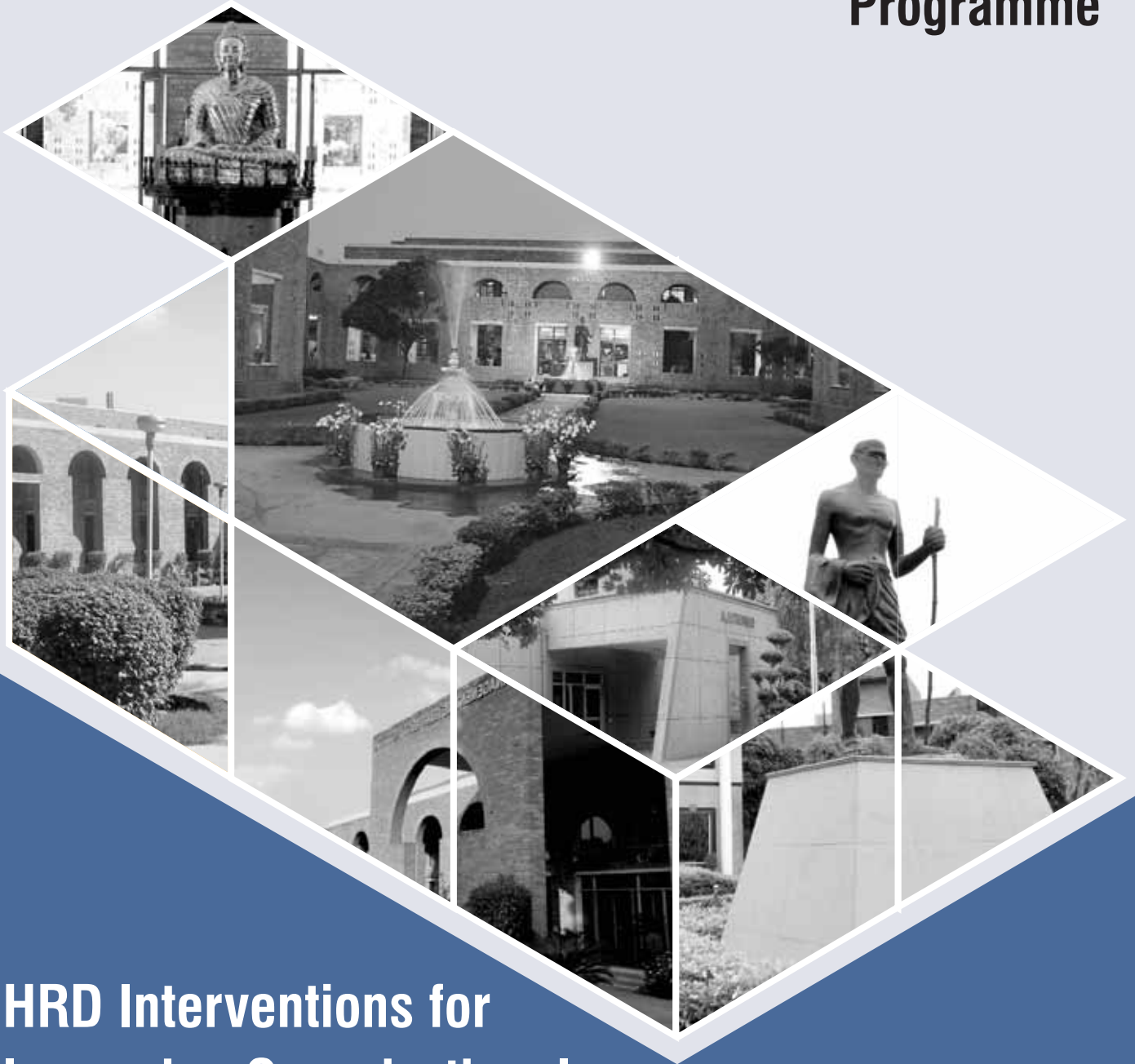


Management Development Programme



HRD Interventions for Improving Organizational Performance

March 15-17, 2017
MDI Campus, Gurgaon



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Institute

About The Program

In today's changing economic scenario human resources and their competence hold a key position, as the real strength of organizations depend upon the strengths and capabilities of their people. It is true that only dynamic employees can build dynamic organizations. Motivated and competent work force makes organisation to grow and achieve goals. Therefore, an organisation to be successful must ensure all round development which will lead to high level of motivation, competence and commitment of its people. Development of human resources to their maximum potential and use of such talents is the core HRD efforts in an organisation. Success of any HRD effort/programme in an organisation not only depends on the contributions made by HRD/personal professional/managers but also the line managers who are equally responsible as they are the actual users of different HRD interventions. They must be fully involved in the HRD process, without which HRD efforts may turn to be a ritual. MDI has designed this programme for managers entrusted with the HRD function.

