



Management Development Program (MDP)

Women in Leadership (WIL)

Managing Change through Action Learning

Dates - 13 & 14, February 2026

IN JOINT COLLABORATION WITH

Action Learning Associates, UK

Registration Deadline February 7, 2026





Pedagogical Foundation (Running Through Both Days)

The program is designed entirely on the Action Learning cycle, ensuring:

- Participants bring real leadership and change-related challenges
- Learning occurs in small, supportive Action Learning Sets
- Facilitated by a skilled Action Learning Coach
- Emphasis on powerful questioning, reflection, and insight generation
- Each session culminates in commitment to action
- Continuous action-reflection-learning loop

Day 1: Knowing Self & Leading Change From Within

- Session 1 : Opening & Action Learning Orientation: Women, Leadership and Change
- Session 2 : Knowing Self I: Personality, Leadership Style & Change Readiness
- Session 3 : Knowing Self II: Emotional Intelligence for Women Leaders
- Session 4 : Change Management through the Lens of Action Learning

Day 2: Taking Action, Learning In Action

- Session 5 : Action Learning Deep Dive: The Discipline of Questioning & Reflection
- Session 6 : From Insight to Action: Experimenting with Change
- Session 7 : Sustaining Change: Learning Agility and Leadership Presence
- Session 8 : Panel Discussion: Women Achievers and Men Champions of Change

Programme Outcomes

By the end of the MDP, participants will:

- Develop deep self-awareness, self-agency emotional intelligence
- Learn to lead change through inquiry, reflection, and action
- Apply Action Learning to real organizational challenges
- Build confidence, voice, and peer support networks
- Leave with clear action commitments and learning capability

For Whom

This MDP is designed for Junior, Middle & Senior level Women Leaders.

Learning Architecture

Real problems + Action Learning Sets + Skilled Facilitation + Reflection + Action

Program Designed By :Dr. Smita & Ms. Charlotte



Dr Smita Singh (Dabholkar)
Associate Professor - HR and OB
IMT Nagpur

Dr Smita Singh (Dabholkar) is an Associate Professor in HR and OB at IMT Nagpur. She is a certified assessor and practitioner of MBTI & Emotional Intelligence. She is empaneled with various organizations as a consulting psychologist and provides her expertise in recruitment to organizations. An accomplished academic, she has authored three books, including Accelerated Action Learning, co-authored with Dr. William Rothwell and globally by Routledge. Her book on Emotional Intelligence, published by Cengage, includes a foreword by HH Dalai Lama. She has been a visiting faculty at IMT Dubai. She coaches leaders and conducts behavioral training for PSUs, MSMEs, and corporate professionals. She actively contributes to national and regional industry associations.



Ms. Charlotte Snowdon
Director
Action Learning Associates

Charlotte is a leadership development specialist with over 20 years' experience across learning & development, senior operational leadership and organisational change. Her leadership ethos is grounded in purpose, integrity and learning through experience.

She believes leadership is built in the real world through reflection, courageous conversations and taking responsibility for impact. Known for a calm, coaching-led and inclusive style, Charlotte creates safe yet challenging spaces where leaders think clearly, grow in confidence and turn insight into action. An expert in Action Learning, she helps leaders learn by doing, not just knowing.

Expert Insights from (Online / Offline)



Mr Vijay Phansikar
Editor
The Hitavada



Mr. Nick Wright
Senior Associate,
Action Learning Associates, UK



Dr. William Rothwell
Distinguished Professor Emeritus & Academy Professor, College of Education, DLPS, The Pennsylvania State University, USA



Dr. Sanchita Kumar
CHRO and Head of CSR FIAPL



Ms. Nidhi Mulik -GM
Leader-Engagement & Leadership COE,
Persistent Systems



Ms. Usha Vishwakarma
Chief Managing Trustee,
Red Brigade Lucknow



Registration

Fees: ₹ 15,000/- Per head including GST

Last date: February 7, 2026

Payment Mode

NEFT/RTGS Transfer:

