

Management Development Programme



HRD for Line Managers

October 04-06, 2017

MDI Campus, Gurugram



MDI
GURGAON

Management
Development
Institute

About the Programme

Continuing Human Resource Development (HRD) based on organizational and individual requirements is one of the major organizational strategies for success in competitive business environment. The role of the managers in HRD is well recognized and studies of excellent organizations suggest that their success have been mainly due to involvement of line managers in planning as well as implementation stages of HRD efforts. This programme would therefore assist the managers in successfully planning and implementing human resource development efforts for contributing to organizational effectiveness.

Objectives

The programme would assist participants in:

- Diagnosing Development Needs of Employees
- Achieving Peak Performance through Motivation
- Developing Subordinates
- Keep Employee Engaged
- Team Building

Contents

- Techniques of Assessing Training Needs and Preparation of Employee Development Plan
- Motivating Employees and Improving Their Contributions
- Subordinate Development & Empowerment
- Learning Employee Engagement
- Team Building

For Whom

The programme has been designed for Line Managers, Functional Executives, Heads of Departments / Sections and those concerned with Planned Development of Human Resources.

Pedagogy

The method of training will include lectures, discussions, case studies and syndicate discussions.

Faculty

The faculty will comprise of MDI core faculty and professionals from industry with varied experience in research and consultancy.

Venue and Duration

The programme is scheduled during October 04-06, 2017 on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurugram. Accommodation for participants would be available at MDI Campus from the afternoon of October 03, 2017 to the forenoon of October 07, 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 & Fees

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. **GST 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, Gurugram (Haryana)", and send to the Chief Administrative Officer (Programmes), Management Development Institute, Sukhrali, Mehrauli Road, Sector-17, Gurugram 122001, Haryana, INDIA.

Important Dates

The last date for receipt of nominations is September 25, 2017. The last date for withdrawal of nominations is September 27, 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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Programme Director

Prof. J.K. Jain

Professor, Human Resource Management

Chairperson - Human Resource Management Area

Chairperson - NMP & Energy Management

Faculty Profile

Prof. J.K. Jain

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Prof. Jain is a Ph.D in Management in the area of Human Resource Management. He also has two years Post Graduate Dip. in Personnel Management and Industrial Relations. 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. He has worked in the area of management consulting development for the power and road transport sectors in India. 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 published many theme papers and cases on different aspects of industry, particularly sugar and electricity undertakings and also on public sector.

Prof. Jain is the Chairperson of National Management Programme which is the First 15months duration Programme of MBA. Prof. Jain has been conducting an International HRM Programme for the last 14years in association with Queensland Technology University, Queensland, Australia. Prof. Jain is visiting professor EDHEC Business School, France & IAE Business School Aix En Provence France. He has conducted number of training programmes of ONGC, BEL, PowerGrid, NTPC, NHPC etc. He is also a regular speaker and interviewer at various selection panel and widely travelled. He is the Chair of HR (Area).



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 Universität 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 (RUST), 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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