



RP-Sanjiv Goenka
Group
Growing Legacies



INTERNATIONAL MANAGEMENT INSTITUTE

—Shaping global leaders for tomorrow—

Management of People & Organisation in Global Context

27 August - 9 September, 2018

{Geneva (Switzerland) | Turin (Italy) | Paris (France)}

Program Director
Prof. R. P. Ojha



International
Labour
Organization



REAL LEARNING. REAL IMPACT



International Training Centre



ESSEC
BUSINESS SCHOOL

The Context:

No doubt impact of unprecedented changes in the technology, business models and the growth patterns, categorized as the fourth industrial revolution is manifold-changing nature of work, redefinition the job roles, redundancies in jobs and emergence of new occupations and new processes.

Additionally, the mobility of business, workforce, technology and resources has gained unstoppable momentum challenging the capability of the organisations and the managers in maintaining the speed. Large scale demographic changes and diversity in workforce is another dimension where the developed countries have been creating synergies and are ahead of us in many ways with examples of companies employing people from more than 130 nationalities. Cultural diversity and differences in a broad range of attitudes and values greatly increase the potential for a breakdown in team cohesiveness. Thus, need for exploring new ways of integrating the diverse workforce. Cultural and linguistic misunderstandings, both internally and with prospective clients, can be very costly.

Corporate India cannot remain isolated from the impact these developments make on the patterns of production, consumption and employment prevalent in the developed world.

From the above it emerges that there have been two key forces driving change in business environment - one is technology and the other is internationalisation, a source of huge opportunity for growth of business organisations. Moreover, collectively, the people and organisations challenges arising out of them are critical because of their strategic value and impact on the success of enterprises which are global or are becoming global.

These developments have obviously raised host of questions-what are the implications on the organisation and the workforce? What is required for the individuals and the organisations to do to remain relevant?

The answer obviously is our managers have to prepare to fully realize the opportunities of technological advancements and initiate radical steps to transform to a well-built organisation of future.

A number of studies are available on the Global Megatrends and the way it is mediating the organisation of future, yet, there is no match to the first hand exposure and face-to-face interaction with the corporate change leaders and

innovators. Creative approaches like short term training with global outreach component for first-hand exposure to the mindsets and the processes in different geographies can also be equally effective.

Purpose of this program thus, is to learn to address the above challenges and enhance the capability in managing the people and the organisations in a global setting or in managing the global workforce in the resident geography.

Objective:

The objective of the program is for the participants to:

- Appreciate the challenges of global business strategy
- Understand the conceptual framework of International HRM
- Learn the nuances of dealing with cross-cultural differences globally
- Explore and appreciate the difference in ethical and labour standards
- Develop an action plan for building a responsive talent management framework in a global context

Content:

- Global Business Environment and International Business strategy
- Global Talent and Organisation Strategy
- Cross-Cultural Competence in International Business
- Trends Influencing Future of work
- Global Workforce Planning & Talent Management
- Global Ethics and Labour Standards
- International HR structures and capabilities
- Global Industrial Relations & Workplace Risk Management

The Program Architecture:

The program is organized into two specific learning phases:

Phase I: The Domestic Learning Phase

The first phase, the 'Domestic Learning Phase' would be conducted during 27-30 August, 2018 at IMI Campus, B-10 Qutab Institutional Area, New Delhi

Phase II: The Overseas Learning Phase

The Overseas Learning Phase during August 31-9 September, 2018 would be conducted at three locations in Europe namely, Geneva (Switzerland), Turin (Italy) and Paris (France), in association with top Institutions/ Business

Schools in Europe:

- ILO, Geneva
- IMD, Lausanne, Switzerland
- ILO/ITC, Turin
- ESSEC Business School, Paris

Overseas Learning Phase would include interactive sessions with eminent academicians/practitioners and study tours to ILO/reputed corporates like Ferrari, Fiat etc.

Pedagogy:

The program will feature a stimulating mix of lectures/case discussions/experience sharing/panel discussions by eminent faculty/corporate leaders/ consultants. Visits to premier companies have also been included to provide opportunities for one-on-one interactions with corporate leaders.

The program is designed to be highly interactive with each session consisting of experiences sharing followed by discussions ensuring effect learning.

Who Should Attend:

The program is intended for senior level managers/administrators dealing with human resources and responsible for their effective performance and development in various organisations including both private and public-sector enterprises, government departments.

Faculty/Resource Persons:

IMI/ITC-ILO/IMD/ESSEC faculty and eminent resource persons from industry, government and ILO will share their expertise and experience in highly participative sessions.

Program Director:

Prof. R. P. Ojha is a faculty in OBHR Area at IMI. He is a post-graduate from XLRI, Jamshedpur. He has about 40 years' experience in all aspects of HRM/HRD including organization design & culture building, merger & acquisition, corporate governance and CSR in POWERGRID, NTPC and HEC Ltd. His gamut of experience also includes consulting on capacity building, performance management, organization restructuring and HR process reengineering with Ernst & Young. Prior to his stint with Ernst & Young he was Executive Director (HR) with Power Grid Corporation of India. He has been a Governing Body Member of AIOE, Power HR Forum and is a National Council Member of ISTD.

