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# FAIRFIELD

## INSTITUTE OF MANAGEMENT & TECHNOLOGY



Affiliated to GGS IP University, an 'A+' Grade College by DHE, Govt. of NCT DELHI,  
Approved by AICTE, Bar Council of India, NCTE and Recognised under 2(f) of UGC Act of 1956

# CERTIFICATE COURSE

ON

# STRATEGIC LEADERSHIP & MANAGEMENT, LEADING PEOPLE AND TEAMS

APRIL 2025 – JUNE 2025

&

SEPTEMBER 2025 – NOVEMBER 2025



**BLENDED LEARNING / समिश्रित अधिगम**



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# CERTIFICATE COURSE BROCHURE : 2025

## STRATEGIC LEADERSHIP & MANAGEMENT, LEADING PEOPLE & TEAMS

### ABOUT FAIRFIELD COLLEGE

The Fairfield Institute of Management and Technology (FIMT) is a NAAC accredited prestigious college in Delhi with an ambiance representing the academic culture of the capital town of the largest democracy in the world and a vibrant emerging economy. Established by the Fairfield Group of Institutions, it is an 'A' grade college approved by the Government of NCT of Delhi, affiliated with the prestigious Guru Gobind Singh Indraprastha University. FIMT is approved by All India Council of Technical Education (AICTE), Bar Council of India(BCI), National Council for Teacher Education (NCTE) and other authenticating bodies. Fairfield Group of Institutions is backed by a legacy of 50 years of shaping students' careers in the country in areas of Management, Commerce, Teachers' education, Journalism, Information and Communication Technology, Humanities, and Law & Legal Studies. The institutional distinction includes social outreach, field studies, and job orientation programs in respective areas of Study with specialized Add On Courses.

### INTRODUCTION OF CERTIFICATE COURSE

A competitive advantage is created when there is a proper match between strategic leadership and management. Ineffective strategy/management match may result in company rigidity and redtapism, given the complexity and need for rapid changes in today's competitive landscape. Thus, effective strategic leaders seek to develop an organizational structure and accompanying controls that are superior to those of their competitors. Selecting the organizational structure and controls that result in effective implementation of chosen strategies is a fundamental challenge for managers, especially top-level managers. This is because companies must be flexible, innovative, and creative in the global economy if they are to exploit their core competencies in the pursuit of marketplace opportunities. Companies must also maintain a certain degree of stability in their structures so that day-to-day tasks can be completed efficiently.

To act and contribute as a manager, leader, team member and employee in today's emerging business scenario, skills related to strategic leadership, organizational and leadership processes are necessary. Keeping in mind for the development of Nation, we need strategic leaders and manager. So for requirements of leaders and managers in organizations Fairfield Institute of Management & Technology, New Delhi is going to start a certificate course on "Strategic Leadership & Management, Leading people and Teams" for the students of Management. This certificate course is designed to focus and enhance the knowledge of management students and bring their knowledge in practical and in Nation development, which may bring changes in any individual also.

### COURSE OBJECTIVES

- Gain greater insight into your own leadership style, habits, and disciplines
- Acquire new tools and resources to tackle future leadership challenges
- Learn how to engage with people and groups that hold deeply differing views and perceptions
- Discover how to work more effectively with teams and manage processes
- Learn to recognize people's emotional needs and the impact leaders may have on them
- Refine your vision and narrative for yourself and for your followers, constituents, and community
- To evaluate the role of leadership in the development of an organization.
- To provide an understanding of factors influencing teamwork and team leadership
- To provide a theoretical understanding of leadership practices in organizations to provide framework for the students to understand the importance of leadership and team effectiveness in organizations.

### COURSE OUTCOME

By the end of the course, the students should be able to:

- Explain how global leadership skills contribute to leadership effectiveness.
- Understand the leader's role in team based organizations.
- Explain the potential contribution of outdoor training to the development of team leadership.
- Explain the basics of leadership during crisis.
- Explain how evidence based leadership can contribute to contingency and situation leadership.

### EVALUATION METHODOLOGY OF THE CERTIFICATE COURSE

Evaluation methodology includes Hybrid Mode, Subjective and Objective Assessment, Presentation, class contribution and any other component as decided by the respective course faculties. A minimum of 75% attendance is a prerequisite for the successful completion of this program. The program may require participants to work on individual/group assignments and/or projects. The main objective of such assignments / projects will be to help the participants apply their conceptual learning in the program to actual organizational decision scenarios. The participants will have to secure the minimum passing marks in the respective evaluation. Participants who successfully complete the same and satisfy the requisite attendance criteria, will be awarded a certificate of completion. Participants who are unable to clear the evaluation criteria but have the requisite attendance will be awarded a participation certificate.

