

Management Development Programme



Transforming Organizations through Proactive People Management

December 04-06, 2017
MDI Campus, Gurugram



MDI
GURGAON

Management
Development
Institute

Context

Globalization, technological changes, and the resultant chaotic business environment have led to large-scale changes in organizations. The new business dynamics has generated pressures on all—the top leadership, middle management, and supervisory personnel—to build a facilitative culture that is oriented to customer demands; employee needs; and sustainable business growth.

Great organizations are able to develop the capability to align themselves quickly with the internal and external changes that are brought in by the new compulsions. They keep evolving and redesigning themselves for an appropriate response to the changing business scenario. Towards this goal, they focus themselves on building a dynamic structure, engaging culture, organizational leadership brand and the requisite people capabilities. Research reveals that managing change becomes more efficacious if employees' concerns are addressed along with business issues. The redesigned agendas of some leading organizations even envisage "people first and customer second" focus. These perspectives necessitate organization-building through interventions such as leadership competencies development, responsive organization design, learning organization, employee involvement, attitudinal change programme, and people-centric culture. In terms of developing and internalizing specific skills to move to the next level of organizational growth, this involves, among others, focusing on personal leadership development, ability to nurture psychological contract, developing a caring and fun culture as a way of organizational life, entrepreneurially innovative mindset, ability to bounce back under crisis, emotionally intelligent citizenship, and aligning people issues with business needs.

Contents

- Changing business complexities in the era of globalization
- Understanding transformational change dynamics
- Strategic people issues for promoting exponential performance
- Organization Design considerations for enhancing organizational excellence
- Managing collective emotions for organizational turnaround
- Why change efforts fail; and how to prevent that from happening
- Promoting psychological contract through employee engagement culture
- Continuing transformational paradigm through learning organization

Teaching Pedagogy

The sessions will be largely participatory and experiential in nature through the following ways;

- Power point presentations
- Films and videos
- Business cases
- Reading material
- Simulation exercises
- Reflecting on one's style of thinking, feeling and motivation
- Context sensitivity
- Project work

For Whom

The programme is designed for senior and middle-level line managers, functional executives, HR managers, and department and section heads from Private, Public and Multi National Companies (MNCs) that are concerned about developing and implementing effective people policies.

Venue and Duration

The programme will be conducted for three days during December 04 - 06, 2017 (Monday-Wednesday) on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurgaon-122007. Accommodation for the participants would be available at Executive Hostel in MDI from the afternoon of 03rd December to forenoon of 07th December, 2017.

Registration and Fee

Participants may be nominated by their organizations. The enclosed nomination form should be completed and returned to the Chief Administrative Officer (Programmes), Management Development Institute. The fee for the program is Rs. 36,000/- (Rupees Thirty Six Thousand only) per participant which includes professional fee & all charges for lodging and boarding and supply of course material. GST as applicable will be charged extra in addition to the programme fee. Payment should be made by a crossed demand draft in favour of "Management Development Institute, Gurgaon (Haryana)," and sent to the Chief Administrative Officer (Programmes), Management Development Institute, MDI Campus, Mehrauli Road, Sukhrali, Gurgaon 122 007 (Haryana), INDIA.

Last Date

The last date for receipt of nominations is November 20, 2017. The last date for withdrawal of nominations is November 22, 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,

Post Box No. 60, MDI Campus, Mehrauli Road, Sector – 17, Gurugram – 122 007, Haryana, INDIA

E-mail : caomdp@mdi.ac.in

Tel No. : +91-124-4560004

Campus

Direct Tel : +91-124-4560004, 4560534, 4560550

Tel Nos. : +91-124-4560000, 2340173

Fax Nos. : +91-124-4560005

E-mail : caomdp@mdi.ac.in

Website : <http://www.mdi.ac.in>

Faculty Profile

Dr. Ajay K. Jain, PhD IIT Kanpur

Professor of Organizational Design and Behavior

Post Doc Fellowships, Aarhus University Denmark &

Indian School of Business Hyderabad

Chairman, Part Time Executive MBA program, Affairs and OB area

Management Development Institute

Gurugram 122007

E-mail: akjain@mdi.ac.in; Mobile 09873018480, 8717098480

Professor Jain is working as a full Professor with Management Development Institute Gurugram. He has started his career with Indian School of Business, Hyderabad as a post-doctoral fellow after completing his PhD from Indian Institute of Technology Kanpur in the area of Industrial and Organizational Psychology. He has earned his masters' degrees from National Institute of Personnel Management Calcutta and University of Lucknow in the area of Personnel Management and Industrial and Organizational Psychology respectively.

