

**Global Management Development Program**  
**on**  
**“Management of People & Organization in  
Global Context”**

**August 28 - 11 September, 2019  
(Zurich/Basel, Munich and Paris)**



**Program Director:**

**Prof. R. P. Ojha**



**International Management Institute  
New Delhi**

**The Context:**

The unprecedented rate of change in technology and business modules has gained unstoppable momentum and is constantly building extreme pressures on the global capability of the organizations and the managers. The pressure to adapt to changing technology, customer's shifting aspirations, new market dynamics, varying demography and the emerging geographies on warpath are pushing for reorientation of the business organizations and other service organizations as well. Evidences abundantly suggest that few of the critical issues which influence the resolve to nurture the global aspirations include talent crunch, building a "global mindset", managing cultural differences, creating a strong vision and strategy for global footprint. Regulatory issues and slow global economic growth are additional threats to the growth plans.

Corporate India is not isolated from the impact these developments make and is moving up progressively to be among the global league of the world, demanding a thorough strategic planning and arduous execution. No doubt Indian corporates need to find answers to the challenges coming in their way to be global leaders. The answer obviously is in readiness of managers in fully realizing the opportunities of technological advancements and writing new rules for organization & people practices to transform the company into a globally driven enterprise of future.

A number of studies are available on the global megatrends and the impact of future or work, yet, studies reveal there is no match to the first hand exposure and face-to-face interaction with the corporate change leaders and innovators whereby creative approaches like short term training with global outreach component can also be equally effective.

It is on this premise that IMI New Delhi is offering the program on 'Management of People & Organization in Global Context' with an overseas learning module evidently for the participants to enhance their capability in addressing these challenges and reaching the global league. A rare opportunity to learn first-hand and seeing the practices live.

During the overseas learning module IMI New Delhi in collaboration with ESSEC Business School, Paris, Munich Business School, ILO, Indian Embassies and a couple of corporates like ABB, Novartis, Nestle, etc. has designed various modules including interaction of participants with corporate leaders, change agents, presentations by eminent academia for maximizing the benefits of overseas learning.

**Objectives:**

- The objective of the program is for the participants to:
- Increase their awareness about the challenges of business getting global
- Appreciate how advances in technology and new managing skills are helping increase organization's effectiveness
- Experience how organizations are pioneering the adoption of most efficient production methods, such as computer-controlled flexible manufacturing systems
- Learn the nuances of dealing with cross-cultural differences globally
- Learn the practices in managing people issues in global organizations

**Content:**

- Global Business Ecosystem and International Business Strategy
- Talent Management, Organization Strategy and International Linkage
- Cross-Cultural Competence in Global Business System
- Trends Influencing Future of Work
- Changing face of workplace
- 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 28-31 August, 2019 at IMI Campus, B-10 Qutab Institutional Area, New Delhi

#### **Phase II: The Overseas Learning Phase**

The Overseas Learning Phase during September 1- 11, 2019 would be conducted at three locations in Europe namely, Zurich/Basel (Switzerland), Munich (Germany) and Paris (France). We are associating with top Institutions/Business Schools/MNCs in Europe:

- ETH, ABB, Novartis, Switzerland
- Business School, BMW, Amazon Munich
- ESSEC Business School, Alstom, EDF, Paris

During Overseas Learning Phase participants would learn the best people practices and cutting edge developments in management through interactive sessions with leaders from industry and eminent academicians from business schools.

### **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 with focus on multi-disciplinary issues. Visits to premier companies have also been included to provide opportunities for discussions with corporate leaders.

The program is designed to be highly interactive with each session consisting of sharing experiences followed by discussions ensuring effect learning. At the same time for most effective learning to be accomplished and for the program success, intense involvement and contribution of the participants is equally important. The Program Director and session facilitators will play an active enablers role.

### **Who Should Attend:**

The program is designed for senior level managers/administrators/people leaders dealing with human resources and responsible for their effective performance and development in various organizations including both private & public-sector enterprises and Government departments.

### **Faculty/Resource Persons:**

IMI/Business School, Munich/ESSEC faculty and eminent resource persons from industry and Indian Embassies 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 Power Grid, 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: <rpojha@imi.edu>.

#### **Program Fee:**

The program fee is **Rs.4,95,000/-** per participant on residential basis covering expenses in India, program design and delivery, fees for collaborating institutions 'to and fro travel' (Delhi-Zurich/Geneva-Munich-Paris) by economy class, fees for visa processing coordinated by the institute, 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 2019.**

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; **Service Tax No.** AAAT10972KST001

#### **Registration:**

Nominations along with the program fee should reach us **at least by 16th July 2019** 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:**

##### **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.

#### **ABOUT IMI**

International Management Institute (IMI) 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, PGDM-HRM, PGDM-Banking & Financial Services, 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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