



**INDIAN INSTITUTE OF BANKING & FINANCE**  
(An ISO 9001-2008 Certified Organisation)

**LEADERSHIP DEVELOPMENT PROGRAM**

**From 17<sup>th</sup> to 19<sup>st</sup> June, 2013**

**Venue:**

**Leadership Center,  
Indian Institute of Banking & Finance,  
Kohinoor City, Commercial II, Tower 1, 3<sup>rd</sup> floor,  
Off. L.B.S. Marg, Kiroli Road,  
Kurla (W), Mumbai – 400070.  
Website: [www.iibf.org.in](http://www.iibf.org.in)**

**For details & Nomination, please contact:**

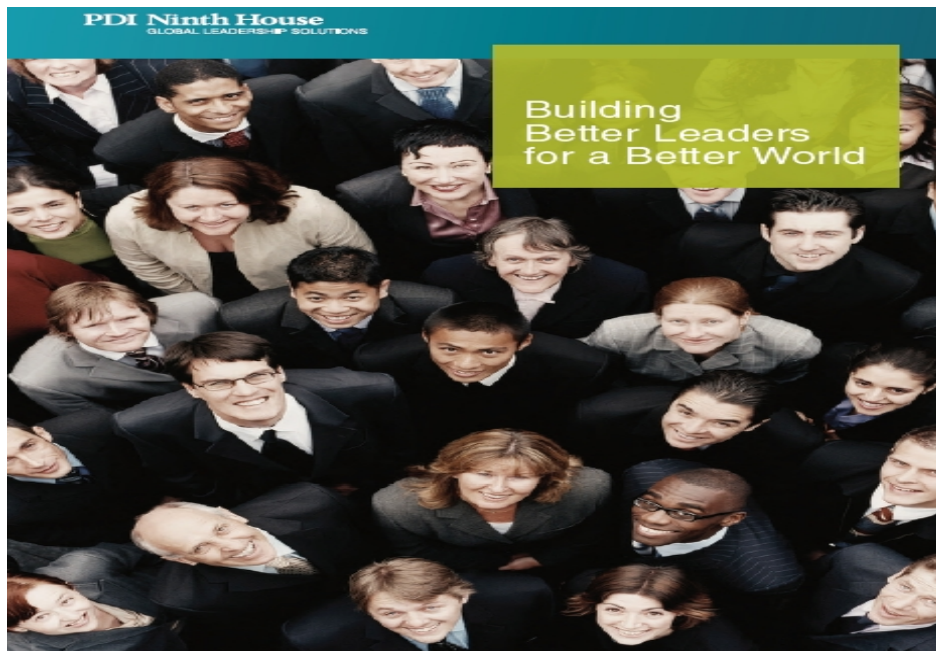
**Mr. Sukumar Dutta  
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Mobile: 919920376062  
Email: [sdutta@iibf.org.in](mailto:sdutta@iibf.org.in)**



# INDIAN INSTITUTE OF BANKING & FINANCE

(AN ISO 9001:2008 ORGANISATION)

**PDI Ninth House**  
GLOBAL LEADERSHIP SOLUTIONS



## **BACKGROUND:**

During its 84 years of service, IIBF has emerged as a premier institute in banking and finance education. Considering the emerging requirements of the bankers in the ever changing dynamic environment, IIBF has started providing training programmes in selected areas. IIBF has world class training facilities at its Leadership center.

Personnel Decisions International is a global talent management consulting firm founded in 1967 by Marvin Dunnette, an industrial/organizational psychology pioneer and author of the world renowned Handbook of Industrial and Organizational Psychology. Since then, PDI has been at the forefront of merging science and business into practical talent management applications ever since. PDI is known for its distinctive expertise in building leadership talent that provides real competitive advantage. PDI specializes in helping clients select and retain top talent, assess people's capabilities and potential, trains and develops current and future leaders, coaches individuals to change behavior and improve performance, enhances career development, developing a human capital strategy, assists in succession planning, the promotion of the right people, and developing customer relationship management needs. The extensive work of PDI and the IIBF in the Banking community positions us very well to offer you and your organization leadership training.

