

- Faculty and students of TEQIP-II institutions: Nil
- Industry / Organizational Sponsorship: ₹ 10,000
- Academic Faculty: ₹ 7,000
- Student & Research Scholar: ₹ 5000
- For faculty and students of IIT Kharagpur: ₹ 1000

Payment should be made via demand draft drawn in favour of "CEP-STC, IIT Kharagpur", payable at Kharagpur

DEMAND DRAFT DETAILS	
Amount ₹	
Bank Name	
Place	
Branch Code	
DD No. & Date	

#### Declaration

The information provided is true to the best of my knowledge. If selected, I agree to abide by the rules and regulations of the course and shall attend the course for the entire duration without any failure.

Place \_\_\_\_\_

Date \_\_\_\_\_

Signature of applicant \_\_\_\_\_

**Please complete the details above and mail alongwith registration fee to:**

**Prof. Dr. Rabindra Kumar Pradhan**  
 Dept. of Humanities and Social Sciences  
 IIT Kharagpur – 721302  
 E-mail: rkpradhan@hss.iitkgp.ernet.in

## About IIT Kharagpur

### History

First in the chain of IITs to be set up by the Government of India, Indian Institute of Technology, Kharagpur started in 1951 in the erstwhile Hijli Detention Camp. It has now blossomed into one of the finest technical institutions in the world, with 585 faculty members in 19 Departments, 9 Centres, and 12 Schools offering 6 M.Sc. programmes, 5 Joint M.Sc. -Ph.D. programmes, 15 B.Tech (Hons.) programmes, 49 joint M.Tech. - Ph.D programmes, 2 M.Tech. programmes (in video-conferencing mode), 1 Master of City Planning programme, 1 Master of Medical Science and Technology programme, 1 LL.B. in Intellectual Property Rights programme, 34 Dual-Degree (both B.Tech and M.Tech) programmes, and 2 Management programmes. It also has MS, Ph.D, and D.Sc. programmes.

### Location

Kharagpur is known world over for two landmarks. One, the longest railway platform, and the other, the Indian Institute of Technology, more commonly known as IIT. Situated about 120 km west of Kolkata, Kharagpur can be reached in about 2 hours by train from Howrah railway station of Kolkata or 3 hours by car from Kolkata Airport. Kharagpur is also connected by direct train services to most major cities of the country. The Institute is about 10 minutes drive (5 km) from the Kharagpur railway station. Private taxi, auto-rickshaw or cycle-rickshaw can be hired to reach the Institute.

### Weather

Winter (October to February) is moderate and pleasant (10 to 25°C) in Kharagpur. Summer (March to June) is hot (25 to 40°C) and sometimes humid. Rains are normally confined to the months of June to September.

# CREATIVITY AND INNOVATION AT WORK

## Overview

The demand for creativity from employees is rising across industries in this age of rapid technological advancement. An organization can use innovation to convert its creative resources into appropriate solutions and reap a return on its investment. It's important to note that innovation is usually not a naturally-occurring phenomenon. Like a plant, it requires the proper nutrients to flourish, including effective strategies and frameworks that promote divergent levels of thinking. An innovative workplace requires a leader who can provide the right combination of people, processes and focus. Great organizations don't depend on a small number of exclusive people groomed by its leaders to come up with innovations. Instead the leaders are required to create a culture in which every employee is encouraged and empowered to innovate – whether it's in processes, products, or services. Therefore, creativity should not just confine for "creatives" rather, it is required to be a mental tool prized by employers across all fields in an establishment.

### Objective of the Course

This course will enable the participants to understand the concept and models of creativity, its, nature and characteristics. They will learn about various designs of corporate creativity and innovation and its importance in organizations' survival. They will also be familiarized with latest organizational strategies and HR practices used for making organizations creative and innovative. The participants will learn about useful tools and techniques for the assessment and intervention for organizational creativity.

### Important Dates

**Last Date for Receiving Application:** October 25, 2015

**Intimation to Participants:** October 28, 2015

**Course Duration:** November 6 - 8, 2015

### Venue

IIT Kharagpur and its extension centers at Bhubaneswar and Kolkata through online video lecture. All video-conferencing enabled classrooms at Kharagpur, Kolkata and Bhubaneswar are equipped with high definition video-conferencing system. Each of these acoustic treated air-conditioned video enabled classrooms with multiple HD cameras, document viewers and large display monitors permit teachers to conduct LIVE interactive sessions from Kharagpur with multiple remote classrooms at Kolkata and Bhubaneswar. 8 Mbps leased line connectivity of Kolkata and Bhubaneswar centers with Kharagpur ensure uninterrupted bi-directional lossless audio video transmission.

