

Management Development Program

Developing First-Time Managers



Journey From a High-Performer to an Admired Leader

"My old job was perfect for me. I could focus on the actual work, solve problems, leave at 5pm most days."

"Now I spend like 60% of my time in meetings, dealing with interpersonal drama between team members, doing performance reviews, and just babysitting grown adults."

"Management and individual contribution are completely different skill sets. I've seen great ICs become awful managers and I've seen low performing Individual Contributors (ICs) become great managers."

As individual performance is substituted by meetings, people management, and constant pressure, the excitement of career growth rapidly fades.

Caught between expectations and personal happiness, the professional starts questioning a hard truth several face silently:

What does it take to become a successful and admired leader?

Source: Excerpts from
The Economic Times, Feb 06, 2026

About This Program

In today's dynamic business environment, results are driven not just by strategy, but by capable managers. As organizations scale, frontline and first-time managers play a pivotal role in performance and execution. McKinsey notes that companies investing in managerial capability are 1.5 times more likely to outperform financially, while BCG highlights that strong frontline leadership drives higher productivity and growth-making effective managers essential for sustained success.

This programme equips participants with the right managerial mindset, practical tools, and proven frameworks to lead with confidence and clarity. By combining business acumen with essential people leadership skills, it enables new managers to successfully transition from high-performing individual contributors to impactful, results-driven leaders.

What Will You Learn

By the end of this programme, participants will be able to :

- Understand the shift from individual contributor to managerial leader
- Lead teams with confidence and inspire high performance
- Motivate, coach, and develop direct reports
- Manage performance expectations and deliver results
- Navigate interpersonal and conflict situations constructively
- Build a foundation for strategic thinking and decision-making
- Apply people-management best practices in real work settings

Program Content Details

The programme consists of immersive modules covering :

- 1. Management Essentials:** Role of a manager, leadership mindset, and accountability
- 2. Motivating and Leading Teams:** Building trust, engagement, performance alignment
- 3. Communication for Managers:** Feedback, coaching, and conversations with clarity
- 4. Managing Conflict & Difficult Conversations:** Practical tools and frameworks

Program Leaders



Dr. Pramod Kumar
PhD (IIT Bombay)

Formerly with IIM Ahmedabad; Former Chairperson-Placement, XLRI Jamshedpur; Ex- Director, Symbiosis Institute of Business Management, Pune; Consultant to over 80 leading companies worldwide. Internationally quoted author of over 100 research papers, cases and management games.



Dr. Manoj Ghadge
PhD (TISS)

Over 20 years of diverse industry and academic experience. PhD in Organization and Management Studies from TISS, Mumbai. Held leadership roles with Reliance, Wockhardt, Searle, and Merck Group.



Prof. Abhishek Sinha
B.E (NIT, Rourkela),
PGDM (SCMHRD, Pune)

Over 20 years of rich industry experience. Senior leadership roles in reputed organizations like Samsung Electronics, Madura Coats, Akzo Nobel, and Aircel. Consulted for start-ups in health-tech and consumer durables.

- 5. Performance and Goal Setting:** KPIs, measurement, and accountability systems
- 6. Decision-Making & Problem Solving:** Structured approaches for effective choices
- 7. Team Development:** Hiring, retention, growth, and succession thinking
- 8. Building High-Performance Culture:** Team norms, collaboration & trust building

Program Benefits

- Leadership Confidence:** Build confidence in leading teams to achieve consistent performance and results.
- People & Performance Management Frameworks:** Apply structured frameworks to manage teams, set expectations, and drive accountability.
- Workplace Challenge Readiness:** Gain practical tools to handle conflict, deliver feedback, and sustain motivation effectively.
- Communication & Decision-Making Excellence:** Strengthen communication clarity and improve day-to-day managerial decision-making.
- Actionable Manager's Toolkit:** Develop a ready-to-use toolkit that can be immediately applied in real workplace situations.

Learning Process and Style

The learning process combines:

- Case studies & real corporate scenarios
- Role-plays and simulations
- Group discussions & peer learning
- Assessments & reflection exercises
- Practical toolkits to apply back at work

Participants learn not just “concepts”, but how to apply them in real workplace contexts - aligned with adult learning best practices used in leading Executive Education globally.

Program Delivery Methodology

The program uses experiential, practice-oriented learning methods to ensure participants can immediately apply concepts and tools effectively in real workplace contexts. This programme uses a blended methodology including :

- Live workshops with experts
- Interactive sessions & group problem solving
- Experiential exercises & role-play simulations
- Peer collaboration & feedback sessions
- Action planning for workplace application

Who Should Attend

This programme is ideal for :

- Newly promoted managers and supervisors
- Professionals who have taken on team leadership responsibilities
- Technical experts transitioning to managerial roles
- High-potential contributors earmarked for leadership roles
- Managers seeking better people-management and execution skills

Select sessions would be conducted by industry experts.