



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



LEADING CHANGE INSIDE-OUT: TRANSFORMING SELF, TEAMS & ORGANIZATIONAL CULTURE

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 and impact.

Program Context

In today's rapidly evolving business environment, leading change is no longer a periodic necessity—it is a continuous leadership mandate. This Management Development Program on 'Leading and Managing Change' is designed for experienced managers who are ready to critically examine their current leadership assumptions, strengthen their change leadership toolkit, and navigate complex change initiatives with greater clarity and impact. Anchored in academic research and enriched with real-world corporate insights, the program offers a rigorous, reflective, and interactive learning experience. Participants will engage in pre-readings, live case discussions, simulations, peer dialogues, and personal reflections. Facilitated by instructors with a unique blend of academic grounding and 25+ years of boardroom and corporate leadership experience, the program aims to challenge and expand each participant's capacity to lead transformative change—at both individual and organizational levels.

Program Objectives



- Deepen understanding of the leadership mindsets and behaviors required to drive and sustain change.
- Equip participants with academic frameworks and practical tools to lead and manage change with a balanced focus on self-leadership and leading others.
- Build capability to lead cultural transformation, influence senior stakeholders, and work effectively with top management and boards.
- Foster personal reflection on self-leadership, interpersonal dynamics, and assumptions about change.
- Create a supportive peer-learning environment through reflection, active engagement, group work, and post-program follow-up.

Modules



- Leadership as a Catalyst for Change
- Managing Resistance to Change
- Case Deep Dive: Project Oxygen

- Change Simulation
- Leading Culture Change
- Change Readiness & New forms of Change management
- Leading Change at the Top
- Developing & Evaluating your Change Agenda

Pedagogy



Case studies, Academic articles, Simulations, Structured personal/group reflections, Group exercises.

Target Audience



This program is tailored for mid to senior-level managers and leaders across industries who are responsible for driving change initiatives, leading teams through transitions, or influencing organizational culture.

Ideal participants include:

- Functional and business unit heads leading transformation projects
- High-potential leaders preparing for larger strategic roles
- Change agents involved in digital, cultural, or structural shifts
- Leaders working closely with CXOs, Boards, or external stakeholders

Participants should have a minimum of 7 years of work experience, with exposure to complex leadership challenges, stakeholder management, and decision-making responsibilities. A strong motivation to engage in reading, deep reflection, peer learning, and post-program application is expected.

Program Director



Dr. Nidheesh Joseph
Assistant Professor
Area: HR & OB

Dr. Nidheesh Joseph is a faculty in HRM area at IMT Ghaziabad. He is also an Academy of Internal Business-Emerging Markets SIG Board Member & Emerging Scholar 2024 and a North American Case Research Association (NACRA) Paul R. Lawrence Fellow 2021. He was chosen as the top 50 Global Educator by X-Culture platform for running live MBA group projects in 2024. His

research interests include sensemaking, globally distributed work, leadership and culture and his teaching interests include Organizational Behavior, Leadership, Organizational Change and

HRM. He has published in international peer-reviewed journals like the Knowledge and Process Management, Measuring Business Excellence, Development and Learning in Organizations. He has also published multiple teaching case studies in reputed peer-reviewed case repositories like Ivey Publishing, NACRA Case Research Journal, Emerald Emerging Market Case Studies and Sage Business Cases. One of his Ivey case (dealing with Organizational Culture) has become a best-seller in Harvard Publishing Store downloaded by universities around the globe in USA, Canada, NUS and India (IIM Lucknow, IIM Tiruchirappalli, SP Jain, IMT Ghaziabad). Another Ivey case (on Change agent and Innovation) has so far been utilised by institutions in at least five countries, including IIM Tiruchirappalli, IIM Ranchi and IIM Kashipur. He regularly presents his work at reputed international conferences in North America and Europe like Academy of International Business (AIB), Academy of Management (AOM), European Group on Organization Studies (EGOS) and North American Case Research Association (NACRA).

Dr. Nidheesh currently teaches Case Learning Pedagogy, HRM for PGDM, Leadership and Change Management for PGDM-Ex. He got his doctorate in Organizational Behaviour/HRM from IIM Tiruchirappalli, MBA from Assumption University, Bangkok and B.Tech from Kerala University.

Co-Instructors



Dr. Puneet Gupta
Professor
Area: Finance

Dr. Puneet Gupta has close to three decades of professional and academic experience in India and North America. He serves on various boards including UTI Pension (\$40B AUM), Fusion Finance (Top 3 listed micro-finance company), NCDEX eMarkets (agricultural commodity exchange), and Meta Materials Circular Markets (Sustainability and Carbon Credits). As a

part of his board roles both as an independent and shareholder director, he has chaired various board committees. He is also an advisor to ONGC (Oil and Natural Gas Corporation), Startup Fund with over twenty portfolio companies in sustainability, alternative energy, and green technologies.

Prior to his role as an investor and co-founder, Dr. Gupta served as a member of the senior management with two leading global organizations (Crystal Decisions and ACL Systems) based out of North America. He has effectively helped scale these global businesses into multi-billion conglomerates that were eventually merged/sold, or listed on the NYSE/NASDAQ. He started his career as a strategy consultant with Ernst & Young based out of Chicago.

Dr. Gupta serves as an adjunct professor at Institute of Management Technology (IMT) Ghaziabad. He has been invited to speak at leading global business schools including Kellogg Graduate School of Management (Northwestern University), HEC Montreal (Université de Montréal), Tefler School of Management (University of Ottawa), Sauder Business School, (University of British Columbia) and Nyenrode Business Universiteit. He is also a frequent speaker with IOD (Institute of Directors) on corporate governance matters.

Dr. Gupta has a doctorate (PhD) from the Indian Institute of Technology (IIT), Delhi, master's in business from the J. L. Kellogg School of Management (Northwestern University) and a bachelor's in engineering (Computer Science) from Mangalore University. He is a life member of IOD (Institute of Directors) and former TIE (The IndUS Entrepreneurs) Charter member in North America.



Manoj Varghese

Dr. Manoj Varghese is currently the Chief People Officer of Tonik Bank, the first digital bank of Philippines. A highly motivated and result-oriented CHRO and General Manager (Chartered FCIPD) with 25+ years of experience building and scaling organizations like Google, Facebook, DELL and Infosys in the J-APAC region. At a CXO/ Director/Regional head level; led multicultural

teams responsible for Strategic Staffing, Performance Management, Compensation, HR Transformation, Rewards Management and Operations. Recognized as a thought leader with a general management outlook, has experience in a multicultural and diverse work environment and HR Consulting. A practitioner who is also comfortable in teaching, he has taught courses at MBA and Executive MBA level as visiting faculty at institutes like Indian Institute of Management Kozhikode (IIMK), Xavier School of Management (XLRI), IMT Dubai and Xavier Institute of Management and Entrepreneurship (XIME).

Dr. Manoj is a Sloan Fellow from the London Business School and had his doctorate from Aligarh Muslim University. He had his MBA from XLRI and BS in Electronic and Communication Engineering from NIT Calicut. He is an advisory board member of Acumen Fund India and a board member at XIME Kochi and XIME Chennai running PGDM (Equivalent to MBA) and. He also serves in the HRM Academic Advisory Board at IMT Ghaziabad

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

Dr. Shailja Agarwal

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