### Eligibility

1. Emerging scholars interested in the field of creativity and innovation.
2. Counsellors, and consultants having interest in human development.
3. Working professionals and Executives at all levels with experience in the HRD functions will find this programme very enlighten and useful. (iii) Teachers, Trainers and Managers will extract maximum from this course and will find this programme more educative and useful in their individual and organizational life.
4. Minimum Qualification for a participant is Graduation.

### Course Schedule and Methods

This course is meant for 10 Hours Lectures including practical exercises. Minimum 02 Hrs lectures per day.



rabi2020@gmail.com | rkpradhan@hss.iitkgp.ernet.in

## Course Contents

- 1 Challenges in the existing approaches to workplace issues
- 2 Antecedents and consequences of creativity and innovation
- 3 Building a culture of innovation & creativity
- 4 Innovative HR practices for creative organization
- 5 Role of leadership
- 6 Role of IPR to promote innovative ideas and IR issues
- 7 Nurturing creative mindsets in organizations

## The Faculty



**Prof (Dr.) Rabindra Kumar Pradhan** is Associate Professor in the Dept of Humanities and Social Sciences, IIT Kharagpur. His areas of specializations are Social and Organizational Psychology, Industrial Psychology, Positive Psychology, Managerial Psychology, Organizational Behaviour and Human Resource Development and Management. He has more than 18 years of experience in the field of training, teaching and research in the above fields. He has trained more than 1000 defence personnel, scientists, managers and academicians in the field of OB, HR and organizational psychology. Dr. Pradhan is a member of various professional organizations such as National HRD Network, Indian Society for Training and Development, International Association of Applied Psychology, International Association of Cross-cultural Psychology, National Academy of Psychology, India, Indian Academy of Applied Psychology, and Indian Science Congress Association. He has more than 50 publications in referred journals, news papers, magazines and books. He has published 04 books in the area of emotional Intelligence and Human Resources Development and management that have received wide attention from academics and other professional societies. Dr. Pradhan is a recipient of the "Best Trainer Award" for Excellence in Training and HRD from Indian Society for Training and Development (ISTD), Hyderabad, 2012; Best Teacher Award in HRD & Training g from ISTD, Kolkata, 2013 and Rashtriya Gaurav Award from IIFS, New Delhi, 2014.

## Course Fees

1. **No Course fees for faculty and students of TEQIP-II institutions.**
2. **Industry/ Organizational Sponsorship:** ₹ 10,000
3. **Academic Faculty:** ₹ 7,000
4. **Student & Research Scholar:** ₹ 5000
5. **For faculty and students of IIT Kharagpur:** ₹ 1000

Course fee may be sent to the course coordinators in form of Demand Draft in favour of "CEP-STC, IIT Kharagpur", payable at Kharagpur. Course fees cover course materials, and toolkit.

## Accommodation

Outstation participants will be provided accommodation at IIT Kharagpur on self payment basis as per availability on prior request.

## Course Co-Ordinator

**Dr. Rabindra Kumar Pradhan**  
Department of Humanities and Social Sciences  
Indian Institute of Technology Kharagpur  
Kharagpur-721302, West Bengal, India  
Phone: 03222-282346 (O), 03222-282347 (R),  
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Email: rabi2020@gmail.com  
rkpradhan@hss.iitkgp.ernet.in

## REGISTRATION FORM

## KNOWLEDGE DISSEMINATION PROGRAMME CREATIVITY AND INNOVATION AT WORK

November 6 - 8, 2015

Name .....

Date of Birth .....

Gender  Male  FemaleCategory  Academic  Student  Professional  
(Please enclose a bonafide certificate from your parent institution)

Organization .....

Address for Correspondence .....

Preferred location for attending .....

Phone .....

E-mail .....

Highest Academic Qualification .....

Experience (in years) .....

Accommodation Required (at IIT Kharagpur)  Yes  No