

Management Development Programme

on

“Train the Trainers”

September 25 -27, 2019



Program Director: Prof. J.P. Upadhyay



**International Management Institute
New Delhi**

INTRODUCTION

In the present era of globalization and hyper-competition organizations are under tremendous pressure to continually enhance their performance and remain ahead of their competitors. With speed of change and volatility pervading the business landscape, core competencies, expertise and knowledge assets are the emerging drivers that provide organizations an edge over their competitors. Organizations are increasing investing resources to strengthen learning and development architecture to give impetus to staff learning and development. Training apparatus and its sustenance costs have multiplied over the years. India, a developing country, spends more than \$ 50 billion on training each year.

Modern organizations are spending almost 4 to 5% of their annual gross turnover on staff training to equip them with latest technical skills, knowledge and a global outlook. Some statistics indicate that every dollar spent on training delivers thirty dollars in productivity gains within three years. No one doubts the positive contribution of training yet the benefits accruing from training are still suspect in the minds of many and return from training investment is a question mark in many organizations.

How to make the training effective, efficient and result oriented and how to position the training and development function as strategic business partner is a question that torments every head of training and business head. The answer lies in integration of training objectives, policies with the business plan of the organization. The HRD professionals and training specialist have to handle training like any other business function with clearly defined top line and bottom lines. This requires that that they equip themselves with competencies of systematically planning and executing training and development interventions informed by the principles of adult learning and instructional design to enhance effectiveness and return on training investment.

OBJECTIVES

The three-days program is designed to strengthen the capacity of HRD professionals and line managers by equipping them with necessary knowledge and skills to:

- Enable them to effectively diagnose learning needs to drive organizational performance and draw training plan to support organizational strategy;
- Design training intervention aligning with principles of adult learning and instructional design;
- Facilitate and manage learning and development programs
- Assess and evaluate impact of learning and development programs.

CONTENTS

- Overview of current and emerging organization context of training and development
- Alignment and Integration of Training Plan with Corporate Strategy
- Frameworks and models of leaning and development
- Strategies and Tool Kit of Assessment of Training and Development Needs
- Writing Learning Objectives and Designing a Learning event/courses
- Selection and targeting of Training Method
- Facilitation Skills for Results

- Tool Kit of Assessment and Evaluating the Training courses
- Creation and management of learning culture at work place

METHODOLOGY

Case Studies, Video clippings, Group Exercises and Role Plays will be used during the programs. It will highly interactive, experiential and hands on.

WHO MAY ATTEND

Training Heads, Trainers, HR Managers, Line Managers, Policy planners, Managers from all functional disciplines, will benefit from the program.

FACULTY AND RESOURCE PERSONS

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

PROGRAM DIRECTOR

Prof. Jai Prakash Upadhyay, PhD (IIT Delhi).
Professor – International Management Institute, New Delhi

Prof. Upadhyay has more than 30 years of experience in varied organizations in India and abroad. During his long career Dr Upadhyay has managed large public delivery systems as EPF Commissioner and international civil servant in UNDP and IDLO, taught in B-Schools, consulted for organization at national and international levels, headed learning and development functions in India and abroad and conducted numerous MDPs in the areas of HRD, leadership development and workshops for trainers and facilitators.

Prior to joining IMI, Dr Upadhyay was a Professor in SP Jain Institute of Management & Research, Mumbai where he taught courses in OB & HR and headed the MDP vertical of the institute. Earlier he worked as Director, Jaipuria Institute of Management, Indore and Senior Professor & Program Director of Executive Education in FORE School of Management and taught in IMT Ghaziabad and Western International University as a visiting faculty.

He has also worked as an international staff member of the United Nations in the capacity of Institutional Development Advisor and Learning Manager in UNDP and Institutional Development Manager in IDLO. He has widely consulted with UNDP and the International Organization of Migration (IOM), as expert in the areas of Leadership, Learning & Development, and Performance Management.

Dr. Upadhyay is a certified coach in "Brain based Coaching". Besides he is also a certified trainer in Training Needs Assessment, Design of Training, Direct Training Skills, Mentoring, Management of Training and Evaluation of Training from Thames Valley University UK, ITC, ILO, Turin, Italy and AIT, Bangkok. He is also certified in designing and implementing Balanced Scorecard from 2GC, Australia. He has attended national and international seminars and conferences and published papers in referred journals. He is on the panel of examiners of doctoral thesis of reputed universities.

His research interest is in the domain of PMS, Learning & Development, Leadership Development and Managing Change.

ADMINISTRATIVE DETAILS

Dates:

September 25- 27, 2019

Venue:

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

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 **September 24, 2019 till noon of September 28, 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 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: 50123177738
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:

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International Management Institute

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