### HIGHLIGHTS OF THE CERTIFICATE COURSE

- This Certificate course holds significant merit for Teachers, seasoned In-Service Teachers, administrators and aspiring Professional Portfolio Pupil Teachers/Students. Duration of the Course: Three Months or 30 Hours.
- Mode: Hybrid (Offline/ Online). Medium of Instruction: Bilingual (Hindi/ English).

### ADMISSION PROCESS

The Online Session will commence from April 2025 - June 2025 & September 2025 - November 2025 (on Saturdays only). The Admission Committee of FIMT shall make admission based on screening / merit in 10+2 or Bachelor's degree in any discipline followed by Group Discussion.

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## STRATEGIC LEADERSHIP & MANAGEMENT, LEADING PEOPLE & TEAMS

### PROGRAMME CONTENT

S. NO.	TOPIC	HOUR
1	Orientation, Introduction to Leadership & Team Management	1
2	Leadership Myths; Interactional Framework for analyzing leadership; Leadership Development	1
3	Leader Development- The Action-Observation-Reflection Model	1
4	LMX Theory and Normative Decision Model; Situational Leadership Model	1
5	Contingency Model and Path Goal Theory	1
6	Emotional Approach Charismatic and Transformational Leadership; Leadership for Tomorrow	1
7	Leadership Attributes; Personality Traits and Leadership	1
8	Personality Types and Leadership; Intelligence and Leadership; Emotional Intelligence and Leadership	1
9	Power and Leadership; The art of influence in leadership	1
10	Leadership and "Doing the Right Things; Character-Based Approach to Leadership	1
11	Role of Ethics and Values in Organizational Leadership	1
12	Leadership Behavior; Leadership Pipeline; Assessing Leadership Behaviors	1
13	Multi-rater Feedback Instruments; The Dark Side of; Leadership- Destructive Leadership	1
14	Managerial Incompetence and Derailment Conflict Management	1
15	Negotiation and Leadership; Leadership under a crisis situation	1
16	The Situation and the Environment	1
17	Culture and Leadership; Global Leadership	1
18	Motivation and Leadership; Introduction to Groups and Teams	1
19	Characteristics of Leader, Follower and Situation	1
20	Group Dynamics; Team Formation	1
21	Delegation and Empowerment; Leading teams: Enhancing teamwork within a group	1
22	The leader's role in team-based organizations	1
23	Leader actions that foster Teamwork Effectiveness; Offsite training and team development	1
24	Understanding Team processes and Team Coaching	1
25	Team decision making and conflict management; Virtual teams	1
26	Managing Multicultural teams; Building great teams	1
27	Experiential Learning; Action Learning; Development Planning	1
28	GAP Analysis; Coaching and Mentoring	1
29	Women in Leadership Roles	1
30	Building Effective Relationship with subordinates and peers	1
31	Fostering Followers satisfaction	1
32	The Art of Communication; Setting Goals and Providing Constructive Feedback;	1
33	Enhancing Creativity problem solving skills	1
34	Building High-Performance Teams	1
35	The Rocket Model; Building Credibility and Trust; Skills for Developing. Others	1
36	Team Building at the Top; Community Leadership	1

### PEDAGOGY

The pedagogy will be highly interactive in hybrid mode. It will consist of a judicious blend of lectures, real life case studies, quizzes & assignment

### ELIGIBILITY CRITERIA

An applicant who has successfully completed Senior Secondary School Course (10+2) or any equivalent with no age bar.

### CERTIFICATE

After Course Completion, Certificate will be provided by Guru Gobind Singh Indraprastha University(GGSIPU) New Delhi.

### REGISTRATION

- All interested candidates should register through the link <https://forms.gle/ZiLKSeWFL1a3sXzr7>
- Fee Structure: 10,000/- (₹)
- Examination fee : 1,000/- (₹)
- Payable through Online Mode.

ACCOUNT HOLDER NAME	FAIRFIELD INSTITUTE OF MANAGEMENT & TECHNOLOGY
BANK NAME	HDFC BANK
ACCOUNT NUMBER	50200024027620
ACCOUNT TYPE	CURRENT
RTGS/NEFT/IFSC CODE	HDFC 0004404
BRANCH	MAHIPALPUR







# PROFESSIONAL COURSES @FIMT

**FIMT-SCHOOL OF LAW- BBA-LL.B. INTEGRATED(H.) , BA-LL.B. INTEGRATED(H.) , LL.M.**

**FIMT-SCHOOL OF ENGINEERING & TECHNOLOGY- BCA , B.TECH. (CSE / IT / AI&ML)**

**FIMT-SCHOOL OF JOURNALISM & MASS COMMUNICATION- BA(JMC)**

**FIMT-SCHOOL OF HUMANITIES & SOCIAL SCIENCES- BA-(H) ENG.**

**FIMT-SCHOOL OF BUSINESS ADMINISTRATION- BBA(GEN.)**

**FIMT-SCHOOL OF COMMERCE- B.COM.(H)**

**FIMT-SCHOOL OF EDUCATION- B.ED.**



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