

MANAGEMENT DEVELOPMENT PROGRAMS BROCHURE

April 2019 - March 2020



CELEBRATING
38
Years
of Excellence

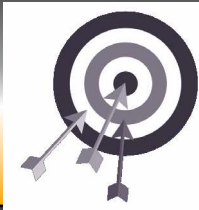


Vision



To be a premier global management school.

Mission



To develop socially sensitive, ethical, value adding leaders and organizations through relevant teaching, research, training and consulting that serve stakeholders' interests.



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, Executive PGDM and FPM (doctoral program). In addition, it has built a vibrant Executive Education vertical offering training to management professionals from the corporate world. The Institute has been empaneled by the Government of India to train participants from developing countries under the International Technical & Economic Corporation (ITEC) program of the Ministry of External Affairs.

IMI New Delhi puts a strong focus on high quality research by its faculty leading to publications in international peer reviewed academic journals. Its faculty have PhDs from top international and national universities/institutes, with many of them also having significant corporate experience.

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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 2019-2020. 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

Prof. Mamta Mohapatra

Need exponential growth in business? Improve work culture? Manage change effectively? Answer is simple- you need to invest in the most important asset- your employees!

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 these organizations has been very positive and we have been getting repeat business from 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. 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 that is 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 (2013-2018) 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.

This comprehensive brochure showcases the programs offered by IMI that are of highly 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 style of their functioning.



Management Development Programs

Our organizational ethos is rooted in 38 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 2019- March 2020)

S. No.	Programme Title	Dates	Days	Venue	Fees in INR (18% GST Extra)		Programme Director (s)
					Residential	Non-Residential	
April – June, 2019							
1	HR Analytics – Making Informed Decisions	22-24 May	3	IMI New Delhi	35000	25000	Prof. Swati Dhir
2	Execution: The Discipline of Delivering Results on Time	30-31 May	2	IMI New Delhi	25000	18000	Prof. Vivek C. Pande
3	Communication Skills for Managerial Effectiveness	13-14 June	2	IMI New Delhi	25000	18000	Prof. Vijay Vancheswar
4	Building Corporate Strategy for Effective CSR	19-21 June	3	IMI New Delhi	35000	25000	Prof. A.K. Rath / Prof. Shailendra Nigam
5	Creating Synergy: Integrating People & Organization	26-28 June	3	IMI New Delhi	35000	25000	Prof. R.P. Ojha/ Prof. Irfan A. Rizvi
6	Export-Import: Financing & Risk Management	27 - 28 June	2	IMI New Delhi	25000	18000	Prof. Ramachandran K.
July- September, 2019							
7	Employer Branding: Turning Organizations into Brands	01 - 02 July	2	IMI New Delhi	25000	18000	Prof. Mrinmoy Majumdar
8	Data Analytics for Developing Stock Trading Strategies	20 - 21 July	2	IMI New Delhi	25000	18000	Prof. Kakali Kanjilal/ Prof. R.K. Arora
9	Personal & Financial Well Being	25 - 26 July	2	IMI New Delhi	25000	18000	Prof. Aman Srivastava/ Prof. Mamta Mohapatra
10	Effective Decision Making Using Advanced Excel	01 - 02 August	2	IMI New Delhi	25000	18000	Prof. Himanshu Joshi
11	Data Analytics using R	09 - 10 August	2	IMI New Delhi	25000	18000	Prof. Kakali Kanjilal
12	Procurement Planning & Contract Management	22 - 23 August	2	IMI New Delhi	25000	18000	Prof. Alok Kumar Singh
13	Management of Pricing	22-23 August	2	IMI New Delhi	25000	18000	Prof. Pinaki Dasgupta
14	Competency Based People Management	28 - 30 August	3	IMI New Delhi	35000	25000	Prof. Irfan A. Rizvi
15	Management of People and Organization in Global Context	28-August - 11 September	15	IMI New Delhi	4,95,000	NA	Prof. R.P. Ojha
16	Emotional Intelligence for High Performance	05 -06 September	2	IMI New Delhi	25000	18000	Prof. Mamta Mohapatra
17	Business Case for Sustainable Development	18- 20 September	3	IMI New Delhi	35000	25000	Prof. Sonu Goyal/ Prof. G.K. Agarwal
18	Accelerating Sales Team Performance	19 -20 September	2	IMI New Delhi	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra

19	Effective Leadership & Building High Performance Teams	20-21 September	2	IMI New Delhi	25000	18000	Prof. Vivek C Pande
20	Train the Trainers	25-27 September	3	IMI New Delhi	35000	25000	Prof. Jai Prakash Upadhyay
21	Risk Management, Treasury Operations in Banks / Financial Institutions	27 -28 September	2	IMI New Delhi	25000	18000	Prof. Deepak Tandon/ Prof. R.K. Arora
October - December, 2019							
October - Dusshera & Diwali Holidays							
22	Digital and Social Media Marketing	14- 15 November	2	IMI New Delhi	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
23	Managing for Excellence	18 - 22 November	5	Hotel / Resort in Jaipur	80000	NA	Prof. Mamta Mohapatra/ Prof. Sajeet Pradhan
24	Corporate Strategy for Effective Risk Management	20 - 22 November	3	IMI New Delhi	35000	25000	Prof. A.K. Rath
25	Negotiation: Strategies, Tactics & Skills	27 - 29 November	3	IMI New Delhi	35000	25000	Prof. Irfan A. Rizvi
26	Leading Growth: Individual & Organizational Excellence	02-04 December	3	IMI New Delhi	35000	25000	Prof. R. P. Ojha/ Prof. Irfan A. Rizvi
27	Women as Leaders	05 - 06 December	2	IMI New Delhi	25000	18000	Prof. Mamta Mohapatra
28	Leading Strategy Execution & Change	11 -13 December	3	IMI New Delhi	35000	25000	Prof. Sonu Goyal/ Prof. G.K. Agarwal
29	Wealth Creating Mindset	19 - 20 December	2	IMI New Delhi	25000	18000	Prof. Aman Srivastava
January- March, 2020							
30	Big Data Analytics	16-17 January	2	IMI New Delhi	25000	18000	Prof. Himanshu Joshi
31	Gender Sensitization & Prevention of Sexual Harassment (POSH) in the Work Place	21-22 January	2	IMI New Delhi	25000	18000	Prof. Mamta Mohapatra
32	R, R & R (Retention, Rewards & Recognition) Management	22-23 January	2	IMI New Delhi	25000	18000	Prof. Vivek C Pande
33	Managing Retail Excellence	29 - 30 January	2	IMI New Delhi	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
34	Enhancing Managerial Effectiveness– A Program for High Potential Emerging Leaders	29-31 January	3	IMI New Delhi	35000	25000	Prof. Jai Prakash Upadhyay
35	People Management: Emerging Issues & Evolving Practices	04- 06 February	3	IMI New Delhi	35000	25000	Prof. R.P. Ojha / Prof. Irfan. A. Rizvi
36	Communication Skills for Managerial Effectiveness	13-14 February	2	IMI New Delhi	25000	18000	Prof. Vijay Vancheswar
37	Credit Appraisal, Monitoring of NPAs in Banks amidst Insolvency & Bankruptcy Code	21- 22 February	2	IMI New Delhi	25000	18000	Prof. Deepak Tandon



Area-wise - MDP Calendar April 2019 - March 2020

S. No.	Programme Title	Dates	Days	Venue	Fees in INR (18% GST Extra)		Programme Director (s)
					Residential	Non-Residential	
Communication							
1	Communication Skills for Managerial Effectiveness	13 - 14 June, 2019	2	IMI New Delhi	25000	18000	Prof. Vijay Vancheswar
2	Communication Skills for Managerial Effectiveness	13 - 14 February, 2020	2	IMI New Delhi	25000	18000	Prof. Vijay Vancheswar
Finance							
3	Export-Import: Financing & Risk Management	27 - 28 June, 2019	2	IMI New Delhi	25000	18000	Prof. Ramachandran K.
4	Personal & Financial Well Being	25 - 26 July, 2019	2	IMI New Delhi	25000	18000	Prof. Aman Srivastava/ Prof. Mamta Mohapatra
5	Risk Management, Treasury Operations in Banks / Financial Institutions	27 -28 September, 2019	2	IMI New Delhi	25000	18000	Prof. Deepak Tandon/ Prof. R.K. Arora
6	Wealth Creating Mindset	19 - 20 December, 2019	2	IMI New Delhi	25000	18000	Prof. Aman Srivastava
7	Credit Appraisal, Monitoring of NPAs in Banks amidst Insolvency & Bankruptcy Code	21- 22 February, 2020	2	IMI New Delhi	25000	18000	Prof. Deepak Tandon
Leadership and Human Resource Development							
8	HR Analytics – Making Informed Decisions	22-24 May, 2019	3	IMI New Delhi	35000	25000	Prof. Swati Dhir
9	Execution: The Discipline of Delivering Results on Time	30-31 May, 2019	2	IMI New Delhi	25000	18000	Prof. Vivek C. Pande
10	Creating Synergy: Integrating People & Organization	26-28 June, 2019	3	IMI New Delhi	35000	25000	Prof. R.P. Ojha / Prof. Irfan A. Rizvi
11	Employer Branding: Turning Organizations into Brands	01 -02 July, 2019	2	IMI New Delhi	25000	18000	Prof. Mrinmoy Majumdar
12	Management of People and Organization in Global Context	28-Aug - 11 Sep, 2019	15	IMI New Delhi, Europe	4,95,000	NA	Prof. R.P. Ojha
13	Competency Based People Management	28 - 30 August, 2019	3	IMI New Delhi	35000	25000	Prof. Irfan A. Rizvi
14	Emotional Intelligence for High Performance	05 -06 September,2019	2	IMI New Delhi	25000	18000	Prof. Mamta Mohapatra
15	Effective Leadership & Building High Performance Teams	20-21 September, 2019	2	IMI New Delhi	25000	18000	Prof. Vivek C. Pande
16	Train the Trainers	25-27 September, 2019	3	IMI New Delhi	35000	25000	Prof. Jai Prakash Upadhyay
17	Managing for Excellence	18-22 November, 2019	5	Hotel / Resort in Jaipur	80,000	NA	Prof. Mamta Mohapatra/ Prof. Sajeet Pradhan

