



ACADEMY OF HUMAN RESOURCES DEVELOPMENT

Announces

11th Experiential Workshop

LEARNING INSTRUMENTS IN HRD & OD

December 9-12, 2009 (Non-Residential)
Venue: India Habitat Centre, New Delhi



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

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 culture and climate.

Participants will have extensive exposure to a number of instruments whose reliability and validity in the Indian setting, have been tested. Our feedback suggests, experiencing a variety of instruments provides deeper insights and testing skills.

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.

PROGRAM CONTENTS

- Instruments: Basic concepts, types and uses
- Steps for developing instruments, particularly the components and processes in psychometric properties
- Understanding and experiencing the administration and use of selected instruments
- Instruments to be focused –
 - MBTI
 - 16 PF
 - Managerial Style Questionnaire (SPIRO)
 - Role Efficacy Scale/ORS
 - Team Effectiveness Assessment Measure (TEAM)
 - Case study on Belbin
 - Instruments for Organizational Climate Survey, Culture Survey (OCTAPACE) etc.

FOR WHOM

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

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 potentials, competencies & leadership

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.

An automated scoring sheet for 90 instruments along with Dr. Udai Pareek's "Training Instruments in HRD & OD" will be used by each participant in the relevant sessions of the workshop.

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

With a Master's degree in Psychology, Certificate in Population Sciences, IIPS and a Ph.D. from the Tata Institute of Social Sciences, he is currently associated as Professor & Dean, Corporate Affairs with IMI-New Delhi. Earlier, a Professor in OB for 16 years at MDI, Gurgaon, he worked with NITIE, with IIML, TCS & RCF Chemicals and Fertilizer earlier. He has published 80 articles in various national and international journals. He has been the VP-ISTD, Bombay chapter. He has also been Member – Board of Studies, ISM, Dhanbad, Member – Board of Research Studies, FMS, Aligarh Muslim University. He has also been a visiting scholar at Fairleigh Dickinson University, USA. His area of interest includes self – oriented HRD Interventions, HPM and cross-cultural dimensions of leadership.

Dr. RAJEN GUPTA

An IIT, Kanpur graduate who decided to graduate in people management. Dr. Gupta did his Fellow program in Management from IIM-A, he combines corporate experience with academics. Currently he is a Professor at MDI, Gurgaon. Earlier he worked with IIM-L, SBI & Jyoti Ltd. He was awarded merit scholarships at IIM-A, IIT, etc. He would like to see Indian organizations achieve world class effectiveness and see MNCs to adapt well to the Indian context. He consulted many organizations on HRD, Organization Design and Development including Indo-Gulf Fertilize, Power Trading Corporation (PTC), Tourism Finance Corporation of India (TFCI), NEEPCO and Blue Bells Model School. He has three books and sixty articles to his credit.

Dr. PUNAM SAHGAL

A Doctorate in Management, presently professor of OB at IIM-L. Earlier she was associated with MDI, Gurgaon. A very distinctive feature is being a visiting scholar to the Kellogg Graduate School of Management. She has consulted with the corporate sector & international agencies; accredited sensitivity & achievement motivation Trainer; authored/co-authored four books & several articles in leading journals. She is a certified MBTI professional.

Mr. SURESH P TRIPATHI

Corporate Head-HR, SRF Limited. Suresh Dutt Tripathi, President-HR, SRF Group is working as an HR professional for the last 25 years. Suresh started his career as Management Trainee with Steel Authority of India Ltd. and acquired varied experience on shop floor, introducing new practices in his initial years. Suresh has done his Masters in Physics from University of Delhi and PG Dip in Social Work from University of Calcutta. An alumni of Ashorne Hill Management College, UK, Suresh is trained in a number of fields in HR. Suresh is associated with CII as a member of the National Committee on HR/IR and with ASSOCHEM as a member of the Expert Committee on HRD & CSR. Suresh manages implementation of Belbin test & OPQ (Occupational Personality Questionnaire) along with other instruments in SRF Limited.

Dr. SEEMA SANGHI

She is Managing Director, Styra 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. 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.

Dr. HARDIK SHAH

He 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 the Learning Instruments Program and Research Competencies for faculty.

ANY CLARIFICATIONS, CONTACT

Mr. KK VERMA (09879613644; 079-3048 2223)

Dr. HARDIK SHAH (09275703499; 079-3048 2226)

WHEN & WHERE**Venue:**

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

Dates:

December 9-12, 2009 (non-residential). Reporting on December 09, 2009 at 0900 hours sharp

FEE STRUCTURE

Categories	Basic Fees*		
	One Participant	Two participants from same Group/Co.	Three participants from same Group/Co.
For Corporate	Rs. 29,500/-	Rs. 56,000/-	Rs. 78,500/-
For Foreigners	US \$ 850	US \$ 1550	US \$ 2100
For Early Bird (Payment made on or before 31-10-2009)	Rs. 27,500/-	Rs. 51,000/-	Rs. 71,500/-
Individual Professional Members of AHRD & NHRDN	a) Life Rs. 27,500/- b) Annual Rs. 28,000/-	-	-
Fees for Patron/Corporate/Institutional Members of AHRD & NHRDN	Rs. 25,500/-	Rs. 48,000/-	Rs. 68,000/-
Fees for NGOs, B-schools and other social sectors	Rs. 15,500/-	Rs. 29,000/-	Rs. 41,500/-

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

Inclusions

Program is **non-residential**. Fees include program kit, reading material, Dr. Udai Pareek's "**Training Instruments in HRD & OD**", with an **Automated Scoring CD of 90 instruments and 3 SAFI-reports**" & Dr. D S Sarupria, et.al's "**Measuring Organizational Climate**", lunch, etc.

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.

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 organizations.

For more information, visit at www.academyofhrd.org

Last date for Nominations : November 24, 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

Ayana Complex, 2nd Floor, Thaltej – Hebatpur 100 Ft Road, Opp. Suvarnavilla Bungalows, Thaltej, Ahmedabad – 380 059, Gujarat, India.

For more details, contact us at

Phone: (079) 3048 2224-27 Fax: (079) 3052 4949

Dr. Hardik Shah (09275703499) or Mr. Piyush Dwivedi (09537553901)

E-mail id: ahrdad1@academyofhrd.org, director@academyofhrd.org or visit : www.academyofhrd.org