He has been conferred with HR Leadership Award and has earned accolades for his contributions in HRD and other employee centric initiatives. He has also been a member of the Task Force constituted by the Department of Public Enterprise for the MOUs. In the current role, in addition to teaching post-graduate students he has undertaken research works and case writing in the area of employee engagement, employee satisfaction and excellence through employee relations in a navaratna company. His other areas of interest include performance management and compensation strategies, integration in mergers & acquisitions, organization design & development, capability building and employee relations. Prof. Ojha can be reached at: <rpjha@imi.edu>.

Program Fee:

The program fee is Rs.4,70,000/- per participant on residential basis covering expenses in India, program design and delivery, fees for collaborating institutions; 'to and fro travel' (Delhi-Geneva-Turin-Paris) by economy class, fees for visa processing coordinated by the institute/travel vendor, coach charges for the study tour and 'lodging' abroad (foreign participants have to arrange visas on their own in their respective countries). In addition, the applicable tax would be payable extra.

The nominee participants should possess a passport valid up to end of September 2018.

Fee is payable in advance by way of local cheque/DD in favour of "International Management Institute" payable at New Delhi or through direct electronic fund transfer to IMI bank account, as per following details:

Allahabad Bank Account Number: 50084979288

MICR Code: 110010007, IFSC Code: ALLA0211083

Pan No: AAATI0972K; Service Tax No. AAAT10972KST001

Registration:

Nominations along with the program fee should reach us at least by 16th July 2018 for affecting all bookings in time. 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:

The Institute issues a certificate of participation on conclusion of the program.

Our Partners:



International Labor Organisation (ILO)

Founded in 1919 as the only tripartite U.N. agency, the ILO brings together governments, employers and workers representatives to set labor standards, develop policies and devise programs promoting decent work for all women and men. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.



IMD, Lausanne, Switzerland

Formed in January 1990 and located in Lausanne, Switzerland, IMD is one of the world's leading business schools. IMD has a strong focus on training and developing general management and leadership skills. Its industrial heritage sets it apart from other leading business schools, which are all university-affiliated. As an independent business school, IMD is expert in developing leaders, transforming organizations and creating positive impact - immediate and long-term. Over 9,000+ executives come to IMD each year from 100+ different countries.



ITC ILO-International Training Centre of ILO

The International Labour Organization and the Italian Government established the International Training Centre in 1964 in Turin, Italy, as an advanced vocational training institute. It has since matured into a focal point for high-level in-service training.

The Centre provides training and related services that develop human resources and institutional capabilities thereby contributing to achieving the ILO's goal of decent work for women and men.

They are one of the leading global providers of learning and training for the world of work.



ESSEC Business School

Founded in 1907 in Paris, ESSEC Business School is a center of academic excellence underpinned by its faculty's research. A pioneer of business-related learning, ESSEC has built a reputation on high standards, a quest for excellence and a belief in intellectual freedom and has always been committed to societal responsibility and trains its students to combine managerial effectiveness and collective responsibility at the service of the common good.

IMI International Management Institute

Nestled in Qutab Institutional Area, International Management Institute (IMI), New Delhi was established in 1981 in collaboration with IMI Geneva (now IMD Lausanne).

IMI's flagship two-year Post-Graduate Diploma in Management (PGDM) program (launched in 1993) has Student Exchange programs with leading International Schools. These include ESC Rennes, France, MIP School of Management France, IDRAC, France, Graz University Austria, IESEG School of Management and IDRAC Lyon, France. Besides its regular PGDM program, IMI New Delhi runs a two-year PGDM program in Human Resource Management (PGDMHRM) launched in 2006, a two-year PGDM program in Banking and Financial Services (PGDM B&FS) launched in 2014, a 15-month Executive PGDM for mid-career executives (Executive PGDM) launched in 1984 and a Fellow Program in Management (FPM) launched in 2011. In addition, IMI New Delhi also offers ITEC (Indian Technical and Economic Cooperation) Programs, as it is one of the few empanelled Institutes of the Ministry of External Affairs, Government of India. Under the aegis of MEA organised special Commonwealth Assistance Program, 15 international students are selected into the Executive PGDM Program. These ITEC programs are targeted at various developing countries from the Afro-Asian, South American and SAARC region. Another distinguishing feature of IMI Delhi is its strong Alumni network of over 5000+ professionals at senior management levels in leading corporate houses.

All IMI New Delhi's long term programs are approved by AICTE, Ministry of HRD, and Government of India. IMI New Delhi is internationally accredited by Association of MBAs (AMBA), UK.

IMI's diverse and experienced resource pool of faculty resources having a rich combination of academic rigor and corporate exposure is one of the institute's distinct strengths. This vast and enriched pool has a special focus on delivering management education, training, research and consultancy. IMI contributes significantly to the growth and development of management as a discipline in India.

IMI conducts a large numbers of Management Development Programs (MDPs) every year, which include Open Programs, specially designed In-company programs and Online programs in different functional areas. These programs are aimed at capability building of senior-level and top-level managers and executives to help them in updating their concepts and enhancing leadership and managerial skills.

IMI's strength across diverse management disciplines, backed by an excellent team of faculty and the strong network with eminent organisations, helps deliver its commitment towards its vision of being a premier global management school.

For registration/any other information, please contact:

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International Management Institute

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