18th Program on
Human Resource Management
An International Perspective

In association with RMIT
University, Australia
February 03-15, 2020

Management Development Institute
Mehrauli Road, Sukhrali, Gurgaon, India
and
RMIT University, Graduate School of Business and Law,
Melbourne Australia
To achieve competitive advantage at global level, an international perspective is required for successful human resource management interventions. With rapid increase in global activities, the role of international HRM in the companies has grown in significance and is seen as a major determinant of success or failure in international business. To a large extent the successful implementation of global strategies depends on the existence of an adequate supply of internationally experienced managers. Research evidence shows that shortage of international managers is becoming an increasing problem for companies.

The International HRM field is broad and expanding, incorporating many disciplines including cross-cultural management, comparative HRM and strategic international HRM. Technology has shifted the paradigm and newer ways for managing human resources from recruitment to deployment are emerging in the field. Information technology (IT) helped HR managers offload routine tasks and give them more time in solving complex problems. IT also ensured that a greater amount of information is available to make decisions. The technological interventions have changed the nature of jobs and also the nature of business itself. Concerns for managing performance in disruptive environment and challenges of managing diverse workforce has thrown additional challenges to HRM practitioners. Sustainability concerns have added another dimension to the complex task of managing human resource in a global world. Optimum use of resources, ethical decision making and good governance practices have been the focus of successful organizations. An urgent need to learn from different company and different country experiments is being experienced by the practicing managers.

With an aim to meet these requirements and bridge the gap for requisite leadership competencies, a management development program with International exposure has been planned.

The Program on Human Resource Management – an International Perspective would be jointly conducted by MDI, Gurgaon and RMIT, Melbourne, Australia. Interaction with leaders and academics at the Faculty of Business and industry visits would provide rich exposure on the business environment and the opportunity to develop a perspective of how global business is managed. This program is designed to meet the needs of experienced HR specialists and line managers in strategic roles, who wish to develop and implement effective HR strategies in line with their business needs. The ‘Expert Talks’, ‘Games and Simulations based Learning’ and ‘Participant Learning groups’, would ensure a rich learning environment.

**Key Takeaways**

Participants will experience a range of inputs that would provide deeper understanding of HR issues as well as enhance critical approaches and skills to effectively implement HR strategies. The program would enable participants to:

- Increase their understanding of the potential role of strategic HR in their organizations
- Gain greater awareness of how to link HR and business strategies to achieve competitive advantage
- Be acquainted with international HR practices that would increase options for addressing their own organization’s needs
- Enhance essential HR skills needed to drive change in their organizations

Apply their skills to business and organizational issues.

**Additional benefits from this program are;**

- Interaction with international HR scholars and practitioners in a stimulating and pleasant environment
- Providing great opportunities to exchange insights and discussions regarding the latest HR topics
- Building international networks and exploring new collaborative projects

**Program Contents**

This two weeks’ program would explore the best practices and leading edge developments in Management of Human Resource. It would be an intense academic experience with personal insights and growth experience, as participants would be stimulated to relate their own experiences with additional knowledge sharing with an aim to implement the learning in their organizations.

Given below are the major issues and contents that would be covered during the program:

**Role of HR for building sustainable organizations.**

- **Building value based human interventions**
- **Focus on employee experience and customer experience.**
- **Strategies for Multi stakeholder engagement.**
How HR can be a differentiator for competitive advantage

- Link between HR strategies and business strategy:
- From service delivery to business partner by following shifts in the current HR role,
- HR as a change agent.
- Interpersonal Sensitivity
- Use of HR Analytics for workforce management.

People development practices for performance excellence

- Building organizational capability; attracting & retaining high performance employees
- HR’s role in building leadership
- Technology based learning interventions
- Inspiring and influencing for innovative performance

HR at the leading edge

- Mapping Best HR Practices
- Mindfulness based Practices (MAP) for harmonious working.

During the overseas learning module scheduled at Australia, participants would be exposed to current thinking and best practices in international business through interactions with leaders from industry and acclaimed academics from RMIT, Australia.

The pedagogy would be experiential and interactive. Deliberations during the second week would be on the following areas:

- International HRM context
- Benchmarking HR Practices
- Introduction to Design Thinking
- Managing Talent Diversity & Inclusiveness
- Blockchain – The changing Financial Environment: Implications for HR
- Workplace, Health & Safety

In addition to classroom interactions, industry & site visits have been organized for better understanding of the business environment.

