

**Management Development Programme**  
**on**  
**“Rewards, Recognition & Retention Management”**  
**(R, R & R Management)**

**January 22-23, 2020**



**Program Director: Prof. Vivek C. Pande**



**International Management Institute**  
**New Delhi**

## **INTRODUCTION**

In today's cut-throat and competitive market place, there is a war for talent going on. And the winning companies are the one's who know how to retain their top performing employees. Besides financial incentives, it's the non-monetary incentives which have a dramatic impact on retention rate of the firm. As such, this Workshop shall instill in the participants the imaginative ideas and tools available for implementation in their organization to become an admired company - which the employees are proud to work for. The impact of these on the business results of the organization can be phenomenal.

## **OBJECTIVES**

At the end of the Workshop, the participants will be able to:

- Devise specific retention strategies for high performance employees
- Formulate motivational rewards and recognition programs at different levels of the organization
- Understand employees' unique needs and tailor non-financial initiatives accordingly
- Appreciate the importance of rewards, recognition and retention management and how significantly it impacts the business results of the organization

## **CONTENTS**

- Top most admired companies in India and what HR processes they follow
- The basics of talent management and retention
- Reasons why employees leave
- Factors that drive employee experience in the organization
- How diversity impacts organization culture and retention positively
- Real life case study of YUM Restaurants International on the topic (owners of KFC and Pizza Hut brands)

## **PEDAGOGY**

Drawing on his vast professional experience of over four decades in the corporate world, Program Director Prof Vivek C. Pande will share the best available literature on the topic, numerous case studies, best practices, anecdotes and contexts that emphasise reward, recognition and retention strategies. As the best in the industry shares his insights and wisdom, don't miss out on the opportunity to master the art and the science of successful R, R & R management.

## **WHO SHOULD ATTEND**

The Workshop shall be extremely useful for CXOs, HODs, Senior and middle level managers in HR, Sale, Operations, Marketing, Business Development and manufacturing functions; in both private and public domain. Managers can be across any industry as the principles involved are generic and cut across all sectors.

## **FACULTY AND RESOURCE PERSONS**

IMI faculty members and eminent resource persons will share expertise and experience in various sessions.

## **PROGRAM DIRECTOR**

**Prof. Vivek C. Pande** is an engineering graduate from IT Kanpur and MBA from IIM Ahmedabad. He is having over 40 years of multi-functional experience of which, last 24 years as CEO of various diversified organizations. He has vast exposure in General Management, Marketing, Sales, HR, Training, TQM, Production and Project Management.

He has worked under various sectors like Automobiles, Consumer Electronics, Hospitality, Fashion, IT, Telecom, Luxury and Lifestyle Products.

He is carrying with himself exposure in diverse organizations like Tata, Escorts, Onida, Benetton etc. He is carrying with himself 14 years International experience at Khimji Ramdas as CEO - one of the Top companies in the Gulf.

## **ADMINISTRATIVE DETAILS**

### **Dates:**

**January 22-23, 2020**

### **Venue:**

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

### **FEE**

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

**Residential:** Rs. 25,000/- per participant (plus 18% GST as applicable) covering professional fee, program kit and boarding/lodging (airconditioned single room) from noon of **January 21, 2020** till noon of **January 24, 2020** at IMI Campus.

### **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 favor 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. AAAT10972KIZJ

Please mention the program name while making payment through electronic fund transfer.

## **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) will be issued to each delegate at the culmination of the program.

### **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:***

**Dr. Ekta Saxena**

General Manager (MDP & Online Education)

**Mobile:** 9911941090

**International Management Institute**

**Address:** B-10, Qutab Institutional Area, Tara Crescent  
New Delhi 110016

**Phone:** (011) 4719 4172 (Direct)

**Fax:** (011) 46012729

**E-mail:** [ekta.saxena@imi.edu](mailto:ekta.saxena@imi.edu), [mdp@imi.edu](mailto:mdp@imi.edu)

**Website:** [www.imi.edu](http://www.imi.edu)