

# MANAGEMENT DEVELOPMENT PROGRAMS BROCHURE

APRIL 2020 - MARCH 2021



**RP-Sanjiv Goenka  
Group**  
Growing Legacies





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# International Management Institute

## New Delhi

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), PGDM (Executive) and FPM/E-FPM (doctoral programs for full time students and working executives). In addition, it has built a vibrant Executive Education vertical offering training to management professionals from the corporate world. The Institute provides management training to foreign nationals from developing countries under the Indian Technical & Economic Cooperation (ITEC) program of the Ministry of External Affairs, Government of India.

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.



# Message from Director General



Prof. Himadri Das

Executive education has always been one of the core focus areas of IMI. We have been doing this admirably well for close to four decades as is evident from the wide spectrum of companies our executive education participants belong to. Our faculty members have proven expertise in the field of executive education with long years of experience in academics and industry, which is a very potent combination indeed. In the field of executive education, we not only conduct customized programs sponsored by companies but also conduct open programs that have a very heterogeneous set of participants from across different industry sectors.

We have the pleasure in presenting the calendar of Management Development Programs of IMI for the year 2020-2021. We invite participation of executives from companies of all sizes and all sectors. We look forward to a long and fruitful partnership with industry, striving towards a common goal of making Indian industry more competitive globally.



# Message from Dean-Executive Education & International Relations



Prof. Mamta Mohapatra

Management development is an imperative for businesses with a proactive approach to growth. Training opportunities improve effectiveness and motivate employees, increase employee retention and finally results in a knowledge driven positive workforce. Upskilling is an essential growth strategy which can be successfully initiated with our help. At IMI, New Delhi we not only ensure that your managers have a thorough knowledge of the latest in the business world but with our training we try to develop a team of innovation managers who will ultimately lead the way in business improvement vital for gaining and maintaining competitive edge.

Executive Education at IMI comprises of open Management Development Programs, specially designed Customized In-Company Programs, Global Leadership Programs, ITEC Programs and Online Programs.

In addition to offering a bouquet of highly relevant and contemporary open management development programs, IMI specializes in delivering customized in-company training Programs. These are essentially against requests that we receive from a large number of leading national and global organizations, including programs for Senior Management (GM/ED level) and Top Management (Board level). Feedback received from our client organizations has been very positive and we engage with these clients to study their issues and challenges and customize our offerings to address the same. IMI New Delhi is also a nodal institute for ITEC courses in India. Indian Technical and Economic Cooperation (ITEC) is a bilateral assistance program run by Government of India. The fast-paced life that corporate executives face today with mounting pressures of achieving targets and growing their business activities, there isn't much time left with them for value addition to their careers. Our online endeavor intends to serve the needs of such professionals. IMI in the last 5 years has conducted more than 250 Management Development Programs, total number of Program days exceeds 1500 and more than 5000 participants have been trained under its aegis.

Through this brochure we present the programs being offered by IMI that are of high quality, market driven, customer-oriented having a diversity of faculty – both internal as well as visiting faculty and industry experts. The learning process is driven by faculty who use mixed pedagogy which is both interactive and participative in nature. In addition to lectures, a wide variety of especially designed exercises, instruments, games and syndicate discussions are used to provide participants with insight into issues of major concern encountered by them in the organization and to generate such options as are necessary for effecting change in their mindset, their motivational drive as also in the way they operate.

We look forward to your continued support and cooperation and pledge to serve our clients with the latest offerings delivered in the best possible manner.

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## Management Development Programs

IMI specializes in executive education. Our organizational ethos is rooted in 39 years of sustained pursuit of excellence in management education. Our faculty members have proven expertise in the field of management development with long years of experience in industry and business organizations. While the main thrust of continuing executive education programs at IMI is on programs sponsored by companies, we also conduct open programs based on decades of experience of faculty in concerned disciplines. IMI places significant thrust on harnessing the potential of people within organizations as a key differentiator for sustained growth. As a result, we have been paying special attention to Executive Education and MDPs as part of our responsibility as country's leading integrated business school.





# Open Management Development Programs

IMI New Delhi conducts wide range of Open Management Development Programs in various functional and cross functional areas of management. These MDPs are designed with an appropriate blend of conceptual knowledge and experiential learning to germinate, grow and harvest the soft, technical and managerial skills of participants in the contemporary business context with an emphasis on developing ability to apply learning in an efficient manner and effective decision making in real world to boost the performance and privity of the organizations – be it in the private, public, government, social or non-governmental sectors. IMI has been able to carve a niche for itself in the corporate world by delivering high quality education and today is trusted with the responsibility of boosting competencies of managers and executives at various levels. Month-wise calendar of Open Programs offered by IMI New Delhi is as follows:



# Calendar of Management Development Programs

## April 2020-March 2021 (Quarter-wise)

S. No.	Program Title	Date	Days	Venue	Fees (Rs)* 18% GST Extra		Program Director(s)
					Residential	Non-Residential	
April – June, 2020							
1	Building Corporate Strategy for Effective CSR	24 – 26 June	3	IMI (B) Campus	35000	25000	Prof. Arun K. Rath
July- September, 2020							
2	HR Analytics – Making Informed Decisions	22-24 July	3	IMI Campus	35000	25000	Prof. Swati Dhir
3	HR for Non-HR Executives: Understanding the People Issues	06-07 August	2	IMI Campus	25000	18000	Prof. Swati Dhir
4	Effective Decision Making Using Advanced Excel	06-07 August	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
5	Competency Based People Management Skills for Managers	26-28 August	3	IMI Campus	35000	25000	Prof. Irfan A. Rizvi
6	Effective Leadership & Building High Performance Team	03-04 September	2	IMI Campus	25000	18000	Prof. Vivek C. Pande
7	Story Telling using Data Visualization	10-11 September	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
8	Mindfulness for Self-Mastery and Organizational Excellence	17-18 September	2	Hotel / Resort	35000	NA	Prof. J.P. Upadhyay
9	Finance for Non-Finance Executives	23-25 September	3	IMI Campus	35000	25000	Prof. Chhavi Mehta / Prof. Monica Arora
10	Managing for Excellence	23-25 September	3	Hotel / Resort	60,000	NA	Prof. Mamta Mohapatra
October- December 2020							
11	Communication Skills for Managerial Effectiveness	07-08 October	2	IMI Campus	25000	18000	Prof. Vijay Vancheswar
12	Digital and Social Media Marketing	08-09 October	2	IMI Campus	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
13	Leadership Development: Emotional Intelligence Approach	14 October	1	IMI Campus	12000	7500	Prof. Mamta Mohapatra
14	Team Excellence: An Outbound Approach	26-27 November	2	IMI Campus	25000	18000	Prof. Mamta Mohapatra
15	Corporate Strategy for Effective Risk Management	02-04 December	3	IMI Campus	35000	25000	Prof. Arun K. Rath
16	Negotiation: Strategies, Tactics & Skills	09-11 December	3	IMI Campus	35000	25000	Prof. Irfan A. Rizvi
17	Leading Strategy Execution & Change	09-11 December	3	IMI Campus	35000	25000	Prof. Sonu Goyal / Prof. G.K. Agarwal
18	Women as Leaders	15-16 December	2	IMI Campus	25000	18000	Prof. Mamta Mohapatra



**January- March, 2021**

19	Gender Sensitization & Sexual Harassment at Work Place	19-20 January	2	IMI Campus	25000	18000	Prof. Mamta Mohapatra
20	Big Data Analytics	21-22 January	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
21	Enhancing Performance through Coaching & Mentoring	04-05 February	2	Hotel / Resort	35000	NA	Prof. J.P. Upadhyay
22	Technology for Non-Tech Managers	04-05 February	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
23	Leading Strategically & Managing Change	10-12 February	3	IMI Campus	35000	25000	Prof. Irfan A. Rizvi
24	Communication Skills for Managerial Effectiveness	18-19 February	2	IMI Campus	25000	18000	Prof. Vijay Vancheswar
25	Enhancing Managerial Effectiveness: A Program for High Potential Emerging Leaders	24-26 February	3	IMI Campus	35000	25000	Prof. J.P. Upadhyay

## MDP Calendar 2020-21 (Area-wise)

S. No.	Program Title	Date	Days	Venue	Fees (Rs) * 18% GST Extra		Program Director(s)
					Residential	Non-Residential	
Communication							
1	Communication Skills for Managerial Effectiveness	07-08 October, 2020	2	IMI Campus	25000	18000	Prof. Vijay Vancheswar
2	Communication Skills for Managerial Effectiveness	18-19 February, 2021	2	IMI Campus	25000	18000	Prof. Vijay Vancheswar
Finance							
3	Finance for Non-Finance Executives	23-25 September, 2020	3	IMI Campus	35000	25000	Prof. Chhavi Mehta / Prof. Monica Arora
Leadership and Human Resource Management							
4	HR Analytics – Making Informed Decisions	22-24 July, 2020	3	IMI Campus	35000	25000	Prof. Swati Dhir
5	HR for Non-HR Executives: Understanding the People Issues	06-07 August, 2020	2	IMI Campus	25000	18000	Prof. Swati Dhir
6	Competency Based People Management Skills for Managers	26-28 August, 2020	3	IMI Campus	35000	25000	Prof. Irfan A. Rizvi
7	Effective Leadership & Building High Performance Team	03-04 September, 2020	2	IMI Campus	25000	18000	Prof. Vivek C. Pande
8	Mindfulness for Self Mastery and Organizational Excellence	17-18 September, 2020	2	Hotel / Resort	35000	NA	Prof. J.P. Upadhyay
9	Managing for Excellence	23-25 September, 2020	3	Hotel / Resort	60,000	NA	Prof. Mamta Mohapatra
10	Leadership Development: Emotional Intelligence Approach	14 October 2020	1	IMI Campus	12000	7500	Prof. Mamta Mohapatra

11	Team Excellence: An Outbound Approach	26-27 November, 2020	2	IMI Campus	25000	18000	Prof. Mamta Mohapatra
12	Negotiation: Strategies, Tactics & Skills	09-11 December, 2020	3	IMI Campus	35000	25000	Prof. Irfan A. Rizvi
13	Women as Leaders	15-16 December, 2020	2	IMI Campus	25000	18000	Prof. Mamta Mohapatra
14	Gender Sensitization & Sexual Harassment at Work Place	19-20 January, 2021	2	IMI Campus	25000	18000	Prof. Mamta Mohapatra
15	Enhancing Performance through Coaching Mentoring	04-05 February, 2021	2	Hotel / Resort	35000	NA	Prof. J.P. Upadhyay
16	Leading Strategically & Managing Change	10-12 February, 2021	3	IMI Campus	35000	25000	Prof. Irfan A. Rizvi
17	Enhancing Managerial Effectiveness: A Program for High Potential Emerging Leaders	24-26 February, 2021	3	IMI Campus	35000	25000	Prof. J.P. Upadhyay
<b>Marketing &amp; Sales</b>							
18	Digital and Social Media Marketing	08-09 October, 2020	2	IMI Campus	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
<b>Operations, Quantitative Techniques and Information Technology</b>							
19	Effective Decision Making Using Advanced Excel	06-07 August, 2020	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
20	Story Telling using Data Visualization	10-11 September, 2020	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
21	Big Data Analytics	21-22 January, 2021	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
22	Technology for Non-Tech Managers	04-05 February, 2021	2	IMI Campus	25000	18000	Prof. Himanshu Joshi
<b>Strategy &amp; Sustainable Development</b>							
23	Building Corporate Strategy for Effective CSR	24 – 26 June, 2020	3	IMI (B) Campus	35000	25000	Prof. Arun K. Rath
24	Corporate Strategy for Effective Risk Management	02-04 December, 2020	3	IMI Campus	35000	25000	Prof. Arun K. Rath
25	Leading Strategy Execution & Change	09-11 December, 2020	3	IMI Campus	35000	25000	Prof. Sonu Goyal / Prof. G.K. Agarwal

\* GST on fee amount as applicable (currently 18%) is payable extra.

Notes:

1. Detailed information on each program is available at IMI Website ([www.imi.edu](http://www.imi.edu))
2. The dates, venue, fee etc are subjective to change.
3. Group Discounts: 10% for 2 or more participants and 20% for 4 or more participants to a program from the same organization.
4. Organizations concerned must obtain confirmation of acceptance of nomination from IMI before sending participants to program venue.
5. The above programs can also be customized according to the specific requirements of an organization.



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# Customized In-Company Programs

IMI, New Delhi offers short duration customized programs essentially against requests from a large number of companies-both from Public and Private Sectors- to design and deliver specific modules exclusively for their employees. We have conducted a large number of such programs for leading national and global organizations, including program for Senior Management (GM/ED level) and Top Management (Board level). Feedback received from these organizations has been very positive and we have been getting repeat business from the same organizations. This bears testimony to our total engagement with these clients to study their issues and challenges and customizing our offerings to address the same. Some of the areas in which IMI New Delhi offers In-Company Training Programs include:

## Human Resource Development :

- Competency Development
- Corporate Boardroom: Journey to the Next Orbit
- Creative Leadership
- Creativity & Management Innovation
- Developing Learning Organization
- Developing Managerial Competence
- Emotional Intelligence at Work
- Employer Branding: Turning Organizations into Brands
- Execution: The Discipline of Delivering Results on Time
- Gender Sensitization & Sexual Harassment at Workplace
- General Management
- HR Best Practices for Banks & Insurance Companies
- Leadership Development
- Leading for Business Excellence
- Managing for Global Competitiveness
- Mentoring, Coaching and Counseling
- Negotiation Skills
- People Management: Emerging Issues & Evolving Practices
- Performance Management Systems
- R, R & R (Retention, Rewards & Recognition) Management
- Self-Growth and Interpersonal Effectiveness
- Strategic Leadership Development
- Succession Planning
- Towards Cutting Edge Leadership
- Women in Leadership Roles

## Finance:

- Advance Finance for Finance Executives
- Banking Domain Training
- Bank Management: Induction Training for Bankers
- Bank Balance Sheet Management
- Demystifying the insolvency & Bankruptcy Code (IBC)
- Effective Corporate Credit Appraisal
- Finance for Non-Finance Executives
- Funds Transfer Pricing
- Marketing of Banking & Financial Products and Services
- Retirement Planning: A Financial Perspective
- Strategic Cost Management
- Trade Finance
- Wealth Creating Mindset for Senior Executives
- Working Capital Management in Service Sector

## Sales & Marketing:

- Accelerating Sales Team Performance
- Brand Management
- Digital & Social Media Marketing
- Entering the Next Orbit
- Market Research
- Marketing Innovations
- Retail Management
- Sales Force Management
- Service Marketing

## Communication:

- Business Etiquette & Corporate Grooming
- Communication Skills for Managerial Effectiveness
- Corporate Communications
- Effective Communication & Presentations Skills

## Operations, Quantitative Techniques and Information Technology:

- Advanced Excel
- Big Data Analytics
- Data & Business Analytics
- Data Analytics for Developing Stock Trading Strategies
- Data Analytics using R
- Decision Making Tools
- HR Analytics
- "Inventory is Sin": Optimizing Inventory Management
- Materials and Supply Chain Management
- Procurement Planning & Contract Management
- Inventory Management





## Blended Online Programs



IMI New Delhi has recently joined hands with leading organizations in the field of technology and technology development to deliver online executive education programs. The fast-paced life that corporate executives face today with mounting pressures of achieving targets and growing their business activities, there isn't much time left with them for value addition to self. Our online endeavor intends to serve the needs of such professionals who are hard pressed for time with a view to help them acquire new skills, build expertise in a specialized area, update their professional profile for career advancement and broaden their knowledge base.

## Programs Details

- Communications Skills for Managerial Effectiveness
- Finance for Non-Finance Executives
- HR Analytics – Making Informed Decisions
- HR for Non-HR Executives: Understanding the People Issues
- Competency Based People Management Skills for Managers
- Effective Leadership & Building High Performance Team
- Mindfulness for Self-Mastery and Organizational Excellence
- Managing for Excellence
- Leadership Development: Emotional Intelligence Approach
- Team Excellence: An Outbound Approach
- Negotiation: Strategies, Tactics & Skills
- Women as Leaders
- Gender Sensitization & Sexual Harassment at Work Place
- Enhancing Performance through Coaching & Mentoring
- Leading Strategically & Managing Change
- Enhancing Managerial Effectiveness: A Program for High Potential Emerging Leaders
- Digital and Social Media Marketing
- Effective Decision Making Using Advanced Excel
- Story Telling using Data Visualization
- Big Data Analytics
- Technology for Non-Tech Managers
- Building Corporate Strategy for Effective CSR
- Corporate Strategy for Effective Risk Management
- Leading Strategy Execution & Change



## Programs Details

### Communication

- Communication Skills for Managerial Effectiveness

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# Communication Skills for Managerial Effectiveness

<b>Duration:</b>	2 Days
<b>Dates:</b>	October 07-08, 2020 & February 18-19, 2021
<b>Program Director:</b>	Prof. Vijay Vancheswar
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

## Program Overview

The subject of Communications has become all the more important for today's Managers given the complexity of business operations across increasing locations, time spans and people. While on the one hand the advent of information technology has made communications faster, the art of smart and effective written and oral communications has become a casualty in the process. The ever-increasing pressure on time and attention span has brought forth the importance of simple and effective communications. Communications that is clear, precise and intelligent. Intelligent and smart communications therefore need to blend simplicity and candor with emotional maturity. This requires an appreciation on some non-written communication capabilities which enable a Manager to hone his or hers written skills. Another need in today's times is the art of effective presentations as these have become a necessary part of a Manager's job requirement irrespective of the function that a Manager handles.

Keeping the above factors in mind, this MDP has been designed to enhance and hone the communication skills of Managers working in the Indian context.

## Objectives

The program therefore aims to help Managers communicate more effectively and in tune with the needs of today's business environment. The broader goal will be to establish a satisfying and fulfilling engagement, with all stakeholders of the company both within and outside the organization.

The program will be participative and based on experiential learning. Assisted with conceptual-frameworks and practice sessions, participants will be able:

- To analyze and appreciate the factors that work as enablers and inhibitors to effective Communications.
- Fine-tune their skills in Interpersonal Communications.
- To enhance their personal and professional effectiveness through effective and smart communications.
- Understand the nuances and art of persuasive business presentations.
- Develop insights on managing situations that are potentially stressful, unpleasant or unexpected.