18	Negotiation: Strategies, Tactics & Skills	27- 29 November, 2019	3	IMI New Delhi	35000	25000	Prof. Irfan A. Rizvi
19	Leading Growth: Individual & Organizational Excellence	02-04 December, 2019	3	IMI New Delhi	35000	25000	Prof. R. P. Ojha / Prof. Irfan A. Rizvi
20	Women as Leaders	05 - 06 December, 2019	2	IMI New Delhi	25000	18000	Prof. Mamta Mohapatra
21	Gender Sensitization & Prevention of Sexual Harassment (POSH) in the Work Place	21-22 January, 2020	2	IMI New Delhi	25000	18000	Prof. Mamta Mohapatra
22	R, R & R (Retention, Rewards & Recognition) Management	22-23 January, 2020	2	IMI New Delhi	25000	18000	Prof. Vivek C Pande
23	Enhancing Managerial Effectiveness– A Program for High Potential Emerging Leaders	29-31 January, 2020	3	IMI New Delhi	35000	25000	Prof. Jai Prakash Upadhyay
24	People Management: Emerging Issues & Evolving Practices	04- 06 February, 2020	3	IMI New Delhi	35000	25000	Prof. R.P. Ojha / Prof. Irfan. A. Rizvi
Marketing & Sales							
25	Management of Pricing	22-23 August, 2019	2	IMI New Delhi	25000	18000	Prof. Pinaki Dasgupta
26	Accelerating Sales Team Performance	19 -20 September, 2019	2	IMI New Delhi	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
27	Digital and Social Media Marketing	14- 15 November, 2019	2	IMI New Delhi	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
28	Managing Retail Excellence	29 - 30 January, 2020	2	IMI New Delhi	25000	18000	Prof. Nalin Jain / Prof. D.K. Batra
Operations, Quantitative Techniques and Information Technology							
29	Data Analytics for Developing Stock Trading Strategies	20 - 21 July, 2019	2	IMI New Delhi	25000	18000	Prof. Kakali Kanjilal / Prof. R.K. Arora
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31	Procurement Planning & Contract Management	22 - 23 August, 2019	2	IMI New Delhi	25000	18000	Prof. Alok Kumar Singh
32	Big Data Analytics	16-17 January, 2020	2	IMI New Delhi	25000	18000	Dr. Himanshu Joshi
Strategy & Sustainable Development							
33	Building Corporate Strategy for Effective CSR	19-21 June 2019	3	IMI New Delhi	35000	25000	Prof. A.K. Rath / Prof. Shailendra Nigam
34	Business Case for Sustainable Development	18- 20 September, 2019	3	IMI New Delhi	35000	25000	Prof. Sonu Goyal / Prof. G.K. Agarwal
35	Corporate Strategy for Effective Risk Management	20 - 22 November 2019	3	IMI New Delhi	35000	25000	Prof. A.K. Rath
35	Leading Strategy Execution & Change	11 -13 December, 2019	3	IMI New Delhi	35000	25000	Prof. Sonu Goyal / Prof. G.K. Agarwal

Notes:

1. Detailed information of each program is available at IMI Website (www.imi.edu/delhi)
2. The dates, venue, fee etc are indicative and subject 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 the organization.

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

Strategy & Sustainable Development:

- Corporate Governance, Risk Management and Sustainability
- Corporate Social Responsibility
- Corporate Strategy for Project Management
- Doing Business in India
- International Business Management: Issues & Challenges
- Strategy Formulation & Strategy Implementation

Communication:

- Business Etiquette & Corporate Grooming
- Communication Skills for Managerial Effectiveness
- Corporate Communication
- 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 Executive Education

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.

PROGRAMMES DETAILS



Communication

- **Communications Skills for Managerial Effectiveness**

01

Communication Skills for Managerial Effectiveness

Duration	: 2 Days
Dates	: June 13-14, 2019 & February 13-14, 2020
Program Director	: Prof. Vijay Vancheswar
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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 Manger 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 Mangers 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.

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.





Finance

- **Export-Import: Financing & Risk Management**
- **Personal & Financial Well Being**
- **Risk Management, Treasury Operations in Banks / Financial Institutions**
- **Wealth Creating Mindset**
- **Credit Appraisal, Monitoring of NPAs in Banks amidst Insolvency & Bankruptcy Code**

02

Export-Import: Financing & Risk Management

Duration	: 2 Days
Dates	: June 27-28, 2019
Program Director	: Prof. Ramachandran K.
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

OBJECTIVES & DELIVERABLES

- To help the participants gain a perspective of international trade and business
- To enable them master the various possible modes of financing export-import (Exim) operations
- To make them appreciate the advantages of tapping varied sources of financing for their Exim business
- To enable them dissect and understand the nitty gritty of exposures and risks associated with export-import business/ exchange rate change and also the techniques of quantifying the same
- To make them appreciate the various styles of hedging—natural hedging and hedging through market instruments
- To help them to get know how to design a hedging policy and make use of it appropriately

WHO SHOULD ATTEND

- If you believe export/import constitutes a significant part of your organization's business
- If your organization is affected very much by the periodic changes in exchange rate
- If export/import does NOT constitute a significant part of your business but still exchange rate changes affect your topline and bottom-line
- If you are not sure how to manage exchange rate risk
- If you are figuring out the ideal way of financing your export-import business
- In case you find yourself in any of the above situations, this is the program to attend.

PEDAGOGY

Interactive Lectures/Real life Cases & Case-lets—Presentation by Participants/Quizzes/Simulation

TARGET AUDIENCE:

Senior Mgt./Middle Mgt./Junior Mgt. executives working in export-import organizations and those that face competition from foreign suppliers



03 Personal & Financial Well Being

Duration	: 2 Days
Dates	: July 25-26, 2019
Program Director	: Prof. Aman Srivastava Prof. Mamta Mohapatra
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

INTRODUCTION

Changing life styles, rising uncertainties and a complex environment poses a myriad of challenges for organizations in general and for employees in particular especially in managing personal finance and wellness of self and family. This Program focuses on ways of achieving long-term happiness and financial wellness of individuals by highlighting means of balancing work with family responsibilities, enriching relationship, reducing stress and enhancing time management skills, personal financial planning and managing risk. The program has two sets of objectives, first objective deals with financial aspects of one's life and focuses on the issue that 'one can't stop rain but can carry umbrella'. The second objective deals with work-life balance, relationship management, time management and stress/anxiety management.

OBJECTIVES

After attending this program, the participants should be able to:

- comprehend life cycle financial wellness and financial planning
- understand Indian capital markets
- manage financial impact of certain and uncertain events of life and contingencies
- use better judgement while selecting tax friendly investments and insurance products
- reduce stress and burnout for better productivity
- be in greater control of themselves for personal growth
- increase concentration power and energy levels
- rejuvenate body, mind and soul
- increase overall sense of well being
- acquire and/or sharpen such skills and competencies as are desirable for maintaining healthy work-life balance

COVERAGE

Life Cycle, Financial Wellness and Financial Planning

Life cycle of an individual and financial needs, phases of life and financial needs, Causes of financial distress, balancing consumption

and saving, financial planning for certain and uncertain events of life, philosophy of asset allocation

Understanding Financial Statements

Basics of profit & loss account, balance sheet and ratio analysis from investor's perspectives. How value is created and measured by companies? Understanding and analyzing financial statements and ratios for individuals.

Personal Investment Planning and Capital Markets (Goal based investment)

Time value of money, power of compounding, risk return trade off, understanding capital markets cash and savings management, managing liabilities, creating personal budgets, Asset allocation and diversification, goal-based investment, equity vs non-equity investment, concept of financial derivatives, personal tax issues in investment

Personal Insurance Planning (Managing contingencies of life)

How to select appropriate insurance company & products: need for insurance, principals of insurance, estimating life insurance requirements, term policy vs. endowment policy, unit linked plans, riders, do's and don'ts in buying insurance, personal tax issues in insurance

Self - Management Strategies

Developing Attitude of Sharing, Enabling and Caring by practicing coping mechanisms to overcome stress as well as strengthening Stress Management Competencies. Balancing Work pressures and family demands.

Managing Emotions for Positive Thinking

Increasing awareness about our emotions and understanding how emotions can influence thoughts, behavior, goals, decision-making, and work / personal relationships and building emotional resilience for high performance.

Managing Professional Relationships

Developing shared vision and goal congruence acquire and sharpen such behavioral skills and attitudes as are desirable for positive thinking, effective inter personal relationship and working in harmony

Managing Time and Task

Tips for exercising conscious control over the amount of time spent on specific activities, especially to increase effectiveness, efficiency and productivity.

METHODOLOGY

Apart from Lecture case studies on specific issues will be discussed. Assignments and experiential learning through group exercises.

WHO MAY ATTEND:

Senior Management/Middle Management/Junior Management Executives cutting across functions (finance/non-finance).

Duration	: 2 Days
Dates	: September 27-28, 2019
Program Director	: Prof. Deepak Tandon & Prof. R.K. Arora
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Banks and Financial Institutions have to deal with risks that can have a potentially negative effect on their business. Risk management aims at risk identification, its measurement and assessment. The main objective of risk management is to minimize the negative effect risks can have on the financial results and capital of a bank. Banks and Financial Institutions are particularly exposed to liquidity risk, credit risk, market risks, exposure risks, investment risks,

operational risk, legal risk, reputational risk and strategic risk. There is a need to be conversant with the application of risk management tools and implementation of suitable practices to mitigate risk in the current uphill task of Basel III guidelines to the banks.

OBJECTIVES:

The program is targeted at executives of banks in private and public sector and financial institutions inclusive of NBFC's, to be able to

appreciate the concepts and implementation of norms and systems to deal with risk management in effective ways. The program will enable participants to get operational insights into implications of identification and system-based elimination of risk in various facets of their functioning.

CONTENT:

- Imperatives of Risk Management in Banks and Financial Institutions
- Value drivers for Banks and Financial Institutions
- Shareholders, regulators and debt providers' perspective of risk
- Identification and management of major risks: credit, market, liquidity, operational, legal, regulatory, and reputation risk
- RBI and Basel III norms for Risk Management- Issues & Challenges (LCR.NSFR etc).
- Asset –Liability Matching in Bank's Balance sheet.

PEDAGOGY:

The program will use a blend of activities/exercises, interactive discussions, presentations, lectures and case studies.

WHO MAY ATTEND:

Officers, managers and executives in Banks and financial institutions in operations, inspection, administrative offices and risk departments.



05

Wealth Creating Mindset

Duration	: 2 Days
Dates	: December 19-20, 2019
Program Director	: Prof. Aman Srivastava
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

In today's business scenario rapid changes are taking place at lightning speed. The benchmarks of performance excellence are continually moving and the competition is getting increasingly fierce. It is clearly the age of globalization where every business is becoming a global business irrespective of the territories one operates in. In fact, today global competitors are operating in one's own backyard and therefore heightening the pressure on companies to become globally competitive.

In the emerging environment, creating wealth for the shareholders is widely accepted as the dominant corporate objective. The program focuses on the measurement and creation of wealth by a large commercial organization. The program would focus on the emerging geopolitics of gas and power sector, strategic thinking, measurement of value, identification of value drivers and risk management to prevent wealth destruction.

OBJECTIVES:

The objective of the program is to help the participants to identify the value drivers in a large and growing commercial organization. The participants would be able to map the emerging environments and identify the impact of the same on the financial performance and health of the organization.

CONTENT:

- Understanding and Measuring Value creation through Financial Statements
- Towards Wealth Creating Mindset
- Building Blocks for Strategic Thinking
- Financial Evaluation of Projects
- Enterprise Risk Management.

