



9th EXPERIENTIAL WORKSHOP:

LEARNING INSTRUMENTS IN HRD & OD

November 17 - 20, 2008

Venue:

**INDIA HABITAT CENTER,
NEW DELHI
(Non - Residential)**

FACULTY

- **Dr. Udai Pareek**, Distinguished Faculty, IIHMR
- **Dr. Satish Kalra**, Professor, MDI
- **Dr. Rajen Gupta**, Professor, MDI
- **Dr. Anup Singh**, Professor & Dean, IMI
- **Dr. Seema Sanghi**, Director, Fore School of Management
- **Dr. Anand Prakash**, Professor, Psychology Dept., University of Delhi
- **Dr. Prakash Bhide**, President HR, JK Group
- **Mr. Prem Swarup**, Fmr VP HR, SRF
- **Dr. Hardik Shah**, Assistant Professor, AHRD

FOR WHOM

- HR Professionals. Change Agents in HRD/OD
- Consultants & Management Teachers.
- Functionaries of Social Sectors
- Other Professionals interested in using instruments in organizations

TAKEAWAYS

- Experience a wide range of Instruments used in HRD
- Learn to select and administer Instruments
- Become a facilitator of valuable tools
- Explore personal, interpersonal and organizational orientation
- Assess managerial competencies & leadership

The need

In the current work environment, personal, interpersonal and organizational orientation is one significant factor for individual and organizational effectiveness. Such competencies are required at all levels in the organizations. Instruments are being increasingly used for development of these competences. A wide range of instruments for assessment and development of personal, interpersonal and organizational orientation, are available with special emphasis on role effectiveness, team effectiveness, leadership competences, and organizational diagnosis. However, to use instruments effectively, we view it essential to know a variety of instruments as well as to gain competence in selection, systematic administration, objective evaluation and accurate interpretation of the data generated by the instrument.

Objectives

As a part of its commitment to develop HRD professionals and focus on HRD professionalism, Academy of HRD has designed this workshop to provide basic knowledge and experience of certain selected instruments in the field of HRD & OD.

This workshop focuses on assessment and development of personal, interpersonal and organizational orientation in terms of individual role effectiveness, managerial roles effectiveness, development of personality, leadership, team building and organizational climate.

Participants will have extensive exposure to a number of instruments successfully applied in the Indian setting. Experience with a variety of instruments will provide insights and create skills in testing.

Implementing the acquired knowledge and experience back home, the participants would be able to play crucial role of a facilitator, progressing effectively towards organizational development.

The workshop aims at building skills set in developing instruments that meet the situational demands. Additionally, it strengthens the participant to interface successfully with the external consultant in developing appropriate instrument for his/her organization.

Contents

Instruments: Basic concepts, types and uses

Steps for developing instruments and issues in administration

Understanding and experiencing the administration and use of selected instruments

Instruments to be focused -

- MBTI
- 16 PF
- Managerial Style Questionnaire (SPIRO)
- Role Efficacy Scale
- Transactional Style Inventory (TSI)
- Team Effectiveness Assessment Measure (TEAM)
- Occupational Personality Questionnaire (OPQ)
- 360-Degree Feedback Instrument
- Instruments for Organizational Climate Survey, Culture Survey (OCTAPACE) etc.

Methodology

The workshop will be highly discussions-driven and two-way communication relating to the concepts, theories, construction and uses of instruments as applied to corporate and social sectors. It will involve semi structured exercises and self administered tests with actual case studies duly validated by research. Early bird participants will be given certain tests for self-administration beforehand. Profiling and feedback will also be given.

For whom

- ☞ HR Professionals. Change Agents in HRD/OD
- ☞ Consultants & Management Teachers.
- ☞ Functionaries of Social Sectors
- ☞ Other Professionals interested in using instruments in organizations

Resource persons

Dr. Udai Pareek: Distinguished visiting Professor and Member of the Governing/ Management Boards of many educational institutes such as AHRD, Indian Institute of Health Management & Research (IIHMR), Jaipur. Earlier OB Professor at IIMA, his areas of professional interests and expertise include: Facilitating Change at Individual, Group and Organizational levels, designing and using instruments for HRD and Role-based Interventions. He is the Editor of the Journal of Health Management. Dr. Pareek was the only Asian to become Fellow of the NTL, USA.

Dr. Satish Kalra: Professor in OB at MDI, Gurgaon. Earlier worked with NITIE, with IIML, TCS & RCF Chemicals and Fertilizers. Doctorate from TISS, Mumbai Dr. Kalra has long experience in teaching, consulting and research. There are 60 articles to his credit.

Dr. Rajen Gupta: An IIT, Kanpur graduate who decided to graduate in people management. Dr. Gupta did his Fellow program in Management from IIMA. Combines corporate experience with academics. Currently Professor at MDI, Gurgaon. Earlier worked with IIML, SBI & Jyoti Ltd. He was awarded merit scholarships at IIMA, IIT, etc. Has three books and sixty articles to his credit.

Dr. Anup Singh: He is Professor and Dean at the International Management Institute, New Delhi. He is Post Doctoral Fellow from the University of Michigan, Ann Arbor. He was also a Visiting Scholar at the J.L. Kellogg Graduate School of Business Administration, Northwestern University, Evanston. He has six books to his credit and published more than 60 articles in reputed journals. He has consulted with several organizations. His research interests are Leadership, Institution Building and Organizational Change.

Dr. Anand Prakash: Professor in Department of Psychology, University of Delhi having more than thirty years of teaching and research experience with reputed institutions especially in Organizational Behavior, Psychology of HR and Quantitative Research Methodology, Applied Social Psychology, Group Dynamics, Inter-group Relations and MDPs. He has been honored as Convener, National Academy of Psychology for consecutive four years. He has published several research papers in various national and international journals. He guided 19 doctoral and M.Phil scholars.