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## Pedagogy

The workshop will combine theoretical constructs with practical applications. Case studies, simulations, role-plays and games will be utilized to enhance opportunities for learning. Participants will also be encouraged to demonstrate skills of self-expressions through participative exercises and sharing of experiences. Video formats will be used to record; review and course correct one's communications skills. The focus will be on making learning an ongoing process which is fun and satisfying in one's personal and professional transactions.

## Who May Attend

The program is tailored to meet the needs of senior and middle level managers of Public and Private Sectors, Multinational Organizations and Government Departments. In particular, the program will benefit those who wish to improve, upgrade and unlock their latent strengths in written communications and transactional capabilities.





## Programs Details

### Finance

- Finance for Non-Finance Executives



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# Finance for Non-Finance Executives

<b>Duration:</b>	3 Days
<b>Dates:</b>	September 23-25, 2020
<b>Program Director:</b>	Prof. Chhavi Mehta & Prof. Monika Chopra
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

## Program Overview

In the present competitive business environment profit generation and wealth maximization require sustained efforts and appropriate decision skills on the part of executives in all functions and departments. Decisions made by nonfinancial executives from various departments have significant financial implications. Therefore, it is necessary to develop a finance orientation and improve the quality of decision making.

Finance for Non-finance Executives programme is specially designed to provide basic knowledge of accounting and finance for executives working in marketing, operations, human resources, information technology as well as entrepreneurs and self-employed professionals with non-finance background. This programme provides a logical framework to gain an insight on various aspects of financial statements, capital budgeting, working capital and cost control to help managers make better strategic and operational decisions. The programme will equip the participants with appropriate skills in finance for a deeper understanding of business environment.

## Objectives

After attending this program, participants should be able to:

- Gain a greater understanding of the financial objectives of the organization and translate them into action in their respective functional areas;
- Work out the financial implications of their day-to-day decisions, helping take decisions that have a positive impact on financial objectives of the business;
- Make better use of resources allocated to their divisions;
- Appreciate the implications of financial decisions;
- sharpen financial skills and competencies for business success.

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## Content

The program will cover fundamentals of financial concepts in easy and understandable manner and include following broad areas:

- Understanding Financial Terms and Finance Statements
- Analysis of Financial Statements
- Cost Leadership and Competitive Advantage
- Evaluating Investment Projects
- Managing Working Capital
- Introduction to Financial Markets

## Pedagogy

The course uses participative discussion, cases and practical assignments to achieve the learning objective. Participants are encouraged to bring their problems to the course with an objective to learn through discussion and experience sharing.

## Who May Attend

Non-Finance Executives across all levels of management.





## Programs Details

### Leadership and Human Resource Management

- HR Analytics – Making Informed Decisions
- HR for Non-HR Executives: Understanding the People-Issues
- Competency Based People Management Skills for Managers
- Effective Leadership & Building High Performance Team
- Mindfulness for Self-Mastery and Organizational Excellence
- Managing for Excellence
- Leadership Development: Emotional Intelligence Approach
- Team Excellence: An Outbound Approach
- Negotiation: Strategies, Tactics & Skills
- Women as Leaders
- Gender Sensitization & Sexual Harassment at Work Place
- Enhancing Performance through Coaching & Mentoring
- Leading Strategically & Managing Change
- Enhancing Managerial Effectiveness: A Program for High Potential Emerging Leaders



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## HR Analytics – Making Informed Decisions

<b>Duration:</b>	3 Days
<b>Dates:</b>	July 22-24, 2020
<b>Program Director:</b>	Dr. Swati Dhir
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

### Program Overview

We live in the age of analytics. Nowadays, organizations have plenty of data but most of the times managers are unable to interpret the data meaningfully and make informed decisions. In the present scenario, HR managers are expected to understand the data and learn the necessary tools to analyze the data in more meaningful way. With the help of descriptive, predictive and prescriptive analytics, HR managers can estimate the future likelihood as well as can come up with right interventions at right time.

HR analytics enables organizations to use the wealth of employee data in making better and informed decisions about their workforce and improve organizational performance. The environmental uncertainty makes it imperative for HR professionals to learn the important quantitative and qualitative tools to analyze the variety of data. As per the requirement in different areas of HRM, they can design interesting HR process metrics by using the combination of right attributes and its ratios. HR analytics will help HR professionals to make a smooth transition from an overtly transactional role to more transformational role in the organizations and become the strategic business partners to support the organizational growth and development.

This is an introductory program for HR professionals and academicians who wish to understand the topic and its application in a systematic and structured manner. The program will help participants utilize the various means of HR digitization through technology, use of HR analytics in decision making, estimating the future likelihood and designing the policies for future accordingly.

### Objectives

The program has been designed to help participants understand the role of analytics in making effective and informed decisions for various direct or indirect issues in human resource management. The Program will focus on familiarizing the participants with sophisticated Data Mining and Business Analytics (BA) techniques in the context of human resource (HR) related data and its interpretation for effective business outcomes. The program will deal with HR related data to illustrate the application of HR Analytics in the HRM sub functions as staffing, training, performance management, compensation, retention management, organizational development and engagement initiatives.

## Contents

- Introduction of HR Analytics: Human Capital Analytics Continuum
- Understanding the past
- Foresee the future: Predictive Analytics
- Build the future: Prescriptive Analytics

## Pedagogy

The pedagogy will be interactive and participative in nature. This will include class room learning through lectures, hands on experience on real time data in computer labs, recent case studies from leading organizations, group work to determine the best HR response to data trends, and reflection of organization specifics to contextualize the learning for organizational benefit.

## Who May Attend

This course is meant for HR professionals, senior/middle Level managers of public and private sector organizations, academicians and Officers of the departments/ministries of the government looking to learn HR analytics skills. No prior knowledge of statistics or any analytic techniques is required.





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## HR for Non-HR Executives: Understanding the People Issues

<b>Duration:</b>	2 Days
<b>Dates:</b>	Aug 06-07, 2020
<b>Program Director:</b>	Dr. Swati Dhir
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

Whether you want to become a HR manger or not, your career requires people management at each stage, hence you need to master these HR skills to optimize your productivity. Human resource management is an integral part of any organization. This program has been designed to bring awareness about HR activities for line managers and other non-HR personnel. It's very important to utilize our human capital and get sustainable competitive advantages. Hence people management becomes very important for all functions of any organization. Every manager in any functional area deals with humans at every level and therefore understanding the HR related issues and functional know how becomes very important for every functional area.

### Objectives

This program will help managers to understand

- Role of HR functions and its linkage to the other functions of organization to create complementary work environment
- Understanding and evaluating the impact of HR function in overall business and organization's success
- Understanding the group dynamics and utilizing the functional teams to effectively utilizing their human capital
- Promoting the best practices of talent management to get sustainable competitive advantages

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## Contents

- Building relationship and Gaining trust of your people
- Talent Acquisition and Deployment
- Managing Performance and Rewards
- Managing the Career and Development
- Employee Motivation and Retention
- Legal aspects in HRM

## Pedagogy

The pedagogy will be interactive and participative in nature. This will include class room learning through lectures, hands on experience and class exercises, recent case studies from leading organizations, group work to determine the best HR response to people issues, and reflection of organization specifics to contextualize the learning for organizational benefit.

## Who May Attend

This course is meant for Line managers, Non HR professionals, senior/middle Level managers of public and private sector organizations, academicians and Officers of the departments/ministries of the government looking to learn effective talent management practices.



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# Competency Based People Management Skills for Managers

<b>Duration:</b>	3 Days
<b>Dates:</b>	August 26-28, 2020
<b>Program Director:</b>	Prof. Irfan A. Rizvi
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

## Program Overview

Business and management situations involve winning over competition, creating the most progressive organizations in the world today are moving away from fuzzy to more concrete management process and, from intuitive to evidence/analytics based decision making. In the same context, the art and the science of people management process has also been changing. Today, managers across functional areas are using 'competency-based people management system' that is more objective, measurable and thus more conducive to interventions and improvement.

The advantages of a competency-based people management system bring is tremendous as it is able to establish a direct link between individual, team and organizational performance. Competency frameworks provide most objective, tangible, fair and measurable system for the HRM function in the organization with its positive impact across board.

Unfortunately, in spite of proven superiority and simplicity of Competency Based People Management System (CBPMS) over the conventional methods, fairly large number of organizations find it difficult to effectively implement it. The reasons for this could be many, but one of the most prevalent factors that prevent effective implementation of CBPMS is 'lack of understanding, appreciation and use of competency frameworks by the managerial cadre of the organization.'

The proposed program is meant to remove this particular and few other bottlenecks in effective understanding and implementation of CBHS in across functional areas of the organization.



## Objectives

- To help participants understand the concept of competency and competency frameworks;
- To help participant understand and appreciate the Competency Based People Management System (CBPMS);
- To introduce participants to the process of using competencies in day-to-day dealing with people, from selection interviews, role allocation, performance management to talent development & compensation;
- To introduce participants to concept and the conduct of Assessment & Development Centre (AC/DC) and enable them to identify and use various tools/instruments of assessments;
- To make them appreciate and acquire requisite attitudes and skills of an effective assessor;
- To equip them program participants with necessary confidence of and competence to make the best use of the individuals in their team, and their team as a whole in performing to their optimum.

## Contents

- Program overview, expectation mapping & ice-breaking;
- Introduction to the concept of Competency Based People Management System (CBPMS) its advantages over conventional system;
- Explanation of competency frameworks and its components: competency clusters, types & levels of competencies, behavioral indicators;
- Using competency in managing team members & team: selection, performance appraisal & management, and people development etc.;
- Familiarity with Assessment Centre (AC) & Development Centre (DC);
- Attributes & actions of a competency assessor;
- Tools & instruments used during the conduct of AC/DC: Psychometric tests, role plays, GDs, in-basket exercises, business-games, and BEI.

## Pedagogy

Program will be conducted using a mix of learning methodologies including presentations, discussions, simulations, exercises, role plays.

## Who May Attend

The program, Competency Based People Management: from concept to practice\* is meant for all middle to senior team leaders & executives across functional areas. Even the HR professionals at all levels may find the program very useful to them in meeting professional expectations of them.

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## Effective Leadership & Building High Performance Team

<b>Duration:</b>	2 Days
<b>Dates:</b>	September, 03-04, 2020
<b>Program Director:</b>	Prof. Vivek C. Pande
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

The emergent business scenario characterized by growing competition, increased uncertainties, and accelerated pace of change necessitate a qualitative and fundamental transformation in the role, responsibility and accountability of managers to enable the organization to achieve global standards of performance, reduce decision response time and develop flexibility in the system so as to be responsive to changes from within and outside. The managers will need to provide leadership in their respective work spheres in such a way that employees are able to proactively respond to organizational priorities and make positive contribution toward realization of company's objectives. It will be further necessary to achieve vertical and horizontal integration by building effective teams cutting across the internal and external boundaries.

The program thus aims at enabling the managers redefine their role in the changed scenario, provide effective leadership and manage through teams so as to generate commitment amongst employees towards the vision and values of the company.

### Objectives

The program focusses on how to consciously develop the art of effective leadership. At the end of the workshop, the participants will:

- Possess the knowledge and tools to become a true leader.
- Understand and appreciate responsibilities of being a productive team member to achieve common goals.
- Know how to take the team along for achieving the vision.

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## Contents

- Leadership Challenges in Digital Age
- Differing Leadership Styles
- Situational Leadership
- Characteristics of an Effective Leader
- Transformational Leadership
- Team Synergy
- Practicing Win-Win
- Understanding Team Dynamics
- Team Conflict & Resolution

## Pedagogy

Drawing on his vast personal experience of over 40 years in the corporate world, Program Director Prof. Vivek Pandey will share numerous case studies, anecdotes, situations and contexts that emphasizes the principles of effective leadership. As the best in the industry shares his insights and learnings, don't miss out on the opportunity to master the art of effective leadership.

## Who Should Attend

The program will be useful for middle to senior level managers in sales, marketing, purchase and human resources functions in business or not-for-profit sector organizations in private or public domain. Critical condition to benefit from the program requires the participants to be endowed with open-minded self-analysis.





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# Mindfulness for Self-Mastery and Organizational Excellence

<b>Duration:</b>	2 Days
<b>Dates:</b>	September 17-18, 2020
<b>Program Director:</b>	Prof. Jai Prakash Upadhyay
<b>Fees:</b>	Rs. 35,000/- (Residential)

## Program Overview

Organizations today operate in a highly complex and volatile global environment. Digitization and disruptions in the business and industrial landscape is increasing the pace of change and uncertainty. In response organizations are endeavoring to become more agile and adaptable. Workplace challenges and information overload of the digital age has reduced the attention span of executives and increased their anxiety and stress level. It is in this context that individuals and business are increasingly resorting to "Mindfulness", a centuries-old solution to connect with their authentic self to enhance their awareness and attention to unlock their creativity and potential.

Most admired organizations and great places to work are cultivating Mindfulness to foster innovation and enhances employee well-being and productivity. Mindfulness makes one focused on task at hand, recharge quickly and helps in letting go one's self-limiting beliefs. It results in reduced sick days and increased engagement and creativity amongst employee. Management experts and business leaders are of the view that mindfulness will increasingly become a paradigm for survival and success for individuals and organizations in the current and emerging business landscape.

## Objectives

The two-day experiential program has been designed to inculcate the art and practice of mindfulness amongst the participants to shift their perception and action and set the stage for positive change in organizational culture. Specifically, the program will help participants to:

- Improve their focus and deepen their self-awareness
- Enhance their span of attention and shift their reactive and reflexive mindset to enable them to observe the reality as it exists and take considered decisions
- Unleash creativity and unlock potential
- Reduce anxiety and stress and enhance their personal well-being
- Create high performing synergetic teams
- Resolving conflicts and nurturing meaningful relationships

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## Contents

- Understanding the role of awareness and attention in enhancing performance and productivity at workplace
- Theory and conceptual constructs underpinning mindfulness
- Mindfulness within the traditions
- Neuro-science findings on mindfulness
- Managing one's mind for achieving mindfulness
- Meditation practice and mindfulness
- Active listening for effective and impactful communication

## Pedagogy

The program will be highly interactive and experiential and provide enough opportunity to practice actionable tools. At the end of the program participants will be provided with individual feedback and they will create their action plans to take away their learnings from the program.

## Who May Attend

Mid-level and senior managers from all functional areas of medium to large-scale organizations who are earmarked as potential leaders, would gain much from this program.



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# Managing for Excellence

<b>Duration:</b>	3 Days
<b>Dates:</b>	September 23-25, 2020
<b>Program Director:</b>	Prof. Mamta Mohapatra
<b>Fees:</b>	Rs. 60,000/- (Residential)

## Program Overview

It is increasingly being realized that organizations can gain sustained competitive advantage through effective management of human/intellectual capital. The program thus aims at enabling the managers redefine their roles from a broader perspective in the changed competitive scenario, provide effective leadership for harnessing and developing intellectual capital and manage through teams so as to generate commitment amongst employees towards the vision and values, of the company.

## Objectives

At the end of the workshop, the participants should be able to:

- Appreciate the need for creating a learning organization and contribute towards the growth of human capital on sustainable basis
- Provide effective leadership for achieving individual and collective excellence
- Enhance risk taking capabilities of the work group through effective team management
- Exercise choice on appropriate motivational strategies for achievement orientation and employee empowerment
- Acquire /sharpen competencies to establish effective interpersonal relationship through increased pace of self-development and management of emotions

## Contents

In pursuance of the above objectives, the topics to be deliberated upon will be as follows:

- Changing Business Scenario: Organizational Imperatives
- Managerial Styles and Effectiveness
- Building and Leading High Performance Teams
- Performance Management
- Motivational Strategies: Achievement Orientation
- Creative Deployment of Self
- Management of Emotions
- Action Planning



## Pedagogy

The pedagogy will be interactive and participative in nature. In addition to lectures, a wide variety of especially designed exercises, instruments, games and syndicate discussion will be used to provide participants with insight into issues of major concern encountered by them in the organization and to generate such options as are necessary for effecting change in the mindset as also in the style of their functioning.

## Who Should Attend

Senior / Middle Level Managers of public and private sector organizations and Officers of the departments/ministries of the government





# Leadership Development: Emotional Intelligence Approach

<b>Duration:</b>	1 Day
<b>Dates:</b>	October 14, 2020
<b>Program Director:</b>	Prof. Mamta Mohapatra
<b>Fees:</b>	Rs. 7,500/- (Non-Residential) Rs. 12,000/- (Residential)

## Program Overview

Effective leaders, executives and managers distinguish themselves by their ability to understand and manage their own emotions as also the emotions of other people with whom they interact. Researches in recent years have established that emotional maturity is a definite predictor of career success. Participants in this program will learn the concept of Emotional Intelligence, develop competencies and use Emotional Intelligence to stimulate outstanding performance.

The program aims at sensitizing participants to the need for acquiring and sharpening of such emotional competencies as are desirable for them to develop a high-performance culture and enable the organizations gain and maintain sustained competitive advantage in the emerging global business scenario.

## Objectives

At the end of the program the participants would be able to:

- Understand how emotions can influence thoughts, behavior, goals, decision-making, and work/personal relationships
- Build emotional resilience for high performance
- Recognize the importance and impact of Emotional Self-awareness, Emotional Self-control, Empathy and Influence on leadership capability
- Identify strategies for enhancing emotional intelligence
- Learn how to lead others more positively towards outstanding performance
- Learn how to develop emotional and social competencies in sustainable ways to achieve competitive excellence



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## Contents

- Introduction to emotional intelligence and its competencies
- Emotional intelligence framework
- Skills in emotional intelligence
- Verbal/Non-verbal communication skills
- Managing Self & tools to regulate emotions
- Gaining self- control
- Creating powerful impact through use of emotions
- EI competencies to enhance business practices

## Pedagogy

The pedagogy will be interactive and participative in nature. In addition to lectures, a wide variety of especially designed exercises, instruments, games and syndicate discussion will be used to provide participants with insight into issues of major concern encountered by them in the organization and to generate such options as are necessary for effecting change in their mindset, their motivational drive as also in the style of their functioning.

## Who May Attend

Senior and Middle Level Managers/Officers/Executives.