PEDAGOGY:

Apart from Lecture case studies on specific issues will be discussed. Assignments and experiential learning through group exercises.

WHO MAY ATTEND:

Senior Management/Middle Management/Junior Management Executives cutting across functions (finance/non-finance).



Duration	: 2 Days
Dates	: February 21-22, 2020
Program Director	: Prof. Deepak Tandon
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

The financial health of a bank can be read easily from NPA figures reported in its balance sheet by its credit portfolio. Over the period of time NPAs, Bad loans and Frauds have been mounting due to lapses in compliances, Operational risk and corrupt practices. Amongst the various indicators of financial stability, Non-performing loans are a cause of concern since they directly exhibits the efficiency, asset quality and credit risk. Non-Performing Assets (NPAs) in banks and financial institutions are a matter of concern for profitability and efficiency of business. Utmost care and strategic insights are needed to ensure that credit remains healthy and realizable. To enhance asset quality, conceptual clarity with determined efforts is required at each stage of approval and monitoring. Credit risk management is key component of overall risk management initiatives of banks and financial institutions. Effective NPA Monitoring and Recovery Management program is designed to apprise the participants of the need, processes and outcome-based approach to effective NPA management.

Through conceptual clarity and interactive experience sharing the program will equip participants with requisite knowledge and confidence to deal with NPAs more effectively. The purpose of this MDP is to highlight the percolating Frauds in the banks leading to NPAs in Banks., taking corrective measures. This is substantiated with the need, role and amend the Insolvency and Bankruptcy Code, 2016. Streamlining the compliances and the PCA guidelines have to be adhered to revive the ailing Banks and are highlighted. To revive the credit growth Investment books of the Banks have to be freed by securities receipts through Asset trading platform in near future and

haircuts be allowed apart from stressed assets restructuring amidst changes and strict regulations.

OBJECTIVES:

This program has been specially designed for operating officers/managers, officers dealing with credit approval and monitoring as well as policy planners in banks and financial institutions to deal effectively with identification, follow-up, remedial measures and eventual turnaround of NPA's into healthy, profit generating assets.

CONTENT:

The broad coverage in the program will include:

- Asset quality in Banks - design, identification and follow up for effective monitoring
- Credit Management by banks -
- NPA norms, Norms on Income Recognition and Asset Classification, Provisioning
- NPA identification and assessment for rehabilitation and recovery
- Preventive maintenance and follow up for zero tolerance on NPA's
- PCA guidelines by RBI and its impact on NPA
- Remedial measures and processes
- Corporate Bankruptcy law 2016: key to tackling the burgeoning NPA issue. Role of DRT, ARCIL, IBC Code Recent amendments
- Case studies & Exercises

PEDAGOGY:

The program will use a blend of activities/exercises, interactive discussions, presentations, lectures and case studies.

Senior faculty and Top Management Industry/ Banks experts mix, Optimal combination of theory and practice, Comprehensive courseware and practical applications, Current case studies research-based training Information technology integrated delivery are the key features of this MDP.

WHO MAY ATTEND:

The program is aimed at banking and financial institutions executives, mainly from the Middle Management Cadre, especially the Branch Managers, dealing with credit Monitoring and Recovery.





Leadership and Human Resource Management

- **HR Analytics – Making Informed Decisions**
- **Execution: The Discipline of Delivering Results on Time**
- **Creating Synergy: Integrating People & Organization**
- **Employer Branding: Turning Organizations into Brands**
- **Management of People and Organisation in Global Context**
- **Competency Based People Management**
- **Emotional Intelligence for High Performance**
- **Effective Leadership & Building High Performance Teams**
- **Train the Trainers**
- **Managing for Excellence**
- **Negotiation: Strategies, Tactics & Skills**
- **Leading Growth: Individual & Organisational Excellence**
- **Women as Leaders**
- **Gender Sensitization & Prevention of Sexual Harassment (POSH) in the Work Place**
- **R, R & R (Retention, Rewards & Recognition) Management**
- **Enhancing Managerial Effectiveness– A Program for High Potential Emerging Leaders**
- **People Management: Emerging Issues & Evolving Practices**

07

HR Analytics – Making Informed Decisions

Duration	: 3 Days
Dates	: May 22-24, 2019
Program Director	: Dr. Swati Dhir
Fees	: Rs.25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

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.

08

Execution: The Discipline of Delivering Results on Time

Duration	: 2 Days
Dates	: May 30-31, 2019
Program Director	: Prof. Vivek C. Pande
Fees	: Rs.18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

In today's complex world of business, strategy formulation is an arduous task. How do we derive competitive advantage? How to differentiate our products and services? Whilst organisations come up with strategies for survival and winning in the market place, their biggest dilemma remains – how to successfully implement the strategies? The biggest obstacle to achieve the desired results is – poor execution. And majority of organisations fall prey to it. Most strategies fail due to one reason alone – lack of disciplined execution. Too many companies struggle to bridge the gap between goals and results. Execution is not seen as a discipline or a business' culture.

As such, this workshop shall instill in the participants the essentials of successful execution and make them 'action' managers to achieve goals in less than the planned cost and time.

OBJECTIVES:

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

- Ensure strategies are implemented precisely and goals achieved on time
- Eliminate non value added activities which waste time
- Focus on what is important to achieve timely results
- Do effective follow thru
- Derive competitive advantage thru better execution

CONTENTS:

- The 7 Principles of Execution
- The 3 Core Processes of Execution
- A Delta T
- Creating Framework for Cultural Change
- Putting First Things First
- Linking HR to Business Results
- Insisting on Realism

PEDAGOGY:

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

WHO MAY ATTEND:

The Workshop will be extremely useful for CXOs, HODs, senior and middle level managers in Projects, Sales, Marketing, Business Development and HR functions in business and not-for-profit organisations in both private and public domain. Managers can be across any industry as the principles of execution are generic and cut across all sectors.

09

Creating Synergy: Integrating People & Organization

Duration	: 3 Days
Dates	: June 26-28, 2019
Program Director	: Prof. R.P. Ojha & Prof. Irfan A. Rizvi
Fees	: Rs.25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW

Organisations today have been experiencing tremendous pressure to expand their reach and enhance/add-on services to the existing and new customers. The ever-increasing stress drives the business to grow but at the same time to restrict the overall cost. Growth of the managers and their role expansion is thus exponential with no waiting period to learn the dynamics of the new role. Adapting to new role and integrating with new capabilities like managing people, leading the team, shaping the new work culture is a big challenge to all growing organisations and is a part of their life cycle now. All this is happening so fast that companies have to look forward to structured interventions for keeping the entire process of role integration happy, quick and trouble free.

Additionally, new role integration and integration of human capital from two diverse cultures in the event of new alliances forming out of existing ones also throws a big challenge.

Another setback is the shrinking of mid-level roles with increased leadership roles as newer units are now being conditioned to work as a company by itself going beyond the concept of profit centre. How the threat to the growth opportunity to human capital level below is to be addressed managers are worried.

It is on this premise that IMI New Delhi is offering the program on 'Creating Synergy: Integrating People & Organisation' for the participants to enhance their capability in addressing these challenges.

OBJECTIVES

The objective of the program is for the participants to:

- Identify the forces for driving the internal changes in the organizations
- Learn how contemporary organizations are managing the business finances
- Work on various challenges of quick role changes and their integration
- Learn the best practices and develop an action plans commensurate to incumbent situations

CONTENTS

- Changing Organization Ecosystem
- Build an understanding of business and managerial transition
- Creating & sustaining financial value
- Managing self for aligning with organisation & environment
- Integration with my role
- Integrating people: Intra & Inter-team synergy

PEDAGOGY

The program will feature a stimulating mix of lectures/case discussions by eminent faculty and experience sharing through real life cases/panel discussions by corporate leaders. The program is designed to be highly interactive with each session consisting of sharing experiences followed by discussions ensuring effect learning.

WHO MAY ATTEND

The program is designed for senior level managers/people leaders/professionals handling business units and responsible for integrating the people and organization systems with the role and business goals in various organizations including both private & public-sector enterprises and public utilities like railways, financial institutions, banks, hospitals, hospitality services etc.



10

Employer Branding: Turning Organizations into Brands

Duration	: 2 Days
Dates	: July 01-02, 2019
Program Director	: Prof. Mrinmoy Majumdar
Fees	: Rs.18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Employer branding is an effort towards converting an 'organization' into a strong brand, which can resonate with its current and prospective employees. While doing so, the culture of the organization thus become an attractive feature that can be differentiated in the talent market. Hence, employer branding as a course incorporates theories/framework of marketing communication within the purview of people strategy.

OBJECTIVES:

The main objective of the course is to enable the participants to acquire skills to turn the idea of organization into a 'brand'. After undergoing this course, participants will be able to influence current and prospective employees to associate and commit to the values of the organization.

CONTENTS:

- Corporate Journey: From Social to Brand Identity
- Corporate Brand: Vision, Mission & Values
- Brand Ownership
- Employee Value Proposition: Positioning & Communication
- Employer Brand Insight
- Agile Branding
- Employer branding as a form of signalling: Recruitment Advertisement & Strategizing channels of Recruitment
- Brand-identity-based-Socialization
- Corporate Loyalty

PEDAGOGY:

Case-based learning; in-class exercise; audio-visual clips; interactive-participant-focused lectures.

WHO MAY ATTEND:

Brand/Marketing/HR/PR/Corporate Communication Managers.



Duration	: 15 Days
Dates	: Aug. 28-Sep. 11, 2019
Program Director	: Prof. R.P. Ojha
Fees	: Rs. 4,95,000/- (Residential), India & Europe * Plus GST @18%

PROGRAM OVERVIEW:

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

Corporate India is not isolated from the impact these developments make and is moving up progressively to be among the global league of the world, demanding a thorough strategic planning and arduous execution. No doubt Indian corporates need to find answers to the challenges coming in their way to be global leaders.

The answer obviously is in readiness of managers in fully realizing the opportunities of technological advancements and writing new rules for organization & people practices to transform the company into a globally driven enterprise of future.

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

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

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

OBJECTIVES:

- Increase their awareness about the challenges of business getting global
- Appreciate how advances in technology and new managing

skills are helping increase organization's effectiveness

- Experience how organizations are pioneering the adoption of most efficient production methods, such as computer-controlled flexible manufacturing systems
- Learn the nuances of dealing with cross-cultural differences globally
- Learn the practices in managing people issues in global organizations.

CONTENTS:

- Global Business Ecosystem and International Business Strategy
- Talent Management, Organization Strategy and International Linkage
- Cross-Cultural Competence in Global Business System
- Trends Influencing Future of Work
- Changing face of workplace
- Global Workforce Planning & Talent Management
- Global Ethics and Labour Standards
- International HR structures and capabilities
- Global Industrial Relations & Workplace Risk Management.

THE PROGRAM ARCHITECTURE:

The program is organized into two specific learning phases.

