



ACADEMY OF HUMAN RESOURCES DEVELOPMENT

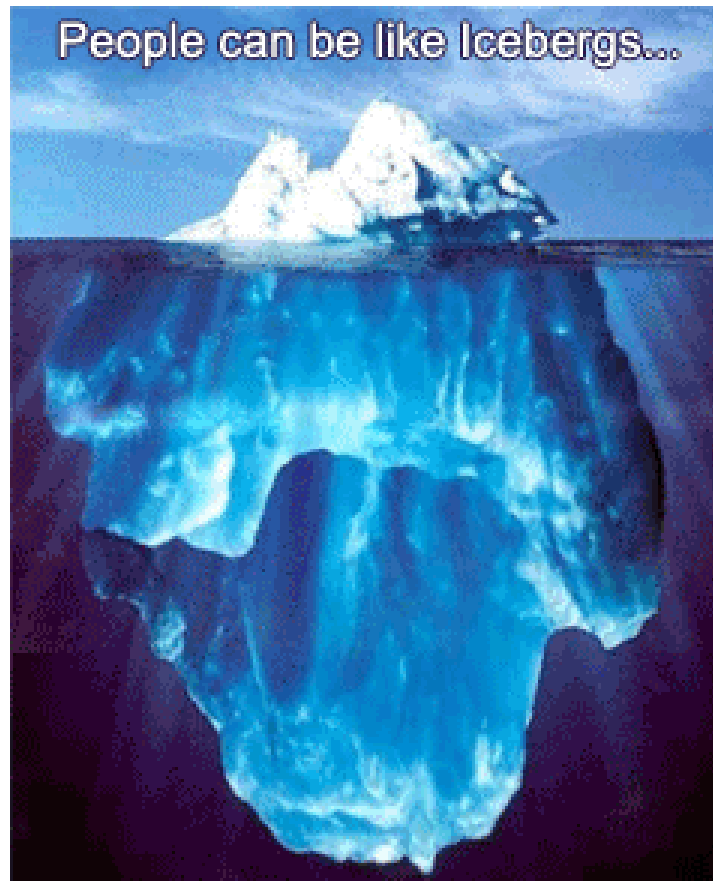
styrox

STYRAX CONSULTANTS

Announce

**Certificate Program on
Executive Competency Assessment & Development**

**December 2-5, 2009 (Non-Residential)
Venue: India Habitat Centre, New Delhi**



Iceberg Model that 20% realized and 80% hidden

In this high performance times, a major challenge for the professionals is to develop and reinforce people and enable them to unfold their potentials to the fullest. Job competencies identification and best person-role fit are crucial. Organizations do aim at identifying and developing competencies for right hiring, internal promotions, career planning and development. However a structured system of competency mapping is essential. Assessment and Development Centers (ADCs) provide a scientific and reliable measure of identifying and developing competencies, as a part strategy for gaining competitive advantage.

ADCs use various assessment methods like in basket exercises, psychometric tests, Behavioural Event Interviews (BEIs), role plays, leaderless group discussions, management simulations etc. Multiple assessors are used to observe and assess the patterns of individual behavior both in role and interpersonal context and link them with previously identified competencies for overall individual and organizational excellence.

Academy of HRD pioneered the competency assessment model way back in 1996 through its Individual and Organizational Assessment Centers (IOAC). The Academy and Styrax Consultants, headed by a powered teacher and practitioner of ADCs offer jointly a **“Certificate Program on Executive Competency Assessment & Development”**. The program aims at developing competent assessors. The program will provide the much needed insights on using the different tools of ADCs effectively making participants equipped with various evaluation and validation skills. The program will be instrumental in building the distinctive abilities required for people managers/ professionals to be a Certified Assessor.

The participants will have extensive exposure to learn and acquire from the wide spectrum of rich and enriching experience of the faculties who have successfully implemented the ADCs in for many organizations (including MNCs) such as Hindustan Sanitaryware, HPCL, Maruti/Suzuki GHCL, Alcatel ADI, EIL, WHO, LIC, Intelenet Global Services, IBM India.