Focus Of The Programme

The programme focuses on improving the much needed managerial skills and attempts to enhance professional abilities to handle HRD related functions effectively.

Objectives

To appreciate basic philosophy & concept

To enable participants to operationalise the HRD philosophy through effective systems

To identify potential areas for change and develop strategies and action plan to enhance HRD productivity.

Contents

HRD philosophy and Change Management

Performance Management

Training & Development

HRD practices in Motivating people and developing subordinates.

Building Leadership Competency

Managing Diversity and Inclusion

Pedagogy

The methodology adopted would be interactive. Case studies, practical exercises and group discussions involving the participants would be used to supplement classroom lectures.

Target Audience

The programme has been designed for inter-disciplinary team of executives from the corporate sector (PSEs, Private Sectors, MNCs, Financial Institutions and Banks).

Venue & Duration

The programme is scheduled during March 15-17, 2017 on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurgaon. Accommodation for participants would be available at MDI campus from the afternoon of March 14, 2017 to the forenoon of March 18, 2017.

Discount Policy

With a view to our long term relationship with your esteemed organization, we are pleased to introduce the discount policy in a particular programme. The discount will be observed in the following conditions:

1. 10% Discount against 3-5 nominations
2. 20% Discount against more than 5 nominations

Registration & Fee

Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details.

The fee of the program is **Rs. 36,000/- (Rupees Thirty Six Thousand only)** per participant which includes professional fee and all charges for lodging and boarding and supply of course materials. **Service Tax as applicable will be charged extra in addition to the programme fee.** Payment should be made by a crossed Demand Draft/Cheque/NEFT/RTGS in favour of "Management Development Institute, Gurgaon (Haryana)", and send to the Chief Administrative Officer (Programmes), Management Development Institute, Sukhrali, Mehrauli Road, Sector-17, Gurgaon 122007, Haryana, INDIA.

Important Dates

The last date for receipt of nominations is March 06, 2017 and the last date for withdrawal of nominations is March 08, 2017. Any withdrawal received after this date will be subject to deduction as per the Institute's rules. However, substitution may be permitted.

Nominating organizations are advised to await confirmation of acceptance of nominations(s) before sending the participants to the programme venue.

Enquiry

For any Additional information / enquiry, please write to:

Chief Administrative Officer (Programmes),
Management Development Institute,
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Program Directors :

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Prof. (Dr.) J.K. Jain is a Ph.D. in the area of Human Resource Management. His flair for research and consulting led him to be associated with the Planning Commission and international agencies like ILO, UNDP and USAID. He was a UNDP/ILO fellow at the RVB Management Institute, the Netherlands. Prof Jain is visiting professor EDHEC Business School, France & IAE Business School Aix En Provence France. His teaching, training and consulting interests are HRD, building effective IR strategy, grievance handling, trade unions, motivation, performance appraisal, motivating people, subordinate development, manpower planning, assessing training needs, evaluation of training and reproductive health management. He has conducted number of training programmes for Senior/Middle level officers of ONGC, BEL, PowerGrid and many other organizations. He is the Chairman of HR area in MDI. He also holds the chair of National Management Programme (NMP) in MDI. He has been visiting QUT university for a international program on HRM since last 12 yearly regularly.

Prof. Nidhi S. Bisht
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Prof. (Dr.) Nidhi S. Bisht is a Ph.D and MBA (Gold medalist) from Kumaun University, Nainital. With more than 10 years of experience in teaching research and administration, she has been associated with various management institutes as a full time and visiting faculty in India. She has presented papers in various national and international conferences with 4 'Best Paper' awards. She has some national and international referred papers, cases, book chapters, book reviews and articles to her credit. She has served as trainer for many organizations like Hyundai, Reliance Life Insurance, Vodafone, 1 solutions, Bharat Electronics Limited and Chief Engineers-Indian Army. Her teaching interests include Human Resource Planning, Reward & Recognition & Diversity and Inclusion. Her current reserach interests include employee engagement, work related rumination and psychological detachment.



About MDI

The Management Development Institute (MDI) was established in 1973 with the active support of IFCI following an initial grant received from KFW, West Germany. The Institute soon established itself as one of the earliest centers for continuing education in India.

