



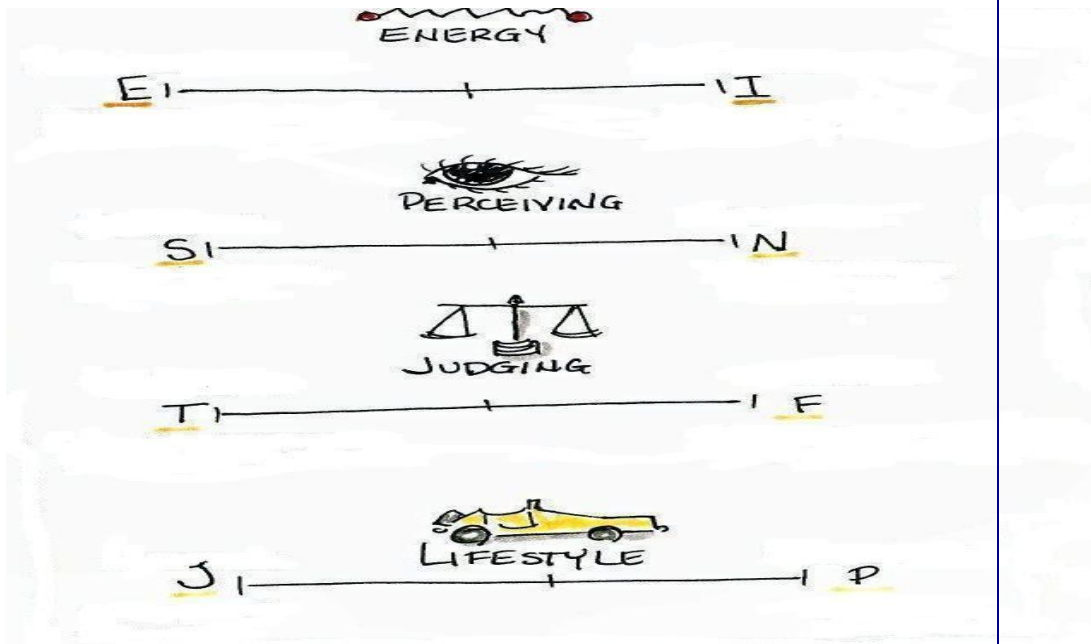
ACADEMY OF HUMAN RESOURCES DEVELOPMENT

Announces

Certificate Workshop on

MODIFIED PERSONALITY TYPE INDICATOR (MPTI)

A Residential Program



July 26-28, 2010

Venue:

Hotel Southern Residency, Kelambakkam, Near Chennai

THE NEED

'Who am I?'-the most known thought and worked puzzle seems unsolved quest for many years. Life remains as a mystery for all. They need to explore and live every movement in a here and now kind of setting. We are all very different people. We live differently, think differently, act differently, and feel differently. People have different aims, goals, likes, dislikes, hobbies, interests and acumen. They perceive differently, decide differently and have differing values. We all are aware of ourselves in varying degrees. But because of the differences, there are different flavors that each person brings to life situations', particularly roles, competencies and membership of dyads, teams at workplace and organizations. Exploring, understanding and predicting personal, team and organizational orientation of employees is one significant factor for effectiveness at different levels of individual, team and organization.

Modified Personality Type Indicator (MPTI) is one such instrument developed, tried and tested in Indian context based on Jungian theory and with basic assumption that people differences are inherent and valuable. It elucidates different personality types to understand, appreciate, and predict human interactions enriching the quality and efficiency of individuals, dyads, teams and organizational processes. Professionals interested in understanding MPTI instrument and in the personality analysis, applications and development areas would find the program useful.

OBJECTIVES

The program would aim at:

- ❖ Developing basic orientation on use, development and applications of instruments in HRD and OD
- ❖ Applying the MPTI to understand unique personality types & exploring strengths & challenges
- ❖ Developing competencies of observation, recording, classification and evaluation using MPTI
- ❖ Giving feedback using MPTI to enhance management effectiveness and performance
- ❖ Integrating MPTI for effective HR processes

PROGRAM CONTENTS

- ❖ Instruments: Basic concepts, types and uses
- ❖ Steps for developing instruments: components, steps, and psychometric properties
- ❖ The four dichotomies: Extraversion-Introversion, Sensing-Intuition, Thinking-Feeling, Judging-Perceiving
- ❖ Basic measurement definitions, construction of the MPTI, understanding & self scoring
- ❖ The Introvert complexities at individual, team and organizational levels
- ❖ HR applications & career choices

FOR WHOM

- HR professionals and change agents
- Management and psychology faculty
- Consultants and functionaries of social sectors

METHODOLOGY

The workshop will be highly discussions-driven and two-way communication relating to the concepts, theories, construction and uses of MPTI 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. During the program, every participant will have an opportunity to have feedback on MPTI and how to use it back-home.

RESOURCE PERSONS

Prof. Joseph Mani: With a M. Sc. in Physics and PGP in Management from IIMA and more than three decades of experience in the corporate, Prof. Mani has worked in the areas of HRD & training. His last three corporate assignments were as GM (HRD) Parry, Group VP (Personnel) Arvind Mills and Director (HR), MRF. He has conducted a large number of seminars and workshops on human relations for persons ranging. He is MBTI certified practitioner by Otto Kroeger Associates in India with further training in the US. He is one of the few people in India who have done extensive work using the MPTI, administering and giving feedback to more than twenty five thousand persons from all walks of life ranging from management teachers to CEOs. His passion lies in teaching management professionals, consulting, reading and writing. He has developed the MPTI and is the author of the book "Why Can't You Be Normal Like Me?"

Dr. Mirza S. Saiyadain: He is currently the Dean of Crescent Business School, B.S. Abdur Rahman University, Chennai. Earlier, he was associated with IIM Ahmedabad over three decades in the area of Personnel & Industrial Relations. He is also a visiting faculty at McGill University-Canada, Universiti Sains Malaysia, University of Kansas-USA and University of Lagos-Nigeria. An active researcher, consultant to various Indian organizations, UNESCO, UNFPA, AIBD, ASBU, etc., he has authored eighteen books and more than fifty research papers in Indian and international management journals. He has also coordinated numerous Executive Development Programs.

Mr. Nagdev Navale: With a Masters in Personnel Management from Tata Institute of Social Sciences (TISS), