

## Competency Enhancement Programme on 'Motivation and Leadership' for the Senior Project Functionaries of Development Organisations

November 09-13, 2020

Programme Co-ordinators: Prof. Amrita Dhiman and Prof. Hemnath Rao H

### Introduction

State/District Project Functionaries of State Rural Livelihood Missions (SRLMs) and other development organisations represent the cutting edge in the development sector. They are constantly challenged by their stakeholders to demonstrate qualities of leadership that are vital to the success of various development interventions and to managing change at the individual and community levels. Their own morale impacts the motivation of the Block level functionaries and all others engaged with the communities in identifying opportunities for sustainable livelihoods and staying ahead of the challenges faced by members of self-help groups (SHGs) in furthering their well-being.

With a span of management exceeding 100 staff members on an average, most senior project functionaries interface with multiple departments and agencies within the district administration besides being responsible for management of human and financial resources. Therefore, the ability to motivate and lead people, is viewed as an essential competency for their effective performance. In this regard, the Development Management Institute (DMI), Patna has scheduled a one week Competency Enhancement Programme (CEP) on 'Motivation and Leadership' on the lines of a similar programme organized previously for District Project Managers of the Bihar Rural Livelihoods Promotion Society (BRLPS-JEEViKA) and Senior Project Functionaries of other SRLMs in the country. Based on the feedback received, the programme design has been suitably updated.

### Learning Objectives

1. To introduce the participants to various concepts and models of motivation applicable to internal and external environment of SRLMs and other development organisations.
2. To link motivation and leadership development processes in shaping the innovative growth of organisations as they expand and diversify.
3. To enrich the competencies of participants in managing human resources and partner networks for organisational effectiveness.

## **Programme Content**

### **Motivating Self and Teams**

1. Understanding and motivating oneself in the face of development challenges that Senior Project Functionaries are confronted with.
2. Integrating goals of a mission mode organisation with Individual goals
3. Motivating and building teams at the level of Thematic Managers and Block Project Functionaries with team spirit cascading down to the levels of Area and Community Co-ordinators.

### **Linking Motivation and Leadership**

1. Discuss and understand linkages between motivation and leadership in an environment where co-ordination with multiple stakeholders and managing their expectations, is required.
2. Leadership Traits And Styles
3. Situational Leadership for employee motivation in a development organisation.

### **Managing Human Resources**

1. Manpower Planning and Deployment with balancing of line and staff functionaries.
2. Induction and Placement of both internally promoted and externally recruited staff
3. People Development Processes- Performance counselling and feedback; Conflict Resolution and managing partnership networks.

### **Personal Effectiveness**

1. Meeting and Conferencing Skills
2. Managing Time
3. Emotional Intelligence

## **Pedagogy**

Interactive class room lectures by experienced resource persons, case studies, management games and group work will be used to facilitate learning. It is expected that the experience sharing among participants from different states would contribute substantively to the richness of the learning processes.

## **Who Will Benefit?**

State/District Project Functionaries of State Rural Livelihood Missions (SRLMs) working in the state offices or heading the district project units will benefit immensely from the learning experience. Other senior professionals from development organisations operating in agri-business, livelihoods will find the programme useful.

### Programme Fee

The programme is fully residential and fee per participants is INR 30,000/- per person. The fee is inclusive of GST (current rate), boarding, tuition fee, reading material, stationery, etc. Accommodation cost\* will be chargeable on actual basis as per the choice of participant.

#### \*Accommodation Cost (checkout 12:00 Noon)

#	Components	Amount (INR)
1	Single Occupancy	Rs 4,500 /-
2	Double occupancy	Rs 3,500 /-

### Faculty Profile for the Program

<https://dmi.ac.in/about-faculty/5/Amrita>

<https://dmi.ac.in/about-faculty/1/Hemnath%20Rao>

**Deadline for the Confirmation of Participation: October 23, 2020**

### Contact Details

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