OBJECTIVES

- Develop insights on assessment and development of competencies
- Competence to design and conduct Assessment and Development Centers
- Develop assessors' competencies of observation, recording, classification, evaluation and modeling
- Create ADC evaluation and validation skills
- Utilizing ADCs and integrating with HR processes
- Gain insight on development of assessment tools

PROGRAM CONTENTS

- Competencies: basic concepts and theories
- ADCs: Basic concepts, meaning, uses, and process
- Understanding competencies, definitions, behavioural indicators and levels
- Designing ADCs
- Selecting, developing and customizing tools of ADCs
- Demonstration of tools for ADCs
- Skill of Assessors – practical session
- Individual reports and analysis
- Integrating ADCs with hiring, training, performance and other subsystems
- Post ADCs feedback & evaluation
- Preparing as Assessors

FOR WHOM

- HR professionals, consultants & management teachers
- Career specialists, team leaders and change managers
- Functionaries of social Sectors and others
- Executives identified for assessor or facilitation roles

TAKEAWAYS

- Identify, assess and map the managerial competencies for individuals, dyads, teams and organizations
- Insight into tools and methods of assessing
- Skill to administer and assess five types of assessment tools
- Gain insight into development of tools
- Learning to design the assessment centers & designing developmental interventions
- Hands on practice sessions
- Balancing right person-role fit organization
- Be a Certified Assessor
- Participants will form Academy's pool of Certified Assessors

METHODOLOGY

The program will be discussion-driven and two-way communication relating to the concepts, theories, construction and uses of ADCs as applicable to organizations. It will involve different simulation exercises, psychometric tests, case studies, and other tools for ADCs comprising of both individual and group exercises. There shall be extensive demonstrations of assessment tools like in- basket exercise, behavior event interview, role-play, group discussion, management simulations. They will develop five tools as a part of group activity. During the program, every participant will have an opportunity to act as an assessor as well as be assessed.

RESOURCE PERSONS

Resource persons of this program are such practitioners and teachers who propagated the concept of competency and ADCs in Indian organizations.

Dr. Seema Sanghi is the Managing Director, Styrax Consultants and former Chair Professor and Director of the FORE School of Management, New Delhi where she set up Centre of Psychometric Research, Training and Evaluation. She has over twenty five years of teaching, research, consulting and management development experiences. On competency mapping and Assessment Centers, she consulted Hindustan Sanitaryware, HPCL, Maruti / Suzuki GHCL, Alcatel ADI, EIL, WHO. Recipient of three gold medals and national scholarships and more than 90 articles and research papers, including psychometric tests have been published in journals and magazines of national and international repute. Having authored several books including the Handbook on Competency Management, the first book on the subject in India; she was awarded the "Mother Teresa Excellence Award" in 2003 and "Excellence in Education Award" in 2004. She consulted on several critical HRD areas over the years.

Dr. Keith D'Souza, the first ED of the AHRD, was one of the pioneers of the IOAC (Individual and Organizational Assessment Centre Program) – the very first program in the area of competency development and assessment in India. A Fellow from IIM-A, he was the VP – HR at Wockhardt Limited., Director OD, Pfizer Limited and Chief human Resource Officer, Epicenter Technologies Limited. He has also been the Associate VP at Ion Exchange India Limited and Head HR, DHL. A renowned consultant in the area of HRD & OD, he has been actively associated in the implementation, practice, learning and development of competencies development in ADCs in many organizations such as LIC, Intelnet Global Services. He was also a faculty in OB at XLRI, Jamshedpur and currently the International Adjunct Professor at SPJIMR, Dubai. He is also the Director, Human Touch HRD Services.

Mr. P. Dwarakanath is the Director, Group Human Capital at Max India Limited. Earlier, for 28 years he was associated with Glaxo Smithkline Consumer Health Care as Director-Human Resource. He has anchored several aspects of strategic HRM during his corporate innings at Glaxo and now at Max India. A renowned trainer in behavioural aspects and OD interventions, he is an expert in benchmarking of key HR practices. A passionate learner and also a great contributor to the HR field; he is actively involved in training the trainers in the very area of competency mapping and assessment centers. He has done significant and appreciable work in this area at Max India, Glaxo and other organizations. He has been the National President of the National HRD Network (NHRDN) from 2005-07.