Partner Institution

The Graduate School of Business and Law (GSBL), situated in Melbourne’s Central Business District, is one of six schools within RMIT’s College of Business. The School is recognised throughout the Asia Pacific region as a leader in business management and law education, providing work-related education and training and undertaking practical research, relevant to business and community aspirations. They offer a range of development programs and consultancy services for the private, public and not-for-profit sectors. The Graduate School of Business and Law has a strong commitment to innovative and quality research in business and law. The researchers are involved in collaborative research projects with partners within the University, the legal profession, the business community, governmental and non-governmental organizations. Research within the School focuses on organizational planning and strategy, corporate governance and law, user-centered design of information and communication technologies, migration and money, as well as a range of regulatory issues covering labour law, privacy law and transnational regulation.

Researchers in the school produce quality research authoring and contributing to books, leading refereed journals and conferences. The School has a diverse group of research students from Australia and abroad.

The School hosts interdisciplinary seminars that include the Business, Society and Law series, Asia@RMIT (together with the School of Media and Communication and the School of Global Studies, Urban and Social Studies), and the Qualitative Interest Group.

The Centre for Innovative Justice is a leading expert in therapeutic, restorative and other innovative justice strategies and through research, publications and clinical education contributes to addressing the issues that bring people into contact with the justice system.

This Program is for...

In order to maximize the value of peer group learning, participants in the program should be operating in a strategic role. They need to have HR or line responsibilities at middle and senior levels. Participants would be from private and public enterprises as well as the social sector.
Faculty
The program would draw upon the rich experience and insights of leading business leaders and academia from India and Australia.

General Information
Program duration: 2 weeks
Week 1
would be conducted at MDI Campus, Gurgaon, India.
Week 2
at RMIT University, Graduate School of Business & Law, Australia.

Program Fee
Rs. 4,00,000/- includes fee for academic inputs at MDI, boarding and lodging for one week at MDI, cost of academic inputs at Melbourne, travel to Melbourne and back. GST applicable will charged extra. The fee is payable with the nomination form through crossed demand draft payable in favor of Management Development Institute at Gurgaon. The enclosed nomination form should be completed and returned to the Chief Administrative Officer (Programs), Management Development Institute, Sukhrali, Gurgaon-122007.

In case participants are eligible for travel by higher class (Business Class), the differential airfare may be paid directly to the travel operator by nominated organisations.

MDI – Bank Details for Indian/Foreign Fees Remittances

<table>
<thead>
<tr>
<th>Account Holder Name :</th>
<th>Management Development Institute</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank Name :</td>
<td>Corporation Bank</td>
</tr>
<tr>
<td>Branch Name &amp; Address :</td>
<td>Corporation Bank Sector-14, Gurgaon (Haryana)</td>
</tr>
<tr>
<td>Account Type :</td>
<td>SB</td>
</tr>
<tr>
<td>Account No. :</td>
<td>520141001478504</td>
</tr>
<tr>
<td>MICR Code :</td>
<td>110017016</td>
</tr>
<tr>
<td>SWIFT Code :</td>
<td>CORPINBB449</td>
</tr>
<tr>
<td>RTGS/IFSC Code :</td>
<td>CORP0000449</td>
</tr>
<tr>
<td>ABB Code :</td>
<td>0449</td>
</tr>
<tr>
<td>PAN NO</td>
<td>AAATM0612L</td>
</tr>
<tr>
<td>GST Number</td>
<td>06AAATM0612L1ZU</td>
</tr>
</tbody>
</table>

Incidentals
Telephone, laundry, mail etc. and other incidentals handled by MDI would need to be settled with MDI, at the end of the program.

Nominations
The last date for receiving nominations along with the program fee is January 3, 2020, on first come first serve basis, due to requirement of 1 month for Australian Visa.

Program Directors
Dr. Tanuja Sharma, PhD-FMS (Delhi University)
Professor and Area chairperson -Human Resource Management
Presiding officer, Internal Complaint Committee ( ICC)
Email: tanujasharma@mdi.ac.in
Phone: +91-124-4560304
Mobile: 9910841987

Dr. Anil Anand Pathak, PhD (Nagpur University)
Associate Professor, Organizational Behavior
Area Chairperson - Organizational Behavior
Email : apathak@mdi.ac.in
Phone : +91-124-4560317
Mobile: 9971216688

*Programmes with overseas component, discount scheme for multiple participants from one organization will be applicable only for the fees of the domestic component of the programme.*
In recognition of its premium position in the field in India, MDI has been awarded Accreditation ‘A’ Grade by All India Council for Technical Education. MDI is rated as one of the Top 5 B - School in India. Teaching activities comprise of two-year MBA program, National Management Program, part-time Executive MBA program and doctoral studies. MDI turns out some 600 management graduates each year.