Indian Institute of Banking and Finance (IIBF) and PDI Ninth House (PDI) have partnered to provide a leadership certificate programme drawing relevant insights from the popular Successful Managers Handbook, 8th Edition, which has sold over 1,000,000 copies in over 30 countries. This programme is perfect for both experienced managers and recently promoted managers who want to do their jobs better in the real world and for businesses and organizations that want to build a competitive advantage through effective leadership. Through extensive research on hundreds of managers and across a variety of industries, PDI has identified the key skills and behaviors that contribute to the success of today's managers and leaders. This programme addresses managers' needs for understanding their roles as leaders, applying sound leadership principles, and providing participants with the skills, behaviors, and tools for success.

**BANK MANAGER'S LEADERSHIP PROGRAMME – Powering Leadership**

**PURPOSE:**

The purpose of Powering Leadership Programme is to equip managers with the essential insights, knowledge, and skills to directly improve leadership effectiveness. This dynamic programme is built on the research and the leadership success factors defined in the Successful Manager's Handbook, developed by Personnel Decisions International. This programme is an adaptive, research-based, and provides comprehensive leadership training that focuses on what it takes to be a successful and effective leader in today's workplace. The results of the programme promise to be immediate and significant.

**OBJECTIVES:**

Equipping managers with insights, knowledge and skills to directly improve team effectiveness.

**PROGRAMME AGENDA:**

<b>DAY</b>	<b>17<sup>th</sup> June. 2013</b>	<b>18<sup>th</sup> June. 2013</b>	<b>19<sup>th</sup> June, 2013</b>
Morning	Leadership Success	Customer Leadership	Personal Leadership
Afternoon	Business Leadership	People Leadership	Personal Leadership

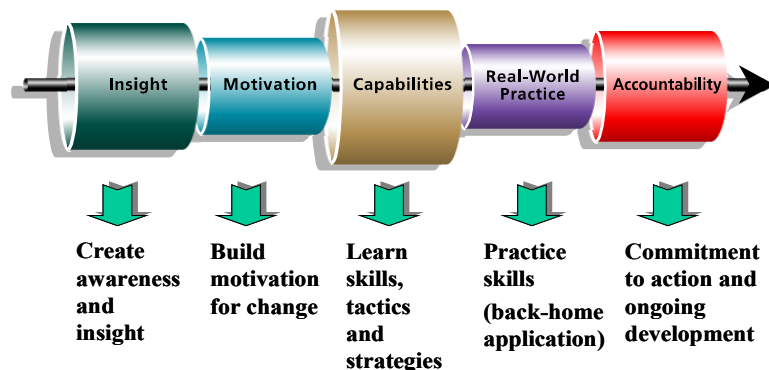
GPI Online Assessment Test – to be completed before attending the Programme.

**CONTENT OVERVIEW:**

<p><b>LEADERSHIP</b></p> <p>Leadership flows out of a leader’s guiding principles, personal skills, and individual intentions. The programme explores how these factors shape leadership priorities and practices.</p> <p>Key content topics include understanding effective leadership, assessing manager’s development needs, practicing self-development, and defining personal values.</p>	<p><b>BUSINESS LEADERSHIP</b></p> <p>Leaders must be capable of meeting the challenges of leading in an increasingly complex business environment. Key content areas include understanding complexities of recognizing differences of customer needs and expectations</p>
<p><b>PEOPLE LEADERSHIP</b></p> <p>Interpersonal effectiveness has become a prerequisite for leadership success in today’s work environment. The programme expands on the interpersonal skills a leader already possesses, explores new dimensions of interpersonal effectiveness.</p> <p>Key content topics include holding difficult conversations.</p>	<p><b>PERSONAL LEADERSHIP</b></p> <p>Leaders must be capable to command respect from followers and stakeholders. In a complex business environment and high people mobility tolerance is key. The programme focuses on aspects that improve leaders reputation.</p> <p>Key content topics include personal leadership through credibility</p>

**PROGRAMME DESIGN & PHILOSOPHY**

PDI’s research on how development works best has led us to create the Development Pipeline®. The five elements that are critical for successful development are Insight, Motivation, Capabilities, Real-World Practice, and Accountability.



Powering Leadership Programme is designed to achieve maximum development impact by addressing these five necessary conditions for development.