Mr. Aquil Busrai – Executive Director, Human Resources at IBM Corporation, India. Holds a Masters Degree from XLRI. Aquil has the expertise of more than three decades of HR leadership in the industry. An able researcher and learner, Mr. Busrai is known as a person who advocates the latest HR trends being championed amongst the learners, practitioner and the honchos. He has championed the implementation of the many “out-of-the-box” strategic concepts in his organization-competency mapping and assessment centers. His transformational strategies earned the IBM employer of choice. He is also the former National President of NHRDN 2007-09 and VP of All India Management Association (AIMA). He is also the Fellow of AIMA.

Dr. Hardik Shah is currently working as the Asst. Professor at AHRD. A 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-Hill (TMH Publications), and has published/presented more than 20 research papers in different journals/conferences. His some of the major interests include competency building, psychometric testing, leadership development and research competencies. He has been coordinating Learning Instruments Program and Research Competencies for Faculty.

PROGRAM DIRECTORS

Dr. Seema Sanghi (09811190500; 0124-4144452)
Dr. Hardik Shah (09909947678; 079-3048 2226)

WHERE & WHEN

Dates:

December 2-5, 2009 (non-residential). Reporting on December 02, 2009 at 0900 hours sharp

Venue:

Willow, **India Habitat Centre**, New Delhi. Entry from Gate Number 03 from Vardhman Marg

CERTIFICATION

After the successful completion of the program, the participants will be awarded “Certified Assessor” jointly by the Academy of HRD and Styrax Consultants. They shall also be invited to be included in the Academy’s pool of Certified Assessors. However, mere participation would not ensure certification.

FEE STRUCTURE

| Categories | Basic Fees* | | |
|--|-----------------|--------------------------------------|--|
| | One Participant | Two participants from same Group/Co. | Three participants from same Group/Co. |
| For Corporate | Rs. 24,000/- | Rs. 45,000/- | Rs. 60,000/- |
| For Foreigners | US \$ 850/- | US \$ 1550/- | US \$ 2100/- |
| For Early Bird (Payment made on or before 31-10-2009) | Rs. 20,000/- | Rs. 36,000/- | Rs. 50,000/- |
| Individual Professional | Rs. 20,000/- | - | - |
| Members of AHRD & NHRDN | Rs. 22,000/- | | |
| | | | |
| Fees for Patron/Corporate/Institutional Members of AHRD & NHRDN | Rs. 20,000/- | Rs. 36,000/- | Rs. 50,000/- |
| Fees for NGOs and Management Teachers | Rs. 14,000/- | Rs. 25,000/- | Rs. 38,000/- |

* Above fees exclude Service Tax @ 10.3% for the 4-day non-residential program

Inclusions

Fees include program kit, reading material; exercises; Dr. Seema Sanghi’s Handbook of Competency Mapping”, 2nd Edition, Sage Responses; lunch and tea/coffee and membership fee towards the Academy’s pool of Certified Assessors.

ABOUT AHRD

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.

Drawing inspiration and support from the pioneers of the ADCs in India – Dr. Udai Pareek and Dr. TV Rao, the Academy of HRD launched the concept of Individual and Organizational Assessment Centers (IOAC) during the 1990s. AHRD also laid a strong foundation for generating collective interest in the application of the method by training a large number of senior HR professionals on the method with a focus on individual, team and organization.

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

ABOUT STYRAX

A consulting firm in the human resource solutions space, it focuses on developing processes and people. Styrax's objective is to be strategic partners with organizations and institutions whose aim is to excel. Headed by Dr. Seema Sanghi, former Director at FORE School of Management; Styrax specializes in competency based approach of strategic growth and development. Other areas of consulting include training, recruitment, psychometric testing, stress management, counseling, etc. The clientele include WHO, Hero Cycles, American Express, GSK, ABB, Sapient, Maruti Suzuki India Ltd, ONGC, Tata Motors, TISCO, Alcatel ADI, HPCL, Hindware, GHCL, JK Synthetics, Sriram Chemicals, Lupin Laboratories, BHEL, NTPC, Engineers India Ltd, ISGEC, IFFCO, NALCO, SBI, MTNL, IOC, TERI among others.

Last date for Nominations : November 20, 2009

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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