



ENGINEERING STAFF COLLEGE OF INDIA

Autonomous Organ of The Institution of Engineers (India)
(IMS [ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO 45001:2018],
ISO/IEC 17025:2017 Certified, AICTE & CEA Recognized Institution)
Old Bombay Road, Gachibowli, Hyderabad – 500 032. Telangana, India



Management and Technology Division

Hybrid (Offline & Online) Continuing Professional Development Programme on

Change Management, Creative and Inventive Thinking

Dates: 26 – 29 October 2026
at ESCI Campus, Hyderabad

INTRODUCTION

In a rapidly changing professional environment, the ability to adapt, innovate and think differently is essential for organizational success. This CPDP is designed to equip professionals with practical skills in managing change, overcoming resistance, generating creative ideas, and developing innovative solutions to workplace challenges.

The programme will also emphasize strategic thinking, collaborative problem-solving and effective decision-making, enabling participants to respond proactively to emerging challenges and opportunities. By integrating creative and inventive thinking with change management practices, participants will be encouraged to develop new perspectives, practical ideas and sustainable approaches that contribute to improved individual and organizational performance.

Through interactive sessions, case studies, group activities and experiential learning, participants will learn to embrace change, challenge conventional thinking, enhance problem-solving abilities and foster a culture of creativity and continuous improvement in their organizations.

OBJECTIVES

The programme objectives are to:

- Understand the principles, processes and challenges of effective change management.
- Develop the ability to adapt positively to organizational and technological changes.
- Enhance creative thinking, idea generation and innovative problem-solving skills.
- Encourage inventive approaches for addressing complex workplace challenges.
- Build skills in collaboration, decision-making and implementing sustainable improvements.

COURSE COVERAGE

The following course content will be detailed during the training programme:

- **Fundamentals of Change Management**
 - Drivers and dynamics of organizational change
 - Managing resistance and stakeholder expectations
- **Leading Change Effectively**
 - Leadership approaches for successful change
 - Communication and employee engagement strategies
- **Creative Thinking Techniques**
 - Creative problem-solving and idea generation
 - Lateral thinking and challenging conventional assumptions
- **Inventive Thinking & Innovation**
 - Principles and tools for inventive thinking
 - Converting ideas into practical and innovative solutions
- **Strategic Problem-Solving & Decision-Making**

- Analytical approaches to complex workplace challenges
- Risk assessment and effective decision-making
- **Building a Culture of Innovation**
 - Fostering creativity, collaboration and continuous improvement
 - Creating an environment that supports new ideas and experimentation
- **Innovation Implementation & Continuous Improvement**
 - Translating creative ideas into actionable projects and measurable outcomes
 - Sustaining innovation through feedback, learning and continuous improvement

METHODOLOGY

Methodology of the programme includes class room Sessions with Lecture/discussion with audio visual aid, benched marked practices if any, video shows, Chalk & Talk sessions, group discussions, case studies, debates, sharing of experiences, etc. All the sessions will be interactive demanding active participation from all the members. Case Method of Instructions will be the main method of knowledge facilitation.

TARGET PARTICIPANTS

The programme is useful for Scientists, Technologists, Engineers, Managers working in S&T Organizations, Professionals from Government, Public Sector Undertakings (from product, process and service sectors), Private sector and Faculties/Professors and Staff of various Universities and Engineering colleges.

BENEFITS TO THE PARTICIPANTS

- Enhanced adaptability: Develop confidence and practical skills to manage organizational change and respond effectively to emerging challenges.
- Stronger creative & innovative thinking: Learn techniques to generate ideas, challenge conventional approaches, and develop inventive solutions.
- Improved professional effectiveness: Strengthen problem-solving, decision-making, collaboration, and leadership capabilities for better workplace outcomes.

EXPERT FACULTY

The faculty consists of experts from industry, research establishments and academia besides that from ESCI.

PROGRAMME DIRECTOR

Dr. U S JYOTHI, FIE

Sr. Faculty & Head

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PROGRAMME DATES & TIMINGS

Dates: 26 – 29 October 2026

Timings: On the first day Registration will commence at **09:00 Hrs**. On all other days the programme timings will be from **09:45-17:15 Hrs** with breaks in between for tea and lunch.

COURSE FEE: Rs.22,000/- (Rupees Twenty-Two Thousand only) per Participant + GST@18% Extra. Fee includes, course material, course kit, twin-sharing/single AC accommodation as per availability, breakfast, lunch, dinner, tea / coffee and snacks during the actual days of training programme.

Online: WebEx platform

Rs. 14000/- (Rupees Fourteen Thousand only) per participant + GST@18% Extra.

DISCOUNTS (only for Offline participants)

- **Non-Residential Fee:** 10% discount on course fee is allowed for non-residential participants.

Programme fee is to be paid in in favor of **“THE INSTITUTION OF ENGINEERS (INDIA) – ENGINEERING STAFF COLLEGE OF INDIA”** in the form of demand draft payable at Hyderabad. Alternatively, the payment may be made by Electronic Fund Transfer (EFT) to ESCI - **SB A/c No.0432104000039631 with The IDBI Bank Ltd., Gachibowli Branch, Plot No. 2-53/2, JNIBF, IIIT Junction, Gachibowli, Hyderabad-500032 by RTG’s/ NIFT / IFSC Code No: IBKL0000432**. While using EFT method of payment, please ensure to communicate us your company name, our Invoice reference and programme title.

CERTIFICATION

A Certificate of participation will be awarded to each participant on conclusion of the programme.

GENERAL INSTRUCTIONS

- ESCI encourages participants to present case studies from their respective organizations.
- ESCI provides complimentary accommodation and boarding to the participants one day before commencement (Check-in 1200 h) and one day after conclusion (Check-out 1200 h) of the programme duration. Overstay charges will be applicable as per ESCI rules (subject to availability of accommodation).
- Well-developed Information Centre and Internet facilities are available to the participants free of cost.