

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

22 - 26 September, 2025



<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. At 26th place among the business schools pan-India in the National Institutional Ranking Framework 2024 of the Government of India, it is ahead of all new-generation IIMs established in 2015/2016.

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 kilo-meters from the city campus, on the National Highway (NH) 16 to Kolkata.

Course Introduction

Change is an inevitable reality in today’s dynamic business landscape, and organizations increasingly rely on leaders who can effectively navigate and drive transformation. This course is designed to equip participants with the essential knowledge, skills, and attributes required to function as impactful change agents within their organizations.

Through this program, participants will gain a comprehensive understanding of the challenges and levers involved in managing and leading change, while exploring practical strategies to overcome resistance and foster a culture of adaptability. The course emphasizes the importance of strategic thinking in shaping and guiding organizational change, enabling leaders to not only inspire high-performing teams but also align change initiatives with long-term goals.

Participants will also be exposed to the critical nuances of cross-functional coordination, ensuring that collaborative efforts drive organizational success. Special attention will be given to developing techniques for conflict resolution and consensus-building, which are vital for sustaining momentum during complex change processes.

By the end of this course, learners will be well-prepared to take on leadership roles that demand resilience, foresight, and the ability to guide people through transitions—emerging as effective catalysts of organizational growth and innovation.

Course Objectives

- ➔ Develop a deep understanding of the knowledge, skills, and attributes necessary to function as an effective change agent.
- ➔ Identify the challenges and levers of managing and leading change in organizations.
- ➔ Imbibe strategic thinking to lead organizational change and inspire high-performing teams
- ➔ Appreciate the nuances of cross-functional coordination; and develop techniques of conflict- resolution and consensus-building.

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 programme uses an interactive and experiential approach to equip scientists and academicians with the knowledge and skills to lead and facilitate organizational change. It covers understanding resistance, fostering collaboration, and using communication strategically to drive change. Participants will learn influence techniques, lead change initiatives, manage conflicts, and build consensus. The programme also emphasizes organizational change through design thinking and the role of servant leadership in guiding teams. Through discussions, case studies, and practical exercises, participants will gain both conceptual insights and hands-on skills to implement change effectively within their institutions.



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 Bishakha Majumdar

Assistant Professor
OBHR



Program Information

Dates: • 22 - 26 September, 2025

IIM Visakhapatnam
Venue: Main Campus

Contact Us

Executive Education Programs Office.
Indian Institute of Management Visakhapatnam
Gambheeram Village
Anandapuram Mandal,
Visakhapatnam – 531 163
Phone No. : +91-7569309207
Email: eep-office@iimv.ac.in;
aao.eep@iimv.ac.in