Phase I: The Domestic Learning Phase would be conducted during 28-31 August, 2019 at IMI Campus, B-10 Qutab Institutional Area, New Delhi

Phase II: The Overseas Learning Phase during September 1- 11, 2019 would be conducted at four locations in Europe namely, Zurich/Basel (Switzerland), Munich (Germany) and Paris (France).

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

PEDAGOGY:

The program will feature a stimulating mix of lectures/case discussions by eminent faculty and experience sharing through real life cases/panel discussions by corporate leaders/consultants with focus on multi-disciplinary issues. Visits to premier companies have also been included to provide opportunities for discussions with corporate leaders.

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

WHO MAY ATTEND:

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

12

Competency Based People Management

Duration	: 3 Days
Dates	: August 28-30, 2019
Program Director	: Prof. Irfan A. Rizvi
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

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.

13

Emotional Intelligence for High Performance

Duration	: 2 Days
Dates	: September 05-06, 2019
Program Director	: Prof. Mamta Mohapatra
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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 programme, 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:

- 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

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.

14

Effective Leadership & Building High Performance Teams

Duration	: 2 Days
Dates	: September 20-21, 2019
Program Director	: Prof. Vivek C. Pande
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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:

- 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.

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 Pande 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 MAY 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.

15

Train the Trainers

Duration	: 3 Days
Dates	: September 25-27, 2019
Program Director	: Prof. Jai Prakash Upadhyay
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

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

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

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

OBJECTIVES:

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

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

CONTENTS:

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

PEDAGOGY:

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

WHO MAY ATTEND:

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

16

Managing for Excellence

Duration	: 5 Days
Dates	: November 18-22, 2019
Program Director	: Prof. Mamta Mohapatra & Prof. Sajeet Pradhan
Fees	: Rs. 80,000/- (Residential) * Plus GST @18%

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:

- 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:

- 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 MAY ATTEND:

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

17

Negotiation: Strategies, Tactics & Skills

Duration	: 3 Days
Dates	: November 27-29, 2019
Program Director	: Prof. Irfan A. Rizvi
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

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:

- 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.

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.

18

Leading Growth: Individual & Organizational Excellence

Duration	: 3 Days
Dates	: December 02-04, 2019
Program Director	: Prof. R.P. Ojha & Prof. Irfan A. Rizvi
Fees	: 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Contemporary organizations world over are facing unprecedented challenges. These challenges emanate due to the VUCA environment that prevails today. To deal with such a life-threatening environment and yet thrive, perform and grow requires the individuals and the organizations to do “different things differently” to achieve organizational excellence. The organizational excellence is an outcome of individual commitment, engagement and excellence.

The present program is an attempt to gain a better understanding of the concepts of employee and organisational excellence also enabling corrective actions to address present concerns and gaps that the organisations have on leading growth in the present context. No doubt the pursuit of organizational excellence can strengthen the overall appeal and prestige of an organization both internally and externally.

Would you like to lead with organizational excellence?

During this program, the participating managers and leaders will gain an understanding of the application framework of effective individual and organizational excellence. They will walk away knowing how to overcome the barriers and challenges in today’s unprecedented and ever changing environment, and to successfully engage a culture of overall organizational excellence.

OBJECTIVES:

- 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.

CONTENTS:

- Help participants understand the building block of individual, teams and organizational excellence
- Identify the barriers to organizational excellence & learn to make gateways through them
- Identify drivers of individuals and organizational excellence
- Acquire necessary interpersonal and conceptual skills to create individual, teams, business and organizational excellence.

PEDAGOGY:

- Understanding business scenario
- Managerial transitions
- Creating business opportunities
- Building blocks of business strategy
- Creating & sustaining financial value
- Leading People & Process
- Transformation Management

CONTENT:

The program will feature a stimulating mix of lectures/case discussions by eminent faculty and experience sharing through real life cases/ panel discussions by corporate leaders/consultants. The program is designed to be highly interactive with each session consisting of sharing experiences followed by discussions ensuring effect learning.

WHO MAY ATTEND:

This program is designed for team leaders, general managers, chief operating officers, plant managers, operations managers, manufacturing managers, and managers & leaders in training.



19 Women as Leaders

Duration	: 2 Days
Dates	: December 05-06, 2019
Program Director	: Prof. Mamta Mohapatra
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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.

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

CONTENTS:

- 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.

20 Gender Sensitization & Prevention of Sexual Harassment (POSH) in the Work Place

Duration	: 2 Days
Dates	: January 21-22, 2020
Program Director	: Prof. Mamta Mohapatra
Fees	: Rs.18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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:

- 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

CONTENTS:

- 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 / executives of public & private sector organizations and officers of the department / Ministries of the Government.

21 R, R & R (Retention, Rewards & Recognition) Management

Duration	: 2 Days
Dates	: January 22-23, 2020
Program Director	: Prof. Vivek C. Pande
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

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

OBJECTIVES:

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

CONTENTS:

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

PEDAGOGY:

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

WHO MAY ATTEND:

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

22 Enhancing Managerial Effectiveness– A Program for High Potential Emerging Leaders

Duration	: 3 Days
Dates	: January 29-31, 2020
Program Director	: Prof. Jai Prakash Upadhyay
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

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

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.

Duration	: 3 Days
Dates	: February 04-06, 2020
Program Director	: Prof. R.P. Ojha & Prof. Irfan A. Rizvi
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

The unprecedented challenges, today, describes aptly in VUCA, due to increasing competitiveness and changing digital, economic, demographic and social landscape is driving leaders to turn to new organisational models highlighting the networked nature of today's world of work. The work practices are changing, the workforce is changing, and it's more digital, more assertive, global, diverse and automation-savvy.

Moreover, in an age of disruption today, business and HR leaders have no option other than to revisit the process for how they organize, recruit, develop, manage, and engage the workforce of future. At the same time, business needs and demands are changing at an unprecedented speed, making it imperative for the organisation leaders to shape new platforms, tools and processes to ensure a sustainable, yet, a dynamic model of people & work practices that are in sync with the new ecosystem.

What does this mean for leaders? It's time to rethink career and talent models according to the new principles. How ready are the managers to attract, manage, and grow people in a network, rather than a hierarchy? So, now is the time to rethink, examine, explore the options and build a sustainable and effective model.

Against this backdrop this 3-day program on "People Management: Emerging Issues & Evolving Practices" is aimed at addressing these issues/challenges thrown up at work places and to enable

the participants to learn newer people engaging practices towards effective business performance.

OBJECTIVES:

- To analyze what is coming next in the domain of people management and how to prepare for it
- To examine these challenges many of company leaders face today and their implication on contemporary work place
- Examine evolving people management priorities and its relevance to work set-up and adopt them for effective business performance
- Build a strategy for turning these challenges into opportunities while keeping the focus on planning and growing in-house capabilities for future workforce needs

CONTENTS:

- New Organization: Changing work place
- Redundancy of traditional people practices and high-performance work practices in future
- Emerging Issues at work place - New Work Culture, Engagement and Team Networking
- New Generation and Work Teams
- Role of Leadership in the New Future
- The Gig Economy and Employee Relations

PEDAGOGY:

The program will feature a stimulating mix of lectures/case discussions by eminent faculty and experience sharing through real life cases/panel discussions by corporate leaders/consultants. The program is designed to be highly interactive with each session consisting of sharing experiences followed by discussions ensuring effect learning.

WHO MAY ATTEND:

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





Marketing & Sales

- **Management of Pricing**
- **Accelerating Sales Team Performance**
- **Digital and Social Media Marketing**
- **Managing Retail Excellence**

Duration	: 2 Days
Dates	: August 22-23, 2019
Program Director	: Prof. Pinaki Dasgupta
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Why is pricing suddenly so critical in modern businesses? Or was it that pricing as a concept always existed but it remained guiled under the shadows of branding or perhaps communication or advertising which has for long continued to hog the limelight for long? Infact, pricing as a concept has existed for long and since the discipline of marketing evolves from economics it is more pertinent to talk of it. Economics has looked at pricing from the context of utility and utility maximization, but marketing has always linked pricing to quality and that is where the story really starts to evolve.

Pricing as a concept is undergoing tectonic shift with the change in the norm and format of doing business. As more and more aggregation take places and usage is driven through rental mode, ownership as a concept is transforming. An Uber or Airbnb or Amazon does not own a single fleet or a room, or a single product, yet they drive revenue from their business, which do not follow the norm. On the other hand, there are traditional sectors like the FMCG, FMCD or the core sector, where business value proposition is undergoing transformation and so are the ways and means to look at revenue points. And then there are the services sector, which is throwing up a gamut of challenges in service operations and delivery. In this entire milieu, what emerges;

1. Pricing as an entity is perhaps not linked to value creation alone
2. Pricing as an entity perhaps is not associated to cost alone
3. Pricing as an entity integrates margin and beyond

Take for instance, Jio Telecom, the new player in town. With the advent of Jio, the three aspects that happened:

- i. Market expanded
- ii. Pricing underwent radical shift
- iii. Most important, existing players were forced to shift from their defined zone to the new zone created by the new player

Hence, the points listed in 1,2,3 do not hold fort. And this is where the relevance of the program emerges.

OBJECTIVES:

The objective of this program is to bring both theoretical as well as actual practices in decision making process for pricing of goods or services. Pricing has moved up to the top priority in management decision making especially during the time of changing economic environment and with fewer resources to access. This is of paramount importance when companies have built up sophisticated supply chain, concentrate on quality issues and face ever increasing competition. Product life cycle has got shortened as competitors have perfected the tune in coordinating innovation and imitation. Distribution channel, size of the players, nature of competition and value proposition through prices have been researched significantly in the price making strategy of a corporate. The current subject will deal with all these issues and covers three aspects of pricing:

- a. Pricing from the context of competition
- b. Pricing from the context of customers and marketing to customers
- c. Pricing in the context of cost and value

CONTENTS:

1. Price and Value Measurement
 - Measuring Impact of Promotion on Choice
 - Estimating Purchase Probability Curve
 - Customer Preferences: Choice between preference and price (through conjoint analysis)
2. Pricing Rationale: Various Cases
 - a) Monopoly:
 - Various price discrimination
 - Pricing in case of durable goods
 - Non-linear pricing
 - b) Oligopoly:
 - Differentiated Products
 - Price leadership
 - Market Sharing
 - c) Other topics
 - Group pricing
 - Menu pricing
 - Price signaling
3. Pricing in the context of customers: Pricing strategies and methods
 - Price and value communication
 - Pricing pyramid
 - Vale based market segmentation
4. Role of Cost in Pricing
 - Price setting process
 - Profitability analysis
 - Activity based costing
 - Pricing contribution margin
 - Breakeven analysis
5. Pricing in Channels Distribution
 - Value and Pricing between channel partner
 - Driving volume with channel partner
 - Negotiating with power buyers
6. Pricing in Product Life Cycle
 - Pricing of a new product
 - Marketing innovation through distribution channels
 - Pricing a product in maturity
 - Pricing a product in market decline

PEDAGOGY:

The workshop will be a blend of interactive lectures, case discussions and computer lab simulation exercise. Please do not forget to carry your laptop.

