

# DEALING WITH CHANGE RESISTANCE

## 5 - Day Residential Capacity Building Program

Under the aegis of

Department of Science & Technology  
Ministry of Science & Technology  
Government of India

02 - 06 February, 2026



<https://www.training.dst.gov.in>

<https://www.iimv.ac.in/>

# IIM Visakhapatnam

Indian Institute of Management Visakhapatnam (IIMV) belongs to the prestigious IIM family of business schools. It is a new generation IIM, set up by the Government of India in September 2015.

The Institute has two campuses with state-of-the-art facilities in the “City of Destiny”, Visakhapatnam. Its city campus is located in the salubrious precincts of Andhra University. The permanent campus, a world-class GRIHA-5 Star rated facility on approx. 241 acres of land, is located at Gambheeram Village, Anandapuram Mandal, about 25 kilometers from the city campus, on the National Highway (NH) 16 to Kolkata.

## Course Introduction

In today’s fast-evolving science and technology (S&T) landscape, change is both inevitable and continuous—driven by disruptive innovations, emerging research priorities, and shifting policy frameworks. Organizations in this ecosystem increasingly rely on leaders who can navigate uncertainty, manage transformation, and translate scientific progress into sustainable.

This 5-day capacity-building program is designed to strengthen the leadership competencies of scientists, technologists, and research managers, equipping them with tools to drive change, foster innovation, and build resilient teams.

Through interactive sessions, case discussions, role plays, and practical exercises, participants will:

- Explore the dynamics of leading change in research and technology-driven organizations.
- Understand strategies to overcome resistance while fostering a culture of adaptability and innovation.
- Learn how to align change initiatives with national priorities, institutional missions, and long-term R&D goals.
- Develop leadership skills to inspire high-performing research teams and encourage cross-disciplinary collaboration.

The program will also emphasize conflict resolution, consensus-building, and cross-functional coordination—vital capabilities for sustaining momentum in complex S&T projects.

## Course Objectives

- ➔ Understand the principles and practices of leading change in science and technology organizations.
- ➔ Think strategically to align change initiatives with institutional, national, and global R&D goals.
- ➔ Acquire competencies to manage resistance, conflict, and crises in S&T leadership roles. Enhance collaboration and cross-functional coordination to sustain scientific and technological transformation.

## Program Fee

The program fee will be borne by the Department of Science & Technology, Ministry of Science & Technology, Government of India. This is a residential program, and IIMV will provide on-campus board and lodging for the participants. However, the travel costs shall be borne by the participants themselves.



## Target Audience

Scientists/technologists holding scientific posts/working in Scientific Ministries/Departments of Govt. of India and State Governments, Autonomous Institutions/Public Sector Undertakings of Central/State Governments, Research and Development Institutions/Research Laboratories of Central/State Governments, Central/State Universities, State Science & Technology Councils.

Academicians or professors holding a Ph.D. or M.Tech degree and actively involved in research and development (R&D)



## Pedagogy

The program will adopt a highly interactive and participant-centric pedagogy to ensure practical learning and long-term application. The sessions will combine class discussions to encourage sharing of perspectives, case studies to analyze real-world communication and leadership scenarios, and experiential exercises that allow participants to practice skills in simulated environments. Role-plays will be used to build confidence in handling workplace situations such as negotiations, presentations, and conflict resolution.





## How to Apply

Eligible participants are requested to submit their applications through the link provided below.

<https://www.https://training.dst.gov.in>

## Program Directors

### Prof Anupama Sharma

Assistant Professor  
OBHR



### Prof Happy Paul

Associate Professor  
OBHR



## Program Information

**Dates:** • 02 - 06 February, 2026

IIM Visakhapatnam  
**Venue:** Main Campus

## Contact Us

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