1. **Insight:** Leaders need to know what to develop before they plan for development. This element includes personal insight and knowledge of the critical competencies required for success, as well as how they measure up in each of the competencies. In this programme, participants will use a variety of assessments and questions to facilitate insight-building.
2. **Motivation:** Leaders need to know why development matters to them. They need to see how a specific skill equips them to accomplish meaningful personal, group, and organizational objectives. Prior to this programme, participants will meet with their managers to discuss how the programme fits into their development plan or career path.
3. **Capabilities:** Leaders need to have access to the opportunities for building capabilities. Skill acquisition accelerates when they know and have access to the best resources and methods for learning. In this programme, participants will have opportunities to acquire new capabilities through multiple learning approaches.
4. **Real-World Practice:** Leaders need opportunities to apply what they have learned and reflect on their experiences to solidify learning. Participants' managers must also exercise their responsibilities to coach and support these initial steps. This programme provides opportunities for participants to apply their learnings to their jobs.
5. **Accountability:** Leaders need to know that their development impacts their performance positively, and that they are held accountable for the ongoing application of learning to achieve business results. At the end of this programme, participants will create development plans and identify specific, ongoing development actions to build accountability.

**METHODOLOGY:**

Case Studies, exercises, group discussions, presentations and sharing of experiences.

**TARGET GROUP:**

Branch Managers.

**DURATION:**

From 17<sup>th</sup> to 19<sup>th</sup> June, 2013 (3 Days). **(Participants should give their e-mail address for the online assessment test)**

**VENUE:**

Leadership Center,  
Indian Institute of Banking & Finance,  
Kohinoor City, Commercial II, Tower 1, 3rd floor,  
Off LBS Marg, Kiroli Road, Kurla (W),  
Mumbai – 400070.

**FEE:**

Rs. 30,000/- per participant plus service tax @12.36% i.e. Rs. 3708/- aggregating to **Rs. 33,708/-**, (Non Residential). (In case of TDS deduction, please send us TDS certificate) **(PAN No: AAATT3309D and Service Tax No. AAATT3309DSD002)**

Please pay Fee directly thru NEFT to INSTITUTE'S ACCOUNT NO. 19750200000806 with Bank of Baroda, Kurla (West) branch, Mumbai (IFSC code BARB0KURLAX) and inform. (0 refers zero)

**The programme is Non residential.**

*In case the participants require, the Institute, on specific request, will arrange for stay in Kohinoor Elite (A new hotel within 5 minutes walking distance from the Institute) at an all inclusive price of Rs.5, 500/- per day plus taxes for double occupancy and Rs 4,500 plus taxes for single occupancy. The rates are exclusive for IIBF trainees and include breakfast, lunch, evening tea and dinner. Four hour internet and free laundry for four pieces of clothing is complimentary.*

***For further details and nomination kindly contact:***

<p><b>Mr. Sukumar Dutta</b> <b>Joint Director</b> <b>(Faculty &amp; Programme Co-ordinator)</b> <b>Phone: +91-22-25040175</b> <b>Mobile: +91 99203 78486</b> <b>Email: <a href="mailto:sdutta@iibf.org.in">sdutta@iibf.org.in</a></b></p>	<p><b>Dr.Rekha Rani Singh</b> <b>Joint Director</b> <b>(Marketing &amp; Administration)</b> <b>Phone : +91-22-25040063</b> <b>Email: <a href="mailto:rsingh@iibf.org.in">rsingh@iibf.org.in</a></b></p>
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Off LBS Marg, Kirol Road,  
Kurla (W), Mumbai – 400070.**

**NOMINATION FORM**

Programme Title: **Leadership Development Programme for the Branch Managers**

Date: **From 17<sup>th</sup> to 19<sup>st</sup> June, 2013**

Programme Type: **Non Residential**

THE PARTICIPANTS NOMINATED:

Sl. No	Name (Mr./Ms./Mrs.)	Designation	Branch/ Office	Mobile No.and Land Line No.	E-mail

1					
2					
3					

4					
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Bank/Organisation: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_ Pin Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ E-mail: \_\_\_\_\_

Fee: Rs.30,000/- per participant plus service tax @12.36% i.e. Rs.3,708/- aggregating to Rs.33,708/-(In case of TDS deduction send us TDS certificate)

**(PAN No: AAATT3309D and Service Tax No. AAATT3309DSD002)**

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**Please send your nominations at the earliest to:**

Shri S. Dutta,

Joint Director – Faculty Member,

Indian Institute of Banking & Finance,

Kohinoor City, Commercial II, Tower 1,

3<sup>rd</sup> Floor, Off. L.B.S. Marg,

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