



**RP-Sanjiv Goenka  
Group**

Growing Legacies



**INTERNATIONAL MANAGEMENT INSTITUTE**

*— Shaping global leaders for tomorrow —*



Program Directors:  
**Prof. R.P. Ojha**  
**Dr. Irfan A. Rizvi**

Management Development Programme  
on

**People Management:  
Emerging Issues  
& Evolving Practices**

**February 25-27, 2019**

## The Context

The unprecedented challenges, today, described aptly in VUCA, due to increasing competitiveness and changing digital, economic, demographic and social landscape is driving leaders to turn to new organisational models highlighting the networked nature of today's world of work. The work practices are changing, the workforce is changing, and it's more digital, more assertive, global, diverse and automation-savvy.

Moreover, in an age of disruption today, business and HR leaders have no option other than to revisit the process for how they organize, recruit, develop, manage, and engage the workforce of future. At the same time, business needs and demands are changing at an unprecedented speed, making it imperative for the organisation leaders to shape new platforms, tools and processes to ensure a sustainable, yet, a dynamic model of people & work practices that are in sync with the new ecosystem.

What does this mean for leaders? It's time to rethink career and talent models according to the new principles. How ready are the managers to attract, manage, and grow people in a network, rather than a hierarchy? So, now is the time to rethink, examine, explore the options and build a sustainable and effective model.

Against this backdrop, this 3-day program on "People Management: Emerging Issues & Evolving Practices" is aimed at addressing these issues/challenges thrown up at work places and to enable the participants to learn newer people engaging practices towards effective business performance.

## Who Should Attend

This program is designed for upgrading the capability of people leaders, middle & senior executives across functional areas of all types of organisations and industry.

## Objectives

The objective of the program is for the participants to:

- To analyze what is coming next in the domain of people management and how to prepare for it
- To examine the challenges many of company leaders face today and their implication on contemporary work place
- Examine evolving people management priorities and its relevance to work set-up and adopt them for effective business performance
- Build a strategy for turning these challenges into opportunities while keeping the focus on planning and growing in-house capabilities for future workforce needs

## Contents

- New Organisation: Changing work place
- Redundancy of traditional people practices and evolving high performance work practices
- Emerging Issues at work place - New Work Culture, Engagement and Team Networking
- New Generation and Work Teams
- Role of Leadership in the New Future
- The Gig Economy and Employee Relations

## Pedagogy

The program will feature a stimulating mix of lectures/case discussions by eminent faculty and experience sharing through real life cases/panel discussions by corporate leaders/consultants. The program is designed to be highly interactive with each session consisting of sharing experiences followed by discussions ensuring effect learning.

## Faculty/Resource Persons

IMI faculty and eminent resource persons from industry and other associates will share their expertise and experience in highly participative sessions.

## Program Directors

**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 & restructuring, culture building, pre and post-merger integration issues, and CSR in Power Grid, NTPC and HEC Ltd. His gamut of experience also includes consulting on capacity building, organization restructuring and HR process reengineering with Ernst & Young and had supervised assignments on capability building in Bhutan, Afghanistan, Punjab, and other State Utilities

Prior to his stint with Ernst & Young he was Executive Director (HR) with Power Grid Corporation of India.

Prof. Ojha during his corporate tenure and in the present role has presented papers and has addressed the delegates in national and international conferences and submits some of which were at the 2nd HR Summit and International Conference, 2015, IIM Raipur. IFTDO World Conferences on themes like "Employee Engagement in the New Business Horizon" "Attracting Gen Next", "Dos & Don'ts of Executive Compensation, Social Entrepreneurship: The Change Agents of India, Manpower Development in Power Sector, and India as the Hub of Skilled Manpower etc

During his corporate tenure he had developed case studies, working papers on themes like "Sourcing & Developing Skills for Meeting the Challenges for Growth of Power Sector"; "Building Tomorrow's Talent" and had supervised a number of knowledge enhancement programs like annual inter organization quest for excellence on subjects namely: "Unlocking Creativity at Work Place-A Road Map", "Roadmap for Radical Performance Improvement" and "Training for Performance Improvement-Innovative Practices to Bridge the Gap", "Building Tomorrow's Talent"

Prof. Ojha has also organized and directed a number of management development programs, seminars and workshops in areas like Effective PMS for High Performance Culture, Leading for Business Excellence, Social Responsible Summit: Strategies for Inclusive Growth, Managing Social Initiatives: Strategies for Sustained Growth, Management of Emerging IR Issues etc

He has been conferred with HR Leadership Award and has earned other accolades for his contributions in HRD and other employee centric initiatives.

