

A report on Managerial Excellence Training Programme for Programme Managers and Executives of Kudumbashree Mission at IIM, Kozhikode

A Managerial Excellence training program was held at IIM Kozhikode on 21 st and 22nd July, 2017 for the Program Managers and Executives of Kudumbashree Mission. The overall goal of the training was to understand and analyses the present status of organization and to prepare the participants to think and generate innovative ideas in the organizational field so as to trigger the growth of Kudumbashree in the coming years. The training program was enriched with the presence of 28 members, who are the part and parcel of Kudumbashree Mission. The training commenced at 9.30 am with a welcome statement and inauguration address by Prof. Sudarsan (chairman of MDP). The training was conducted by the course coordinator Prof. Priya Nair Rajeev with her associate Dr.Simi James. Prof. Priya Nair Rajeev initiated the training by giving a helicopter view of organization in which she discussed the necessity of understanding and analysis of organization on a professional basis. The helicopter view was done by making an assessment in organizational change by providing a Management exercise and preparing a blueprint for the future development of Kudumbashree. She discussed what are the changes adapted in future to make Kudumbashree a vital participant on the path of development and the methods to implement that plans

Then the other trainer gave an outline on the 7 parts of organization which were a new concept for me. She introduced us the 7 S-Super ordinate goals, strategy, structure, shared values, systems, skills and staff, style- in organization which helped a lot to analyses and understand the organization in different perspectives.

The second day started with yoga session. At 9.30 formal sessions started, with a discussion on the topic "change wheels" which described 10 spokes of the wheel for change in the existing system. Later there was an individual activity session in which each of the members were asked to bring out innovative changes that are supposed to revolutionize and enhance the development of Kudumbashree in the coming years. Out of that 6 ideas were selected such as Professionalization of mission, Knowledge management system, Improving organization communication, rebranding of Kudumbashree, revamping of micro enterprises system, development of in house training capacity were given to 6 groups for discussion and presentation. After that, a group work based on Team Management Exercise which was so interesting to have a discussion among equals. The session winded up at 5.30pm with a feed back and vote of thanks.

The training was so effective in making us aware of our responsibilities. We expect these types of training once per year as it is a clever way to bring us together for achieving a common goal. It would have been even better if we were given some topics on motivation, time and stress management, conflict management etc. Overall the program was a great success. We look

forward to attend these types of trainings. I take this opportunity to I extend my heartfelt gratitude to Kudumbashree State Mission, especially to our Executive Director for arranging such a marvelous program. Thank you

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ADMC