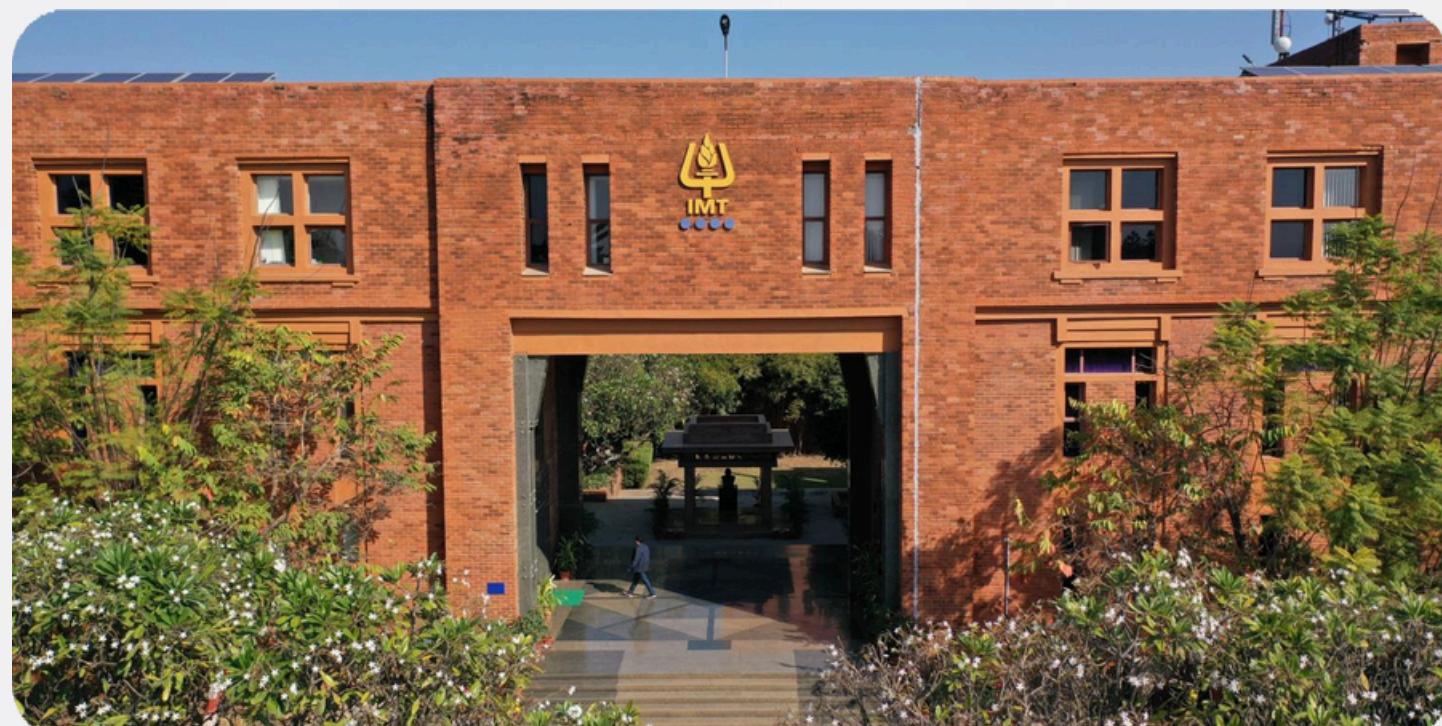
- Institute of Management Technology, Nagpur
- A/c No. 005901041608
- Name of Bank - ICICI Bank Ltd.
- IFSC Code - ICIC0000059
- Account Type: Savings Account

Scan and Pay with any UPI app



imtnagpur@icici / 9075078600

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TECH.(NAGPUR)



Payment Terms

- IMT Nagpur reserves the right to cancel or postpone the Management Development Programme (MDP) in the unforeseen circumstances. In such cases, IMT Nagpur will ensure a 100% refund of the fees to the participants.
- Participants need to make payment using the details below and share the payment details with screenshots on the email mdp@imtnag.ac.in.
- Once payment is made, participants may not claim/request a refund.
- IMT Nagpur is not responsible for any credit made using any other payment details/method.
- Candidature is not transferable in any circumstances.

 **REGISTER NOW**

Program Venue

IMT Nagpur, 35KmMilestone, Katol
Road, Nagpur (MH) - 441502, India

Contact Person:

Dr. Smita Singh(Dabholkar)



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