He has been a Governing Body Member of AIOE, General Secretary of Power HR Forum, National Council Member of ISTD, Member of the Department of Public Enterprise Task Force on MOUs, Executive Committee Member(s) - NIPM Delhi Chapter, Delhi Management Association, Member- Bihar Government Ministry of Labour Committee for ITIs, Ministry of Power Subgroup on Manpower Planning and HRD for XI & XII Plan and Managing Editor of 'Power People'

In the current role, in addition to teaching post-graduate students and conducting management development programs he has undertaken research works and case writing in the area of employee engagement, employee satisfaction and excellence through employee relations in a number of enterprises like NEEPCO, NALCO. His other areas of interest include corporate training in performance management and compensation strategies, integration in mergers & acquisitions, organization design & development, individual & organisational excellence, capability building and employee relations.

**Dr. Irfan A. Rizvi** is a Professor of Leadership & Change Management at IMI, New Delhi since June 2011. In his 25+ years of professional career he has taught, trained, researched, consulted and led various academic and business organizations at private, public, non-governmental, and multinational corporations in India and abroad. Some of the organizations he has been associated are HCL Ltd (Reprographic Division), Faculty of Management Studies (University of Delhi), IILM Graduate School of Management, and NIS Sparta (a Reliance Anil Ambani Group Company). Dr. Rizvi is a visiting Professor of Organizational Behavior to the MBA programs at the National Graduate School of Management (NGSM), Australian National University (ANU), Canberra (Australia); Shanghai University, (China); and International School of Management, Dakar, Senegal (West Africa); and other Universities. As a practice oriented researcher, Dr. Rizvi has conducted and published research articles in many peer reviewed international journals of repute. In addition, he has supervised many PhD theses at various Universities in India. As a Leadership & Change Management specialist, he has conducted various research and consulting projects sponsored by AusAID-Australia, DFID-UK, SDC-Switzerland, World Health Organization (WHO), and World Bank. Dr. Rizvi has conducted several training workshops for senior executives of a wide variety of Government Departments (for IAS, IPS and Judicial officers), Public Sector Undertakings, and many Fortune 500 business Corporations on various issues related with people competency development, organization development, leadership & team, and change management.

With several years spent in leading teams and organizations, Dr. Rizvi has accrued critical experience in negotiating effectively utilizing with individuals and organizations. He extensively utilizes his training in psychology as well as management while conducting training workshops to help participants acquire requisite confidence and skills to deal with issues under discussion. Known for his highly energetic, participative, flexible, down to earth and inspirational approach towards training, he encourages participants to 'think tangentially' and expand their own horizons.

Dr. Rizvi defines his mission in life is to 'facilitate the growth & development of individual & organizations so as to enable them reach their highest potential

### Administrative Details

**Dates:** February 25-27, 2019

### Venue:

International Management Institute  
B-10, Qutub Institutional Area, New Delhi 110016

### Program Fee

Non-residential: Rs. 25,000/- per participant (plus @ 18% GST) covering professional fee, program kit and tea/lunch.

Residential: Rs. 35,000/- per participant (plus @ 18% GST) covering professional fee, program kit and boarding and lodging (air-conditioned single room) at IMI Campus, New Delhi from noon of February 24th till noon of February 28th, 2019.

Group Discounts

- 10% discount on fee amount is available in case an organization nominates 2 or more participants to the program.
- 20% discount on fee amount is available in case an organization nominates 4 or more participants to the program.

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: AAAT10972K; GST No. : AAAT10972K1ZJ

### Registration:

Nominations along with the program fee should reach us at least by 15th January 2019. 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.



## ABOUT IMI

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 is India's first corporate sponsored business school established with the support of corporate houses like: RPG Enterprises, Nestle, ITC, SAIL, Tata Chemicals, BOC and Williamson Magor. Over the last 35 years, the Institute has grown in its stature nationally and globally for providing high quality management education. This is evidenced through its International linkages with UNDP, World Bank, ILO, UNCTAD and Asian Productivity Organisation.

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, Montpellier Business School, France, Frankfurt School of Finance and Management, Germany, Grenoble Ecole de Management, France, Louvain School of Management, Belgium, Sichuan Academy of Social Sciences, China, KEDGE Business School, France, University of Guelph, Canada, IDRAC, France to name a few. 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, under 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, Government of India. IMI New Delhi is internationally accredited by Association of MBAs (AMBA), UK and most of its PGDM programs are nationally accredited by National Board of Accreditation (NBA).

IMI's diverse and experienced resource pool of faculty resources having a rich combination of academic rigour 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 New Delhi has emerged as a leading business school of India. According to the National Institutional Ranking for Business Schools as announced by the Ministry of HRD, Government of India in April, 2016 IMI New Delhi has been ranked at No.7 in India among all B-Schools and at No.1 as the top most Private Sector sponsored business school in the country.

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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Ms J. Vijaya, Dy. Manager

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