WHO MAY ATTEND:

Personnel's in the E-commerce domain particularly, App developers for understanding the revenue model, tech developers for product pricing and new age organizations to understand how pricing is no more a function of full cost pricing or marginal cost pricing. Personnel's from the hotel, airline and telecom business where opportunity cost holds fort. Finally, the traditional FMCG, FMCD and B2B businesses to understand and redefine the norms of pricing.

25**Accelerating Sales Team Performance**

Duration	: 2 Days
Dates	: September 19-20, 2019
Program Director	: Prof. D.K. Batra & Prof. Nalin Jain
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Sales function in leading organizations not only uses the skills set and personality characteristics of sales force personnel, but also deals with the complexities of size, pay structure, incentives, performance and evaluation. The success of the sales force not only drives the organization's growth but also impacts the bottom-line in terms of targeted revenue and profits. In this context, companies are seeking to implement contemporary sales force management practices for upgrading the quality of their sales activities. This program provides the participants with the skills, tools and knowledge and latest practices in sales force management.

Intensely focused on the practical application of proven principles, this program immerses participants in a collaborative, highly interactive learning environment.

OBJECTIVES:

- To create an understanding of the components of a successful sales team.
- To help the participants in diagnosing and prioritizing sales force challenges faced by them in their organizations.
- To create an understanding of opportunities and structuring and scaling the sales team.
- To develop an understanding of sales force talent management – improving recruitment, retention, motivation and development

CONTENTS:

- Frameworks for analyzing the Sales Environment
- Strategic Selling Vs. Traditional Selling process
- Sales Force Structure and Territory Design
- Sales Force Motivation and Field based Training
- Sales Force Incentives and Performance Analysis.

PEDAGOGY:

- Core Faculty of IMI along with practicing managers and experts from the field will interact and share their experience with participants.
- Apart from Lecture case studies on specific issues will be discussed.
- Assignments and experiential learning through group exercises.

LEARNING OUTCOMES:

- The participants will be able to understand best practices across the core drivers of sales force effectiveness.
- They will be able to develop practical initiatives for performance enhancement.
- Participants will explore how to implement and lead success-focused change in Sales force management.

WHO MAY ATTEND:

The program is designed for sales managers of corporate houses and public-sector enterprises engaged in business development, sales function of services and strategic management.

26**Digital and Social Media Marketing**

Duration	: 2 Days
Dates	: November 14-15, 2019
Program Director	: Prof. D.K. Batra & Prof. Nalin Jain
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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.

Duration	: 2 Days
Dates	: January 29-30, 2020
Program Director	: Prof. D.K. Batra & Prof. Nalin Jain
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

The industrial slowdown of 2008 did a world of good, as the retailing sector which was hitherto growing haphazardly taught a valuable lesson and the industry has since then rightfully seized the opportunity to consolidate. The industry in the meanwhile has experimented with a lot of formats and models and yet is searching for an Indian Model of Retailing befitting the needs of the Industry in this millennium. In spite of the fact that India is called a nation of shopkeepers with one of the largest number of small sized mom and pop stores in the world, it is witnessing growth in the organized sector, albeit the share is still less than 5%. FDI in retail remains a contentious issue, for the time being, with a number of contentious issues still unresolved. Various studies, undertaken by ICRIER and other agencies estimate that the total retail business in India by 2018 is expected to be US\$ 895 billion, up from US\$ 396 billion in 2011. With the promise shown by smaller towns, the future for retail looks positive. Indian retail stores in large format are yet to adopt best retailing benchmarked practices and are therefore still struggling to hold on and yet to reach a comfortable profit surplus situation.

OBJECTIVES:

The programme has been conceived and designed to bring out the salience of retailing, its various constituents, and its typical traits while highlighting the critical areas with specific reference to retailing of products rather than services and thereby attempts to sensitize the

participants and provide a reasonably good working knowledge of the discipline.

CONTENTS:

- Developing Retail Strategy
- Understanding Retail Buying behavior and Retail Anthropology.
- Store Location & site location-Trading area analysis, Identification & acquisition of Retail space
- Merchandise Management-Merchandising strategy, Buying organization and Implementing Merchandising plans.
- Retail Store operations Layout and Visual Merchandising
- Measuring Store performance.

LEARNING OUTCOMES:

- Sensitization to domain of organized retail and how it is different and its implications
- Highlight the special skills and competencies required in planning a retail project,
- Help the participants in developing a strategy & gaining insight into the operational aspects of retail business.

PEDAGOGY:

- Core Faculty of IMI along with practicing managers and experts from the field will interact and share their experience with participants.
- Apart from Lecture case studies on specific issues will be discussed.
- Assignments and experiential learning through group exercises.

WHO MAY ATTEND:

The program is designed for professionals engaged in retail industry.





Operations, Quantitative Techniques and Information Technology

- **Data Analytics for Developing Stock Trading Strategies**
- **Effective Decision Making Using Advanced Excel**
- **Data Analytics Using R**
- **Procurement Planning & Contract Management**
- **Big Data Analytics**

Duration	: 2 Days
Dates	: July 20-21, 2019
Program Director	: Prof. Kakali Kanjilal & Prof. R.K. Arora
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Data Analytics has become a key resource in operational and strategic activities of any firm. The traditional functions of business management have been going through major waves of transformations across industries to keep pace with the challenges faced by rapid innovation in global business scenario. In this backdrop, all leading organizations have been gaining competitive edge by utilizing data analytics tools to attain meaningful insights and drive business.

Stock markets are generally believed to be unpredictable. The 'Random Walk Hypothesis (RWH)' is a financial theory which states that stock prices move in a random fashion, and hence they are unpredictable. Critics of RWH, however, believe that the markets are predictable as the stock prices exhibit some trends over a period of time. The tests of validity of RWH have mainly relied on testing linear dependence between successive past stock prices. However, many researchers and market practitioners have shown that the non-linearity is found in volatility of stock returns. The non-linear dependence of stock-returns enables short term forecasting of such returns and development of trading strategies accordingly.

In the financial market literature, predictive analytical techniques like Holt-Winter, ARIMA-MSARIMA, ARMAX, ARCH-GARCH and Cointegration techniques are widely used to forecast the stock price movements in financial markets. Recently, machine learning techniques like Neural Networks among many others became

highly popular due to its forecast accuracy. These techniques have extensive applications in the areas of finance and power trading.

OBJECTIVES:

This two-day workshop on "Data Analytics for Developing Successful Stock Trading Strategies" is designed keeping in mind the dare need of current industry requirements and emerging trends of this domain. The program is developed to impart 'hands-on' practical lessons on forecasting the future of stock markets using latest predictive analytical techniques and then develop the most appropriate strategies accordingly. This workshop is led by experienced faculty as well as industry practitioners. It is designed for industry professionals at any stage of their careers, with analytical bent of mind. The workshop is divided into three main modules: i) Descriptive ii) Predictive and iii) Prescriptive.

CONTENTS:

- Descriptive Analytics Module:
- Predictive Analytics Module:
- Prescriptive Analytics Module: Scenario Analysis.

PEDAGOGY:

The workshop will be a blend of interactive lectures, case discussions and computer lab sessions. Actual data from financial markets will be used to teach the application of analytical techniques using excel and statistical software E-views or R or Python. Participants are expected to bring their laptops to the class. The lab session will help the participants to demonstrate their learning by solving a business problem by applying the most appropriate techniques learnt in the workshop.

WHO MAY ATTEND:

Executives of Investment Consulting and Brokerage Firms, Mutual Fund Professionals, Relationship Managers, Trading Professionals in Power Trading Companies and Academicians.



Duration	: 2 Days
Dates	: August 01-02, 2019
Program Director	: Prof. Himanshu Joshi
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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.

CONTENTS:

- 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:

- Master the advance features of excel.
- Develop the ability to formulate problem and develop decision support system models.
- Develop capability to make best use of the tool for handling data.

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.
- Develop capability to make best use of the tool for handling data.

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.



Duration	: 2 Days
Dates	: August 09-10, 2019
Program Director	: Prof. Kakali Kanjilal
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

The world of business is facing rapid innovation and change. The traditional function of business management has gone through a wave of transformation with regards of their application and functions. Today, analytics is considered as a key resource in a firm's operational and strategic activities. All leading organizations are rapidly gaining power by leveraging information to gain insights and drive the business. Business analytics provides evaluation of business performance as well as futuristic predictions of firm operations based on extant data and statistical methods.

OBJECTIVES:

The objective of this workshop is to explore basic analytical tools and techniques and gain the requisite knowledge necessary to use R independently, thus helping participants initiate their own process of learning the specific tools needed for their task. This highly interactive workshop is led by experienced faculty as well as practitioners from industry and is designed for industry professionals at any stage of their careers, with analytical bent of mind.

LEARNING OUTCOMES:

- Understand the analytical techniques and use it appropriately for business decision making
- Familiarity with R environment (R, RStudio)
- Gain proficiency in all the four types of analytical techniques (Descriptive, Diagnostic, Predictive, & Prescriptive)
- Learn to Identify: data specific tools, Apply: variety of

techniques, Interpret: various software outputs and Write: technical reports.

CONTENTS:

1. Descriptive Analytics Module: This module will impart lessons on how to prepare, summarize and present a structured and an unstructured data.
2. Diagnostic Analytics Module: The module will focus on Tests of Hypotheses
3. Predictive Analytics Module: This module is the practice of extracting and classifying information from existing datasets to determine patterns and predict future outcomes and trends. The module will focus on
 - Machine Learning: Artificial Neural Network, Random Forest, Regression, Logistic, Cluster
 - Holt-Winter, ARIMA-MSARIMA, ARMAX,
 - Panel
4. Prescriptive Analytics Module: Prescriptive analytics can continually take in new data to re-predict and re-prescribe, thus automatically improving prediction accuracy and prescribing better decision options. This module will focus on:
 - Prediction Accuracy
 - Simulation
 - Optimization
 - Scenario Analysis

PEDAGOGY:

The workshop will be a blend of interactive lectures, case discussions and computer lab sessions using R. Participants are expected to bring their laptops to the class. The lab session will help the participants to demonstrate their learning by solving a business problem applying the most appropriate techniques learnt in the workshop.

WHO MAY ATTEND:

Executives of Investment Consulting and Brokerage Firms, Mutual Fund Professionals, Relationship Managers, Trading Professionals in Power Trading Companies and Academicians.



Duration	: 2 Days
Dates	: August 22-23, 2019
Program Director	: Prof. Alok K. Singh
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

Across the industries, the major source of cost is inventory. Inventory in any system may be of the form of raw material, semi-finished or work-in-progress, repair and maintenance spares and finished but unsold goods. Any improvement in reduction of this cost leads to greater benefits for the organization. Over a period of time, due to changing business landscape, companies have realized that procurement function can be a source of competitive advantage. Hence, learning of procurement process and its implication is very important. The objective of this program is to develop insight about significance of procurement and materials management along with knowledge about vendor performance analysis, locational factor analysis, purchases management and challenges to strategic sourcing. The program has also incorporated the legal implication of bidding, the right way of documentation for the employees of materials management department. Emphasis on risk and its management and KPI's for procurement function is also being focused for holistic learning.