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## Team Excellence: An Outbound Approach

<b>Duration:</b>	2 Days
<b>Dates:</b>	November 26-27, 2020
<b>Program Director:</b>	Prof. Mamta Mohapatra
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

Most managers' today need to work in teams and ensure team collaboration and coordination. The success of managerial efforts largely depends on his/her ability to develop and sustain team spirit and interpersonal effectiveness both as a team member as well as a team leader. An orderly systematic approach and application of rational thought processes are the attributes most demanded today to sail through the uncertainties of the business environment.

### Objectives

The participants, at the end of the program, will be able to:

- Enhance competencies on interpersonal effectiveness
- Develop team spirit and collaborative orientation for mobilizing support of various stakeholders;
- Understand the dynamics of peoples' interaction within teams
- Develop such skills and competencies as are required to achieve individual excellence and organizational goals

### Contents

The overall coverage of the program will include:

- Creating a culture of learning
- Group Dynamics and Generating Group Synergy
- Effective and Ineffective Groups
- Building and leading Teams
- Team Leadership and Building Team Culture
- Translating Goals to reality

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## Pedagogy

Adventure and the outbound method of learning will be used to provide participants with insight into team building, interpersonal skills and leadership issues encountered by them in the organization and to generate such options as are necessary for improving their effectiveness as leaders in respective work spheres.

## Who May Attend

Senior and Middle Level Managers/Officers/Executives.



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## Negotiation: Strategies, Tactics & Skills

<b>Duration:</b>	3 Days
<b>Dates:</b>	December 09-11, 2020
<b>Program Director:</b>	Prof. Irfan A. Rizvi
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

### Program Overview

Business and management situations involve winning over competition, creating partnerships, leveraging relationship and thus creating wealth. Negotiation is the tool that is extensively used for building productive relations by all those who deal with people, both in social or business environments. All managers, whether while working internally with colleagues, subordinates and boss, or dealing externally with suppliers, customers, collaborators, competitors, or other social constituents have to negotiate their way through challenging situations on a routine basis.

Critical to the success in these situations is the ability to prepare and undertake negotiation process so as to build synergetic relationships towards mutual advantage. In spite of knowing the value of negotiation and indulging in it since childhood, only a few feel confident in 'navigating through the turbulent waters of human relationships'.

This program on 'Negotiation: Strategies, Tactics & Skills' is focused on helping you negotiate your way to success so as to enable you to become an effective negotiator in social and business life, by equipping you with requisite tools, skills and confidence in this sphere.

### Objectives

This training program has been designed with an aim to help participants acquire skills of working through potentially problematic negotiations and negotiators and develop their skills of negotiation to influence decisions in various business situations.



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## Contents

- Negotiation process and structure;
- Negotiation stages & actions thereof;
- Negotiation tactics and Strategies;
- Leveraging persuasive communication skills in negotiation;
- Skills for win-win outcomes;
- Bargaining to get the best outcome;
- Negotiating in teams;
- Negotiating across cultures.

## Pedagogy

Program would be delivered through a combination of:

- Role plays;
- Caselets;
- Diagnostic exercises;
- Video analysis.

## Who May Attend

The program will be useful for junior and middle level managers in sales, marketing, purchase and human resources functions in business or not-for-profit sector organizations in private or public domain. All those who conduct negotiation within or outside the organization will benefit most from the program.



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## Women as Leaders

<b>Duration:</b>	2 Days
<b>Dates:</b>	December 15-16, 2020
<b>Program Director:</b>	Prof. Mamta Mohapatra
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

The emergent business scenario characterized by growing competition, increased uncertainties, and accelerated pace of change necessitate a qualitative and fundamental transformation in the role, responsibility and accountability of managers to enable the organization to achieve global standards of performance, reduce the decision response time and develop flexibility in the system so as to be responsive to changes from within and outside.

To that end managers at various levels will be called upon to provide the leadership edge in their respective work spheres in such a way that employees are able to proactively respond to organizational priorities and make positive contribution toward realization of company's objectives. In recent years, there has been sizable increase in the number of women managers who will assume higher levels of responsibility in the organization. They are indeed equal partners in enabling the organization move to higher levels of excellence. In order for women managers to continue to play significant role, it will be necessary to create an environment conducive to their growth and development.

### Objectives

The program aims at enabling women managers acquire and sharpen leadership competencies, reorient their mindsets and generate viable options for developing internal capabilities in their respective work units for sustained growth.

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

- Create conducive environment for free, fearless and independent working
- Develop their leadership capabilities
- Proactively respond to business challenges

## Content

In pursuance of the above objectives, the topics to be deliberated upon will be as follows:

- Leadership Competencies and Styles
- Sexual Harassment in the Workplace
- Communication, Listening and Feedback
- Motivational Strategies
- Using Emotional Intelligence for High Performance
- Workplace: Issues and Challenges

## Pedagogy

The pedagogy will be interactive and participative in nature. In addition to lecture sessions, a wide variety of especially designed exercises, instruments, games and syndicate discussion will be used to provide participants with insight into leadership issues encountered by them in the organization and to generate such options as are necessary for improving their effectiveness as leaders in respective work spheres.

## Who May Attend

Senior / Middle Level Women Managers of public and private sector organizations and Officers of the departments/ministries of the government



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## Gender Sensitization & Sexual Harassment at Work Place

<b>Duration:</b>	2 Days
<b>Dates:</b>	January 19-20, 2021
<b>Program Director:</b>	Prof. Mamta Mohapatra
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

It has become increasingly necessary for organizations to find ways to reduce stress amongst their women employees and increase their effectiveness. Apart from imparting awareness and knowledge on gender issues, nature and dynamics of discrimination as also the legal framework for addressing sexual harassment in work place, the training will empower the participants to assert their rights. The Program would also attempt to equip participants with necessary skills to combat sexual harassment faced in their daily working life and create a stress-free work environment conducive for higher performance.

The main aim of the workshop is to provide an understanding of the law relating to Prevention of Harassment of women at work place. The work shop will be suitable for both genders and help create a safe and healthy environment for women in the organization resulting in better output.

### Objectives

At the end of the program participants will be able to:

- Understand the concept of gender discrimination and sexual harassment in the workplace
- Recognize gender-based discrimination
- Understand the genesis of Sexual Harassment of Women at Workplace Act and judicial interventions
- Become aware about the provisions of the SHWW (PPR) Act 2013



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## Content

In pursuance of the above objectives, the topics to be deliberated upon will be as follows:

- Gender role perceptions / stereotypes
- Gender Issues including Gender Discrimination
- Sexual Harassment and Gender Discrimination
- Dimensions and types of Sexual Harassment in the Workplace
- Concept and importance of prevention of Sexual Harassment in the Workplace

## Pedagogy

The pedagogy will be participant-centric, focusing on the Confucian Dictum: 'When I read I forget, when I see I remember, when I do I understand'. Eclectic pedagogy including lecture, simulation, syndicate work, role plays and audio visuals will be utilized.

## Who May Attend

Senior / Middle Level Managers of public and private sector organizations and Officers of the departments/ministries of the government



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## Enhancing Performance through Coaching & Mentoring

<b>Duration:</b>	2 Days
<b>Dates:</b>	February 04-05, 2021
<b>Program Director:</b>	Prof. J.P. Upadhyaya
<b>Fees:</b>	Rs. 35,000/- (Residential)

### Program Overview

Traditional management practices and leadership styles are being re-set and re-engineered in the rapidly changing business environment and increasing competition in all types of business. Organizations are continually searching for ways and means to innovate and adapt and respond to current and emerging needs of the markets and customers. Great and admired companies are increasingly resorting to coaching and mentoring to tap into the strength and talent of employees and inspire peak performance and higher levels of productivity.

Coaching and mentoring as developmental tools are proving more effective and impactful compared to traditional training methods. Organizations, therefore, are endeavoring and investing to empower the coaching and mentoring skills of their managers to foster a learning culture to continually innovate and adapt.

### Objectives

It is in the context outlined above, that the 2-day program is developed to deepen and broaden the awareness of performance improving techniques and to equip the participants with practical and easy to learn techniques to coach and mentor and enable and inspire their teams. Specifically, the program would facilitate to:

- Appreciate the roles and responsibility of key players in a coaching/mentoring system
- Acquire competencies to serve as effective mentor and coach.
- Acquire toolkit comprising of models, techniques and varied methods of coaching and mentoring.
- Enhancing team members' performance through continuous and effective feedback.
- Design and implement a successful coaching and mentoring program in their organisation.

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## Contents

- Exploring choices and consequences of developmental options
- Challenges and organizational contextual factors underlying coaching and mentoring
- Understanding the roles and functions of a coach and mentor
- Assessment of coaching and mentoring style profiles
- Insight into coaching and mentoring models and frameworks
- Understanding the dynamics of the coaching and mentoring process
- Measuring progress and evaluating the impact of coaching and mentoring
- Toolkit of coaching and mentoring
- Reverse mentoring: Potential and possibilities

## Pedagogy

The program will be highly interactive and experiential. A basket of pedagogical tools, viz., role plays, video-led discussions, simulation exercises, group discussions etc., Participants will get ample opportunity to hone their coaching and mentoring skills using real world tools and techniques. At the end of the program participants will walk away with their personal development plan.

## Who May Attend

Middle and senior level managers in all functional areas, L& D professionals and consultants will highly benefit from the program.



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## Leading Strategically & Managing Change

<b>Duration:</b>	3 Days
<b>Dates:</b>	February 10-12, 2021
<b>Program Director:</b>	Prof. Irfan A. Rizvi
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

### Program Overview

Leading and managing an enterprise has always been a challenge and has become all the more complicated in these VUCA times, what with the unexpected, unforeseen and unprecedented COVID19 pandemic that engulfed the globe. It is obvious that business cannot be conducted using the legacy systems and processes, and newer paradigms of business have to be ideated, designed, and implemented. In these times the organizations need leaders at all levels, and managers have to evolve themselves to become strategic leaders that can take the organization beyond the next curve and into the next orbit.

Strategic leaders are pioneers, and possess an entrepreneurial mindset, challenge the convention wisdom, think out of the box to carve-out critical transformations needed and chart a holistic growth of the organization. Leading strategically requires an executive to scan the changing business landscape, impact of these changes on the functioning of the organization, identifying the most effective actionable responses of the organization to deal with emerging challenges and exploit unfolding opportunities, and implements these changes in the organization in most efficient and effective manner.

The need for such leaders has become all the more critical in any organization, whether in for-profit or non-profit domain, or in public or private ownership system, or in small, medium or large sector.

This 2-day program is designed to guide managers at all levels to negotiate effectively the challenges of these turbulent times by leading and infusing strategic and critical changes in their respective organizations.

### Objectives

This management development program has been designed with an aim to help participants understand and appreciate the need for leading strategically, take the responsibility of the same and acquire certain tools and techniques towards transforming their respective organizations on the path of development and growth.



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## Contents

- Concept & practice of leadership;
- Strategic leadership: what, Why, How;
- Developing mindset of a strategic leader;
- Actions of a strategic leader;
- Transformational leader attributes & skills;
- Identifying and communicating critical transformations needed in organization;
- Overcoming challenge of change implementation;
- Leadership communication;
- Developing an action plan for change.

## Pedagogy

Program would be delivered through a combination of:

- Role plays;
- Case-lets;
- Diagnostic exercises;
- Video analysis.

## Who May Attend

The program will be useful for managers at all levels from any functional area of management (sales, marketing, purchase, production, finance, and human resources etc.) in business or not-for-profit sector across ownership pattern (public or private). Managers who want to scale themselves up to perform strategic functional in their current or future roles would be deriving maximum benefits by attending this program.



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## Enhancing Managerial Effectiveness - Program for High Potential Emerging Leaders

<b>Duration:</b>	3 Days
<b>Dates:</b>	Feb 24-26, 2021
<b>Program Director:</b>	Prof. Jai Prakash Upadhyay
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

### Program Overview

In the hyper competitive globalized business landscape, organizations are in continual search of ways and means to outperform their competitors. It is being increasingly recognized that in the volatile business environment when work activities and structures are fast changing, the ability of organizations to harness the potential of their human resources, is critical for their survival and success. Organizations need leadership at all levels. Developing future leaders has accordingly assumed strategic significance.

Today's managerial role is also becoming highly complex. It is not limited to problem solving and decision making. To be effective, a manager needs to manage himself or herself, and adapt to situations and people. Successful managers require competencies to create an enabling environment that can engage and motivate their teams to contribute to their potential. Acquiring leadership competency is the sine qua non for an effective manager. This program aims to equip emerging and future leaders with the requisite skills to better manage themselves and their teams, and effectively perform their managerial functions.

### Objectives

- To enhance self-awareness and self-effectiveness
- To develop problem solving and decision-making capabilities.
- To develop interpersonal effectiveness
- To provide skills to manage and resolve work place conflicts
- To develop the ability to build synergistic teams
- To develop leadership competencies

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## Contents

- Enhancing self-management capability
  - understanding self, interpersonal effectiveness, effective communication
- Building synergistic teams
  - understanding team dynamics, team roles and team structures
- Task effectiveness
  - planning and prioritizing, problem solving, decision making, conflict resolution
- Inculcating leadership competencies
  - exploring leadership roles, styles and behaviors
- Managing organizational context
  - organization culture, and managing change

## Pedagogy

The program will use of a mix of pedagogical tools as appropriate to the themes. It will be delivered through action and experiential learning. The approach in the program would be to engage participants through a variety of learning tools and techniques, viz., Case studies, Group exercises, Role Plays, In-basket exercises, Management games, Psychometric profiling, etc.

## Who May Attend

This program is intended for participants expected to take up leadership roles in the future. Mid-level and senior managers from all functional areas of medium to large-scale organizations, with a track record of achievement, who are earmarked as potential leaders, would gain much from this program.



## Programs Details

### Marketing & Sales

- Digital and Social Media Marketing





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## Digital and Social Media Marketing

<b>Duration:</b>	2 Days
<b>Dates:</b>	October 08-09, 2020
<b>Program Director:</b>	Prof. D.K. Batra, Prof. Nalin Jain
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

Marketing practices are being shifted with the rise of digital environment & proliferation of devices, platforms & applications. Prospective & current customers are trying to communicate with the organizations through the emerging digital landscape. This also presents an opportunity to listen & respond to customers faster & with more personalization. This emerging environment brings new opportunities & challenges to marketers.

Digital marketing has not only a positive impact in terms of transactions through online and Mobile Devices but also on the marketing Plan (awareness generation, distribution, lead generation, CRM, etc.). The program will familiarize participants with the management issues of digital marketing, digital marketing planning and its implementation.

### Objectives

- To familiarize the participants with the spectrum of digital opportunities and processes for achieving goals.
- To acquaint the participants to digital marketing tools, techniques and platforms in conjunction with traditional Marketing
- To help them to plan & design a Digital Marketing plan
- To appreciate the influence of Social Media and leverage it

## Contents

- Marketing implications of internet technologies. Web 2.0 and Web 3.0
- E-business, e-commerce, and digital marketing
- Traditional Marketing mix vs. digital marketing mix
- Web Site Best Practices
- Social Media Marketing
- SEO and SMO
- Social CRM
- Online Advertising and Media; PPC models

## Pedagogy

In addition to lectures on concepts, the pedagogy will include group discussions, exercises and case studies. Core faculty of IMI along with practicing managers and experts from the field will facilitate discussions and share their experiences.

## Who May Attend

The program is designed for Sales and Marketing Management personnel in corporate (working at various levels), Representatives of SME businesses & business associations, Consultants and individuals interested in raising their awareness and knowledge level about the issues and best practices involved with Digital Marketing.



## Programs Details

### Operations, Quantitative Techniques and Information Technology

- Effective Decision Making Using Advanced Excel
- Story Telling using Data Visualization
- Big Data Analytics
- Technology for Non-Tech Managers



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## Effective Decision Making Using Advanced Excel

<b>Duration:</b>	2 Days
<b>Dates:</b>	August 06-07, 2020
<b>Program Director:</b>	Prof. Himanshu Joshi
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

In today's competitive business environment, managers face the challenge to make timely decisions. With proliferation of technology in all business functions, the ability to effectively use IT tools for taking data driven decision for improving sales, revenue and profitability is crucial.

Excel is the most frequently used tool by managers to handle data efficiently. Users claim to know excel but majority use it a data storage tool. Most of the business problems encountered in the area of Marketing, Finance, Human Resources and Operations can be dealt using excel.

The program aims to give the participants basic and advanced spreadsheet concepts and applications and focuses on data modeling using Microsoft Excel. The program covers decision making scenarios from various functional domains like marketing, finance, human resources and operations.

### Objectives

- To develop an ability to approach a decision making problem in a logical manner.
- To improve decision ability of managers through analysis of real life situational data across different functional domains.
- To provide hands-on working knowledge of excel and its advanced features.





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## Content

- Overview of capabilities of excel
- Performing calculations
- Using formulas and functions
- Data Summarization, Ordering and Filtering
- Importing data from multiple sources and consolidation
- Finding Hidden Patterns and Relationships in Data
- Creating dynamic tables using pivot tables
- Creating dynamic charts and dashboards
- Building Excel Models for managing Marketing, Financial and Operations Data
- MS Excel for Business Forecasting
- Using Excel for Optimizing Resources
- Sensitivity Analysis
- Introduction to MS Excel PowerPivot
- Automating repetitive tasks using macros
- Collaborating with other users – sharing, protecting and authenticating workbooks.

## Pedagogy

This is a 100 percent hands-on program. The instructor will supplement practical sessions with interactive discussions and Q&A.

## Deliverables

After the completion of the program, participants will:

- Master the advance features of excel.
- Develop the ability to formulate problem and develop decision support system models.

## Who May Attend

Analysts, decision makers and managers who would like to improve their ability to take decisions using excel. Top and Middle Level Managers working in various business functions (Finance, Marketing, Operations, Information Technology, Human Resources etc.) from public and private sector or government organizations.

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## Story Telling using Data Visualization

<b>Duration:</b>	2 Days
<b>Dates:</b>	September 10-11, 2020
<b>Program Director:</b>	Prof. Himanshu Joshi
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

Every organization, its processes and stakeholders carry a story which is unique. The power of this story is often underestimated and ignored. However, when consciously put into use this can be used to create opportunities to inspire, ignite, guide and enlighten. Majority of the organizations still use of traditional methods of reporting. This new world of storytelling will help managers to transform imaginations, information into knowledge. Rather than relying on gut feeling and perceptions, managers could quickly generate insights based on their data. Further, the reliance on IT experts or power users is reduced as the decision makers can make use of these self-service data visualization tools.

