



# ACADEMY OF HUMAN RESOURCES DEVELOPMENT

Admission opens

## FELLOW PROGRAM 2009-12 ASSOCIATE PROGRAM 2009-10

Interested candidates or their organizations may start submitting applications. Last date is March 15, 2009.

The Fellow & Associate Programs in HR & OD are designed for working executives, management faculty and consultants. The Fellow Program is a doctoral level program and Associate Program is a M. Phil. level program of the Academy of HRD. These programs enhance research aptitude and inquiry mind in areas of HRD and OD. They also update knowledge and understanding of the concepts, theories and practices in the HRD, OD and OB areas, which prepare the students for improving and realigning organizational and human processes. These are part time programs.

### Need for the Programs

Strategic decisions in learning organizations can no longer be based on hunches or gut feelings. Organizations have begun relying on scientific analysis of data that the organizations generate. Data related to core competencies, organizational performance, employee skills and competencies could be crucial in formulating and implementing effective strategies for corporate plans, including diversifications and expansions.

When organizational experiences are systematically researched and analyzed, they facilitate organizational change processes viz. restructuring, right-sizing, process improvement, etc. Internal research, process analysis, and HRD audit have become essential for validating and evaluating the effectiveness of HRD policies, systems and interventions in organizations.

Requirement of competent management faculty is continuously rising since the liberalization of technical/management education in India. 'A teacher can give only what he has.' Investment for acquisition of research skills and technology command go a long way in self satisfying and out performing teachers and management consultants.

### Titles awarded

The Fellow Program in HRD & OD is a Doctoral level program comparable to Ph. D level of a University while the Associate program is comparable to M. Phil. level of a university. Fellow program students after completion of all the requirements of the program will be awarded the title of '**Fellow, Academy of Human Resources Development**' and the successful candidates from the Associate program will be awarded the title of '**Associate, Academy of Human Resources Development**'.

### Three major phases:

- Phase I - Preparatory Phase  
(Contact Classes in Ahmedabad)
- Phase II - Study & Project Assignment Phase
- Phase III - Thesis Phase.

For more information, visit at [www.academyofhrd.org](http://www.academyofhrd.org)

For any enquiries, contact Prof. Hardik Shah - 9275703499,  
Phone: (079) 2909 6184 / 2929 7325 / 2908 6075

E-mail: [ahrdad1@academyofhrd.org](mailto:ahrdad1@academyofhrd.org), [director@academyofhrd.org](mailto:director@academyofhrd.org)

### What students say...

A cross section say ---

*"Indeed it was a learning experience of one of its kind. I shared at ISB with some Professors and Directors as well. I enjoyed the whole program to the fullest. All AHRD staff was very helpful. My sincere gratitude for providing such a enriching environment to all of us"*

**Pallavi Awasthi, Fellow Student 2008-11 Batch**

*"I am impressed by the rigour of the Academy's program, the quality of its faculty and caliber of my fellow students. It is a privilege to be associated with India's premier institution specializing in human resources development for all organizational forms!"*

**Imon Ghosh, Fellow Student 2008-11Batch**

*"I enjoyed the entire process of Fellowship program at the Academy. It was hard-work over the three years but highly enriching."*

**Prof. MG Jomon, Fellow Student 1995-98 Batch**

*"The rigorous assessment keeps you on track. Overall, a unique professional development programme that systematically trains you to move into the next league. The Fellow Programme has given me a second career."*

**Prof. Harishmita Trivedi, Fellow Student 2003-06 Batch**

*"The discussions cover everything starting from personal experiences to spiritual lectures. The day I came to Contact Program research seemed so heavy and more of a can't reach thing. But after ten days in the Academy, research seems more interesting and enthusiastic"*

**Harit N, F&A Student 2002-05Batch**

### The Academy of HRD

The Academy of Human Resources Development 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. TV Rao, Dr. DM Pestonjee and Dr. Udai Pareek the then Professors of IIM-A gave the leadership. A number of HRD professionals and people-management oriented corporates extended variety of supports. 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. Academy's activities consist of running high quality HRD related Academic and Management Development Programs.

### 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. Sunil Maheshwari, Professor, IIMA & MD, Wone Management Systems
- ❖ Dr. Udai Pareek, Distinguished Visiting Faculty, IIMR, Jaipur
- ❖ Dr. Jittu Singh, Professor, XLRI, Jamshedpur
- ❖ Dr. Pritam Singh, Professor & Former Director, MDI, Gurgaon

The prospectus cum application form can be obtained from AHRD office by paying Rs. 1000/- through DD/Multi-city Cheque favoring 'Academy of HRD'.

## ACADEMY OF HUMAN RESOURCES DEVELOPMENT

Ayana Complex, 2<sup>nd</sup> Floor, Thaltej-Hebatpur 100 Ft Road, Opp. Suvarnavilla Bunglows. Thaltej, Ahmedabad – 380 059, Gujarat, India