



**Institute of
Management Technology**
Ghaziabad, Delhi NCR



Leading Change Inside-Out: Transforming Self, Teams & Culture



<https://www.imt.edu/open-programs/>

ABOUT US

Established in 1980, the Institute of Management Technology Ghaziabad is one of India's leading management institutions with strong national and global recognition. Set up under the aegis of the Lajpat Rai Educational Society, IMT Ghaziabad is among the earliest business schools in India to receive AACSB accreditation and is also accredited by SAQS, AIU, and NBA. The institute features among the Top 100 globally in the Financial Times Masters in Management 2025 and is ranked number one in India and 59th worldwide in the Financial Times Masters in Finance 2026. IMT Ghaziabad is also ranked 30th in the NIRF India Rankings 2025 for Management.

PROGRAM CONTEXT

In today's rapidly evolving business environment, leading change is no longer a periodic necessity—it is a continuous leadership mandate. This Management Development Program on 'Leading Change Inside-Out' is designed for experienced managers who are ready to critically examine their current leadership assumptions, strengthen their change leadership toolkit, and navigate complex change initiatives with greater clarity and impact. Anchored in academic research and enriched with real-world corporate insights, the program offers a rigorous, reflective, and interactive learning experience. Participants will engage in pre-readings, live case discussions, simulations, peer dialogues, and personal reflections. Facilitated by instructors with a unique blend of academic grounding and 25+ years of boardroom and corporate leadership experience, the program aims to challenge and expand each participant's capacity to lead transformative change—at both individual and organizational levels.

PROGRAM OBJECTIVES

- Develop evidence-based understanding of change leadership.
- Strengthen capability to manage resistance and uncertainty.
- Build skills to influence culture and senior stakeholders.
- Translate frameworks into workplace action.
- Develop a personal Change Leadership Agenda.

DELIVERABLES

- Change Leadership Readiness Profile
- Leadership toolkit
- Four experiential practice labs
- Personal Change Leadership Agenda
- 30-day implementation review (only with premium access)

PROGRAM THEMES / MODULES

Day	Session / Theme / Module (90 min each)	Learning Objectives	Instructor
Day 1	Module 1: Leadership as a Catalyst for Change	Level 5 Leadership, Think–Feel–Do, Fixed Vs Growth Mindset	Prof. Nidheesh Joseph
	Practice Lab 1 – Case Deep Dive: Project Oxygen	Apply change leadership concepts through case analysis	Dr. Manoj Varghese
	Module 2: Managing Resistance to Change	Resistance, Immunity to Change, Power and Politics	Prof. Nidheesh Joseph
	Practice Lab 2 – Change Simulation	Harvard Simulation and debrief on leading resistance	Prof. Nidheesh Joseph & Dr. Manoj Varghese
Day 2	Module 3: Leading Culture Change	Culture diagnosis and transformation	Prof. Nidheesh Joseph
	Practice Lab 3 – Culture Change Case/Game	Case-based application of culture change frameworks	Prof. Nidheesh Joseph
	Module 4: Leading Change at the Top	Working with CXOs, Boards and strategic stakeholders	Prof. Puneet Gupta
	Practice Lab 4 – Developing Your Change Leadership Agenda	Develop and present a personal change agenda with feedback	Prof. Nidheesh Joseph & Prof. Puneet Gupta



PEDAGOGY:

- Concept sessions
- Case discussions
- Harvard Simulation
- Action learning
- Peer reflection
- Post-program review (only with premium access)

TARGET AUDIENCE:

Mid- to senior-level managers and leaders responsible for strategic, cultural or digital transformation (5+ years' experience).