The objective of this program is to take you beyond spreadsheets and presentations, and teach you why, what, how and what next of storytelling using data visualization. At the end of the program, it is expected that besides answering the above questions participants will be able to create compelling data visualizations by using the elements of data storytelling and decide which visualizations tell your audience the best story.

Data visualization is the representation of data or information in a graph, chart, or other visual format. In other words, it refers to techniques used to communicate insights from data through visual representation. But what is new about storytelling? Decision makers have used historically doing visualization using spreadsheets. The answer lies in that fact that spreadsheet is not a visualization tool. It supports some basic functionality of creating graphs and charts but the speed and ability to understand vast quantities of data is limited. A data visualization tool consists of a visualization layer that typically sits on top of a data warehouse and allows users to discover and explore data in a self-service manner. This can be used to distill large datasets and build new models. Not only does this spur creativity, but it reduces the need for IT to allocate resources to continually build new models. Regardless of industry or size, data visualization is emerging as an important concept in all types of businesses to help make sense of their data. Thus, data visualization is seen as an important and essential skill for all managers.

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## Objectives

This program will provide a foundation for decision makers who want to understand the core principles of data visualization and use it to improve business performance through better insights.

Broadly, the program has the following objectives:

- To introduce participants to the fundamentals of storytelling, its need and impact.
- Utilize data visualization tools to uncover insights and communicate it as a story
- To introduce participants to data summarization and visualization techniques.
- To provide hands-on training on creating a 360 view of data through dashboards.
- To improve decision ability of managers through analysis of real-life situational data across different functional domains.
- To enhance decision making capabilities of participants through analyzing large data sets
- To create value using right blend of concept building and hands-on-experience on analytics tools.
- To prepare managers for career opportunities in business intelligence and analytics.

## Contents

- Story Telling Using Data
- Data Visualization using Power BI and Tableau
- Building dashboards using Tableau

## Pedagogy

The program will include an appropriate blend of classroom teaching, hands-on exercises using real datasets, in-class discussion, readings and presentations. Participants are expected to build models and work on different types of business scenarios. Real life case studies and datasets would be used to demonstrate the capabilities of the tool.

## Who May Attend

- Operational and functional managers from junior and middle management engaged in in following Domains: Sales & Marketing, Finance, Insurance, HR, Operations & Supply Chain, IT, Strategy, Research & Development etc.
- Executives and managers who are willing to use the large database of stakeholders to make critical business decisions to influence the bottom line.
- Professionals who want to take data back decisions working in various industries like marketing, FMCG, retail, healthcare, logistics, aviation, banking, IT/ITeS, banking, finance etc.

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## Big Data Analytics

<b>Duration:</b>	2 Days
<b>Dates:</b>	January 21-22, 2021
<b>Program Director:</b>	Prof. Himanshu Joshi
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

In today's dynamic, competitive business environment; organizations need to take quick and effective decisions, and this poses serious challenges to conventional decision making. With proliferation of technology across all business functions, IT has become an integral part of all functions. The ability to use office automation tools effectively influences the ability of individuals, teams and businesses to take sound decisions. The advances in information technology along with the managerial need for quick and real time decision making has transformed the way organizations stored, organize and analyze data. Massive amounts of data are being generated as part of various activities carried out across industries and sectors. Moreover, faster computing and better optimization techniques have made it possible to apply advanced tools and techniques to solve business problems that was impossible a decade or two ago.

The objective of this program is to introduce participants to basic and analytical tools and provide hands on training on office automation tools so as to empower them to take managerial decisions.

Business analytics is a discipline which includes methodologies and technologies to explore historical data to generate insights useful for taking futuristic decisions. Be it financial, insurance, marketing, information systems, human resources or operations management related problems, organizations face the challenge to improve their ability to understand the stakeholders better and deliver value to them. This concept uses statistical and quantitative analysis, optimization techniques on data to make better decisions. Analytics has a great potential to help companies focus on the most important information in the data they have collected about the behavior of their customers and potential customers. Business Analytics helps organizations in discovering information within the data that queries and reports can't effectively reveal.



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## Objectives

This program will provide a foundation for decision makers seeking to understand the core principles of data analytics and to improve business performance through better data measurement.

Broadly, the program has the following objectives:

- To introduce participants to use of spreadsheet-based data modeling, analysis and problem solving.
- To introduce participants to data summarization and visualization techniques.
- To provide hands-on training on creating a 360 view of data through dashboards.
- To improve decision ability of managers through analysis of real life situational data across different functional domains.
- To enhance decision making capabilities of participants through analyzing large data sets
- Introduce data optimization techniques including statistical and quantitative analysis
- To create value using right blend of concept building and hands-on-experience on analytics tools.

## Contents

- Introduction to Business Intelligence, Data Mining and Analytics
- Data driven decision making challenges faced by managers
- Overview of various analytics tools to manage data
- Data Visualization and Management
- Building Optimization Models using Spreadsheets
- Sensitivity Analysis
- Using Solver for Data Optimization
- Correlation and Simple Linear Regression Analysis
- Multiple Linear Regression Analysis
- Data Segmentation and Clustering
- Classification Techniques and Prediction
- Affinity Analysis/Market Basket Analysis
- Data Reduction Techniques

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## Pedagogy

The program will include an appropriate mixture of classroom teaching, hands-on exercises, in-class discussion and readings and presentations. Participants would work on different types of business scenarios.

## Who May Attend

Operational and functional managers from junior and middle management engaged in marketing, finance, insurance, operations, strategy, human resources and information management.



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## Technology for Non-Tech Managers

<b>Duration:</b>	2 Days
<b>Dates:</b>	February 04-05, 2021
<b>Program Director:</b>	Prof. Himanshu Joshi
<b>Fees:</b>	Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential)

### Program Overview

There was a time when IT was just a support function for an organization. It helped setup new enterprise models, acted as an enabler to unlock marketplace opportunities and worked as a disruptor of the status quo. Today, however, IT has no longer remained a support function but has become an integral part of the core business functions wherein every decision maker is expected to understand how the existing and emerging technologies can be utilized to transform the organization.

But not everyone has a technology background and it becomes extremely difficult to keep up with the latest developments in technology. Technology is ample and growing exponentially with each passing day. A lot of the resources available are quite technical in nature and usually the trainings available for them are too expensive. This is the rationale behind conceptualizing a course for non-technical managers who want to make a difference towards the processes they manage by updating their knowledge in IT.

The objective of this program is to provide the fundamentals of IT management to help non-technical managers generate value from IT. Does this mean that the program make you a technology expert? Not at all. The program is simply aimed at providing an exposure to the latest technologies, understanding why these technologies are important and the impact they can have on transforming a business. This purpose of this program is not to make an IT expert out of every decision maker, but rather to scale non -technical business leaders up to a level where they can work with IT to make better business decisions. At the end of the program, it is expected that the participants would develop an open mindset to embrace technology and make good decisions using IT.

Some of the emerging technologies that are shaping the business eco-system are Enterprise Systems, Data Analytics and Visualization, Machine Learning, Artificial Intelligence, Blockchain, Cyber Security, Internet of Things, Cloud, Mobility etc. to name a few.

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## Objectives

This program will provide non-technical managers from diverse backgrounds and domains an exposure to essential IT management skills to enable them to work with IT managers effectively and efficiently.

Broadly, the program has the following objectives:

- To introduce participants to the essentials of new age technologies which are transforming business.
- Explore how technologies impact the business across various business functions.
- Methods to mitigate the biggest challenges that managers face while handling technologies.
- To improve decision ability of managers through analysis of real-life situational data across different functional domains.
- To create value using right blend of concept building through case studies and hands-on-experience on different tools.

## Contents

- Understanding Technology Essential and Dynamics
- Emerging Technologies and its Impact on Business
- Best Practices in Technology Planning for Continuous Improvement

## Pedagogy

The program will include an appropriate blend of classroom teaching, hands-on exercises using real datasets, in-class discussion, readings and presentations. Participants are expected to build models and work on different types of business scenarios. Real life case studies and datasets would be used to demonstrate the impact on business.

## Who May Attend

- Professionals who have little or no background in technology and who need to bolster their knowledge about new age technologies and evaluate its impact on business.
- Managers with no technical background who have IT responsibilities.
- Managers with no technical background but who interact with IT professionals.



## Programs Details

### Strategy & Sustainable Development

- Leading Strategy Execution & Change



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## Leading Strategy Execution & Change

<b>Duration:</b>	3 Days
<b>Dates:</b>	December 09-11, 2020
<b>Program Director:</b>	Prof. Sonu Goyal, Prof. G.K. Agarwal
<b>Fees:</b>	Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential)

### Program Overview

Business is all about accomplishing its vision through formulating winning strategies and their superior execution. Success of an organization is measured by the extent to which it has been able to realize its intended strategies while incorporating the emerging changes and overcoming the unwarranted challenges. Effective execution of strategies is the key to success. It represents a disciplined process and a logical set of connected activities that enables an organization to implement a strategy successfully. Without a careful, planned approach to execution, strategic goals cannot be attained. Developing such a logical approach, however, represents a formidable challenge to management. Most companies believe that, after careful strategic review, analysis and planning, they have a winning strategy. However, according to Fortune magazine, 70% of companies who fail actually fall short because of bad execution. The result of bad execution is both organizational failure and individual stress and frustration – especially for the executives responsible for implementation. Organizations having problems in executing their strategy simply fail at taking effective steps required for translating strategy into action. A host of factors, including organizational culture, inertia and resistance to change, routinely can get in the way of execution success.

If execution is central to success, why don't organizations develop a disciplined approach to it? The simple answer is that execution is extremely difficult. There are formidable roadblocks or hurdles that get in the way of the execution process and seriously impede the implementation of strategy. Since effective implementation of strategy clearly results in competitive advantage and higher returns to shareholders, gaining knowledge and understanding of strategy execution as a discipline is a necessity for the success of organizations. The program 'Leading Strategy Execution and Change' has been designed with this paramount need of the organizations in mind. The variety of sessions during the three days will be focused on sharing the emerging trends and practices as well as real-life experiences of successful firms in the area of Strategy Implementation.

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## Objectives

This program will provide a foundation for decision makers seeking to understand the core principles of data analytics and to improve business performance through better data measurement.

Broadly, the program has the following objectives:

- To introduce participants to use of spreadsheet-based data modeling, analysis and problem solving.
- To introduce participants to data summarization and visualization techniques.
- To provide hands-on training on creating a 360 view of data through dashboards.
- To improve decision ability of managers through analysis of real life situational data across different functional domains.
- To enhance decision making capabilities of participants through analyzing large data sets
- Introduce data optimization techniques including statistical and quantitative analysis
- To create value using right blend of concept building and hands-on-experience on analytics tools.

## Contents

- Key elements and framework for strategy execution
- Managing critical dimensions for effective project execution
- Common barriers to strategy execution
- Relationship management with alliances and partners
- Effective change management
- Role of leadership and culture in effective strategy implementation.

## Pedagogy

In addition to interactive sessions on the emerging trends and practices, the pedagogy will include group discussions and case studies that will facilitate learning the key components of implementing a successful strategy. Besides core faculty of IMI, practicing managers and experts from the field will share their experiences that would help learning how strategic thinking, planning and execution are intrinsically connected. You will glean wisdom and insight—and give some too—as you network with other participants from different companies and industries. The focus of this program is heavily directed to achieving a practical, realistic, beneficial and successful outcome rather than academic theory.

## Who May Attend

The program is specifically designed for corporate executives (working at various levels).

## Faculty Profiles





## Profiles

- Prof. Aman Srivastava
- Prof. Arun K. Rath
- Prof. Arnab K. Deb
- Prof. Asha Bhandarkar
- Prof. Ashutosh Khanna
- Prof. Chhavi Mehta
- Prof. Deepak Chawla
- Prof. Deepak Tandon
- Prof. D.K. Batra
- Prof. G.K. Agarwal
- Prof. Himanshu Joshi
- Prof. Irfan A. Rizvi
- Prof. Jai Prakash Upadhyay
- Prof. Mamta Mohapatra
- Prof. Meenakshi Nagarajan
- Prof. Monika Chopra
- Prof. Minmoy Majumdar
- Prof. Nalin Jain
- Prof. Neena Sondhi
- Prof. Pinaki Dasgupta
- Prof. Prema Lal
- Prof. Parthasarathi Banerjee
- Prof. Rajeev Anantaram
- Prof. Ramachandran K.
- Prof. Ravinder Kumar Arora
- Prof. Sanjay Dhamija
- Prof. Shailendra Nigam
- Prof. Sidharth Varma
- Prof. Sonu Goyal
- Prof. Supriya M. Kalla
- Prof. Swati Dhir
- Prof. V. Chandra
- Prof. Vijay Vancheswar
- Prof. Vivek C. Pande



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### **Prof. Aman Srivastava**

Prof. Aman Srivastava, Professor (Finance) at IMI, has more than twenty years of experience in research, teaching and corporate training. He has trained Government officers and corporate executives of more than 50 countries. He has conducted training programs for executives of ONGC, Oil India, Indian Oil, HPCL, GAIL, NLC, NTPC, NHPC, SJVN, Coal India, SAIL, NALCO, MCX, RAIL Tel Corporation, HUDCO, MSME, TCIL, AC-Nelson, Greenfield.com, Standard Chartered Bank, NAFED and much more. He has published research papers and cases in national and international journals including Theoretical Economics Letters (TEL), International Journal of Theoretical & Applied Finance (IJTAF), Asian Economic Review, Global Business Review, Asia Pacific Business Review, Decision and much more. His areas of specialization are corporate finance, risk management, mergers & acquisition and investment & wealth management. He has participated in training programs of Harvard Business School, Richard Ivey School of Business and AACSB International, USA. He was awarded for his cases and research papers by Strategic Management Forum at IIT Mumbai and IIT Kanpur.

### **Prof. Arun K. Rath**

Prof Arun K. Rath, Professor (Strategy & General Management) at IMI, former Secretary, Ministry of HRD, Government of India, joined the Indian Administrative Service in 1973, allotted to Bihar/Jharkhand cadre. Dr. Rath attended management courses in the Universities of Birmingham and Bradford in UK. In his capacity as Joint Secretary, Department of Public Enterprises, Govt. of India, and as Additional Secretary/Special Secretary and Financial Advisor, Ministry of Steel, Govt. of India, Dr. Rath contributed to framework of good governance, social responsibility and strategic management of central public sector enterprises. Dr. Rath served as Director in leading steel PSUs like SAIL, NMDC, MECON, RINL & KIOCL. He also served as Independent Director on the Boards of Coal India Ltd, Mahanadi Coalfields Ltd and Mangalore Refinery & Petrochemicals Ltd. Dr. Rath is currently, Dean (Executive Education and International Relations) & Chairman (Centre for Corporate Governance and Social Responsibility) at International Management Institute, New Delhi. His areas of specialization are corporate governance, risk management, corporate social responsibility and public enterprise management.

### **Prof. Arnab K. Deb**

Dr. Arnab Deb holds doctorate in Economics from University of Connecticut, Storrs. His doctoral dissertation is an application of microeconomic theory to Indian data for the organized manufacturing sector. He earned his B.Sc. (Honors) and M.Sc degrees from University of Calcutta. His research interest includes Applied Microeconomics, Data Envelopment Analysis, Mathematical Economics, and Applied Econometrics.

Dr. Deb has more than six years of experience in teaching and research. He has worked on an NSF (National Science Foundation) funded project "Economic and Social Rights: Obstacle or Handmaiden to Growth?"

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His major responsibility in that project was to design alternative approaches to define an indicator of the extent to which countries are fulfilling their economic and social rights obligations under the International Covenant for Economic, Social and Cultural Rights (ICESCR). Before joining the Ph.D. program he had served as a Research Associate in AC Nielsen ORG Marg, Kolkata and worked on two projects "District Level Monitoring of all Programs of Ministry of Rural Development, India" and "Moving out of Poverty: Growth & Democracy" He has attended and presented research paper at international conferences.

Dr. Deb has received multiple fellowships and awards in his career. He has been awarded the "Pre-doctoral Fellowships" by the Department of Economics for the period 2007 to 2011 and "Doctoral Dissertation Fellowship" by the Graduate School in the year 2012. He was also recognized with the "Abraham Ribicoff Graduate Fellowship" by the Department of Economics, University of Connecticut in 2011. This award is given annually to recognize an outstanding Ph.D. student who is interested in public policy.

### **Prof. Asha Bhandarkar**

Dr. Asha Bhandarkar is well known in the field of HR and Leadership Studies in India as a scholar, consultant and researcher. She is Distinguished Professor of Organizational Behaviour at International Management Institute Delhi & Senior Fulbright Fellow, Darden School of Business, USA.

Prior to her current assignment at IMI-Delhi, she was the Raman Munjal Chair Professor of Leadership Studies as well as Dean Research and Consulting at MDI-Gurgaon. She is currently Director on the board of Punjab National Bank.

She consults with Boards and Top management teams of many organizations like Maruti, Du Pont, Bayer, Siemens, MRPL, Allahabad Bank, Corporation Bank, SAIL on issues of Culture Building, Leadership Development and Organizational Vision Building. She has worked closely with the corporate sector, including MNCs, Public Sector, Private Sector and Cooperative sector (100 companies) over the last three decades.

She is the Visitor's nominee (President's Nominee) at the H. N. B. University of Garhwal (A central university); Member Academic council of JK Lakshmipat University; and Member committee for formulation of strategic plan and vision document for Indira Gandhi Delhi Technical University for Women.

She is an expert in competency assessments and has done assessments at senior levels in many organizations, the latest being MRPL and Bank of Maharashtra. She is engaged in Coaching and Mentoring of women leaders in different organizations, the latest being for senior women leaders of Indian Oil.

She is a recognized HR expert and has been invited on many board level HR committees some of them being Bank of Baroda, Corporation Bank, Oriental Bank of Commerce, Punjab National Bank, Punjab and Sind Bank and Dena Bank.

She has received many accolades and awards including, the highly coveted Senior Fulbright Fellowship Award, Leadership Thinker Award and Best Teacher award.



