

*"Coming together is a beginning;
Keeping together is progress;
Working together is success."
- Henry Ford*

2nd EXPERIENTIAL WORKSHOP
on
Becoming Effective Team-Player and Team-Leader



Dates: MAY 25-26, 2009
Venue: ACADEMY OF HRD, Ahmedabad
(Non - Residential)

FACULTY

- Dr. Udai Pareek, Distinguished Faculty, IIMR
- Dr. Shubhra Gaur, Associate Professor, MICA
- Ms. Archana Shrivastava, Consultant
- Mr. KK Verma, Director, AHRD
- Dr. Hardik Shah, Assistant Professor, AHRD, (coordinator)

TAKEAWAYS

- Emotional intelligence for exploring 'the self'
- Exploring and understanding team issues and challenges-self fulfilling prophecy
- Experience the know-how of Team Based Working
- Developing as effective team player
- Developing as effective team leader



ACADEMY OF HUMAN RESOURCES DEVELOPMENT
Ahmedabad, India

THE NEED

An organization can be regarded as comprising of several teams. It is well realized that the decision making process and structures of the past cannot meet the challenges of the future. Many believe that teams are the answer and that the members of those teams should be the right qualified people available to solve problems and implement solutions. Teamwork concepts and strategies are creeping into virtually every aspect of business orientation.

Global market competition demands that businesses learn to respond quicker with less cost and higher quality. Such outcomes depend on the ability of their people to work together as a team. To work together, we have to learn to explore our 'self' in team context, understand others perspectives, develop team goals and team decision making, communicating and negotiating with each other, not from our surface selves, but from deep down in our true selves. Effective teams form the heart of every successful organization. Organizations thus need to move beyond the original organizational and functional boundaries and focus on solving problems and assuring stakeholders' satisfaction through effective people management. Being team player and team leader assume critical role.

OBJECTIVES

Academy of HRD has designed this workshop to provide experiential learning for managers to become better team players and team leaders. The objectives are:

- ❖ To expose the participants to different roles, issues and challenges as a team
- ❖ To provide extensive exposure on macro and micro aspects of team working
- ❖ To experience the process leading to effective team player & team leader
- ❖ Motivating the participant for implementing the new knowledge and experience back home
- ❖ To encourage their belief in the values of team management

CONTENTS

- ❖ Exploring 'the self'
- ❖ Exploring and understanding team issues and challenges-self fulfilling prophecy
- ❖ Understanding teams at workplace
- ❖ Team Based Working (TBW)- concepts and theories
- ❖ Cross Functional teams in organization
- ❖ Building perspectives for effective teams
- ❖ Developing Creative teams
- ❖ Partnering high performing teams
- ❖ Role negotiation as a strategy for high performing teams

METHODOLOGY

The workshop will be highly experiential and discussions-driven with two-way communication relating to the concepts and theories of teams, exploring and understanding team roles, issues and challenges of 'self' as well as teams, creating team based working (TBW) as applied to corporate and social sectors. It will be experiential through business games, semi structured exercises, and self administered tests with actual case studies duly validated by research.

FOR WHOM

- ❖ Line Managers and HR Professionals
- ❖ Consultants & Management Teachers
- ❖ Functionaries of NGOs
- ❖ Corporate Trainers and Other Professionals

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. SHUBHRA GAUR: Working as Associate Professor at Mudra Institute of Communication and Advertisement (MICA) with rich experience of more than 17 years in research, coaching, teaching and consulting. She is Doctorate from Allahabad University. She was the editor MICA Research Review Series for four years. She has been awarded Junior and Senior Research Fellowship by UGC. She has many publications to her credits. Her current areas of research are Managerial effectiveness, Creativity Impact of gender stereotypes, Preventive Stress Management Interventions, Personal /communication effectiveness in groups, Emotional intelligence, Values and Learning styles.

Ms. ARCHANA SHRIVASTAVA: An independent consultant who is Post Graduate in Social Work from MS University, Baroda, has 20 years of experience in development sector focusing on promoting and ensuring rights of various specific population groups such as: children, women, persons with disabilities. Has been facilitating change at individual, group and organization levels. She has been facilitating training and education activities in Government, NGOs and Corporates, particularly focusing on human behavior for project management and work situations. Has also been accredited by ISABS as process facilitator for human interactions and presently holds position Dean (Programs), and in the board as regional Coordinator, Gujarat.

Mr. KK VERMA is the current Director of AHRD. He is a Fellow of All India Management Association and holds Post Graduate Degree in Social Work (Delhi School of Social Work, Delhi University) and Post Graduate Diploma in Labour Laws (Indian Law Institute, New Delhi). He has been associated with HRD functions over the last 40 years in corporate sector as well as in professional bodies. At various stages of his career, he was a Research Associate at IIMA, the General Manager-HR of Bank of Baroda, Managing Director of BOB Capital Markets Ltd., Principal of BOB Staff College and Corporate Head (HR) of DS Group of Industries. In addition he has authored 2 books, and has several published papers and articles to his credit.

Dr. HARDIK SHAH: A passionate academician, he is currently working as Asst. Professor at AHRD. He did Doctorate in Management from Nirma University. 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 nationally reputed journals/ conferences. Latest he has published "Effect of Organizational Culture on Creating Learned Helplessness Attributions in R&D Professionals: A Canonical Correlation Analysis" in IIM-A's Journal, VIKALPA jointly with Dr. Sharad Saxena.

FOR ANY CLARIFICATION :

Dr. Hardik Shah	(092757 03499)
Mr. KK Verma	(098796 13644)

WHERE & WHEN

Venue: Academy of HRD, Ahmedabad, Gujarat, India.
Workshop Dates: 25-26 May, 2009. Reporting time: 9.00 am on 25th May, 2009

FEE STRUCTURE

Categories	Basic Fees*		
	One Participant	Two participants from same Group/Co.	Three participants from same Group/Co.
For Corporate	Rs. 15,000/-	Rs. 28,000/-	Rs. 42,000/-
For Foreigners	US \$ 400	US \$ 750	US \$ 1050
For Early Bird (Payment made on or before 25-04-2009)	Rs. 14,000/-	Rs. 27,000/-	Rs. 40,500/-
Individual Professional Members of AHRD & NHRDN	a) Life b) Annual	-	-
Fees for B-School Faculties, NGOs & Patron/ Corporate/Institutional Members of AHRD & NHRDN	Rs. 14,000/- Rs. 14,500/-	Rs. 23,800/-	Rs. 35,700/-

* Above fees exclude Service Tax. Pay as applicable.

Inclusions: Program is non-residential. Fee includes program kit, reading material, lunch, two time tea/coffee with snacks 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. 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, 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 or solely, 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. Sunil Maheshwari**, Professor, IIM Ahmedabad and 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

Membership: AHRD's Organizational members include Steel Authority of India Limited, Infrastructure Leasing and Financial Services Ltd., Dr. Reddy's Laboratories Ltd., Larsen and Toubro Ltd., 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. Academy also enrolls professional individual members.

::: Last date for Nominations: MAY 8, 2009 :::

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

ACADEMY OF HRD

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Or visit www.academyofhrd.org