MDI has over 36 years of experience in Executive education. Currently, it offers 200 weeks of training programs and trains over 3000 managers each year. Besides customized training programs for the clients, MDI also offers 50 open executive training programs in a year. The education model adopted at MDI is ‘Integrating latest knowledge with business practices through integrated business school activities enabling organizations’ pursuit of excellence’. As a part of its research initiatives, MDI sustains four research centers:

- Center for Supply Chain Management
- Center for Transformational Leadership
- Center for Excellence in Information Management
- Center for Excellence in Information
- Center for Entrepreneurship
- Center for Responsible Business

Center for Positive Scholarship Management the intellectual capital of MDI is a pool of 1200 man-years of knowledge with 80 tenured faculty members. 15 honorary and 120 guest faculty members supplement this.

**Internationally, MDI networks with**

University of Connecticut, USA University of Waterloo McGill University Canada Copenhagen Business School, Denmark.

McGill University, Montreal, Canada ESCP-EAP Berlin, Madrid, Oxford and Paris Faculty of Business Administration, Erasmus University Rotterdam, The Netherlands RMIT University, Graduate School of Business & Law University of Technology, Melbourne Robert H. Smith School of Business, University of Maryland, USA Norwegian School of Management, BI, Norway School of Management, Asian Institute of Technology, Thailand Handelsch ochs chule Leipzig Gmbh (HLL), Germany Solvay Business School, Belgium Sciences Po de Paris The Centre des Etudes Europeans de Strasbourg, Paris MDI has most modern facilities to provide the right ambiance and environment for learning. It has a fully wired campus, with more than 500 Computers in operation. Offices, Library, hostels, classrooms are all connected 24 hours to networks. 6 MBPS Leased Line Internet connectivity is available round the clock.

MDI is proud of its state-of-the-art library with a collection of over 58,000 books and around 350 print journals on management and allied subjects. The electronic library includes over 10,000 online journals and a number of premier online databases.

Residential facilities include 251 Executive Suites, 205 Graduate Students’ Rooms, and 90 Staff Residences. There are four Dining Halls that cater to approximately 1600 meals in a day.

**About The Program Directors**

**Dr. Tanuja Sharma** is the Area Chairperson and Professor, Human Resource Management and Presiding officer, ICC in MDI, Gurgaon. Prior to MDI, she was a faculty in SSCCBS (University of Delhi BBS Program) and has also worked for five years in both private and public organizations. She has done her masters’ (MBA with specialization in HR) from MONIRBA and BSC (Biology group) from University of Allahabad and. Her PhD from Faculty of Management Studies, Univ. of Delhi, on ‘Performance Management for attaining Quality’ received ‘Mercer Award Asia 2005’, given by Mercer Human Resource Consulting, Singapore for innovative, practical Asian Human Resource Research.

She is a faculty for Performance mgt., Compensation management and Business Ethics and engages classes for fresh MBAs and mid-career managers, participants from public policy management, defence services and other joint government and private business organization’s academic programs being conducted in MDI. She is a visiting faculty for many institutions. She has extensively trained and consulted both public and private organizations of repute.

She has presented research papers in international conferences and has published cases, papers and book & book chapters in the area of Performance mgt. in National & International forums. Her current research interests include ‘Positive Organizational Scholarship’ and ‘Compassion in Organization’. She is supervising researches on the subject of ‘Mindfulness’, ‘Happiness’ and ‘Dignity’ at Work.

She is a student of ‘Buddhist Philosophy’, and wishes to integrate the Eastern Philosophy and Universal Ethics Principles of Wisdom based Compassion of HH Dalai Lama with Western World view for Ethical Leadership for creating more humane and sustainable workplace. She has organized “Fish Bowl” discussions on the subject of ‘Compassion in Corporations’ and ‘Compassionate city, Gurgaon” by engaging leaders from both business corporations and society to explore and understand the ways and means of weaving ‘Mindful Compassion’ and ‘Empathetic Living’ at work and in daily life.

Some special invitations to her include Member, interview panels for UPSC, India, Member, Performance Management Cell, Cabinet Secretariat, Government of India (2012-2015); Member, sub-group -9 on Human Resources Development and Capacity Building, Ministry of Power for formulation of 12th & 13th five-year plan; Member RAC (apex research committee) Shiv Nader University; subject matter expert(SME) for performance management in SHRM India in the past and invitations to many HR related panels and other invitations in government and private bodies including CII-HR Excellence awards, women in Public Sector (WIPS), DU, IIT Roorki, and NIOS etc. She is in the board of CSRL, a NPO running the program, ‘Super 30’, supporting under-privileged students in securing admission to premier engineering institutions in India.

Her Social Initiatives include supporting women and education initiatives by conducting workshops and personal sponsorships and involvement with NGOs for educational support and guidance to young talent.