CONTENTS:

The two-days program has the following to offer:

1. Introduction to Procurement
 - Learning Procurement Cycle
 - Procurement to Pay Cycle
 - Linking Inventory management with other functions like Planning, Forecasting etc.
2. Vendor Selection Process
 - Criteria's for Vendor Selection
 - Factor Method of Vendor Evaluation
 - Vendor Managed Inventory System
 - Do's and Don'ts of RFP
3. Bidding process, Documentation & Appraisal
 - Input from Assess & Design Phase

- Preparation of Expression of Interest
 - Request for Quotation/ Request for Proposal
 - Preparation of Notice for the release of RFP/EoI
 - Pre-Bid meeting and release of Corrigendum to RFP/EoI (if any)
 - Submission of Bids and Evaluation of Bids
4. Legal Framework of Bidding
 - "Privilege" Clause – price
 - "Discretion" Clause – compliance
 - "Limitation of Liability" Clauses
 - "Exclusion of Liability" Clauses
 - Specifications/Changes to scope of work
 5. Contract Negotiation
 - Negotiation Strategies
 - Must Haves versus Good to Haves
 - Contract Playbooks
 - Negotiation Techniques
 6. Contract management
 - Knowing the Legal Framework
 - Defining Requirements
 - Establishing Clear Roles and Responsibilities
 - Managing Relationships
 - Managing Risk
 7. Risk Management
 - Identification of Risk
 - Risk Mitigation Strategies
 8. General Concepts & Course Wrap Up
 - Spend Analysis
 - Category Management
 - Kraljic Matrix

PEDAGOGY:

The program will incorporate various pedagogical tools. It would be a mix of Lecture and Case/ article discussion. For more practical learning, session from industry expert has also been incorporated.

WHO MAY ATTEND:

Project management professionals at middle and senior management level who are involved in planning, implementation and monitoring of projects should attend this program.



Duration	: 2 Days
Dates	: January 16-17, 2020
Program Director	: Prof. Himanshu Joshi
Fees	: Rs. 18,000/- (Non-Residential) Rs. 25,000/- (Residential) * Plus GST @18%

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.

OBJECTIVES:

This programme 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
- Power Pivot Analysis for Business Intelligence
- Big Data Analytics and Best Practices in Business Analytics

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.





Strategy & Sustainable Development

- Business Case for Sustainable Development
- Leading Strategy Execution & Change

Duration	: 3 Days
Dates	: September 18-20, 2019
Program Director	: Prof. Sonu Goyal & Prof. G.K. Agarwal
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

PROGRAM OVERVIEW:

During the last few decades, most countries have undergone broad social, political and economic changes. Businesses and corporations, both national and multi-national, are experiencing new pressures from regulators, non-governmental organizations (NGOs), community groups and even from their peers to effectively address complex and pressing global issues. One of the key challenge, is the demand on companies to behave in a more socially and environmentally responsible manner and above all ethically. The 'triple bottom line' approach which simultaneously considers social, environmental, and economic sustainability (i.e., "people, planet, profits") creates a set of different challenges than does the traditional model of maximizing profits and then sharing these profits with shareholders and worthy causes.

Business responsibility has elevated from a mere voluntary act to an integral component of firm's strategy for sustainable advantage. The recent changes in the Companies Act have made it mandatory for companies to spend a 2% of their net profit on CSR activities. The prominence now being afforded to CSR reflects the growing recognition of its "strategic" nature which ensures that investment in CSR creates 'shared value' both for business and the society. A key challenge facing business is to integrate strategic CSR initiatives in the business processes and embed sustainability in the DNA of their companies. It is, therefore, necessary that management at all levels understands their business context for Sustainable Development and Strategic CSR. The recent CSR law needs to be adopted with a proactive stance rather than in a compliance mode, so that corporate can design and implement powerful strategies for enduring success as well as create positive social impact.

OBJECTIVES:

- To discuss the key concepts of sustainability, and its growing relevance in the current socio-economic scenario in India.
- To understand how should businesses balance their social, environmental and economic responsibilities in an ethical manner?

- To discuss the National Guidelines for Social, Economic and Environmental responsibilities of the Business
- To provide an in-depth understanding of the evolving conceptual framework of strategic CSR; to integrate social responsibility in ways that benefit both society and business.
- To facilitate experience-sharing with organizations who have made a positive impact in society through their CSR initiatives for gaining clarity on ground realities and challenges of implementing CSR initiatives.
- To expand the awareness about the environment as an increasing part of the core business model and explore business strategy in response to the threats and opportunities created by persistent problems of environmental degradation.
- To discuss the recent Companies Act, current regulatory framework and new guidelines for CSR

CONTENTS:

- Sustainable Development & business responsibility
- Triple Bottom line approach
- Conceptual Framework of Strategic CSR
- Environmental Responsibility - Greening the Planet
- Regulatory Framework for CSR – Recent Act and Guidelines
- Sustainability: Application & Reporting.

PEDAGOGY:

The three days program will combine theoretical constructs with practical applications. Case studies, videos, panel discussions and interactive sessions will be used for enhancing learning in the area of Sustainable Development. Participants will be encouraged to share their experiences and views on the subject. The program should bring into focus the key challenges faced by the Corporate and Civil Society as they partner with the government in bringing about the change desired for a sustainable future.

WHO MAY ATTEND:

The program is specifically designed for corporate executives (working at various levels). CSR managers and those engaged in departments such as Sustainability, Environment Health and Safety, Community Development; NGOs, consultants and individuals engaged in Sustainable Development and Strategic CSR practice and have deep interest in the subject.



Duration	: 3 Days
Dates	: December 11-13, 2019
Program Director	: Prof. Sonu Goyal & Prof. G.K. Agarwal
Fees	: Rs. 25,000/- (Non-Residential) Rs. 35,000/- (Residential) * Plus GST @18%

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.

OBJECTIVES:

- To help participants understand and apply basic building blocks of strategy execution to their own strategic initiatives and recognize factors affecting one's ability to execute their organization's strategy
- To provide the insights about the hidden barriers to strategic execution and how to overcome them
- To understand the importance of the leadership, culture and values of the organization in overcoming the challenges inherent in managing change as the organization adapts to new competitive conditions
- To learn from the experiences of several corporate leaders who have successfully executed their strategies to meet their organizations' objectives.

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.







Faculty Profiles

PROF. ALOK KUMAR SINGH
PROF. AMAN SRIVASTAVA
PROF. ARNAB K. DEB
PROF. ARUN K. RATH
PROF. ARVIND CHATURVEDI
PROF. ASHA BHANDARKAR
PROF. ASHUTOSH KHANNA
PROF. BHUPEN KUMAR SRIVASTAVA
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. KAKALI KANJILAL
PROF. MAMTA MOHAPATRA
PROF. MEENAKSHI NAGARAJAN
PROF. MONIKA CHOPRA
PROF. MRINMOY MAJUMDAR
PROF. NALIN JAIN
PROF. NEENA SONDHI
PROF. PARTHASARATHI BANERJEE
PROF. PINAKI DASGUPTA
PROF. PRERNA LAL
PROF. RAJEEV ANANTARAM
PROF. RAMACHANDRAN K.
PROF. R.P. OJHA
PROF. RAVINDER KUMAR ARORA
PROF. SAJEET PRADHAN
PROF. SANJAY DHAMIJA
PROF. SHAILENDRA NIGAM
PROF. SIDHARTH VERMA
PROF. SONU GOYAL
PROF. SWATI DHIR
PROF. V. CHANDRA
PROF. VIJAY VANCHESWAR
PROF. VINOD KUMAR
PROF. VIVEK C. PANDE

Prof. Alok Kumar Singh

Prof. Alok Kumar Singh holds a FPM degree (Fellow in Management) in Operations management and quantitative area from Indian Institute of Management, Indore. He is a Mechanical Engineer from College of Technology, G.B. Pant University of Agriculture & Technology, Pantnagar. Currently he is working as Associate Professor in Operations & Quantitative Methods area, International Management Institute, New Delhi.

Prof. Singh has a vast Industry experience of more than 8 years with Steel Authority of India Limited, A Maharatna Company, and a well-known public sector enterprise in India and more than 4 years of academic experience at College of Technology Pantnagar and Institute of Management Technology, Hyderabad.

During his career at Bokaro Steel Plant, SAIL, he worked with various departments viz. Coke Ovens, Cold Rolling Mills and Steel Melting Shop. Prof Singh was also involved in training activities at T & D centre of Bokaro steel plant. He was a regular faculty of Hydraulic and Pneumatic Lab of the T& D centre of Bokaro steel Plant. He was also involved in operations optimization process of new HCI regeneration plant. He was involved in two major project of Bokaro steel plant. He has received the best employee of the month award from the Managing Director, Bokaro Steel Plant. Under his belt, the cold rolling mill achieved the maximum production in a shift and was given appreciation letter from Executive Director (Works).

Prof Singh is a member of Decision Science Institute; Houston, Texas and was the conference Co-Chair for Indian Subcontinent DSI conference 2016. He has published more than 15 research papers, edited 2 books and has attended several conferences in India and abroad. His teaching and research interest span across the domain of Retail operations management, Project Management, Supply chain management and quantitative Techniques. Prof Singh is actively involved in training and development activities and has done Management Development Programs for International participants from ITEC, JK paper mills, Jindal Steel and PSU's like WAPCOS.

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. 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?”. 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. 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. His areas of specialization are corporate governance, risk management, corporate social responsibility and public enterprise management.

Prof. Arvind Chaturvedi

Prof. Chaturvedi is Ph.D. from IIT, Delhi, M.Sc. (Statistics), IIT, Kanpur, M.A.(Economics), Kanpur University.

Arvind Chaturvedi has been with IMI since June 21, 2005. Formerly with Institute of Management Technology (IMT), Ghaziabad, Administrative Staff College of India (ASCI), Hyderabad and School of Communication & Management Studies (SCMS), Cochin. He was awarded doctorate (Ph.D.) by IIT Delhi on “Impact of Economic Reforms on Poverty and Income Distribution in India :A Comparison with China”. Authored a research based book “Consumption Expenditure Inequalities in Rural India”(1990), published by Birla Foundation for Economic Research, New Delhi. His current research interests include: Inter-state Inequality, Disparity, Convergence in India and China. He has extensively written on business, economy and consumer issues. Contributed more than 500 articles in newspaper and magazines. Worked as an independent Consultant in Marketing & Advertising Research for several years. Conducted consulting assignments for large number of FMCG companies, Advertising agencies, Ministry of Agriculture (GOI), World Health Organization(WHO), International Labour Organization(ILO) and UNICEF. He has been Visiting Faculty to many B-schools including IMT, IIFT, BITS (CDC), BIMTECH and NIFM. Also been Visiting Faculty at University of Hyderabad to teach M.Phil. Students.

