

8th Leadership Development Programme



Leadership Reimagined: Building Human Advantage in an AI-Driven World

7-9 March 2026
Mayfair Resort
Darjeeling



Programme Chair

Uttam Lal
Director Personnel
NHPC Ltd



Mid-level Leadership Development Programme

Because Leading From The Middle Isn't Easy

Mid-level roles demand more than management - they call for real leadership.

This programme helps professionals step up by learning from real experiences, building confidence, and leading with clarity and purpose.

Bridging the Leadership Gap

Leading from the middle is one of the most challenging roles in any organisation. This programme helps mid-level professionals become confident, purpose-driven leaders prepared for greater challenges.

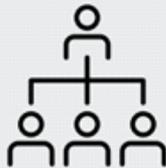
Learn by doing. Grow through experience.

Develop the mindset, skills, and presence to lead with impact.

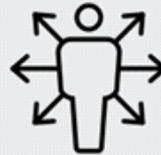
THE TRANSFORMATION STARTS HERE



LEARN THE ART OF
COLLABORATION



WORK WITH YOUR
ORGANISATIONAL
HIERARCHY



OWN YOUR
INFLUENCE



DEFINE PERSONAL
LEADERSHIP AND
CAREER GOALS

Why This Programme?

Mid-level managers are the engine of execution - but to lead, they must think strategically, act collaboratively, and inspire teams. This programme addresses today's most critical leadership gaps:

- Bridging hierarchy gaps for seamless collaboration
- Leading hybrid & cross-functional teams effectively
- Building resilience to navigate uncertainty
- Managing multiple high-stake priorities with clarity

What You'll Gain

- Participants will walk away with:
- A stronger leadership mindset
- Better decision-making skills
- Tools to guide and inspire teams
- More confidence in handling challenges

Programme Highlights

- Designed for Leaders, by Leaders
- Boot Camp-Style Immersion with Industry Experts
- Executive Coaching for Real-World Leadership Roles
- Completion Certificate from AIMA - A National Apex Body

Learning Outcomes

By the end of the programme, participants will be able to:

- Navigate cross-functional challenges with clarity and agility
- Build and lead diverse, high-performing teams
- Strengthen leadership presence through self-awareness
- Leverage digital tools and trends for smarter leadership
- Develop action plans to solve leadership challenges
- Expand peer networks through collaborative learning

Who Should Attend

- Professionals identified as future leaders
- Managers handling teams, functions, or complex projects
- Those preparing for strategic or cross-functional roles
- Individuals ready to lead people, not just manage tasks

How You'll Learn

This isn't a classroom, it's a real-world leadership lab.

- Expect an engaging mix of:
- Group discussions, team challenges, and case exercises
- Peer learning and cross-industry sharing
- Coaching moments and personal reflection
- The goal: make learning stick and skills show up where they matter most, at work.

PROGRAMME CHAIR



Uttam Lal
Director Personnel
NHPC Ltd

Uttam Lal is an alumnus of the Xavier Institute of Social Sciences (XISS) and brings over 35 years of experience in strategic human resources, with expertise in HR policy, compensation and benefits, industrial relations, CSR, R&R and land acquisition. He serves as Director (Personnel) on the Board of NHPC Ltd., India's largest green power company. Earlier, he headed the CSR, R&R and Land Acquisition Group at NTPC and led the HR function at NETRA, NTPC's R&D wing, playing a key role in institution building. He received the ET HR World Future Skills Gold Award, 2024, and believes in a people-first leadership approach.

HR Leader Speaks



Dr. Yatindra Dwivedi
Director HR
Powergrid India Ltd

CEO Speaks



Dhruva Mukherjee
CEO ABP Group

Top Cop



Harmeet Singh
IPS, DGP - Assam

HR Leader Speaks



Samiran Sinha Ray
CHRO, NEEPCO Ltd

Design Thinking Coach



Ayan Pal
Author at Readomania, Senior Consultant at IBM, Past District Director and Presidential Citation Winner at Toastmasters International and multiple-times TEDx Speaker

Personal Finance



Sumana Datta
Assistant Vice President & Head
Financial Wellness Program
DSP Mutual Fund

Registration Process

Participant(s) from different functional areas can be nominated by the Corporate and PSUs. Multiple nomination can also be made.

