



**Institute of  
Management Technology**  
Ghaziabad, Delhi NCR



# **DEVELOPING SELF FOR SUCCESS**

## About Us

Established in 1980, IMT Ghaziabad is a premier AACSB-accredited management institute in India, known for its strong emphasis on Innovation, Execution, and Social Responsibility in leadership development. Consistently ranked among the top business schools in the country, IMT boasts of a robust alumni network with over 1,000 C-suite leaders across global organizations. The Executive Education (ExEd) arm actively collaborates with industry, government, and the social sector to design and deliver customized programs rooted in sector-specific research and future-ready learning, ensuring maximum relevance

## Program Context

The training is designed in response to the growing need for individuals to build personal effectiveness and resilience in today's dynamic and demanding work environments. As organizations navigate rapid changes, success increasingly depends not only on technical skills but also on one's ability to manage oneself, adapt to challenges, and continuously grow. This program provides a structured opportunity for participants to self-reflect, enhance self-awareness, and develop key competencies and personal accountability. The program aims to empower individuals to take ownership of their development and contribute more meaningfully to their roles and organizations.

## Program Objectives



- Develop a better understanding of self and managing self
- Develop emotional intelligence competencies
- Develop insights into individual differences
- Conflict management and influencing skills to build relationships and achieve effective results.
- Learn how to give and receive feedback
- Have an understanding of the importance of managing time and stress

## Deliverables



- Understanding self and others
- Giving and receiving feedback
- Understanding Interpersonal orientation
- Managing Conflict
- Understanding Team dynamics and becoming an effective team contributor
- What do I need to change?



## Program Modules



- Understanding self and others
- Giving and receiving feedback
- Understanding Interpersonal orientation
- Managing Conflict
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## Pedagogy



The program will include different psychometric tests for a deeper understanding of self. Also, it will include case discussion, experiential indoor and outdoor activities, role plays, one-to-one feedback, and lectures. The curriculum maintains a healthy balance between depth and breadth of knowledge and skills.

## Target Audience



This program is designed for all managers, team leaders, supervisors, and individuals who are interested in self-development.

## Program Directors



**Dr. Bindu Gupta**  
Professor  
Area: HR & OB

Dr. Bindu Gupta received her PhD in Psychology from IIT Kanpur, India. She has more than 24 years of experience in teaching, research, and training. She teaches subjects such as organizational behavior, cross-cultural skills for managers, performance management, and managing a high-performance team, and conducts sessions on personal growth. Some of her interest areas of research include self-leadership, responsible

leadership, knowledge hiding, unethical behavior, workplace dignity, etc. Her research is published in various international journals such as Personnel Review, Human Management Review, Journal of Business and Industrial Marketing, International Journal of Hospitality Management, International Journal of Organizational Analysis, Benchmarking-An International Journal, etc. She also has been the editor of two books on creativity and innovation and two books on cases of management. She has presented papers at international conferences such as AOM and ANZAM. Being a psychologist, she has a keen interest and expertise in assessing and understanding individuals. She is a qualified trainer of MBTI Step 1 & Step II and FIRO-B. She

has also completed a “Brain-Based Coaching Certificate” from the Neuro Leadership Institute. She is actively involved in training and consultancy. She has and conducted training programs in understanding & managing self, managing teams, conflict management, leadership, change management, giving feedback, etc., for organizations such as Maruti, Navitasys India Ltd., Magicbricks.com, NHPC, NTPC, ONGC, CSIR, Indian Postal Academy (national and international participants). She is presently the Professor of OB and HRM at IMT Ghaziabad and Chairperson of International Accreditation (AACSB and SQS).



**Dr. Richa Saxena**  
Associate Professor  
Area: HR & OB

Dr. Richa Saxena is an Associate Professor, also the Chairperson of the HRM Area of IMT Ghaziabad. She had done her Doctorate from IIM Ahmedabad and MBA from Devi Ahilya Vishwa Vidyalaya, Indore. She has done certificate programs on Case Teaching and Case Writing from Harvard Business School, USA. She is also professionally certified in psychometric tools like MBTI, FIRO-B and ADEPT-15, an employee

personality test developed by Aon. She has more than 15 years' work experience including industry and academia. She has delivered programs to different level of executives from Airport Authority of India, Damodar Valley Corporation Ltd., GMR-Delhi Airport, Hero Motors, Maruti Suzuki, MECON Ltd., Navitasys Ltd., NHPC and UpGrad, In IMT, she teaches courses related to Organizational Behaviour, Diversity & Inclusion, Leading high-performance teams, Contemporary issues in Management through Films and Qualitative Research methodology. Apart from that, as a Visiting Faculty she has also taught courses at IIM Kozhikode, IIM Indore, IIM Kashipur, IIM Amritsar, IIM Ranchi and other prestigious B-schools of the country. She is also a prolific researcher and has published in reputed international and national journals. She has presented research papers in various international and national conferences. Her research interests include issues related to contemporary careers; career success; gender issues in management; diversity; change management; and learning & organizational development. Earlier, she has worked for Learning and Organizational Development function of Reliance Infrastructure Limited. She was also an empaneled Assessor and Consultant with Aon Consulting Pvt. Ltd.

## Administrative Details

Mode: Offline

Venue: IMT Ghaziabad (Institute of Management Technology, Raj Nagar, Ghaziabad-201001)

*Note: On successful completion of the program, the participants will be awarded a Certificate of Participation from the Institute.*

## Management Development Program Office

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