Prof Jain has worked in Aarhus University (triple crown accredited), Denmark at the School of Business and Social Sciences from 2012 to 2014 as a visiting Professor where he has received the award for his outstanding contribution. He is a visiting faculty to several global business schools e.g., Aarhus School of Business, Denmark (2010 onwards), University of Free State (2009), South Africa, IULM University Milano, Italy(2013), Indian Institute of Management Lucknow (2007-2009), and All Indian Management Association New Delhi. He has been a visiting scholar to Lancaster University, UK, Verona University Italy, UPM Madrid etc. He has been invited by several other management institutes of repute to deliver guest lectures in the area of organizational behavior and research methods.

He has more than 15-years of teaching, research and consulting experience. He is a keen researcher and published 45 articles in peer reviewed National and International Journals. His research interests are in the areas of Distributed Leadership, Employee Well Being, Emotional Intelligence, Employee Silence and Organizational Citizenship behavior etc. He has published in top international journals like, Journal of Managerial Psychology, Personnel Review, Journal of Knowledge Management, Psychology and Marketing, Journal of Cross Cultural Management, Journal of Management Development, International Journal of Stress Management (APA journal), Leadership and Organization Development Journal, Journal of Management History etc. He is a recipient of best paper awards from National Academy of Psychology and from UK based Emerald publisher. He has worked with internationally renowned researchers across the world e.g., Prof C.L. Cooper (UK), Sabir Giga(UK), Prof N.K Malhotra (USA), Prof Sherry Sullivan (USA), Prof Hans Jeppe Jeppesen (Denmark), Thomas Jonson, (Denmark), Ana Moreno (Spain), Serena Cubico (Italy), Prof Robert Thomson (Australia), Prof Terrill Frantz (China), Prof Ebben Van Zyl (South Africa). So he can collaboratively work in a cross cultural team context. He is also invited several institutes to Chair sessions in conferences and deliver faculty development programs e.g., Jaipuria Institute of Management, Ansal University, Gautam Buddha University, Sharda University etc. He is also on the editorial board of several national and international Journals.

He has successfully trained more than 3000 managers, among others, from organizations like ABB, Denso, iQor, Voith Hydro, Apollo, Nestle, Hero Future Energies, AVIVA, HP, DCM, Jindal Steel, Vedanta, State Bank of India, Bank of Baroda, Punjab National Bank, UCO Bank, OBC, ONGC, Indian Oil, Petronet LNG, NTPC, NSPCL, Nevyl Lignite Corporation, Power Grid, LIC, NIC, BEL, BSF, CRPF etc. in different areas of Organizational Behavior. He has been invited by several training institutes to deliver training programs including, Indian Institute of Public Administration New Delhi, Haryana Institute of Public Administration, Gurugram, Rafi Ahemad Kidwai National Academy for Postal Services, Ghaziabad, Institute for Government Accounts and Finance, New Delhi, Bureau of Police Research and Development etc. His areas of training Interest are Team Building for performance excellence, Experiential Outbound Training, Leadership for limitless growth, Managerial Effectiveness, Understanding Organizational Design, Leading and Managing Change, Diversity and Decision Making, Soft Skills Development, Self Development, Emotional Intelligence, Psychometric Testing etc.

Currently he is working at several administrative positions, Chairman, Executive Part Time Post Graduate Program in Management, Chairman, Students Affairs, Chairman, Human Behavior and Organization Department. He has developed a strategy of "integration" to transform the part time executive program. He is able to integrate students across six running batches, current students and alumni, and integration with full time students, faculty members and staff members. He has created a voluntary forum on start up to promote entrepreneurship among the executive students. He has successfully implemented varieties of structural and cultural change in this program. Leadership and Change management is not only his teaching passion but also practice the same to live a meaningful life.

He is a widely traveled person and visited to more than 25 countries across the continents.



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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Mehrauli Road, Sukhrali, Gurugram 122001, Haryana (India)

Direct Tel. : (+91-124) 4560004, 4560534, 4560550

Tel No. : (+91-124-4560000, 2340173, Ext. 5534, 5550, 5004

Fax Nos. : +91-124-4560005

E-mail: caomdp@mdi.ac.in, website: www.mdi.ac.in