Dr. Prakash Bhide: Presently Group President HR with JK Organization. He has been merit scholarship holder throughout his career. He is an awardee of 'AHRD-XLRI Fellow in HRD'. He has redesigned HR practices and innovative schemes in HR, IR and Personnel Management. He has published several interviews and papers in reputed HR journals. He has introduced several instruments and the organizational experience with 360 degree feedback system has been very successful.

Dr. Seema Sanghi: Director and Professor OB & HR Group at the reputed FORE School of Management, New Delhi. Has over twenty years of teaching, research, consulting and management development experiences. Recipient of three gold medals and national scholarships, more than 60 articles and research papers, including psychometric tests have been published in Journals of National and International repute. Has set up Centre for Psychometric Research, Training and Evaluation at FORE. Author of several books, awarded "Mother Teresa Excellence Award".

Mr. Prem Swarup: Management graduate from Indian Institute of Management, Bangalore. Working presently as HR Advisor and a former VP HR, SRF. Earlier, he worked with highly professional companies in line functions as well as HR function such as Mahindra & Mahindra, ABB Kent Taylor, Lohia Starlinger. Certified professional for OPQ testing and development Centers, etc.

Dr. Hardik Shah: Currently working as Asst. Professor at AHRD, completed Doctorate in Management from Nirma University, Ahmedabad. He has worked as Asst. Professor at University of Petroleum and Energy Studies and Manager-Research at AIMS, Bangalore. He was Chief Editor 'AJBMR', reviewer for Tata Mcgraw Hills (TMH Publications), and has published/presented more than 20 research papers in different journals/conferences.

For any clarifications : **Mr. KK Verma (098796 13644), Dr. Hardik Shah (09275703499)**

Where & When

Venue: 'MAPLE', India Habitat Centre, Lodhi Road, New Delhi – 110 003.
Entry from Gate No. 3 of Vardhman Marg

Workshop Dates: November 17-20, 2008. Reporting time: 9.00 am on 17/11/08.

Fee Structure

| Categories | Basic Fees | | |
|---|---------------------------|--------------------------------------|--|
| | One Participant | Two participants from same Group/Co. | Three participants from same Group/Co. |
| For Corporate For Foreigners | Rs. 29,000/- US \$ 850 | Rs. 55,000/- US \$ 1550 | Rs. 77,000/- US \$ 2100 |
| For Early Bird (Payment made on or before 20-10-2008) | Rs. 26,000/- | Rs. 49,000/- | Rs. 70,000/- |
| Individual Professional | a) Life Rs. 26,000/- | - | - |
| Members of AHRD & NHRDN | b) Annual Rs. 27,500/- | | |
| Fees for Social Sectors & Patron/Corporate/Institutional Members of AHRD & NHRDN | Rs. 25,000/- | Rs. 47,000/- | Rs. 66,500/- |

Inclusions

Program is **non-residential**. Fees include program kit, reading material, Dr. Udai Pareek's "Training Instruments in HRD & OD" & Dr. D S Sarupria, et.al's "Measuring Organizational Climate", lunch, etc.

The Academy of HRD

The Academy of Human Resources Development (AHRD) is India's premier institution specializing in human resources development for all organizational forms. Founded in 1990 by the National HRD Network (NHRDN), was registered as a Trust and a Society. Dr. T.V. Rao and Dr. Udai Pareek the then Professors of IIM-A gave the leadership supported by a number of HRD professionals and people-management oriented corporates. Its Governing Board, over the years, had been headed by well known CEOs/academicians - Mr. M.R.R. Nair, Dr. Anji Reddy, Dr. Udai Pareek and currently Dr. Anil K. Khandelwal.

Over the years, AHRD has launched and nurtured a number of activities and programs in pursuance of the objective of knowledge generation and dissemination and capacity building for making HRD a vital part of a comprehensive management strategy. Academy's activities consist of running high quality HRD related Academic and Management Development Programs, Conferences, Seminars and Conclaves of practitioners, research and publication, collaborative diploma programs and consultancy. Our flagship program- the Fellow program- has turned out 24 Fellows of the Academy jointly with XLRI who are making a great contribution to the teaching as well as corporate professions.

The Academy also aims launching a Diploma Program in "HRM Leadership".
For more information, visit at www.academyofhrd.org

AHRD's Adjunct Faculty:

Mr. Arvind Agarwal, President, RPG Enterprises, Mumbai
Dr. Pradip N Khandwalla, Former Director, IIM-A
Prof. Pradyumana Khokle, Professor, IIM Ahmedabad
Dr. Jittu Singh, Professor, XLRI, Jamshedpur

Dr. Sunil Maheshwari, Professor, IIM Ahmedabad and MD, Wone Management Systems
Dr. Udai Pareek, Distinguished Visiting Faculty, IIMR, Jaipur
Dr. Pritam Singh, Professor & Former Director, MDI, Gurgaon

Membership: Academy has a number of organizational members and professional members. They include Steel Authority of India Limited, Infrastructure Leasing and Financial Services Ltd., Dr. Reddy's Laboratories Ltd., Larsen and Toubro – ECC Construction Group, Visakhapatnam Steel Plant Ltd. (Vizag Steel), GATI Corporation Ltd., Bank of Baroda, Gujarat Gas Company Ltd., Central Bank of India, Union Bank of India, Andhra Bank, Satyam Computer Services Ltd., Punjab National Bank, Crompton Greaves Ltd., Tata Steel, Voltas Limited, and professionals from leading organisations.

Last date for Nominations: November 3, 2008

Filled up Nomination form with Demand Draft drawn in favour of 'Academy of HRD', payable at **Ahmedabad** please be sent to:

Academy of HRD

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