As an endorsement of its front runner position in the field of Post Graduate Education in Management in India, MDI's PGPM (a two-year full time MBA equivalent program) has been awarded "A" Grade by the National Board of Accreditation of All India Council for Technical Education (AICTE). Various surveys have ranked MDI among the top B-schools of the Country. The MDI is the first Indian B-school with Global accreditation AMBA-Association of MBAs, UK. The education programs comprise of two-year full-time PGPM, PGP-HR, PGP-IM, 15-month Executive PGDBM, three-year Executive Management Program, Doctoral level FPM I EFPM, Post Graduate Program in Energy Management, and PG Diploma in Public Policy and Management. In addition to its academic programs, MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 43 years in this field, MDI conducts nearly 200 weeks of intensive short-term training programs each year, aimed at executives and managers from industry. Over 3000 managers participate in these programs each year. These include open programs, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence'.

MDI offers consulting services in the different functional areas of management. The driving force at MDI is a dedicated team of distinguished faculty who has extensive experience and expertise in diverse fields. Over the years, there has been distinctive shift in emphasis from helping design and implement policies, systems and processes in functional domains to cross-functional domains. The institute is recognized by the industry (public and private). Central and State governments, and NGOs and is known for providing quality services to its clients. MDI always strives to provide high quality, cost-effective and timely services to the clients. It has remained contemporary through its primary focus on research, adapting to change and developing innovative strategies to facilitate the process of change in the dynamic business environment. The institute's clients say that it has been able to add value to them by bringing in a strong cross-functional emphasis in their approach to carry out business.

As part of its strong research focus, MDI supports the following research initiatives:

- Centre for Supply Chain Management
- Centre for Excellence in Information Management
- Centre for Entrepreneurship
- Centre for Transformational Leadership
- Centre for Corporate Governance
- Centre for Responsible Business
- Centre for Positive Scholarship

MDI maintains high level of academic excellence in management. It has over 80 full-time faculties who have several years of experience

having worked at senior positions in the industry. The faculty is thus able to deliver a healthy mix of practical insights and academic rigor in the classroom. MDI also has strong links with leading international B-schools. This aids in delivering a globalized management curriculum. As part of the global initiatives, student and faculty exchanges go on regularly. Joint research projects are also undertaken. Above all, MDI has a well developed state-of-the-art infrastructure, which includes a library with a collection of over 60,000 volumes, and online access to international journals, a computer center with over 500 PCs, air conditioned lecture halls and syndicate rooms, besides a host of other recreational facilities.

MDI's International Partners

MDI has active linkages with McGill University, Canada, University of Waterloo, Waterloo, School of Public Policy, George Mason University, USA, University of Connecticut, USA, Cambridge College, Massachusetts, USA, DeGroote School of Business, McMaster University, Canada, Robert H. Smith School of Business, University of Maryland, USA, Marquette University, Wisconsin, USA, Bentley College, USA, The University of North Carolina, Kenan-Flagler Business School, Chapel Hill, USA, North Carolina State University, Raleigh, North Carolina, USA, ESCP-EAP, France, EOHEC Business School, France, The Institute d'Etudes Politiques de Paris (Sciences-Po), IAE Aix-en Provence, France, Total Professors Association (TPA), Paris, Grenoble Ecole de Management, Grenoble, Bergische Universitat Wuppertal, Wuppertal, HHL Leipzig Graduate School of Management, Leipzig, International University in Germany, Bruchsal, European Business School - Oestrich-Winkel, Frankfurt School of Finance & Management, Frankfurt, Vienna University of Eco. & Business Administration, Austria, Copenhagen Business School, Denmark, Aarhus School of Business, Denmark, Solvay Business School, Brussels, The Faculty of Applied Economics, University of Antwerp, Belgium, BI Norwegian School of Management, Norway, Unlversua Carlo Cattaneo. (LIUC), Italy, Bocconi University, Milano, Warsaw School of Economics, Poland, Graduate School of Business Economics, Higher School of International Commerce and Finance (WSHiFM), Warsaw, Middlesex University, London, UK, School of Management, Asian Institute of Technology, Thailand, Queensland University of Technology, Brisbane, University of the Free State, Bloemfontein, University of Otago, Dunedin, Leon Recanati Graduate School of Business Administration, LAHAV Executive Education Centre, Faculty of Management, Tel-Aviv University, Tel-Aviv, Israel, University of Tampere, Finland, Lahore University of Management Sciences (WMS), Pakistan, RSM Erasmus University, Rotterdam, Athens University of Economics and Business, Athens, Moscow International Higher Business School "MIRBIS", Moscow, Huazhong University of Science and Technology (HUST), School of Management, China. These linkages operate in the domains of exchange of students, faculty and knowledge. Some executive education programs are co-designed and delivered along with our partners. MDI now has developed a new niche market for foreign institutions in conducting international executive development programs at MDI campus.



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