PROGRAM DIRECTOR:

Programme Director: Prof. Nidheesh Joseph, HRM, IMT Ghaziabad

Co-Faculty: Prof. Puneet Gupta, Finance, IMT Ghaziabad

Industry Faculty: Dr. Manoj Varghese, CPO, TonikBank (Philippines)

Administrative Details:

Date(s): November 2026

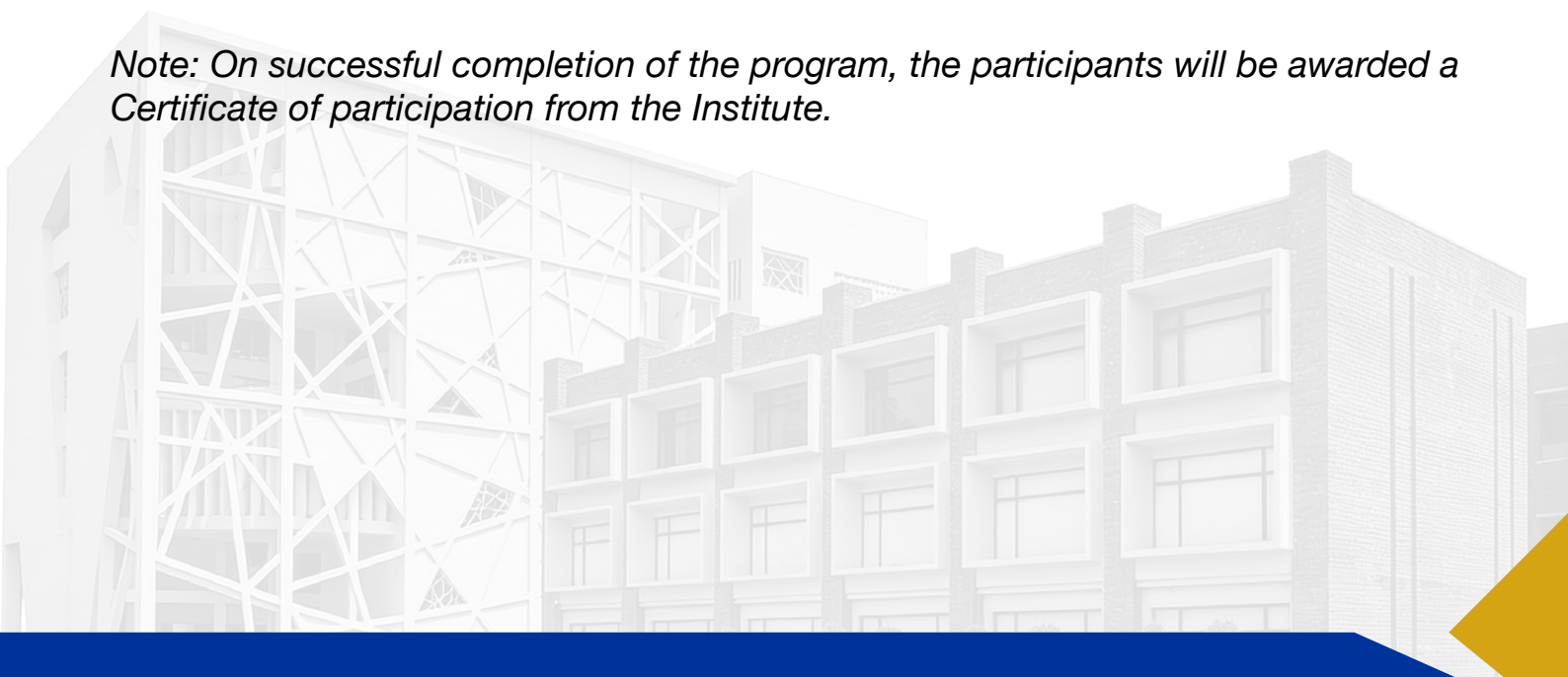
Mode: In-person

Duration: 2 Days (8 × 90-minute sessions)

Includes: Pre-assessment, workshop and one post program (within 30-days) online feedback session (only for premium access)

Venue: IMT Ghaziabad (Institute of Management Technology, Raj Nagar, Ghaziabad)

Note: On successful completion of the program, the participants will be awarded a Certificate of participation from the Institute.





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