervention based on above findings and designed to effectively address the challenges to three pillars of productivity namely; Technology, Processes and People to enhance the organizational performance and resultant value creation in business is the answer to fill this gap.

53 years old JBIMS - an academic leader in management education and 64 years old BMA - the thought leader in India Inc. who are the architects of management and leadership development of India Inc. have come together to launch an innovative Leadership Development Curriculum 'Leader2020' to prepare the practicing managers using world class content to be delivered with a pedagogy focused on application using games, real time projects and assigning high profile mentors from the industry.

We are collaborating to create a 6 months certificate program based on the 10 futuristic people skills identified by WEF as above and digital savvy necessary for the Leaders of 2020s.

It is proposed to follow a chronologically administered developmental intervention as under:

1. Need assessment of the individual: his / her current competencies vis-a-vis the skills required as per WEF findings and digital literacy
2. Accordingly the developmental Inputs to be provided as per the contents of the curriculum by experienced and practising Management educators
3. Assigning the industry specific live projects under the guidance of high profile industry mentors

4. Assessment of his/ her performance and need assessment for further mentoring post the submission of this project to reach the expected level of learning and performance
5. Granting of a joint certificate of completion by BMA and JBIMS

The course:

The deliverables based on people and digital skills are clubbed in to following three modules:

Module	Particulars of the Topic	Duration
IKEGAI	People Management	1/2 day
	Goal Congruence in ACTION	1/2 day
	Servant Leadership	1/2 day
	Influencing Skills	1/2 day
	SEI Quotient	1 day
	Evaluation and assessment	1 day
Integrated Digitization	Whole Brain & Dynamic Decision Making	1 day
	Demystifying Business Analytics	1 day
	Technology Integration	1 day
	Evaluation and assessment	1 day
Core	Cognitive flexibility	2 days
	Complex problem- solving	2 days
	Critical thinking	2 days
	Agile Creativity in Digital World	2 days
	Project identification and mentoring 4 weeks	
	Evaluation and assessment	1 day

The Participants: The program is positioned as a Leadership Development Module in the General Management category targeted towards high performing candidates with proven leadership potential from middle management hierarchy across all the domains of industry typically having a salary of 20-25 lacs and more

Duration of the Course: Spread over 3 to 4 months as preferred by the participating corporates

Frequency of the Course: Twice a year or more as per the demand

Ideal Batch size: 30

The pedagogy : The teaching methodology is designed to be discussion, experiential learning and activity based. The projects will be undertaken out of the challenges being faced with the existing models and ongoing SOPs. The presentations of the projects is designed to promote and benefit from the collective learning. The resource person will be a stimulator and not the teacher. The basic teaching methodology will be participative and experiential. The program is consists of 3 modules.

Total Number of instructional days is 13 and evaluation will happen through 3 days

Chronological Listing of Modules

Modules	No. of Instructional Days	No. of Evaluation days
EKEGAI	3	1
DIGITAL INTEGRATION	3	1
CORE	8	1

A break of 2 to 3 weeks at the end of each module is proposed to carry out the project on the job which will also be used for the assessment of the candidate.

The participants may also register only for one or some of the modules; the pricing could be appropriately worked out for the same.

Fees structure : The program consists of 3 modules. The fees for the course is proposed to be Rs 1,50,000

The evaluation method : Continuous assessment of the participation, dedication, innovative creation of applications of the learning in the parent organizations will be the parameters for assessment to ensure a real-time value add as an eventual outcome and a tangible return on L&D Investment. Projects will be presented to the panel comprising of resource persons, independent experts from the industry and representatives from participating organizations.

The Certificate: The Certificate will be provided Jointly by JBIMS and BMA.

The admission process : The high performing working executives with work experience of at least 7-8 years, nominated by the organizations will be considered for the program. The Participants and the participating organizations will have to give undertaking of attendance on every Saturday.

The completion certificate will be earned only upon attending all the sessions and completing all the assignments.

Advisory team :: The advisory team will comprise of reputed business leaders, HR heads and academicians.

1. **Chairperson** – A High Profile Leader and Expert from Industry
2. Member - President , Bombay Management Association
3. Member - Director, Jamnalal Bajaj Institute of management Studies
4. Two co opted members each from BMA and JBIMS
5. Reputed Invitees in leadership positions from major industries and L&D Domain