

**Management Development Programme**  
on  
**“People Management-Emerging Issues and  
Evolving Practices”**

**February 04-06, 2020**



**Program Directors:**

**Prof. R.P. Ojha  
Dr. Irfan A. Rizvi**



**International Management Institute  
New Delhi**

## **THE CONTEXT**

The unprecedented challenges, today, describes 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.

## **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 these 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 Organization: Changing work place
- Redundancy of traditional people practices and high-performance work practices in future
- 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.

## **WHO MAY ATTEND**

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

## **FACULTY AND 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 POWERGRID, NTPC and HEC Ltd. His gamut of experience also includes consulting on capacity building, 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.

Prof. Ojha during his corporate tenure and in the present role has presented papers in national and international conferences and summits some of which were at the 2<sup>nd</sup> 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. Therefore, this training program on negotiation focusses on analyzing the psychology of players as well as the deal. 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 04-06, 2020**

### **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 **February 03, 2020** till noon of **February 07, 2020**.

### **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. 07AAATI0972K1ZJ

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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