
Program Name:	IICA-MCA Capacity Building Program on “Leadership, Team Building & Communication Skills” through Intensive Webinar series on digital platform under CDM Project
Program Date:	Started on 6 th July and ends on 15 th July, 2020 (2 Weeks-5 Webinars)
No. of Participants :	32
Participant Profile:	Officers of MCA and its attached offices.

Background

This initiative is conceptualised under the ongoing CDM project being implemented by Indian Institute of Corporate Affairs with Ministry of Corporate Affairs, Government of India. The COVID-19 has changed/disrupted the training / learning system dramatically, with the distinctive rise of e-learning whereby training is undertaken remotely and on digital platforms. IICA laid emphasis on rolling out of the capacity building programmes under CDM through intensive webinar series on digital platform, so that officers /employees of MCA and its attached offices can utilize this opportunity from remote locations.

In the above context, with a view to nurture a visionary, innovative, influential and effective leader with traits like creativity, flexibility, adaptability, reliability, honesty, integrity, trustworthiness, commitment, courage, diligence and professionalism that will ensure a well balanced leader for an organization, **Indian Institute of Corporate Affairs (IICA)** through its **Centre for MSME** organized capacity building program on “**Leadership, Team Building & Communication Skills**” through Intensive Webinar series on digital platform during **6th July to 15th July, 2020**.

Objective, scope and target groups for Capacity Building Program on “Leadership, Team Building & Communication Skills”

Under this initiative, an Online Training Program on “Leadership, Team Building & Communication Skills” was developed to address critical need of leaders and officers ready to take on the challenges of not only to make the organizations survive but to make it grow manifold. This Program offered insights into the theories and application of leadership with an emphasis on learning knowledge, skills and values. The programme provided participative learning with a lot of reflections / assessments into one’s own style of leadership. Thus, provided opportunities to identify specific areas of improvement.

The programme organized by the IICA through its Centre for MSME & IP&CC witnessed engaged participation from 32 Officers (ROC, AROC, Deputy Director, Assistant Director, Dy. Official Liquidator, Assistant Registrar and Assistant Managers) representing major Organizations / Offices under Ministry of Corporate Affairs.

This capacity building initiative was organized with the objective of helping participants to assess leader’s fitment in an organization in two ways –

1. Get to know them better:
Psychological and behavioral assessments have been statistically linked to the current and future success in leadership roles
2. Understand the culture better:
Ask your board, employees, vendors and consultants for insight into what makes an effective leader in the company.

The referral of case studies followed by video presentation and study material used as a guide during program delivery provided a source book to develop and implement appropriate leadership management tools in the organisation. It provided practical assistance and valuable inputs on how to provide for a good leadership in the organization.

Basic Training Module (05 online sessions - each ½ day)				
Specific Training on “Leadership, Team Building and Communication”				
Full Range Model of Leadership - Situational Leadership - Adaptive Leadership	Emotional Intelligence - Components of Emotional Intelligence	Team Building Team Formation - What do effective teams look like? - How do Teams Fail?	Internal and External Communication Communication- Creating Impactful Messaging - The Science of Persuasion	Case Study Discussion followed by self-learning video presentation.

Major Highlights

- Each ½ day Webinar with sharing in-depth knowledge, debating spiritedly & directing razor-sharp questions at each other enabled the participants to discover more about each other and set a baseline for future cohesiveness and bonding as a group.
- The discussion on national & international case study kept the participants engaged through a fascinating & enjoyable journey into appreciating the stages of team formation and how a leader can drive the same experience.
- The Q&A session was lively & engaging.

Program Flow

The capacity building programme started with opening remarks by Mr. Rajesh Batra, Head-Centre for MSME/ IP&CC & CDM Project coordinator, IICA and Lead Programme Faculty : Mr. Rajan Kalia - an expert at Large Scale Transformation, Organisation Development , Talent Management, Leadership Selection, Skilling & Mentoring.

The programme was concluded on 15th July, 2020 with closing session & remarks presided by Mr. Rajesh Batra, Head-Centre for MSME/ IP&CC and CDM Project Coordinator, IICA.