**Dr. Anil Anand Pathak** is Associate professor & Chairperson, Organizational Behaviour Area. He is with MDI, Gurgaon since 2004. He is a Ph.D. in Psychology and has worked in the area of ‘Personality & Careers in Organization ‘for his doctoral work. He has also been trained for teaching ‘Case Method’ at the Indian Institute of Management, Ahmedabad. His interests lie mostly in Understanding Self, Personality, Motivation, Leadership and Survey Research. Dr. Pathak has taught courses like Organizational Behavior, Leadership and Motivation, Negotiation Skills, Lessons
on Motivation and Leadership through Literature and Recruitment & Selection at MDI Gurgaon in various Post Graduate Programs in Management.

Dr. Pathak is a trainer and has been regularly conducting classroom and outdoor training fornumerous Government Departments, Public Sector Organizations, MNCs, and Private companies. The outdoor training that he has conducted for the officials and managers of various companies were conducted at sites like Chamba (NewTehri), Jim Corbett National Park, Nainital, Chail, Haridwar and Rishikesh. Apart from regular teaching and research he is also involved in conducting training on Personal, Interpersonal and Managerial Effectiveness, Team Building and Conflict Management and Negotiation Skills for numerous organizations. Dr. Pathak has held various positions of responsibility at MDI Gurgaon namely, Warden Boys' hostels, Chair – Students Affairs, Chair – Admissions, and Chair – PGHRM program. He is the recipient of “Best Trainer” at MDI Gurgaon for the year 2011-12.

For queries about HRM Program, contact:
Chief Administrative Officer (Programs) Management Development Institute, Sukhrali, Gurgaon-122007 (Haryana).
Ph.:+ 91-124-4560004

A Partial List of Sponsoring Organizations in Past HRM Programmes

- Bank of Baroda
- BSNL
- Bharat Electronics Limited
- Bharat Petroleum Corporation Ltd.
- Bharat Earth Movers Limited
- Bhakra Beas Management Board
- Bongaigaon Refinery & Petrochemicals Ltd.
- Bureau of Indian Standards
- Central Coalfields Limited
- Coal India Limited
- Controller General of Defence Accounts Ministry of Defence
- Central Research Institute for Jute & Allied Fibres
- Central Board of Excise & Customs
- Central Bank of India
- Delhi State Indl. Development Corporation Ltd
- Department of Posts
- Department of Science and Technology
- Department of Finance & Banking
- Export-Import Bank of India
- Food Corporation of India
- Hindustan Petroleum Corporation Ltd
- Indian Overseas Bank
- IBP Company Limited
- Indian Oil Corporation Ltd.
- Indian Farmers Fertilizers Cooperative Ltd.
- Indian Space Research Organization
- Indian Railways
- Indian Council of Agricultural Research
- Kochi Refineries Limited
- Life Insurance Corporation of India
- Malabar Regional Co-operative Milk Producers Union Limited
- National Bank for Agriculture and Rural Development
- NTPC Limited
- NTPC Tamilnadu Energy Company Limited
- NTPC Vidyut Vypar Nigam Limited
- NHPC Limited
- National Aluminium Company Limited
- National Highways Authority of India
- National Institute of Communication Finance Department of Telecom
- Oil and Natural Gas Corporation Limited
- Oil India Limited
- Power Grid Corporation India Ltd.
- Punjab National Bank
- Rail Land Development Authority
- Rashtriya Chemicals Fertilizer Ltd.
- Reserve Bank of India
- Reliance Energy Limited
- State Bank of Hyderabad
- Satluj Jal Vidyut Nigam Limited
- Steel Authority of India Limited
- South Eastern Coalfields Limited
- Syndicate Bank
- Vijaya Bank
- The Catholic Syrian Bank Limited

Application Procedure, Registration, Fees and Expenses

You are encouraged to begin the process 30 days ahead of time. You may register for the program HRM 2020 by sending the application form (enclosed)by mail, email or fax to:

The Chief Administrative Officer (Programs) Management Development Institute, Mehrauli Road, Sukhrali, Gurgaon.

Telephone
No.: + 91-124-4560004
Fax: + 91-124-4560005
E-mail: caomdp@mdi.ac.in

Nominations and Cancellations

The last date for receiving nominations along with the program fees is January 3, 2020. Payments should be made in favour of Management Development Institute. Nominations made may be withdrawn or cancelled before the last date i.e. January 3, 2020 at a nominal handling charge of Rs. 10,000/-. Thereafter, the cancellation shall be subject to a charge of 50% of the fees. In case of substitution there would be no additional handling charges.
Enquiries and Other Information

For any additional information on any of MDI’s Executive Programmes, please contact:

The Chief Administrative Officer (Programs)
Post Box No. 60, Mehrauli Road, Sukhrali, Gurugram
Fax No.: (+91-124) 4560005, EPABX: (+91-124) 4560000
Direct: (+91-124) 4560004, 4560008, 4560534
E-mail: caomdp@mdi.ac.in, Website: www.mdi.ac.in