Participation Fee

- Delegate Fee 1 - 2 participants - INR 90,000 per delegate + GST
- Delegate Fee 3 and above participants - INR 85,000 per delegate + GST

Note:

- The registration fee includes the course fee, study material, cost of accommodation for 2 nights, breakfast, lunches, dinners as per itinerary
- The accommodation will be on twin occupancy. The registration fee does not include local travel, airfare, airport taxes, airport transfers, personal expenses such as telephone calls, laundry, soft/hard drinks, use of mini bar, additional / extended stay, etc.
- 18% GST will be charged extra • Registrations are confirmed upon receipt of payment only

Venue

Mayfair Resort, Darjeeling

Previous Programme Glimpses



8th Leadership Development Programme

7– 9 March 2026 | Mayfair Hotel & Resort - Darjeeling

AGENDA

Day 1 – Saturday, March 7, 2026

1400 hrs	Arrival & Check-in
1545 – 1600 hrs	Lunch
1600 – 1645 hrs	Welcome and Ice-Breaking Neeraj Kapoor Director, AIMA
1645 – 1815 hrs	Setting the Context: Leading with Purpose in a Disrupted World <p>As organisations navigate turbulence, leaders must balance performance with purpose. The Chairman sets the tone for the programme, emphasising empathy, innovation, and sustainability as the cornerstones of modern leadership.</p> Uttam Lal Director (HR), NHPC Ltd.
1815 – 1830 hrs	Networking Tea/Coffee
1830 – 2000 hrs	Lessons from an IPS : Leadership Under Pressure <p>From the frontlines to the boardroom, learn how composure, courage, and clarity define leadership in moments of crisis.</p> Harmeet Singh DGP Assam
2030 hrs onwards	Informal Welcome Interaction with Networking Cocktail & Dinner

Day 2 – Sunday, March 8, 2026

0800 – 0930 hrs	Breakfast
0930 – 1045 hrs	CEO Session: Leading in the AI Era <p>In a world where AI is reshaping decisions, workflows, and customer expectations, leadership demands a new mindset. This session offers a CEO's perspective on steering organizations through rapid technological change, balancing intuition with data, nurturing an adaptive culture, and inspiring teams to embrace AI-driven transformation while staying anchored in purpose and values.</p> Dhruba Mukherjee CEO- ABP Group
1100 – 1430 hrs	Locale Expedition
1430 – 1530 hrs	Lunch
1530 – 1700 hrs	Session: The Role of Financial Well-Being <p>This session would help mid-level leaders understand how financial well-being strengthens confidence, decision-making, and emotional stability in high-pressure roles. Define life goals clearly and use time and cost to prioritise better—at work and in life.</p> Sumana Datta Assistant Vice President & Head, Financial Wellness Program DSP Mutual Fund
1700 – 1830 hrs	Session: From Control to Empowerment: The Future of Public Sector Leadership <p>Public sector leadership is shifting from rigid, top-down control to a more empowering and collaborative approach. Modern leaders focus on trust, shared decision-making, and employee engagement to drive innovation and responsiveness. By fostering accountability and inclusivity, they enable teams to adapt to complex challenges. This transformation helps create more citizen-centered and resilient public institutions.</p> Samiran Sinha Ray CHRO NEEPCO Ltd. Chaired & Moderated By Uttam Lal Director (HR), NHPC Ltd.
2000 hrs onwards	Dinner

0800 – 0930 hrs

Breakfast

0930 – 1100 hrs

Design Thinking for Leaders: Innovation with Empathy

In an era where challenges are complex and solutions demand creativity, Design Thinking helps leaders see through the eyes of their users. This session explores how empathy, experimentation, and collaboration can unlock innovation and transform workplace problem-solving. Learn to reframe challenges, prototype ideas, and lead teams with a human-centered mindset that drives meaningful change.

Ayan Pal

Author at Readomania, Senior Consultant at IBM, Past District Director and Presidential Citation Winner at Toastmasters International, and multiple-times TEDx Speaker

1100 – 1230 hrs

Session: AI, Digital HR & Analytics for Business & HR Alignment

AI, Digital HR, and workforce analytics are transforming how organizations align HR strategies with business goals. AI automates processes and enhances talent decisions, while digital HR platforms streamline operations and improve employee experience. HR analytics provides data-driven insights into performance, workforce planning, and retention. Together, they enable HR to act as a strategic partner that drives measurable business outcomes.

Dr. Yatindra Dwivedi

Director HR- Powergrid Limited

Chaired & Moderated By

Uttam Lal

Director (HR), NHPC Ltd.

1230 - 1245 hrs

Summing up & Key Takeaways: Distribution of Participation Certificates

1245 hrs onwards

Lunch & Close

For Registration Contact

Vishal Sinha, Deputy Director

M: + 91 9811538282, E: vsinha@aima.in

All India Management Association, Management House, 14, Institutional Area, Lodi Road, New Delhi – 110 003
www.aima.in