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She is a keen researcher and has published 8 books (one of which has been award winning) and 50 research papers in peer reviewed, national and international journals. Her latest book is 'Leadership Odyssey: Darkness to Light'. As a scholar she has presented papers at the Academy of Management annual conference (Atlanta) as well as addressed Deans and Directors of Asia-Pacific Business Schools at the AMBA conference in Hangzhou, China. She is a regular speaker at conferences organized by industry bodies – CII, NHRDN, SCOPE etc.

She is widely travelled across USA, Europe and Asia and has taught as well as consulted and addressed global audiences in USA, Italy, France, Egypt, Mauritius, Afghanistan, China and Sri Lanka. She has studied at leading behavioural science centres like NTL in USA, Tavistock Institute in London, Centre for Transpersonal Psychology, London, ASCI-Hyderabad and Dept. of Psychology, Osmania University Hyderabad.

### **Prof. Ashutosh Khanna**

Dr. Khanna holds a PhD in Innovation and Information Systems from the Department of Management at the London School of Economics and Political Science (LSE), London, U.K. He further has an MSc in Analysis Design & Management of Information Systems from the LSE, U.K. and holds a Bachelors of Engineering in Computer Engineering from Mumbai University.

He has over 15 years of rich experience in consulting, academia and entrepreneurship in U.K., Europe and India including Business Start-Ups, Innovation Strategy, Intellectual Property & Rights Management, and Corporate Web 2.0.

Currently he is working with large Central Public Sector Enterprises of India, exploring their Innovation Capacities with the intent of redefining and hence developing their Innovation Strategy to enhance their competitiveness and grow sustainably.

He is passionate about promoting Entrepreneurship; use of mobile phones as a service delivery platform for its potential reach and providing a possible solution to the problem of "access" in the digital divide debate; and issue of privacy in this the digital age.

He has a voracious curiosity in current affairs, history and financial / credit / currency crisis still unfolding in the western economies (unintended consequences of "financial innovations"). He holds keen interest in videos and lectures available on the web and tracking the "commoditization" of high quality educational content and thus its impact on education delivery systems.



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### **Prof. Chhavi Mehta**

Prof. Chhavi Mehta is an Associate Professor in the area of Finance and Accounting with International Management Institute (IMI), New Delhi. She completed her Ph.D. from Indian Institute of Technology (IIT), Delhi and PGDM from T. A. Pai Management Institute (TAPMI), Manipal. She has nearly twenty four years of diverse experience in Teaching, Training, Research and Consultancy. She teaches Financial Reporting and Analysis, Cost and Management Accounting, Corporate Finance, Business Valuation, Investment Management and Management of Financial Services. She regularly conducts Executive Development Programs on topics namely Finance for Non-finance Executives, Understanding and Analyzing Financial Statement, Wealth Creating Mindset, Project Evaluation, Credit Management and Financial strategy. She has conducted training sessions for middle and senior managers from organizations such as TCS, Gujarat Ambuja Cement, HPCL, IOCL, GAIL, Petronet LNG, IREDA, NBCC, CPWD, Bharti Telecom, SRF, Dell, Wipro, Alstom Power Solutions, Flex Industries, IFCL, JWT, Minda Industries, Bennett Coleman & Company etc. She has been regularly invited by National Thermal Power Company (NTPC) to conduct training sessions for their in the area of accounting and finance. She has also been invited by MDI (Gurgaon), IIT (Delhi) and Indian Institute of Public Administration (IIPA) for conducting training sessions during their management development programs. She has published various research papers in reputed national and international journals. She has also worked on a government funded research project granted by Insurance Regulatory and Development Authority of India (IRDA).

### **Prof. Deepak Chawla**

Prof. Deepak Chawla, Distinguished Professor has been with IMI since August 1, 1991. He has over three decades of teaching, research and consulting experience. Prior to joining IMI, he was a consultant to the School of Management Studies, Indira Gandhi National Open University, Delhi, Senior Faculty Member, University of Calabar, Nigeria and Faculty Member at MDI Gurgaon. Prof. Chawla had also a stint at Indian Institute of Management, Ahmedabad as a member of research team. Prof. Chawla has worked on a number of research and consulting projects both in India and abroad. He developed material for a number of courses at Indira Gandhi National Open University in a distance learning format. As a visiting faculty, he has taught at a number of leading business schools in the national capital region. Prof. Chawla has conducted a number of training programmes for the junior, middle and senior level executives in the corporate sector. His areas of academic interest are Business Statistics, Marketing Research, Business Forecasting, Applied Econometrics, Managerial Economics and Actuarial Science. He has consulting and research interests in Marketing Research, Business Forecasting and Quantitative Methods for Management Applications. Prof. Chawla has extensive published research in refereed journals.

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### **Prof. Deepak Tandon**

Prof. Deepak Tandon is a Professor (Finance & Accounting). He is M.Sc. (Delhi University), LL.B (Delhi University), CAIIB, MBA (Finance), Diploma International Trade – Exports (Bangalore) and Ph.D. –Washington DC USA. Prof. Tandon has over 37 Years' experience of both Industry as well as Academics. He has over 2 decades of academic teaching experience at renowned institutions, which includes University of Luton, University of Bedfordshire UK, Sasin University, Bangkok apart from Lal Bahadur Shastri Institute of Management, New Delhi, IMT Ghaziabad, British Council, ICAI, Shriram College of Commerce at New Delhi and SP Jain Institute of Management, Mumbai. He has also rich industry experience of over 18 years having worked at Senior Management levels in Punjab National Bank, PNB Capital Services, Vysya Bank, J&K Bank Ltd, IndusInd Bank and Oriental Bank of Commerce.

Prof. Tandon is an approved ISO Lead Auditor from Nigel Bauer & Associates (Germany) and is an IRCA Certified (London) Auditor. He has written many books and has authored over 130 research papers in journals of repute. He is on the editorial Board of over 11 International Journals. His areas of expertise are Financial Management, Management of Banks, and Treasury & Risk Management in Banks, Investment Banking, Working Capital Management and Financial & Commodity Derivatives. He has an accredited recognition of receiving awards in areas of Banking & academics from various bodies & universities of repute. He has also been a Chairperson / Keynote speaker at various National and International Conferences. He is a recipient of various National and International academic and research awards and accolades from various Government and academic bodies of repute. He represents various academic institutes and universities as member of academic audit committees.

### **Prof. D.K. Batra**

Dr. D K Batra holds a Ph. D and MBA from FMS (Delhi University) and B. Tech (Text) from TIT. He has been a UNDP fellow to University of East London, FIT, New York University and also to several Universities in Brazil and European Union to study New Product Development. Some of his prior assignments include Director, Asia Pacific Management Institute, New Delhi, Vice President, (New Projects), Netaji Subhash Institute of Management Sciences, Senior Professor and Program Director PGDM (International Business management), FORE School of Management. In a long stint with National Institute of Fashion Technology New Delhi spanning 18 years, he has held various senior positions namely: Head- Academic Affairs of eleven NIFT centers in India, Chairperson Fashion Management Studies & Head International Linkages. He has served on the executive Council of IFFTI for many years, a body of 32 International Fashion and Textile Universities. He was also the founding CEO of Fashion Design Council of India

He was on the PhD Research Board of Jamia Hamdard University. He is member of board of studies of UP Tech University. He has also worked as Advisor to Ministry of Information Technology. He has authored many Books and Research Papers. He has provided Consultancy & Training services to various corporates like Raymond India, Madura Garments, Gokaldas Exports, ABN AMRO, ITC, ISEPC, AEPC etc. He has also served as a consultant to International Trade Center Geneva, UNCTAD.

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## **Prof. G.K. Agarwal**

Prof. G.K. Agarwal is a faculty in Strategic Management Area at IMI. He did his B.Tech. from I.I.T. Kanpur and M.S. (Industrial & Management Engineering) from U.S.A. Before joining IMI in 2011, he taught Strategic Management at MDI for three years.

Prof. Agarwal has over 36 years of professional experience in both public and private sectors. Prior to his stint in academics, he was with NTPC as Executive Director (HR & Power Management Institute). He also worked as a member of the Board with Bharti Enterprises as Director (HR).

He has conducted many in-company management development programs (MDPs) for both public and private sectors like ONGC, BHEL, NTPC, SJVN, IRCON etc. In addition, he has also conducted several open MDPs in the areas of Strategic Thinking, CSR & Sustainable Development etc.

Prof. Agarwal has been a member of Academic Councils of several Business Schools, the Governing Body of National HRD Network, HRM Sub-committee of Confederation of Indian Industry (CII) and HRM Sub-committee of ASSOCHAM. He is a Life Member of All India Management Association and National HRD Network. He has been conferred AIMA Fellowship and given HR Leadership Award by Employer Branding 2007-08.

In addition to Strategic Management, his areas of interest include Corporate Social Responsibility, Sustainable Development, Business Ethics, Corporate Governance and Human Resource Management.

## **Prof. Himanshu Joshi**

Prof. Himanshu Joshi is an Associate Professor at International Management Institute, New Delhi. He has over 19 years of experience in Information Technology domain, with 6 initial years in core technology development followed by 13+ years in the area of IT and Management education with prior employment in organizations like United Nations Development Program (UNDP) & UNAIDS. An avid researcher, Himanshu has several research papers published in referred national and international journals to his credit. Other than that, he periodically writes book chapters and is a regular with articles in various business & management publications. Himanshu is also a reviewer to international journals and has done book reviews on Enterprise Resource Planning and Knowledge Management. He has keen research interest in the areas of Information Systems, Electronic Business, Enterprise Resource Planning, Analytics and Knowledge Management. He has conducted training session on Spreadsheet modelling and data analytics for ONGC, IOCL, Philip Carbon Black Limited (PCBL), Satluj Jal Vidyut Nigam (SJVN), Mittals Group, Canara Bank, Hindustan Zinc and Fab India. He also takes session on Information Systems, Electronic Commerce, Knowledge Management, Big Data and Analytics and Enterprise Systems. A graduate in Engineering, Himanshu is also a gold medallist from IMI, Delhi. He has done his doctorate in the area of Knowledge Management.



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### **Prof. Irfan A. Rizvi**

Prof. 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.'

### **Prof. Jai Prakash Upadhyay**

Prof. J.P. Upadhyay was Professor and head of Management Development programmes in SP Jain Institute of Management and Research, Mumbai before he joined IMI, Delhi. In all, he has more than 30 years of experience in varied organizations in India and abroad. He possesses extensive experience in training, consultancy, research and managing and leading large public delivery systems and capacity development programmes.



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As Professor and Director in B-Schools, he has taught Organizational Behavior and HRM and conducted numerous MDPs in the areas of HRD, leadership development, workshops for trainers and facilitators for senior executives of public sector and MNCs, including international organizations like UNDP, UNICEF & WHO. 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. He consulted with UNDP and the International Organization of Migration (IOM), as expert in the areas of Leadership, Learning & Development, and Performance Management.

He is a PhD in management from IIT, Delhi, a certified 'Trainer of Trainers' 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, and AIT, Bangkok. He is also certified in designing and implementing Balanced Scorecard from 2GC, Australia.

### **Prof. Mamta Mohapatra**

With a Doctorate, Masters and Law Degree from Utkal University, FDP from IIM Ahmedabad, Dr. Mohapatra has over two and half decades of experience in teaching, research and training activities in the areas of Human Resource Management, Organization Behavior and Industrial Relations. Currently, she is Professor and Dean- Executive Education & International Relations at International Management Institute, New Delhi.

Her prior assignments include Manager in Gregg's of Enfield, London. She has been involved in training and consultancy activities in mostly all major Maharatna, Navaratna and Miniratna PSUs as well as leading private sector organizations in India. She has trained more than 10,000 national and international participants from more than 70 countries working in Government, Public and Private sector Organizations.

She is a certified HR Competency Assessor and has acquired expertise and training skills from Harvard Business School on Participant Centered Learning with special focus on teaching through case method. She has to her credit a large number of published research articles in reputed journals and four books in the area of Performance Management, Leadership, Capability Building and General Management. She has presented papers and chaired sessions in national and international conferences and is an external expert in POSH committees of reputed organizations.

In recognition of her contribution to the field she has received many accolades and awards such as the Lokmat National Education Leadership Award as 'Best Professor in Human Resources', Best HR Faculty Award by NIPM and ILDC AMP Women Excellence Award amongst others.

Her professional interests include Applied and Action Research in Employee Well Being, Emotional Intelligence, Cross-cultural Management, Talent Management, Strategic Human Resource Management, Diversity Management, Gender Sensitization and Prevention of Sexual Harassment, Organization Restructuring and Management of Change.

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### **Prof. Meenakshi Nagarajan**

Prof. Meenakshi has more than 18 years of experience in the academia. She has worked with the Goa Institute of Management (three and a half years) and NIILM Centre for Management Studies (more than 14 years). She was also a Visiting Faculty with TAPMI, Manipal.

She has taught courses related to Marketing Management, International marketing, Marketing of Services, and Qualitative Marketing Research. She was also the Area Chair (Marketing) at the Goa Institute of Management.

She has co-authored a textbook on Marketing Management by Vikas Publication which is in its third edition. She is an avid case writer and has published in all leading case databases including Ivey, EEMCS and Vikalpa.

### **Prof. Monika Chopra**

Dr. Monika Chopra is a CFA from CFA institute USA. She has done PhD in Finance from Guru Gobind Singh Indraprastha University, Delhi and M.BA(Finance) with distinction from Guru Nanak Dev University, Amritsar. She has a total teaching Experience of seventeen years. She is also a regular member of CFA institute and volunteer in the core committee of CFA institute research challenge in

India. Several of her cases have been published at Harvard and ET cases. She has written various research papers which have been published in national and international journals. She is also a co-author two books viz. "Financial Markets, Institutions and services" and an edited book on "Indian Capital Market: An Empirical Study." She has conducted various workshops on Finance for Non Finance Executives and various MDPs on Issues like Business Valuation as well as organized series of National Conferences on Indian Capital Markets. Her teaching interests include, Security Analysis, Portfolio Management, Corporate Finance, Business Valuation and Financial Analysis.

### **Prof. Mrinmoy Majumdar**

Mrinmoy is faculty member of HRM & IR at International Management Institute New Delhi, prior to that he was a faculty member at Goa Institute of Management. His primary research and teaching interests lie in critical explorations in the fields of HR and Strategy and Employee Collectives. During his doctoral studies at MICA he was an international visiting student at Faculty of Social Sciences, Universidad de Chile. He began his academic career as a teaching associate at IIM Ahmedabad.

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## Prof. Nalin Jain

Dr. Nalin Jain (Ph.D. from IIT, Delhi; MBA, FMS, Delhi University; B. Tech. Electrical, IIT BHU Varanasi) is an illustrious trainer, consultant and professor of marketing at IMI New Delhi with more than thirty six years of holistic experience relevant for leadership and management training as well as business skill development.

He is an effective, popular and prolific trainer having lead about 300 training sessions on building customer centricity, creating wow customer experience, value based selling managing excellence in service design and delivery, leveraging customer engagement and relationship, effectively using digital in marketing, accelerating sales performance, negotiation skills, contemporary retailing among others. As a training coordinator and trainer he has delivered learning experience for top, senior and middle management of public, corporate and multinational organizations of more than 50 countries. The list of Indian organizations touched by his training endeavors include HDFC Bank, Canara Bank, Bank of Baroda, Allahabad Bank, Airport Authority of India, Indian Oil Corporation, ONGC, Baxter India, Asian Paints, Sir Gangaram Hospital, Jaypee Hotels and ITC Ltd.

Prof. Jain started off as a product manager at Voltas Limited, building the LT switchgear brand pan India and overseeing all aspects of the LT business including customer relationships. He was responsible for the entire marketing communication of the Electrical Business. In his next responsibility, as the CEO of a mid-size family business, he doubled the business revenue in three years getting new accounts and customers for the business and setting up new business processes leading to substantial quality improvements. Playing the role of a start-up entrepreneur, he successfully established a mid-size company for manufacturing and marketing electrical products.

Subsequently, as a management consultant he has been involved in significant Market, Sales, Channel, Brand Building, Service design, Marketing Communication, CRM, Marketing Strategy and General Management consulting projects for organizations such as Rediffusion, Pepsi and MTNL.

As a core academician for twenty one years, he has designed and instructed courses in almost all core and specialization areas of marketing including customer relationship management, mobile marketing, digital marketing, marketing analytics, services marketing, marketing of banking and financial services, retail marketing, channel and distribution management, brand management, integrated marketing communications, marketing to base of pyramid and strategic marketing.

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## Prof. Neena Sondhi

Dr. Neena Sondhi, is the Dean- Research, Accreditation & Regulatory Affairs & Chairperson FPM programs at International Management Institute, New Delhi. She has a diverse 20+ years of diverse teaching, research and consultancy experience. An alumnus and a merit holder from the Faculty of Arts, University of Delhi, she has successfully managed senior administrative roles in the organisation. She is a well-respected external examiner for Ph.D. and Fellow Programs of reputed universities; as well as a recognized reviewer for reputed International journals from Emerald, Sage, Inderscience. She is also on the examination and review board of collaborative (European and Indian schools) academic Marketing programs.

Professor Sondhi has been trained in the case method of teaching and writing at the Harvard Business School U.S.A. She is a certified trainer (ISB-Indian School of Business & UNICEF) for monitoring and evaluating effectiveness of Social programs. Recognized for her expertise in consumer behaviour & insights; consumer psychology & Marketing research-qualitative & quantitative, she also teaches new and niche areas such as Luxury brand management. She is invited as subject expert in the area of research methods, consumer behaviour and teaching pedagogy across schools in the country. Professor Sondhi is an avid researcher and has to her credit more than 30 peer reviewed research papers in International and National journals of repute. Her co-authored book titled "Research Methodology: concepts and cases" has been widely adopted in prestigious business schools across the country and has been rated as one of the top 25 books in management education. She has published more than a dozen case studies with teaching notes with Ivey publishing and Thunderbird school of Business.

She is also a prolific popular writer and has to her credit over 100 articles in Indian newspaper dailies and magazines. Dr Sondhi has to her credit, numerous diverse Social and Organizational consulting assignments. Some of her client's from Government-National and International organisations- and private sector are - NITI Ayog (Planning Commission of India); IRDAI (Insurance and Regulatory Development Authority of India); IDRC Canada; Navdanya Foundation; Business Foundation; Safe Water Networks etc. She has also conducted both qualitative market research & market potential studies for reputed Indian and International organizations. Besides academics and research, she undertakes Executive training programs (Both open and in-company) in Marketing Research, Marketing Communication and Negotiation skills, Consumer Behavior and Customer care.

Dr. Sondhi was been felicitated for her academic and professional work by various bodies. She was awarded the "Best teacher in marketing management" award in 2013 by the Dainik Bhaskar and Dewang Mehta foundation. In 2015, her paper on organic consumption was judged as the best research paper 2015 by Emerald Publishing.

In 2017, her Case study titled Clubb international private limited: marching ahead to new travels was judged as the prize winning best case amongst more than 100 International cases in the ISB-Ivey International case competition. In December 2017, her paper on Shopping cart abandonment was judged as the best research paper at the fifth ITQM conference, 2017.



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In March 2018, she was awarded the "Distinguished woman in management" by the Venus International Foundation

In October 2018 her Case study titled Nappa Dori: crafting the brand strategy was judged as the prize winning best case in the Marketing category amongst more than 100 International cases in the ISB-Ivey International case competition.

In October 2018 her Case study titled Saregama: repositioning the value proposition was judged as the top 10 cases in Management amongst more than 100 International cases in the ISB-Ivey International case competition.

### **Prof. Pinaki Dasgupta**

Pinaki Dasgupta is Professor of Marketing at IIM, New Delhi. Prior to IIM, he was with the Indian Institute of Foreign Trade as Associate Professor in the Marketing area. He had spent nearly 7-8 years in the advertising industry prior to joining the academic world. He holds PhD from the Banaras Hindu University. He has published in International Journals like Thunderbird International Business Review, Journal of Marketing and Communication, Journal of Marketing Trends, etc. and has published case studies in Ivey Publishing, Emerald Emerging Markets Case Studies, The Case Centre, etc. He has worked on various sponsored research projects with Ministry of Commerce and Ministry of Textiles, Government of India. He has been invited speakers to various National and international Conferences. He worked specifically in the area of Market Entry Strategy, Country-Market-Product Mapping and Potential Analysis, Competitiveness Mapping of Countries and Products, Global Value Chain Analysis, Export Marketing Framework for Countries, Products and Regions. However, his marketing orientation stayed firmly in place and with interests in consumer behaviour, brand and marketing communication, they integrated quite well with the current framework of research. Currently he is Chairperson Branding and Media Relations at IIM New Delhi.

### **Prof. Purna Lal**

Prof. Purna Lal is an Assistant Professor in the Information Management area at the International Management Institute New Delhi, India. She did B.E in Computer Technology from Nagpur University and M.B.A. (Information Systems) from IIT Roorkee. She obtained her Ph.D. in Management from Banasthali University in the area of Cloud Computing. She is a SAP-certified consultant (HCM) and holds ITIL® V3 Foundation-level certificate in IT Service Management. She is a published writer in journals and publications, both Indian and international. She has more than 16 years of experience in academics and research with areas of interest being Data Warehousing and Data Mining, Business Analytics, Software Project Management, IT Service Management, Cyber Law, and Cloud Computing.

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### **Prof. Parthasarathi Banerjee**

Dr. Parthasarathi Banerjee, Ph.D., has been the Director, NISTADS, CSIR and the Academic Dean, Goa Institute of Management, and has offered courses at XLRI, IIFT, IMT and several other institutes in India and abroad. He has spent research years with SUNY Binghamton; University of Tokyo; EHESS and Ecole Polytechnique, Paris and co-worked with or visited LSE, STEPI at Seoul, University of Bremen, University of Sussex and several others.

Banerjee has published about 100 research papers in journals/books, authored / edited 12 books and about 40 research reports / monographs. He has offered consultancies to UNIDO, World Bank, industries and underwrote research with / for industries. His area of specialization includes Strategic Management, Innovation, Technology Management, Digital Business, Indian Thoughts.

### **Prof Rajeev Anantaram**

Prof Rajeev Anantaram is Professor of economics at the International Management Institute since March 2012. Prior to joining IMI he was Senior Associate & Head in Standard & Poor's research group, Senior Fellow at the Indian Center for Research on International Economic Affairs (ICRIER) and Senior Associate Editor at Business Standard Limited, all in New Delhi. Between November 2011 and February 2012, he was an Emerging Leaders Fellow at the Australia-India Institute at the University of Melbourne.

Dr Anantaram holds a Masters degree in Physics from the Indian Institute of Technology, Mumbai. His subsequent training was in Public Policy & Applied Economics, first at the Maxwell School of Citizenship & Public Affairs, Syracuse University where he obtained an M.P.A degree and later at the University at Pittsburgh, where he obtained a PhD in Public Policy and Applied Economics.

Dr Anantaram's primary research interests are in the areas of International Trade and Capital Flows, particularly Foreign Direct Investment. His more recent interests include the role of science & technology policies in fostering innovation-led growth in East Asia.

### **Prof. Ramachandran K.**

Prof. Ramachandran K. has got more than 30 years of experience in banking and other sectors. His work experience spans across Canara Bank, State Bank of India as well as the Reserve Bank of India. Besides, he was with The Hindu Business Line newspaper as a researcher-cum-commentator. He also had a stint in the software industry.

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He had been a corporate trainer for more than 10 years when he conducted training programmes for around 350 batches of professionals working in a good number of corporates/banks in India and abroad on topics related to Finance and Banking.

He is into academics since 2011. Currently he is with the International Management Institute, New Delhi as Professor. Immediately prior to this, he was with the Goa Institute of Management as a finance faculty. Also, he has been teaching finance/banking related subjects as a visiting faculty in IIM, Kashipur, IIM, Rohtak and Institute for Financial Management & Research, Chennai. Academically, Ram is a B.Com., Grad. CWA, PGCGM (IIMC) & CAIIB.

### **Prof. Ravinder Kumar Arora**

Dr. Ravinder Kumar Arora, MBA and Ph.D in Finance, is a professor of Finance and Accounting at International Management Institute, New Delhi. He has been a member of the U.P. Stock Exchange, Kanpur for a number of years. He is also a fellow member of The Institute of Cost Accounts of India and The Institute of Company Secretaries of India. He has about three decades of industry, teaching and research experience in the areas of managerial accounting, corporate finance, investments and risk management. He has published a number of research papers in reputed journals and conducted training programs for many companies.

### **Prof. Sanjay Dhamija**

Dr. Sanjay Dhamija, has overall experience of 33 years out of which 17 years in industry and 16 years in teaching, training and research. From last 10 years he is with IIM, New Delhi. Prior to this he has been associated with MDI, Gurugram, ICFAI Business School, and Sri Venketeshawara College, Delhi University and visiting faculty at IIM Lucknow, Noida Campus. He held Senior management positions with HSBC Securities, ABN AMRO Asia Equities, Escorts Finance and MMTC Limited.

### **Prof. Shailendra Nigam**

Dr. Shailendra Nigam is a Professor of OB/HR cum corporate trainer/consultant of high standing with almost three decades of post graduate management teaching experience. He is trained at IIM Ahmedabad and possesses proven ability to successfully lead, motivate and manage multi-skilled staff and build effective teams & networks.

He is also Convener, Centre for Disruptive Innovations & Enterprise (CDIE) a first of its kind from any of the B-schools in India to engage, facilitate, and consult the corporates, government, academics and society at large on "DISRUPTIVE INNOVATION". He has been part of core team in establishing number of B-Schools. A determined researcher, he has been on the text book development board of Business Studies for NCERT (A Govt. of India undertaking) responsible for shaping management education at school level. In addition to it, he has authored a text book on TQM for management students and few research papers, published in journals and conferences.

As far as his consulting and training experience is concerned, he has organized International training programmes for Project Directors of SAARC countries (A UN funded project), SRILANKAN Government for their provincial council members and Bangladesh Government for their Bangladesh Petroleum Corporation's Top Management. He has also conducted training programmes for senior government officials of more than 80 countries and corporates at various times. In the recent past, he has been involved in business restructuring of a 650 crore company; designing HR Policy for a 150 crore company, designing incentive schemes, appraisal policy and employee satisfaction study for different SME's.

To recognize his contributions in the field of OB / HR of management education recently he was awarded with "Bharat Vikas Award" in the national Seminar held at Bhubaneswar in 2016 and prior to it was awarded with "Best Professor Award in the 4th Asia's best B-School Awards held at Singapore in 2013 by professional bodies of Management professionals of Asia.

### **Prof. Sidharth Varma**

Prof. Sidharth Varma, Professor in the area of Quantitative Techniques & Operations Management at International Management Institute (IMI), Delhi Teach the subjects of Operations Management and Project Management to Post Graduate students. Participate in Management Development Programs. Participated in such training programs for prominent companies including Indian Oil Corporation Ltd, Hindustan Zinc Ltd and Engineers India Ltd.

Program Co-director for "Certificate Course in Operations Management" at IMI for foreign students (sponsored by Government of India under ITEC scheme). Initiated this three- months training program which has now run successfully for six years. Ad hoc reviewer for Emerald journals and also for Global Business Review published by IMI Guide students for projects. Prof. Verma is Dean-Academics at IMI New Delhi.



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### **Prof. Sonu Goyal**

Prof. Sonu Goyal is a Professor of Business and Corporate Strategy at IMI, New Delhi, India. She is a doctorate from Faculty of Management Studies, University of Delhi. Her research and teaching interests are in the field of Industry and Competitive Dynamics, Managing Innovations, Entrepreneurship, CSR and Sustainable Development, Business in Emerging Markets. She has chaired an International Conference on 'Green Competitiveness for Sustainable Development' in collaboration with George Mason University, USA and Monash University, Australia. She has also edited a book on 'Green Business'. She has conducted many in-company management development programs for PSUs such as ONGC, NHPC, DOT, CSIR, Power Forum, Engineers India Ltd, IOCL, GAIL as well as private firms such as CSC India, Moser Baer and Jindal Steel & Power Ltd. She holds open management programs on various strategy related subjects such as Strategic Thinking, Execution Skills and Organizational Effectiveness, Leadership, Managing for Global Competitiveness, Sustainable Development and CSR. She has also been engaged in conducting FDPs on case writing and teaching methodology and has a rich case writing experience on companies from diverse industries, confronting variety of managerial challenges. She has conducted Doing Business in India course for the Omnium Global Executive MBA Program of the Rotman School of Management, University of Toronto, Canada and University of St. Gallen. She spearheaded the program on Entrepreneur's path to Global Expansion in collaboration with DIPP, GOI and InWent Capacity Building International, Germany for the Indian entrepreneurs. She has been an active member of the National Entrepreneurship Network (NEN) and is a certified Goldman Sachs – NEN Scholar. She was also the coordinator for the CSR training for the select CPSE's of Northern India as part of the DPE initiative. Currently she is Dean-Career Development and Alumni Services at IMI New Delhi.

### **Prof. Supriya M. Kalla**

Supriya M. Kalla has done FPM (equivalent to PhD) from Management Development Institute (MDI), Gurgaon. Her research is on 'Antecedents of Impulse Buying'. She has published widely in national and international journals such as International Journal of Management Cases, Journal of Business and Retail Management Research, Global Business Review. Her papers have been selected in national and international conferences. Before joining FPM, she has worked in market research and advertising for eight years. Her industry experience involves consumer insights for competitive marketing solutions, usage and attitude studies and brand development studies. She has done her post-graduation from Mudra Institute of Communications, Ahmedabad (MICA). Her current research interests are in the following areas:-Methodological Areas: Qualitative and quantitative research methods in theory and model building. Semantic Analysis, Relational Analysis, Content Analysis and Neuro linguistic programming. Substantive Areas: Consumer Behavior, Brand Management, New Product Development and Marketing strategy

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### **Prof. Swati Dhir**

Dr. Swati Dhir is a Fellow from IIM Lucknow, specializing in Human Resource Management (2009-2014) and Bachelor of Technology (B.Tech.) in Textile Technology from Uttar Pradesh Textile Technology Institute, Kanpur (2004-2008). She is currently working as Assistant Professor in OB/HRM area with International Management Institute New Delhi since 2016. She has worked as Assistant Professor at IIM Ranchi for 1.5 years. She has gained industrial experience at Abhishek Industries (Trident Group), R&D department, Barnala, Punjab. She has published many research papers in national and international journals and presented in conferences. She is passionate about teaching and research in the field of management. Her teaching interest includes the courses like HRM, IHRM, Recruitment and Selection, Psychometric Testing, Talent Management and HR Analytics.

She is certified DiSC trainer created by John Wiley & Sons Inc., DiSC is the world's leading assessment tool used by over 45 million people to improve productivity, teamwork and communication. She has also been actively involved in designing and execution of different training programs. She has trained executives from various organizations as Vivo India, IOCL, Delhi Metro, UNO Minda, Airport Authority of India, Roop Automotives Limited, NBCC Limited, NSIC Limited, GAIL, The Military Engineer Services (MES) under Ministry of Defence. She has also trained International executives under ITEC programs which includes countries like Cambodia, Islamic Republic of Afghanistan, Laos, Bangladesh, Niger, Namibian and so on.

### **Prof. V. Chandra**

Dr. V Chandra is currently a professor at International Management Institute (IMI), New Delhi.

An Anthropologist by qualification and training, Dr Chandra holds a Masters Degree in Social Anthropology from Andhra University, Visakhapatnam and a Ph.D from Jamia Millia Islamia, New Delhi. Before joining IMI, she was with Council for Social Development (CSD), Hyderabad, Central Institute for Educational Technology, New Delhi and IMT, Ghaziabad. She has been with IMI for over two decades where she is involved in teaching training and research.

As a researcher she has worked on social issues relating to underprivileged sections of society, mass media, and children. A recipient of Goldmansach fellowship, she has participated in 'Colloquium on Participant Centred learning from Harvard Business School, Boston where she is trained in case method of teaching and learning. She also completed Ivy Case Writers' Advanced Training on case writing and teaching. Has published three books and several research papers in both National and International Journals. Her consulting assignments include various engagement and climate studies for some of the major PSUs in India like SAIL, IOCL etc. Her current research interests include Organisational Communication, Cross Cultural Issues in Management, Workforce Diversity and Talent Management.

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### **Prof. Vijay Vancheswar**

Prof. Vijay Vancheswar, has over 30 years' corporate experience in diverse large multinational and Indian organizations such as, ABB, Dabhol Power Co (Enron), Indo Rama, DLF and the GMR Group. Before joining IMI he was working as Group Head and Vice President with the GMR Group, a leading Infrastructure Developer, both nationally and internationally, where he was responsible for the group's strategic communication programmes across its diverse businesses and geographies, including strategizing, planning and management of a variety of corporate communication initiatives involving enhancing the group's reputation matrix, corporate identity, image and awareness building exercises, focusing on its external and internal stakeholder constituencies. In addition, was also a member of the senior executive team responsible for the group's leadership development and training initiatives. During his corporate stint Prof. Vancheswar has been associated with top academic institutions including IMI, Great Lakes Institute and IMT as a visiting faculty in the areas of corporate communications, marketing services, branding and promotions, CSR and business ethics. He has also conducted programmes on Communication Skills for senior professionals in the Judiciary at the National Judicial Academy, Bhopal.

Prof. Vancheswar has contributed articles on TQM, management and spirituality in leading business publications including Economic Times. He has been a regular contributor to the 'Speaking Tree' column of Times of India. He has also reviewed several books. His areas of interest include General Management, CSR, Business ethics, TQM, Soft Skills including non-verbal and written communications, application of Spiritual Intelligence for improving organizational effectiveness and management training.

### **Prof. Vivek C. Pande**

Prof Vivek C. Pande is an engineering graduate from IIT Kanpur and MBA from IIM Ahmedabad. In a corporate career spanning four decades, of which last 24 years as CEO of large diversified organisations – he has had an illustrious career. He has vast exposure in General Management, Sales, Marketing, Business Development, Retailing, Project Management, OD & HR. He is Six-Sigma Green Belt from Motorola University and has attended courses on Business Strategy at Boston University and Corporate Management at AOTS Japan. He has exposure to diverse sectors like automobiles, consumer electronics, white goods, hospitality, IT, Telecom, industrial goods, agrochemicals, luxury and lifestyle products. He has worked in prestigious organisations like Tatas, Escorts, Onida, Xerox, Spice Telecom, and Benetton (of which he was the founder CEO). He possesses 14 years of international experience at Khimji Ramdas as CEO – one of the top companies in the Gulf. Post his working career since 2016, he has passionately devoted himself to impart skills and knowledge, besides mentoring the new breed of startups in the country.