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 Lakshmi 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.

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.

Prof. Bhupen Kumar Srivastava

Professor Bhupen Srivastava has been involved in teaching, research and consultancy activities in India, U.S.A, Canada, Europe and Africa for over five decades. His assignments include Dean, IILM New Delhi; Director, FORE School of Management, New Delhi; Professor, IIM-Calcutta, IMI, New Delhi, University of Northern Iowa, U.S.A.

He has also been Specialist and Head, HRD, PPSD, BHEL; Dy. Director, PECCE; Senior Fellow and National Labour Institute, New Delhi.

He was a Commonwealth Advisor and a Principal Consultant Government of Tanzania, Visiting Professor/Fellow, International Centre for Public Enterprises, Ljubljana, Slovenia, McGill University, Montreal, Canada, and UNDP/ILO Fellow in Holland and United Kingdom.

He has been involved in institution building activities and has participated in setting up academic institutions like National Labour Institute, Institute for Integrated Learning in Management, New Delhi, Asia Pacific Institute of Management New Delhi, New Delhi Institute of Management and also HRD department in Power Projects and Services division of BHEL

He has played leading role in providing thrust to OD movement in India, work redesign and quality of working life experiments and developing participatory culture in a wide variety of organizations. His consultancy assignments have focussed on vision building, strategic management, organization restructuring, organization development, employee satisfaction and engagement, leadership and team building, appraisal and counseling, organizational and inter-personal communication, training and development, HRD strategy, improving work cultures, participative management, Trade Union Leadership Development; normative approach to Industrial Relations, Relationship Management, Competency Assessment and Development, Mentoring & Coaching, etc.

He has provided consultancy and Training Services to practically all major public and private sector organizations such as Central Bank of Tanzania, Kenya Institute of Public Administration, Senior Civil Service Officers Govt of Uganda, Everest Hotel, Kathmandu, ITC, Cadbury India Ltd; Eicher Group; Maharashtra State Electricity Board, Cyber Media (India) Ltd, Indian Aluminium Co. Ltd; TISCO, TELCO, BHEL, NTPC, IOC, DCM, SAIL, Grasim, Group Usha, Welcome Group of Hotels, Pepsi Foods Ltd., Bharti Telecom, American Express, Reckitt & Coleman, Smithkline Beecham, Lucent Technologies, Hero Honda, Educational Consultants of India Ltd., National Bearing Corporation, Apollo Tyre, Reiter India Ltd., National Panasonic, Modi Entertainment, Radisson Hotel, HFCL, Triune Projects Ltd., VSNL, Gammon India Ltd., Maruti Udyog Ltd., Cadbury, HAL, NDPL, DIAL(GMR), MMTC, NSPCL, Tata Power, Tata Telecom, JSPL, Dena Bank, Indian Overseas Bank, Allahabad Bank, Syndicate Bank, Vizag Steel, NPCIL, etc.

Author of books and numerous articles, his contributions to the field of management has earned him the reputation of being amongst the very best in India and overseas. His interventions have led to considerable improvements in the overall operations of significant number of organizations.

Prof. Chhavi Mehta

Dr. 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, IFCI, 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.

Prof. Deepak Tandon

Prof. Deepak Tandon is a Professor (Finance & Accounting). He is M.Sc. (Delhi University), L.L.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.

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, India. 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 Programme (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.

Prof. Irfan A. Rizvi

Dr. Irfan A. Rizvi is a Professor of leadership & Change Management at IMI, New Delhi since June 2011. In his 25+ years of professional career he has taught, trained, researched, consulted and led various academic and business organizations at private, public, non-governmental, and multinational corporations in India and abroad. Some of the organizations he has been associated are HCL Ltd (Reprographic Division), Faculty of Management Studies (University of Delhi), IILM Graduate School of Management, and NIS Sparta (a Reliance Anil Ambani Group Company). Dr. Rizvi is a visiting Professor of Organizational Behavior to the MBA programs at the National Graduate School of Management (NGSM), Australian National University (ANU), Canberra (Australia); Shanghai University, (China); and International School of Management, Dakar, Senegal (West Africa); and other Universities. As a practice oriented researcher, Dr. Rizvi has conducted and published research articles in many peer reviewed international journals of repute. In addition, he has supervised many PhD theses at various Universities in India. As a Leadership & Change Management specialist, he has conducted various research and consulting projects sponsored by AusAID-Australia, DFID-UK, SDC-Switzerland, World Health Organization (WHO), and World Bank. Dr. Rizvi has conducted several training workshops for senior executives of a wide variety of Government Departments (for IAS, IPS and Judicial officers), Public Sector Undertakings, and many Fortune 500 business Corporations on various issues related with people competency development, organization development, leadership & team, and change management.

With several years spent in leading teams and organizations, Dr. Rizvi has accrued critical experience in negotiating effectively utilizing with individuals and organizations. He extensively utilizes his training in psychology as well as management while conducting training workshops to help participants acquire requisite confidence and skills to deal with issues under discussion. Therefore, this training program on negotiation focusses on analyzing the psychology of players as well as the deal. Known for his highly energetic, participative, flexible, down to earth and inspirational approach towards training, he encourages participants to 'think tangentially' and expand their own horizons.

Dr. Rizvi defines his mission in life is to 'facilitate the growth & development of individual & organizations so as to enable them reach their highest potential.'

Prof. Jai Prakash Upadhyay

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

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

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

Dr. Upadhyay is a certified coach in "Brain based Coaching". Besides he is also a certified trainer in Training Needs Assessment, Design of Training, Direct Training Skills, Mentoring, Management of Training and Evaluation of Training from Thames Valley University UK, ITC, ILO, Turin, Italy and AIT, Bangkok. He is also certified in designing and implementing Balanced Scorecard from 2GC, Australia.

He has attended national and international seminars and conferences and published papers in referred journals. He is on the panel of examiners of doctoral thesis of reputed universities.

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

Prof. Kakali Kanjilal

Dr. Kakali Kanjilal, M.Sc (Statistics) and Ph.D (Economics & Finance) is a Professor in the area of Operations and Quantitative Methods, at International Management Institute, New Delhi. She is an associate editor of Global Business Review (GBR), one of the top-rated management journals of Asia. She has almost two decades of industry, teaching and research experience in the domain of applied econometrics & time series models, debt market and credit risk management. She has published many research articles in several international refereed journals of reputed publication house. She has held many training programs in American Express (India) Pvt Ltd. in the area of customer management and authorizations services for the credit card verticals of the company.

Prof. Mamta Mohapatra

Prof. Mohapatra is Doctorate, Masters in Personnel Management & Industrial Relations, Law Degree from Utkal University and FDP from IIM, Ahmedabad, Dr. Mohapatra has over twenty years of experience in teaching, research and training activities in the areas of Human Resource Management, Industrial Relations and Organization Behavior. Currently, she is Professor in the OBHR area and Dean Executive Education & International Relations at International Management Institute, New Delhi.

Her prior assignments include Manager in Gregg's of Enfield, London, and Fellow, Institute for Integrated Learning in Management, New Delhi. She has been involved in training and consultancy activities with a number of public as well as private sector organizations including Bharti Telecom Ltd., Cyber Media India Ltd., Triune Projects Ltd., NTPC, Numaligarh Refinery, Pepsi Foods Ltd., DVVNL, Everest

Industries Ltd., Delhi International Airport Pvt. Ltd., MMTC, NSPCL, EIL Tata Power, NHPC, Tata Communications, Vodafone, Dena Bank, Indian Overseas Bank, IFFCO, Allahabad Bank, Neyveli Lignite, Canara Bank, REC, IOCL, ONGC, IndusInd Bank amongst others.

She is a certified HR Competency Assessor. She 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 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 reviewer of papers for national and international journals. She is Associate Editor of the International Journal- Global Business Review. In recognition of her contribution to the field she has received the Lokmat National Education Leadership Award as 'Best Professor in Human Resources' in Feb 2014, Bharat Vikash Award in 2016 and Best HR Faculty Award by NIPM in April 2018.

Her professional interests include Applied and Action Research in, Cross-cultural Management, Talent Management, Strategic Human Resource Management, Diversity Management, Organization Restructuring and Management of Change.

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 MBA (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

Prof. 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.

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.

Prof. Neena Sondhi

Dr. Neena Sondhi, is the Dean Research, Accreditations and 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 alumna 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.

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. 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. Pinaki Dasgupta

Pinaki Dasgupta is Professor of Marketing at IMI, New Delhi. Prior to IMI, 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.

Prof. Perna Lal

Prof. Perna 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.

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.

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. R.P. Ojha

Prof. R. P. Ojha is a faculty in OBHR Area at IMI. He is a post-graduate from XLRI, Jamshedpur. He has about 40 years' experience in all aspects of HRM/HRD including organization design & restructuring, culture building, pre and post-merger integration issues, and CSR in POWERGRID, NTPC and HEC Ltd. His gamut of experience also includes consulting on capacity building, organization restructuring and HR process reengineering with Ernst & Young.

Prior to his stint with Ernst & Young he was Executive Director (HR) with Power Grid Corporation of India.

Prof. Ojha during his corporate tenure and in the present role has presented papers in national and international conferences and summits some of which were at the 2nd HR Summit and International Conference, 2015, IIM Raipur, IFTDO World Conferences on themes like "Employee Engagement in the New Business Horizon" 'Attracting Gen Next', Dos & Don'ts of Executive Compensation, Social Entrepreneurship: The Change Agents of India, Manpower Development in Power Sector, and India as the Hub of Skilled Manpower etc

During his corporate tenure he had developed case studies, working papers on themes like "Sourcing & Developing Skills for Meeting the Challenges for Growth of Power Sector"; "Building Tomorrow's Talent" and had supervised a number of knowledge enhancement programs like annual inter organization quest for excellence on subjects namely: "Unlocking Creativity at Work Place-A Road Map", "Roadmap for Radical Performance Improvement" and "Training for Performance Improvement-Innovative Practices to Bridge the Gap", "Building Tomorrow's Talent"

Prof. Ojha has also organized and directed a number of management development programs, seminars and workshops in areas like Effective PMS for High Performance Culture, Leading for Business Excellence, Social Responsible Summit: Strategies for Inclusive Growth, Managing Social Initiatives: Strategies for Sustained Growth, Management of Emerging IR Issues etc

He has been conferred with HR Leadership Award and has earned other accolades for his contributions in HRD and other employee centric initiatives.

He has been a Governing Body Member of AIOE, General Secretary of Power HR Forum, National Council Member of ISTD, Member of the Department of Public Enterprise Task Force on MOUs, Executive Committee Member(s) - NIPM Delhi Chapter, Delhi Management Association, Member- Bihar Government Ministry of Labour Committee for ITIs, Ministry of Power Subgroup on Manpower Planning and HRD for XI & XII Plan and Managing Editor of 'Power People'

In the current role, in addition to teaching post-graduate students and conducting management development programs he has undertaken research works and case writing in the area of employee engagement, employee satisfaction and excellence through employee relations in a number of enterprises like NEEPCO, NALCO. His other areas of interest include corporate training in performance management and compensation strategies, integration in mergers & acquisitions, organization design & development, individual & organisational excellence, capability building and employee relations.

