



ONLINE TRAINING PROGRAMME ON
HR FOR NON-HR : People Management Skills

3rd - 6th AUGUST 2021
(3 HOURS DAILY)

BACKGROUND

People management skills are critical for advancement of one's career at every stage in the organizational hierarchy. Therefore, every manager needs to master these HR skills to optimize productivity and utilize human capital for sustained competitive advantage. People management thus becomes very important for all functions in any organization. All managers deal with humans at every level and therefore understanding the HR related issues and functional know how becomes imperative for everyone. This program has been designed to build awareness about HR activities and enhance people management skills for line managers and other non-HR personnel in any organization.

OBJECTIVES

At the end of the Program participants will be able to:

- understand the key role of HR function and its linkage to the other functions in the organization
- comprehend group dynamics and help functional teams to effectively utilizing their human capital
- sharpen such behavioral skills as are desirable for providing effective leadership for enhanced organizational and individual excellence
- identify critical issues of concern and formulate concrete plans of action for initiating and managing people issues to build the organization of tomorrow and maintain competitive advantage in the market.

CONTENTS

- Changing business scenario: HR Imperatives
- Enhancing inter-personal relations through Emotional Intelligence
- Talent acquisition & deployment
- Motivational Strategies
- Performance Management for individual & organizational excellence
- Rewards and Recognition
- Career and Succession Planning
- HR Analytics & tools for Employee Retention

FOR WHOM

The Programme is designed for Managers working in different verticals of corporate houses and public sector enterprises, engaged in business development, sales, services and working at the strategy related areas

PEDAGOGY

The pedagogy will be interactive and participative in nature. This will include class room learning through lectures, hands on experience and class exercises, recent case studies from leading organizations, group work to determine the best HR response to people issues, and reflection of organization specifics to contextualize the learning for organizational benefit.



HR FOR NON HR

ADMINISTRATIVE DETAILS

Dates: August 3-4-5-6, 2021 (online)

Duration: 12 Hours (Online mode - 3 hours for 4 days)

Timings- 10 AM to 1:30 PM

Platform: Zoom

FEE: 11,999/- plus 18% GST (Per participant)

Group Discount: 10% discount on fee amount is available in case an organization nominates more than 2 participants to the program. IMI New Delhi Alums can avail a flat 25% Discount on all MDP's

Register now: <https://cutt.ly/Un0BluZ>

REGISTRATION

The registration form duly filled in along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

CERTIFICATE OF PARTICIPATION

A certificate of successful participation by International Management Institute (IMI) New Delhi will be issued to each delegate at the culmination of the program.



PROGRAM DIRECTORS —



**DR. SWATI
DHIR**

Dr. Swati Dhir is a Fellow from IIM Lucknow, specializing in Human Resource Management (2009-2014) and Bachelor of Technology (B.Tech.) in Textile Technology from Uttar Pradesh Textile Technology Institute, Kanpur (2004-2008). She is currently working as Associate Professor in OB/HRM area with International Management Institute New Delhi since 2016. Prior to this, she has worked as Assistant Professor at IIM Ranchi for 1.5 years. She has gained industrial experience at Abhishek Industries (Trident Group), R&D department, Barnala, Punjab. She has published many research papers in national and international journals and presented in conferences. She is passionate about teaching and research in the field of management which includes the courses like HRM, IHRM, Recruitment and Selection, Psychometric Testing, Talent Management and HR Analytics. She has also written a book on HR Analytics: Theory and Application Techniques for post graduate students.

She is certified DiSC trainer created by John Wiley & Sons Inc., DiSC is the world's leading assessment tool used by over 45 million people to improve productivity, teamwork and communication. She has also been actively involved in designing and execution of different training programs. She has trained executives from various organizations as Vivo India, IOCL, Delhi Metro, UNO Minda, Airport Authority of India, Roop Automotives Limited, NBCC Limited, NSIC Limited, GAIL, The Military Engineer Services (MES) under Ministry of Defence. She has also trained International executives under ITEC programs which includes countries like Cambodia, Islamic Republic of Afghanistan, Laos, Bangladesh, Niger, Namibian and so on.



**DR. MAMTA
MOHAPATRA**

Dr. Mamta Mohapatra is currently Dean Executive Education and International Relations and Professor of OBHR at IMI, New Delhi. She has over two and half decades of experience in teaching, research, training and consulting activities in the areas of Human Resource Management, Industrial Relations and Organization Behaviour.

Her prior assignments include Manager in Gregg's of Enfield, London. She has been involved in training and consultancy activities in mostly all major Maharatna, Navaratna and Miniratna PSUs as well as leading private sector organizations in India. She has trained more than 10,000 national and international participants from more than 70 countries working in Government, Public and Private sector Organizations.

She is a certified HR Competency Assessor, NLP Practitioner and has acquired expertise and training skills from Harvard Business School on Participant Centered Learning with special focus on teaching through case method. She has to her credit a large number of published research articles in reputed journals and four books in the area of Performance Management, Leadership, Capability Building and General Management. She has presented papers and chaired sessions in national and international conferences and is an external expert in POSH committees of reputed organizations.

In recognition of her contribution to the field she has received many accolades and awards such as the Lokmat National Education Leadership Award as 'Best Professor in Human Resources', Best HR Faculty Award by NIPM and ILDC AMP Women Excellence Award amongst others.



CLIENTS WHO TRUST OUR TRAINERS



ABOUT IMI NEW DELHI

International Management Institute (IMI) New Delhi is India's first corporate sponsored Business School founded in 1981 with the original campus in New Delhi. The corporate sponsors included RPG Enterprises (lead sponsor), ITC, Nestle, Tata Chemicals, British Oxygen, SAIL, and Williamson Magor. It was set up in collaboration with the then IMI Geneva, now IMD Lausanne. Subsequently two other campuses were set up in Kolkata (2010) and Bhubaneswar (2011). In the last several years, IMI New Delhi has been consistently ranked in the top 10-15 Business Schools in the country and among the top 5 private Business Schools. It is accredited by the UK based Association of MBAs (AMBA), one of the top three international accreditation bodies for Business Schools globally.

IMI New Delhi has global linkages with leading schools in Europe, North America, and Asia. The Institute currently offers the PGDM (HRM) and PGDM (B&FS), Executive PGDM and FPM (doctoral program). In addition, it has built a vibrant Executive Education vertical offering training to management professionals from the corporate world. The Institute has been empaneled by the Government of India to train participants from developing countries under the International Technical & Economic Corporation (ITEC) program of the Ministry of External Affairs.

IMI New Delhi puts a strong focus on high quality research by its faculty leading to publications in international peer reviewed academic journals. Its faculty have PhDs from top international and national universities/institutes, with many of them also having significant corporate experience.

For registration/any other information, please contact:

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