# List of Participating Organizations

## List of Participating Organizations

- Air India
- Airports Authority of India
- Allahabad Bank
- Andhra Bank
- Asian Paints Limited
- AT Kearney
- Athena Energy Ventures
- Auro Electronics
- Avtec Ltd
- Bank of Baroda
- Bank of Maharashtra
- BEML
- Bharat Broadband Network Ltd
- Bharat Coking Coal
- Bharat Dynamics
- Bharat Electronics Limited
- Bharat Heavy Electricals Limited
- Bharat Heavy Engineering Limited
- Bharatiya Reserve Bank Note Mudran Pvt Ltd
- Bhilai Steel Plant, SAIL
- BIRAC, GOI
- Canara Bank
- Central Bank of India
- Central Coalfields Ltd
- Central Railside Warehouse Co
- Central Warehousing Corporation
- CESC Ltd
- Cholayil Pvt Ltd
- Coal India
- Corporation Bank
- Deccan Consulting Engineers
- Dedicated Freight Corridor Corpn of India
- DRDO, GOI
- Dena Bank
- Dhariwal Infrastructure Ltd
- DNP Ltd
- Eastern Coalfields
- EdCIL India
- Engineering Projects India
- Engineers India Limited
- Ennore Port Ltd
- EXIM Bank
- EXL Service
- Fortis Healthcare
- GAIL India
- Gruh Finance Ltd
- G.R. Infraprojects Limited
- GSPL India Gasnet Ltd
- GSPL India Transco Ltd
- Gujarat State Energy Corporation
- Gujarat State Petroleum Corpn
- Gujarat State Petronet Ltd
- Hella India Lighting
- Hindustan Aeronautics Ltd.
- Hindustan Prefab
- Hindustan Steelworks Construction
- Hindustan Zinc
- HLL Lifecare
- HMT
- HPCL
- HPG Consulting India
- HSCC (India) Ltd
- HUDCO
- HVS Global Hospitality
- ICICI Bank
- IDBI Bank
- IFFCO
- India Infrastructure Finance Co
- India Trade Promotion Organization
- Indian Farm Forestry Dev Coop
- Indian Metal and Ferro Alloys
- Indian Oil Corporation
- Indian Overseas Bank
- Indian Potash
- Indraprastha Gas Limited
- IndusInd Bank
- IRCON International
- ITDC
- IIT Ltd
- Jawaharlal Nehru Port Trust
- JK Lakshmi Cement
- JK Tyres & Industries
- KIOCL
- Kribhco
- Leoesche India
- LG Electronics India
- LIC of India
- Madura Fashion & Lifestyle

- Manatec Electronics
- Mangalore Refinery & Petrochemicals
- Maruti Suzuki India
- Mazagaon Dock Shipbuilders
- MECON Ltd.
- Mindarika Pvt Ltd
- MJP Rohilakhand University
- MMTC
- MOIL Ltd.
- NABARD
- NALCO Ltd
- National Commodity & Derivatives Exchange
- National Housing Bank
- National Projects Construction Ltd
- NBCC Ltd
- New Holland Tractors (CNH Group)
- NHPC
- NLC India
- NMDC
- NMDFC
- North Eastern Electric Power Corporation
- Northern Coalfields
- NSDL
- NSIC
- NTPC
- NTPC-SAIL Power Co
- Nuclear Power Corporation of India
- Numaligarh Refinery
- Odisha Indl. Infra. Dev Corporation
- Oil India Limited
- ONGC Limited
- ONGC Tripura Power Co
- ONGC Videsh Ltd
- Oriental Bank of Commerce
- Panasonic India
- Paradeep Phosphates Ltd
- Paradip Refinery, IOCL
- Pawan Hans Helicopters Ltd
- Petroleum Planning and Analysis Cell, GOI
- Petronet LNG Ltd.
- POSOCO Ltd
- Power Finance Corporation
- POWERGRID Corporation of India
- PTC India Ltd
- Punjab & Sind Bank
- Punjab National Bank
- PVR Ltd
- Rail Vikas Nigam Ltd
- RailTel Corporation of India
- Rajasthan Financial Corporation
- Rashtriya Ispat Nigam
- REC Ltd
- Reserve Bank of India
- RITES Ltd
- Roca Bathroom Products Pvt. Ltd.
- Rotary International SA
- Rourkela Steel Plant, SAIL
- SAGE Publications India
- SBI Life
- Security Printing & Minting Corpn of India
- Shriram Piston & Rings
- SJVN Limited
- Somany Ceramics
- South Eastern Coalfields
- SRF Ltd.
- ST Microelectronics
- State Bank of Bikaner & Jaipur
- State Bank of India
- State Bank of Mysore
- State Bank of Patiala
- State Bank of Travancore
- State Trading Corporation of India
- Steel Authority of India
- Syndicate Bank
- TA Pai Management Institute
- Tata Power
- TATA Projects
- Tecumshe Products India
- THDC Ltd
- TRL Krosaki Refractories
- TSGENCO
- UCO Bank
- UNI Products India
- Union Bank of India
- United India Insurance Co
- University of Petroleum & Energy Studies
- Vijaya Bank
- Vivo Mobiles
- Volvo Cars India Pvt Ltd
- WAPCOS Ltd
- Western Coalfields

## Our International Clients



# Our International Clients

## Afghanistan

Ministry of Finance  
Ministry of Civil Aviation  
Kunar River Sub Basin Directorate  
Ministry of Refugees and Repatriation  
Ministry of Agriculture  
Independent Electoral Complaints Commission  
Kandahar Governor Office  
I E C Afghanistan Analysts Network  
NAB Education Center  
Aga Khan Foundation  
The Aga Khan University  
Bamika University



## Angola

De La Rue



## Argentina

Embassy of India  
Ministry of Agriculture  
Mediapila Foundation  
Ministry of Agriculture, Santander Rio Bank  
Deputy & Acutes Chamber, Santa Fe province  
Scientific & Technological Council Argentina



## Armenia

National Assembly of the Republic of Armenia  
Department for Reception of Citizens and Discussion of Petition  
Expert - Transport & Communication  
RPA, Armenia  
Republic of Armenia Government  
Administration of Gegharkunik Region  
Ministry of Culture of R A, Analytical-Informational &  
Public Relations Centre  
Ministry of Emergency Situations of Republic of Armenia  
Ministry of Education and Science of Republic of Armenia  
Ararat Bank OJSC, Armenia  
Republic of Armenia Territorial Development and Environmental  
Department



## Azerbaijan

Azerbaijan Technical University



## Bahamas

Ministry of Foreign Affairs & Immigration  
We Care Stonework, Bahamas



## Bangladesh

National Academy for Planning and Development, Dhaka University  
Road & Highways Department  
Ministry of Public Administration, Bangladesh Secretariat, Dhaka  
Local Government Engineering Department  
Trading Corporation of Bangladesh  
Institute of Child and Mother Health



Ministry of Public Admin  
Shere-Bangla Agricultural University

## Barbados



Ministry of Housing, Land & Rural Development

## Belarus



Belarusian Medical Academy of Postgraduate Education  
Grodno State Medical University  
Department of Social & Humanitarian Disciplines, Ministry of Interior  
TC Snami Ltd.  
Belarusian State Economic University



## Bhutan

Lhaki Cement  
Ministry of Finance  
Druk Green Power Corporation Ltd, Thimphu  
Genekha Lower Secondary School, Thimphu  
Jigme Singye/Drungkhag Administration/ MoHCA  
Ministry of Education  
Zhemgang Higher Secondary School  
Regional Immigration Office, Gelephu  
Wangbama Central School, Thimphu  
Dzongkhag Administration, Sarpang  
Bhutan Chamber of Commerce & Industry, Thimphu  
Bhutan Majestic Travel  
Gaeddu College of Business Studies  
Royal Education Council  
Ministry of Agriculture and Forest



## Bolivia

Consultora Profesional Ruiz



## Bosnia - Herzegovina

Agency for Identification documents,  
Registers and data exchange of Bosnia and Herzegovina



## Botswana

Ministry of Minerals Energy and Water Resources  
HR Development, Statistics Botswana  
REFORMS, BOTSWANA PRISON SERVICE  
Chief Administration Officer, Dept of Accountant General  
Ministry of Finance and Economic Planning  
Department of Wildlife and National Parks  
Department of Energy  
Ministry of Minerals Resources Green Technology and Energy Security  
Independent Electoral Commission  
South East District Council  
Tlokweng Sub District Council



## Bulgaria

Ministry of Transport - IT & C  
New Yorker Ltd.



## Burundi

University of Burundi





## Cambodia



Ministry of Economy & Finance  
Ministry of Culture and Religion, Kingdom of Cambodia  
Ministry of Women's Affairs, Cambodia  
Ministry of Labour And Vocational Training  
Ministry of Planning Kingdom of Cambodia  
Ministry of Industry and Handicraft, Kingdom of Cambodia  
Telecom Cambodia  
Ministry of Justice, Kingdom of Cambodia

## Cameroon



Ministry of External Relations  
Ministry of Foreign Affairs  
Ministry of Public Works

## Chile



Municipalidad de Longavi  
Ministry of Education

## Colombia



Davienda Bank  
INTERACTUAR, Colombia  
Ecopark Cutucumay  
Intechina Global  
ARDCO Constructions  
Chamber of Commerce, Bucaramanga

## Comoros



Head of SADEC Department, Ministry of Foreign Affairs

## CONGO Democratic Republic



Ministry of Foreign Affairs  
Ministry of Planning and General Delegation of Major Publics Works  
Energy & Hydraulic Resource Ministry

## Cote D'Ivoire



Ministry of Transports  
Independent Electoral Commission  
Individual Consultant  
Council Touba (Area of Touba)  
Chu Yopougan  
Lycee De Lakota

## Croatia



Head of Finance Department: City of Sibenik  
Hittner D.O.O.  
NGO Rada/Unicef

## Cuba



Ministry of Foreign Trade & Investment  
Ministry of Food Industry  
University of Informatics Science  
Enterprise of Raw Materials Recuperation in  
Villa Clara, Cuba  
Ministry of Culture and Arts

## Djibouti



University of Djibouti

## Ecuador



Banco Pichincha C.A (Bank)  
Aqua Multimedia Corporation  
National Telecommunications Corporation

## Egypt



Information & Decision Support Centre  
Ministry of Trade & Industry  
Ministry of Industry Trade & Small & Medium Enterprises  
Egyptian Financial Supervisory Authority  
The Egyptian General Company for Tourism & Hotels  
General Authority for Investment and Free Zones  
Ministry of Tourism  
Ministry of Electricity and Renewable Energy  
The National Library and Archives  
Ministry of Communications & Information Technology  
Embaba Vocational Training Center  
National Council for Women  
Projects Department of National Organization for Urban Harmony  
Cabinet of Ministers  
Ministry of Culture/National Organization for Urban Harmony  
Holding Company for Water and Waste Water  
North Cairo Electricity Distribution Company  
Accountability State Authority

## Estonia



IPB Partners Limited  
Littlebit LLC  
Office of President of Republic of Estonia

## Ethiopia



Ministry of Health  
Beza Kebede Ayele  
Nifas Silk TVET College  
Awash International Bank  
The United Insurance Company  
SNNPR State Cooperative Agency  
Dilla University  
Marketing, Oromia Insurance, Regional Government of Oromia  
SNNPRS Cooperative Development Agency  
Cooperative and Development  
Commercial Bank of Ethiopia  
Lideta Subcity Administration  
UNECA  
Agrimarket Service  
Addis Ababa City Administration, Micro and Small Enterprise  
Ethiopian Revenues and Customs Authority  
Ethio Telecom  
Economic Commission for Africa Human Resources Section  
Ministry of Public Enterprise  
Trade and industry Bureau  
Ethiopian Leather Industry Development institute  
Jimma University  
Addis Ababa City Government Mayor's Office  
Addis Ababa City Council secretariat  
Leather Industry Development Institute  
Dire Dawa university  
Mettu University

## Cambodia



Ministry of Economy & Finance  
Ministry of Culture and Religion, Kingdom of Cambodia  
Ministry of Women's Affairs, Cambodia  
Ministry of Labour And Vocational Training  
Ministry of Planning Kingdom of Cambodia  
Ministry of Industry and Handicraft, Kingdom of Cambodia  
Telecom Cambodia  
Ministry of Justice, Kingdom of Cambodia

## Cameroon



Ministry of External Relations  
Ministry of Foreign Affairs  
Ministry of Public Works

## Chile



Municipalidad de Longavi  
Ministry of Education

## Colombia



Davivienda Bank  
INTERACTUAR, Colombia  
Ecopark Cutucumay  
Intechina Global  
ARDCO Constructions  
Chamber of Commerce, Bucaramanga

## Comoros



Head of SADEC Department, Ministry of Foreign Affairs

## CONGO Democratic Republic



Ministry of Foreign Affairs  
Ministry of Planning and General Delegation of Major Publics Works  
Energy & Hydraulic Resource Ministry

## Cote D'Ivoire



Ministry of Transport  
Independent Electoral Commission  
Individual Consultant  
Council Touba (Area of Touba)  
Chu Yopougan  
Lycee De Lakota

## Croatia



Head of Finance Department: City of Sibenik  
Hittner D.O.O.  
NGO Roda/Unicef

## Cuba



Ministry of Foreign Trade & Investment  
Ministry of Food Industry  
University of Informatics Science  
Enterprise of Raw Materials Recuperation in  
Villa Clara, Cuba  
Ministry of Culture and Arts

## Djibouti



University of Djibouti

## Ecuador



Banco Pichincha C.A (Bank)  
Aqua Multimedia Corporation  
National Telecommunications Corporation

## Egypt



Information & Decision Support Centre  
Ministry of Trade & Industry  
Ministry of Industry Trade & Small & Medium Enterprises  
Egyptian Financial Supervisory Authority  
The Egyptian General Company for Tourism & Hotels  
General Authority for Investment and Free Zones  
Ministry of Tourism  
Ministry of Electricity and Renewable Energy  
The National Library and Archives  
Ministry of Communications & Information Technology  
Embaba Vocational Training Center  
National Council for Women  
Projects Department of National Organization for Urban Harmony  
Cabinet of Ministers  
Ministry of Culture/National Organization for Urban Harmony  
Holding Company for Water and Waste Water  
North Cairo Electricity Distribution Company  
Accountability State Authority

## Estonia



IPB Partners Limited  
Littlebit LLC  
Office of President of Republic of Estonia

## Ethiopia



Ministry of Health  
Beza Kebede Ayele  
Nifas Silk TVET College  
Awash International Bank  
The United Insurance Company  
SNNPR State Cooperative Agency  
Dilla University  
Marketing, Oromia Insurance, Regional Government of Oromia  
SNNPRS Cooperative Development Agency  
Cooperative and Development  
Commercial Bank of Ethiopia  
Lideta Subcity Administration  
UNECA  
Agrimarket Service  
Addis Ababa City Administration, Micro and Small Enterprise  
Ethiopian Revenues and Customs Authority  
Ethio Telecom  
Economic Commission for Africa Human Resources Section  
Ministry of Public Enterprise  
Trade and industry Bureau  
Ethiopian Leather Industry Development institute  
Jimma University  
Addis Ababa City Government Mayor's Office  
Addis Ababa City Council secretariat  
Leather Industry Development Institute  
Dire Dawa university  
Mettu University



## Fiji

Fiji Development Bank  
Ministry of Public Enterprises  
Ministry of Women Children Poverty Alleviation  
Ministry of Youth & Sports  
Ministry of Local Government Housing and Environment  
Ministry of Rural and Maritime Development and  
National Disaster Management  
RUP Investments Limited  
Judicial Department



## Gambia

Edward Francis Small Teaching Hospital  
Gambia Radio and Television Services



## Georgia

Ministry of Agriculture of Georgia  
National Center for Tuberculous Lung Diseases



## Ghana

Nkroful Senior High Secondary School  
Ghana Post Company Ltd.  
Rima Theratouch  
Ministry of Local & Rural Development  
Health Services Workers Union  
Ministry of local Government & Rural Development  
Unilever Ghana Ltd.  
State Enterprises Commission  
Ghana Education Service  
Ministry of Health  
Ghana Education Service  
University of Cape Coast  
SG-Bank Gh. Ltd.  
Ministry of Finance  
High Commission of India Accra  
M&J Group of Company  
National Disaster Management Organization  
DATA Link Institute  
Ghana Statistical Service  
Ghana Post Company Limited  
Ghana Standards Authority  
Center for Performing Arts, Minneapolis, MN USA



## Guatemala

Avicola Villalobos S.A.  
Universidad Rafael Landivar de Guatemala  
FUNDALEJOS  
Tec.Know Solutions



## Guinea

Ministry of Budget  
Ministry of Mines and Geology



## Guinea-Bissau

National Ministry of Education  
Informatic Service Direction  
Tribunal de Contas



## Guiana

Ministry of the Presidency - e-Government Unit



## Haiti

Office D'experts Comptables et Associes



## Honduras

HONDUTEL/ Unit of Internal Auditing  
Ministry of Security  
IDECOAS  
Casa Presidencial De Honduras



## Indonesia

Auditor, Audit Board of The Republic of Indonesia  
DG of Immigration Ministry of Law & Human Rights  
University of Merdeka Malang  
Triatma Mulya Institute of Economy  
The Audit Board of Republic Indonesia  
Local Government of Karawang



## Iran

Ministry of Industry Mine And Trade  
JEMCO  
Behsan Kar Shimi  
Arak construction engineering  
System Expert - Machine Sazi Arak  
Project Planner - Machine Sazi Arak



## Iraq

Ministry of Planning  
Ministry of Foreign Affairs  
Ministry of Transport  
General Company for Iraqi Ports  
Al Muthanna Statistic Directorate



## Ivory Coast

Directorate General of Port & Maritime  
Ministry of Tourism



## Jamaica

Ministry of Water Land Environment & Climate Change  
Office of the Contrator General (CARICOM Secretariat)  
Public Sector Modernisation and Transformation Division  
The Supreme Court of Jamaica



## Jordan

Ministry of Agriculture  
Civil Service Bureau  
Ministry of Energy and Mineral Resources  
Ministry of Labour Jordan  
Jordan Pocht. Co.  
Ministry of Transport



## Kazakhstan

Kazakhstan Railways  
Agip Caspian Sea B.V.  
JSC Republican Diagnostic Center, Astana, Kazakhstan  
JSC KTZ-Fright Transportation Le  
Naryn University  
Burisma Eurasia LLP



## Kenya



Ministry of Interior & Co-Ordination of National Government  
Anti - Counterfeit Agency  
Narok County Government  
Ministry of Tourism - Culture & Sports  
Government of Kenya-Machakos Country  
Nairobi Country Government  
Ministry of Industry Trade and Cooperatives  
Machakos County Government  
Kenya Forest Service  
Ministry of Finance and Planning  
Kenya Civil Aviation Authority  
National Construction Authority  
Directorate of Criminal Investigations

## Kyrgyzstan



Republican Children's Engineering and Technical Academy  
The National Institute for Strategic Studies  
Naryn State University  
Kyrgyz Russian Slavic University  
Osh State University  
Government of Kyrgyz Republic  
K News  
Kyrgyz National University  
Jalal-Abad Police Department  
Neman Pharm  
N.Jundubaeva school

## Laos



National University of Laos  
Bank of the LAO PDR  
Lao-Top College

## Lebanon



Ministry of Agriculture  
Economic Study Department  
Social Welfare Division

## Lesotho



Ministry Of Finance  
Ministry of Gender and Youth Sports and Recreation  
Private Sector Development and Financial Affairs  
Lesotho Smart Partnership Hub PM Office

## Liberia



Ministry of Foreign Affairs  
International Labour Organization  
Liberia Telecommunication Corporation

## Libya



RASCO (Raslanuf Oil & Gas Processing Company)

## Lithuania



Lithuania Customs  
KESTUTIS AZUOLAS, Administration Rotuse Square  
UAB Hidrum  
Ministry of Energy

Strategic Planning Division, Lithuania  
Kaunas University of Technology  
Lithuanian University of Educational Science  
Alytus City Municipality Administration, Lithuania  
UAB Hidrum, Kaunas  
Algirdo Street 27, Vilnius  
Kaunas University of Technology

## Macedonia



Trajkovski & Partners Consulting  
Iskon Reshenija DOOEL

## Madagascar



Madagascar Customs Relations  
Presidency of the Republic of Madagascar  
MPPSPF, Madagascar

## Malawi



Office of the President & Cabinet  
Ministry of Tourism  
Director of Administration, Zomba City Council  
Malawi Posts Corporation  
Malawi Government  
Ministry of Health  
Malawi Law Commission  
Ministry of Transport  
National Public Events  
Chancellor College-UNIMA  
Malawi National Assembly  
Ministry of Education

## Malaysia



Securities Commission  
AIMST University  
Ministry of International Trade & Industry  
Ministry of Finance Malaysia

## Maldives



Ministry of Foreign Affairs  
Civil Service Commission  
Maldives National University  
Maldives Police Service  
Ministry of Finance & Treasury  
Ministry of Youth and sports

## Mali



Malian Office for Tourism  
Ministry of Energy and Water about Energy and  
Decentralization, Govt. of Mali

## Mauritius



Ministry of Social International & Economic Empowerment  
National Solidarity & Reform Institutions  
Agro - Industry & Food Security  
Local Government Service Commission  
Prime Minister's Office (Home Affairs)  
Ministry of Labour & Industrial Relations  
Ministry of Social Security  
Ministry of Civil Service and Administrative Reforms  
Ministry of Foreign Affairs  
Ministry of Ocean Economy



Ministry of Civil Service and Administrative Reforms  
Ministry of Foreign Affairs  
Ministry of Ocean Economy

## Mexico

GlaxoSmithKline de México (GSK)  
Government of Mexico City

## Mongolia

Import Department of Erdenet Mining Corporation  
Yonsei Friendship Hospital  
Ulaanbaatar City Tourism Department  
Mongolian Stock Exchange

## Montenegro

Ministry of Interior of Montenegro

## Montserrat

Royal Montserrat Police Service

## Myanmar

General Administration Department  
Ministry of Commerce  
Indian Embassy Public Library, Yangon  
General Administration Department  
Ministry of Commerce  
The Embassy of India, Yangon  
Planning Department  
Ministry of Home Affairs  
Department of SMEs Development, Ministry of Industry  
Central Statistics Organization  
Department of Border Affairs  
Nestle Myanmar Limited

## Namibia

Namibian Broadcasting Corporation  
Ministry of Land Reform  
Namibia Water Corporation  
Mb De Klerk & Associates (Law Firm)  
Karibeb Town Council  
Ministry of Finance

## Nepal

Nepal SBI Bank Ltd.