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. Sajeet Pradhan

Prof. Sajeet Pradhan has done his Mining Engineering from OSME, MBA from KIIT University and PhD from Indian Institute of Technology, Kharagpur. He has also qualified UGC-NET examination conducted by MHRD. Dr. Sajeet has more than fourteen years of experience in teaching, training and consulting. He has been associated with ORG MARG AC NIELSEN, KIIT University, and DAV schools in various consulting capacities. He is a well-known behavioural trainer having rich experience of more than 2000 training hours in various organizations like GAIL, Petronet LNG Ltd, etc. He has trained government officers and corporate executives of more than 30 countries. He is a regular resource person to several MDPs & Expert lectures to institutions like IIT Kharagpur, NIT Suratkhil, Jaipuria Institute of Management, Noida and Central Rice Research Institute (CRRI), Odisha. He has authored several articles published in SCOPUS journals (these journals are also ranked by ABDC & ABS) like International Journal of Organizational Analysis, International Journal of Productivity and Performance Management, Journal of Organizational Change Management, Asia-Pacific Journal of Business Administration, Gender in Management: An international journal, International Journal of Strategic Business Alliance, World Review of Science, Technology and Sustainable Development, Asia Pacific Management Review, The Psychologist-Manager, Development & Learning in Organizations: An International Journal, Human Resource Management International Digest, Evidence based HRM, Journal of Enterprise Information Management, Performance Improvement Quarterly, IIMB Review, Journal of Human values, Global Business Review, Vision- The Journal of Business Perspective, Vikalpa: The Journal for Decision makers, Journal of Health management etc. Prof. Sajeet is competent in SPSS, AMOS, PLS & NVivo software.

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 IMI, New Delhi. Prior to this he has been associated with MDI, Gurugram, ICFAI Business School, and Sri Venkateshwar 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 Dec'2016 and prior to it was awarded with "Best Professor Award in the 4th Asia's best B-School Awards held at Singapore in July 2013 by professional bodies of Management professionals of Asia.

Prof. Sidharth Verma

Prof. Sidharth Verma, Professor in the area of Quantitative Techniques & Operations Management and Dean - Academics at International Management Institute (IMI), New Delhi. He Teaches 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 nine years. Ad hoc reviewer for Emerald journals and also for Global Business Review published by IMI Guide students for projects.

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.

She also holds the position of Dean Career Development and Alumni Services at IMI, New Delhi.

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. Currently she has taken courses like HRM, IHRM, Recruitment and Selection, Psychometric Testing, Talent Management and HR Analytics in different programs like PGDM, PGDHRM and PGEXP at IIM Ranchi and IMI New Delhi. 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.

Prof. V. Chandra

Dr V Chandra is a professor of Communication and HR at International Management Institute, New Delhi.

She holds 1st Class Masters Degree in Social Anthropology from Andhra University and a Ph.D. from Jamia Millia Islamia, New Delhi. She started her career as a Researcher with Council for Social Development (CSD), Hyderabad and Central Institute for Educational Technology (CIET), New Delhi. She has been with IMI for around two decades where she is engaged in teaching, training and research in Organizational Communication, Cross Cultural Management and International Human Resource Management. Widely traveled, she is an accomplished trainer in communication and has conducted several training programmes for public and private sector organizations in India. She is also a certified trainer in personality profiling. She has authored three books and published several research papers in India and abroad. As part of the core team at IMI, she has been actively associated with the various Engagement and Climate studies for PSU giants like SAIL, IOCL etc. She has been a visiting faculty at premier B-Schools like IIT Delhi, IIM Kozikode and IMT Ghaziabad. Her current research interests include Organisational Communication, Work force diversity and Career Management.

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. Vinod Kumar

Dr. Vinod Kumar did his Ph.D. in Marketing from Department of Management Studies, Indian Institute of Technology (IIT), Roorkee on merit based scholarship offered by MHRD, Government of India. Presently, he is working as an Assistant Professor (Marketing) in International Management Institute (IMI), Delhi. He has total nine years of teaching and industrial experience, last one being at Institute of Management Technology (IMT), Nagpur. Moreover, he has trained faculties and management upper executives of various public and private sector companies. He has presented and published his research work in various reputed national and international platforms. His work has been published in Social Science Citation Index (Clarivate Analytics, Thomson Reuters) and/or SCOPUS indexed journals like, Marketing Intelligence and Planning (ABDC-A Category), Aslib Journal of Information Management, The Electronic Library, Social Network Analysis and Mining, International Journal of Business Innovation and Research, Management Research Review, Sustainable Production and Consumption, Global Business Review, etc. He is recipient of Highly Commendable and Outstanding Research Paper Award by Emerald Literati Network Awards for Excellence, 2017 for his conceptual paper entitled, "Stakeholder identification and classification: a sustainability marketing perspective" published in Management Research Review (Emerald Group Publishing). He has also received grant from prestigious AIM-AMA Sheth Foundation for attending 3rd Doctoral Consortium in IMT Dubai. He is in Editorial Board Member of Academy of Marketing Studies Journal (SCOPUS indexed). He is also contributing as adhoc reviewer to some reputed journals such as, Journal of Cleaner Production (Elsevier), Marketing Intelligence and Planning (Emerald), Management Research Review (Emerald), Telematics and Informatics (Elsevier), Sustainable Production and Consumption (Elsevier), Foresight: An International Journal (Emerald), etc. His current interests include Digital Marketing, Social Media Marketing, Marketing Analytics, Sustainable Marketing and Sustainability Reporting.

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

- Air India Limited
- 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 Broadbank Network Ltd.
- Bharat Coking Coal Ltd.
- Bharat Dynamics Ltd.
- 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 Corporation
- Central Warehousing Corporation
- CESC Ltd.
- Cholayil Pvt Ltd.
- Coal India Ltd.
- 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 Ltd.
- Engineers India Limited
- Ennore Port Ltd.
- EXIM Bank
- EXL Services
- Fortis Healthcare Limited
- GAIL India Ltd.
- Gruh Finance Ltd.
- GSPL India Gasnet Ltd.
- GSPL India Transco Ltd.
- Goa Shipyard Limited
- Gujarat State Energy Corporation Ltd.
- Gujarat State Petroleum Corporation Ltd.
- Gujarat State Petronet Ltd.
- Hella India Lighting Ltd.
- Hindustan Aeronautics Ltd.
- Hindustan Prefab
- Hindustan Steelworks Construction
- Hindustan Zinc Ltd.
- HLL Lifecare
- HMT
- HPCL
- HPG Consulting India
- HSCC (India) Ltd
- HUDCO
- HVS Global Hospitality
- ICICI Bank
- IDBI Bank
- IFFCO
- India Infrastructure Finance Co Limited
- India Trade Promotion Organization
- Indian Farm Forestry Dev Coop
- Indian Metal and Ferro Alloys
- Indian Oil Corporation Limited
- Indian Overseas Bank
- Indian Potash
- Indraprastha Gas Limited
- IndusInd Bank
- IRCON International
- ITDC
- ITI Ltd.
- Jawaharlal Nehru Port Trust
- JK Lakshmi Cement Limited
- JK Tyres & Industries
- KIOCL
- Kribhco
- Leoesche India
- LG Electronics India
- LIC of India
- Madura Fashion & Lifestyle
- Mahanadi Coalfields Ltd.
- Manatec Electronics
- Mangalore Refinery & Petrochemicals
- Maruti Suzuki India Limited
- 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 Ltd.

- NLC India Ltd.
- NMDC Ltd.
- NMDFC
- North Eastern Electric Power Corporation Ltd.
- Northern Coalfields
- NSDL
- NSIC
- NTPC Ltd.
- 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 Ltd.
- PTC India Ltd.
- Punjab & Sind Bank
- Punjab National Bank
- PVR Ltd.
- Rail Vikas Nigam Ltd.
- Rail Tel 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 Limited
- South Eastern Coalfields Limited
- 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
- WAPCOS Ltd.
- Western Coalfields



Our International Clients

Afghanistan

Ministry of Finance
 Ministry of Civil Aviation
 Kunar River Sub Basir 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



Ministry of Public Admin
 Sher-e-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



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



Bolivia

Consultora Professional Ruiz
 Bosnia - Herzegovina
 Agency for Identification documents,
 Registers and data exchange of Bosnia and Herzegovina



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



Botswana

Ministry of Minerals Energy and Water Resources
 HR Development, Statistics Botswana
 Reforms, Botswana Prison Service
 Deptt 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
 Tlokweg 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

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 Transports
Independent Electoral Commission
Council Touba (Area of Touba)
Chu Yopougon
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



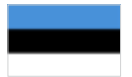
Egypt

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 Tubercnd Lung Diseasesculosis

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
Uniliver 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 Presidential 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 Poct. Co.
Ministry of Transport

Kazakhstan



Kazakhstan Railways
Agip Caspian Sea B.V.
JSC Republican Diagnostic Center, Astana, Kazakhstan
JSC KTZ-Fright Transportation Le
Narxoz 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 Spots 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 Dcentralization,
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

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 Prtharcourt
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
Yatta 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 Agricola Viru SA (Private Co)

Coleccion de Artistas

Camposol S.A.

CERTIKA Counsultores S.A.C.

San Fernando - ALTER PLAST

Otech Consulting Sac

Versus Gaming Center

Instituto de Estudios Politicos Andinos

Philippines

Bicol University

Senior Trade & Industry Development Specialist

Poland

Higher School of Economics National Research

The Novorossiysk 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 Mistures,
Plater 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 SudanYouth

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.

Scom 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
 Bollore Africa Logistics Ltd
 Sudan Disarmament Demobilization and Reintergration 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
 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 Sayr" 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

M T E V T
Ministry of Planning and International Cooperation



Zambia

Ministry of Health
Nkana Water and Sewerage Company
Mulunguishi 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



- ▶ A wonderful and encouraging & enthusiastic program would love to attend more programs.
– **Ms. Savitri Srivastava, NHPC Limited**
- ▶ 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**
- ▶ 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**
- ▶ All the topics were nicely explained along with simple illustrations. Enjoy the coverage.
– **Mr. Anil Kumar Jha, GAIL**
- ▶ 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 for non-finance professionals.
– **Mr. Santosh, Petronet LNG Limited**
- ▶ It was one of the most interactive training programs I have ever had.
– **Mr. Vivek Bhardwaj, Asian Paints 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 Koleti, 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**
- ▶ The program makes us more confident in our day to day business as well as social dealings.
– **Mr. Sayan Dutta, SRF Limited**
- ▶ Overall program is well structured & gave us good insight about ERM. Some of the lectures were more forward, practical approach, which is good.
– **Ms Rita Budhiraja, Power Finance 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**

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