

## People Management for Entrepreneurs Syllabus

Week/Module	Topics	Release Date
<b>Week 0</b>	<ul style="list-style-type: none"> <li>• Demo Video</li> <li>• Welcome to the course</li> <li>• Course Schedule</li> <li>• Grading Policy</li> <li>• Exam Details</li> <li>• FAQ</li> </ul>	31 <sup>st</sup> July 2023
<b>Week 1: Thinking Like an Owner or Founder</b>	<ul style="list-style-type: none"> <li>• Weekly Overview</li> <li>• People Aspect of Entrepreneurship</li> <li>• Are You an Owner or a manager</li> <li>• Insights from Doer</li> <li>• The Art of Reflection</li> <li>• Owner vs Manager- Part 1</li> <li>• Owner vs Manager- Part 1</li> <li>• Summary</li> </ul>	31 <sup>st</sup> July 2023
<b>Week 2: Managing for Growth</b>	<ul style="list-style-type: none"> <li>• Weekly Overview</li> <li>• Definition of Organization Growth</li> <li>• HR Challenges in Rapid Growth Companies - Article 1</li> <li>• HR Challenges in Rapid Growth Companies - Article 2</li> <li>• The Dimensions of Scaling</li> <li>• Insights from the Doers</li> <li>• Aspects of Rapid Growth Organizations - Part 1</li> <li>• Aspects of Rapid Growth Organizations - Part 2</li> <li>• Aspects of Rapid Growth Organizations - Part 3</li> <li>• Further Insights - Part 1</li> <li>• Further Insights - Part 2</li> <li>• Summary</li> </ul>	11 <sup>th</sup> August 2023

<p><b>Week 3: Designing Your Organization</b></p>	<ul style="list-style-type: none"> <li>• Weekly overview</li> <li>• Definition of Organization Design</li> <li>• The Need for Organization Structure</li> <li>• Understanding Organization Structure - Part 1</li> <li>• Understanding Organization Structure - Part 2</li> <li>• Understanding Organization Structure - Part 3</li> <li>• Meaning of Organization Culture</li> <li>• How is Organization Culture Created?</li> <li>• The Role of Organization Culture</li> <li>• Insights from Anu Sharma</li> <li>• Summary</li> <li>• Week Three Feedback</li> </ul>	<p>18<sup>th</sup> August 2023</p>
	<p>Mid – Term Assessment</p>	<p>18<sup>th</sup> August 2023 <b>Due Date: 18<sup>th</sup> September 2023</b></p>
<p><b>Week 4: Getting the Right Talent</b></p>	<ul style="list-style-type: none"> <li>• Weekly Overview</li> <li>• Transitioning to Human Resource Management</li> <li>• Creating Organizational Value Proposition</li> <li>• Creating Value Proposition through People Philosophy</li> <li>• The Concept of a Position</li> <li>• Creating a Position Description</li> <li>• Creating a Position Specification</li> <li>• Importance of Position Description</li> <li>• Position Description and Recruitment</li> <li>• Key Aspects of Selection Process - Part 1</li> <li>• Key Aspects of Selection Process - Part 2</li> <li>• Selection Process and Organization Culture</li> <li>• Insights from Anu Sharma</li> </ul>	<p>25<sup>th</sup> August 2023</p>

	<ul style="list-style-type: none"> <li>• Summary</li> </ul>	
<b>Week 5: Creating a Performance Culture</b>	<ul style="list-style-type: none"> <li>• Weekly Overview</li> <li>• Key Aspects of High Performance Culture</li> <li>• Dimensions of Performance Management</li> <li>• Measuring Organizational Performance</li> <li>• Performance Management Process</li> <li>• Planning and Goal Setting</li> <li>• Coaching and Feedback</li> <li>• Evaluation and Assessment</li> <li>• Conclusion</li> <li>• Insights from Anu Sharma</li> <li>• Summary</li> </ul>	1 <sup>st</sup> September 2023
<b>Week 6: Living and Leaving Your Legacy</b>	<ul style="list-style-type: none"> <li>• Weekly Overview</li> <li>• Overview of Current Module</li> <li>• Recap of Past Modules</li> <li>• Reflecting on Your Strengths and Weaknesses</li> <li>• Dimensions of Managerial Effectiveness</li> <li>• Dimensions of Personal Effectiveness</li> <li>• Leaving Your Legacy - Part 1</li> <li>• Leaving Your Legacy - Part 2</li> <li>• The Obituary Exercise</li> <li>• Conclusion</li> <li>• Summary</li> </ul>	8 <sup>th</sup> September 2023
	End – Term Assessment	29 <sup>th</sup> September 2023 <b>Due Date: 29<sup>th</sup> October 2023</b>

### Final Exam Details:

If you wish to obtain a certificate, you must register and take the proctored exam in person at one of the designated exam centres. The registration URL will be announced when the registration form is open. To obtain the certification, you need to fill out the online registration form and pay the exam fee. More details will be provided when the exam registration form is published, including any potential changes. For further information on the exam locations and the conditions associated with filling out the form, please refer to the form.

### Grading Policy:

Assessment Type	Weightage
Mid-Term & End-Term	25%
Final Exam	75%

### Certificate Eligibility:

- 40% marks and above in Mid Term & End Term
- 40% marks and above in the final proctored exam

***Disclaimer: In order to be eligible for the certificate, you must register for enrolment and exams using the same email ID. If different email IDs are used, you will not be considered eligible for the certificate.***