



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



MANAGING HIGH-PERFORMANCE TEAMS

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

The use of teams has expanded dramatically in response to competitive challenges and technological changes. Structures of high-performance work teams allow for the application of multiple skills, judgments, and experiences that are most appropriate for projects requiring diverse expertise and problem-solving skills. These high-performance work teams can execute more quickly, make better decisions, solve more complex problems, and do more to enhance creativity and build skills than an individual. Their use also increases productivity and morale; well-functioning teams can outperform individuals and even other types of working groups.

Program Objectives



- Understand the characteristics of a high-performing team
- Develop the ability to manage teams more effectively
- Learn a combination of approaches to engage, empower, and motivate the team
- Make use of leadership style to get the most out of their team.
- Establish credibility and develop a culture of trust within the team.

Deliverables



- Understanding/Diagnosing the team process
- Learn when the team becomes dysfunctional
- Able to develop and lead a high-performance team
- Learn Leadership strategies
- Build a culture of teamwork

Program Themes



- Introduction and characteristics of a high-performance team
- Understanding/Diagnosing the team process
- Why do teams collapse?
- Leadership strategies
- Managing team conflict.
- Intergroup dynamics and collaboration
- Creating a culture of teamwork

Pedagogy



The pedagogy will be a combination of facilitated discussions on real-life problems, exercises, videos, experience sharing, cases, etc. 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 wishing to improve their skills in building and leading teams.

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 Vidyalyaya, 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: Hybrid

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

Professor: Business Communications

Chairperson: Management Development Programs

☎ Ph.: 0120-4083260

✉ mdp@imt.edu, sagarwal@imt.edu

Ms. Nidhi Singh

Manager: Corporate Relations

☎ Ph: 9818036700 ; 0120-4083305

✉ mdp@imt.edu, nsingh@imt.edu

🌐 <https://www.imt.edu/executive-learning-development/>