## Niger

Ministry of Environment  
Ministry of Finance  
Ministry of Commerce & Promotion of Private Sector  
Ministry of Mines & Industrial Development  
Ministry of Public Health  
Ministry of Energy & Petroleum  
Ministry of Woman Promotion  
Ministry of Foreign Affairs and Cooperation/Director of State Protocol  
Ministry of Justice  
Ministry of Water and Sanitation  
Ministry of Commerce  
Ministry of Foreign Affairs  
Ministry of Post and Telecommunication  
Ministry of Public Service & Administrative Reform  
National Geographical Institute of Niger

## Nigeria

Ministry of Finance  
Federal Capital Development Authority  
Niger State Ministry of Investment & Commerce  
Defense Industries Corporation of Nigeria  
DTCA Ministry of Foreign Affairs  
University of Pritharcourt  
Revenue Mobilisation Allocation & Fiscal Commission  
National Institute for Cultural Orientation/ Training  
School Department  
Nigeria Social Insurance Trust Fund  
Federal High Court  
Ministry of Science And Technology  
National Space Research and Dev Agency  
Sokoto State Teachers Service Board  
Nigeria Atomic Energy Commission, Abuja  
Nigeria Atomic Energy Commission  
Cross River State Forestry Commission  
Sheda Science and Technology Complex Abuja  
Strategic Outsourcing Limited / Diamond Bank Plc  
Zenith Bank PLC  
Nigerian Television Authority  
Cross River Microfinance Bank

## Oman

Public Authority of Consumer Protection  
Ministry of Regional Municipality & Water Resources, Oman  
Ministry of Dhofar Region  
National Records and Archives Authority  
Ministry of Environment and Climate Affairs  
Public Authority of Craft Industries, Oman  
Ministry of Agriculture and Fisheries  
Ministry of Higher Education  
Ministry of Manpower Shinas Vocational Training Center  
Supreme Council for Planning

## Palestine

Bethlehem School  
Ministry of Justice, Ramallah, Palestine  
Ministry of Labour, Ramallah, Palestine  
Palestinian Central Bureau of Statistics  
Directorate of Education North Hebron  
Council of Ministers  
Yaffa Hospital  
Ministry of Interior  
Birzeit University  
Pharmacist Syndicate  
Ministry of Health  
Financial Department of Palestine Broadcasting Corporation  
Directorate of Education

## Panama

RICOH Panama  
UNESA

## Papua New Guinea

Department of Justice & Attorney General

## Paraguay

State Water & Sanitary Services Company



## Peru

Banco De Credito Del Peru  
Sociedad Agrícola Viru SA (Private Co)  
Coleccion de Artistas  
Camposol S.A.  
CERTIKA Counsultores S.A.C.  
San Fernando - ALTER PLAST  
Otech Consulting Soc  
Versus Gaming Center  
Instituto de Estudios Políticos Andinos

## Philippines

Bicol University  
Senior Trade & Industry Development Specialist

## Poland

Higher School of Economics National Research  
The Navorossiysk Mortgage Center  
Sochi State University  
Bashkir State Agrarian University  
UFA State Petroleum Technological University  
Liability Company Trade House SBU Trade  
Ministry of Industry  
The Department of Education of Ivanovo Region  
Linguistic Club Magellan  
Nekrasov Kostroma State University  
Hexagon, LLC  
Russian University of Cooperation  
Anotech Energy, Pvt. Company  
The Ural Chamber of Commerce and Industry  
Business School of the Ural Federal University  
The Government of Volgograd Region  
GIPSOPOLIMER (Dry Construction Mixtures,  
Plaster block, Plasterboard Production)  
Siberian State University of Science and Technologies  
RESAP - Manufacture of Electrical Distribution & control equipment  
Ministry of State Property of the Republic  
Embassy of India Moscow (Military Wing)  
STK Razvitie LLC

## Serbia

National Alliance for local Economic Development  
National Alliance for Local Economic Development, Belgrade  
Coordinator at Local City Administration, Department Of Culture  
National Alliance for Local Economic Development Naled

## Seychelles

Development Bank of Seychelles

## Sierra Leone

Ministry of Foreign Affairs and  
International Cooperation  
Government of Sierra Leone

## Slovak Republic

University of Zilina  
ADEL Slovakia

## South Africa

Department of Health Valkenberg hospital  
Department of Environment & nature Conservation  
Department of Social Development  
Alpha Curtain Tracks

## South Sudan

Ministry of Foreign Affairs  
Ministry of Finance and Planning  
Ministry of Interior  
Ministry of Finance and Planning  
Allier Bullen  
South Sudan Youth  
Government Of South Sudan  
Canadian Embassy  
Jubek State Insurance Regulatory Authority  
Ministry of Education  
Ministry of General Education and Instruction  
South Sudan Urban Water Corporation

## Sri Lanka

Board of Investment of Sri Lanka  
Sri Lanka Railway  
Parliament of Sri Lanka  
Badulla Municipal Council  
Dept. of Financial Management Provincial Treasury  
Board of Investment of Sri Lanka  
Ministry of Agriculture (Southern Province)  
Valuation Department  
Department of Agriculture  
Board of Investment, Sri Lanka  
National Water Supply & Drainage Board  
Sri Lanka Institute of Development Administration  
Central Engineering Consultancy Bureau  
Sunshine Tea Private Ltd.  
Scorn Pvt Ltd  
Aitken Spence Apparel (Pvt) Ltd  
Harisha Holiday Reson  
Speed Computer Academy  
PUSSELLA AYURVEDIC HOSPITAL  
Sabaragamuwa Provincial Department of Ayurveda  
Ministry Of Primary Industries And Social Empowerment  
Sri Lanka Parliament

## St. Lucia

Ministry of Social Transformation

## Sudan

Giad Industrial Group  
Sudan Trade Point  
Algunid Sugar Factory  
Khartoum Petrochemical Company  
Agricultural Research Corporation  
Khartoum stock Exchange  
Ministry of Agricultural  
Petrobash M.A. Company  
Giad Industrial Group  
Sudanese Electricity Distribution Company  
SUDA POST  
Strategic Plan (Government)  
Khartoum Water State Corporation  
Marhab Oil Mills  
Road & Bridges Kassala State



Ministry of Petroleum & Gas  
Ministry of Physical Planning  
Ministry of Industry  
Bollere Africa Logistics Ltd  
Sudan Disarmament Demobilization and  
Reintegration Commission

## Suriname

Ministry Trade Industry and Tourism  
EFS College COVAB

## Swaziland

Ministry of Foreign Affairs & International

## Syria

Syrian Investment Agency  
Prime Minister Office - Prime Ministers Affairs  
Export Development and Promotion Agency  
Syrian Investment Agency  
Anwar Alwardi office  
Tishreen University

## Tajikistan

Embassy of India  
Tajik State University of Commerce  
Database & Testing (Civil Services Agency)  
Committee of Radio & Television  
International Presidential School  
State Savings Bank of Amonatbank  
R T S U School  
Dushanbe International School  
Advance Teaching Centre  
University of Central Asia  
Khorog State University  
Ministry of Economic Development and Trade of  
the Republic of Tajikistan  
National Bank of Tajikistan  
Water User Association  
CJSC Indigo Tajikistan  
State Committee on Investment

## Tanzania

Tanzania Ports Authority (Semi Govt.)  
The Open University of Tanzania  
LAPF Pensions Fund  
Ministry of State P.O. Labour and Public Services  
Prime Minister Office  
Ministry of Industry & Trade  
Mzumbe University  
Tanzania Cotton Board  
Public Investment Officer  
Legal Officer  
Human Resources Officer  
Consulate General of India, Zanzibar  
University of Dodoma  
Tanzania Telecommunications Company Ltd.  
Tanzania Institute of Accountancy  
Zanzibar Connections  
Ministry of Home Affairs and East African Cooperation  
Ministry of Works  
Workers Compensation Fund  
Imara Consultants  
Public Service Commission  
Surface and Marine Transport Regulatory Authority

Tanzania Telecommunications Co Ltd  
Zanzibar Cabinet Secretariat  
Zanzibar Airport Authority  
Public Service Recruitment Secretariat  
Attorney General Chambers  
President's Office Public Service Recruitment Secretariat  
Tanzania Revenue Authority  
Immigration Department  
Lindi Municipal Council  
Tanzania Petroleum Development Corporation  
Tanzania Airports Authority  
Tanzania Electric Supply Co Ltd  
Ministry Of Health  
Muhimbili National Hospital  
Anti Smuggling Unit, Zanzibar  
Ministry of Home Affairs  
Public Service Commission  
Zanzair Limited  
State University of Zanzibar

## Thailand

Embassy of India  
Customs Department  
Ministry Of Culture  
Prayuen Hospital

## Togo

Ministry of Environment and Forestry Resources  
Non-Government Organization IDH  
Ministry of Health

## Trinidad & Tobago

Agostini Fastening Systems  
Parliament of Trinidad and Tobago  
University of T&T  
Chaguanas Borough Corporation

## Tunisia

Ministry of Trade & Handicrafts  
Ministry of Development Investment & International Cooperation  
Ministry of Technology and Communication  
CREATEC, Tunisia  
Ministry of Public Work  
A P S, Tunisia  
Evocraft  
TELEPERFORMANCE Company of Communication  
ORPHEE  
VALARTIS Financial Service  
Art and Democracy Organisation

## Turkey

Ministry of Customs & Trade of Republic of Turkey

## Turkmenistan

International Oil and Gas University  
International University for the Humanities  
and Development

## Uganda



City Authority  
Domestic Taxes Department (Uganda Revenue Authority)  
National Council of Sports  
World Vision International  
Ministry of Foreign Affairs  
Makerere University  
Kampala Capital City Authority  
Ndejje Senior Secondary School

## Ukraine



Ivano-Frankivsk Regional State Administration  
European Integration of The Secretariat of the  
Cabinet of Ministers of Ukraine  
Main Specialist, Ministry of Justice of Ukraine

## Uruguay



SONDA  
Taskent Islamic University  
"Kasaba Say" SE, Trade Unions of Uzbekistan  
Academy of Public Administration  
State Tax Division of Chichik town  
CISC General Motors Powertrain  
The Academy of Public Administration under the  
President of Republic of Uzbekistan  
National University of Uzbekistan  
The Branch Center for Training of Academic Staff  
Uzbek State Institute of Arts and Culture  
Navoi State Pedagogical Institute  
Namangan Institute of Engineering & Technology  
Uzbek Metallurgical Enterprises

## Venezuela



University of Simon Bolivar, Biblioteca Central  
Tribunal Supremo De Justicia (Supreme Court)  
Adming Systems at Calle Negrin  
Ministry of Culture City Hall Of The Bolivarian Municipality Liberator  
Economic and social Development Bank of Venezuela  
Taco Taco de Venezuela/Sales

## Vietnam



INTERPOL Viet Nam Department  
Long An University of Economic Industry  
Dong A University  
Vinh Phuc Department of Foreign Affairs  
Ministry of Public Security  
Hanoi University of Culture  
Vinh Phuc Department Of Foreign Affairs  
Ha Giang Construction Department  
IDQC HCMC  
Hai Phong Department of Foreign Affairs  
Vietnam National Space Center  
Suc khoe vang phuc khanh Company Ltd.  
Hcmc University of Technology and Education

## Yeman



MTEVT  
Ministry of Planning and International Cooperation

## Zambia



Ministry of Health  
Nkana Water and Sewerage Company  
Mulungushi University  
Drug Enforcement Commission  
University of Zambia  
Spar Zambia  
US Embassy, Lusaka  
Office of the Auditor General  
Young African Leadership Initiative

## Zimbabwe



Ministry of Tourism & Hospitality Industry  
Managing Public Services and State Enterprises  
Ministry of Industry and Commerce  
Zimbabwe Institute of Public Administration and Management  
Cresta Hospitality  
Ministry of Small and Medium Enterprises  
Zimbabwe Economic Policy Analysis and Research Unit  
Public Service Commission  
Ministry of Public Service Labour and Social Welfare



**Experience Sharing by  
our Esteemed  
Participants**



- I feel very blessed to have this MDP with IMI, Delhi I thank my organisation & IMI for this wonderful opportunity - **Mr. S. Mohanraj, Roca Bathroom Products India Limited**
- It was a well - designed program, I wish we had more time - **Mr. Murali Mohan G. , BEML**
- Faculties have delivered the facts with live examples in the context of GAIL and other companies which were very useful for understanding the basics & advanced concept of finance. - **Mr. Ramnivaas Mittal, GAIL India Limited**
- A wonderful and encouraging & enthusiastic program would love to attend more programs. – **Ms Savitri Srivastava, NHPC Limited**
- All the topics were nicely explained along with simple illustrations. Enjoy the coverage. - **Mr. Sandeep Kumar Sharma, IDBI Bank Limited**
- The activities were very helpful in understanding the importance of teamwork, planning. I am hopeful that we will be able to implement in our daily work life. - **Ms Shraddha Mehra, Indian Oil Corporation Limited**
- I found training session is very insightful. This workshop has helped me so much to realize certain things that we have been lacking & further improvements. - **Mr. Mohit Kumar Tayal, Jindal Stainless (Hisar) Limited**
- Program was excellent, hospitality is very good. - **Ms Monika Agarwal, DRDO**
- Programme is very nice & considered for non-finance professionals. - **Mr. Santosh, Petronet LNG Limited**
- It was one of the most interactive training programs I have ever had. - **Mr. Dev Raj, RailTel Corporation of India Limited**
- Energy level of all Professors at IMI was very high, love & affection from whole team is appreciable, Wonderful training experience at IMI New Delhi. - **Mr. Abhilash Kolefi, Asian Paints Limited**
- Getting perspective from industry stalwarts & leveraging on the knowledge & depth of Prof. Rath & other faculty members. - **Mr. Sunil Kumar Satya, NTPC Limited**
- 2 days program must make us more confident in our day to day business as well as social dealings. - **Mr. Sayan Dutta, SRF Limited**
- Overall program is well structured & giving good insight about ERM. Some of the lectures were more forward, practical approach, which is good. - **Ms Rita Budhiraja, Power Finance Corporation Limited**
- The program content is highly beneficial in today's context. - **Ms Upasana Baruah, Indian Oil Corporation Limited**

- Concept clear, advance knowledge and clear mind. The program was very helpful for our day to day work. - **Mr. Amit Agarwal, ONGC Limited**
- Outside activities and team building programme parts are most useful. - **Dr. Indu Goyal, NHPC Limited**
- All the parts of programme were useful especially the involvement of all by role play, presentation preparation, market Intelligence. - **Mr. Asam Venkata Ramana, Asian Paints Limited**
- Program contents were really helpful in real life practices and handled by very expert & knowledgeable faculty members. - **Mr. Huang Tianci, Vivo Mobile India Private Limited**
- All the sessions were really engaging and practically adaptable. - **Mr. Abhishek Upadhyaya, NBCC Limited**
- Topics on emotional intelligence and importance of the same in achieving leadership roles, managing self towards excellence were excellent. We have learnt a lot from proficient Professors. - **Ms Kusum Singh, EXIM Bank**
- The program is well designed, informative & useful. Some of the topics are made for enhancing business acumen that leads to better understanding. The faculty members are highly experienced and outstanding. - **Mr. Niranjan Khanduri, ONGC Limited**
- Outbound activates to input learning on importance of team building was phenomenal. - **Mr. Subhranil Majumdar, ONGC Limited**
- In technical terms, sensitivity analysis part was the most useful which I could relate to my professional work and of course, the patience of the faculty to answer the queries of participants is appreciable. - **Ms Sandhya Aggarwal, Volvo Car India**
- Analytics, session making tools with help of excel, data provided for the program in terms of practice and exercise sheets, and good interaction with all participants. - **Ms Rashim Demla, Roop Automotives Limited**





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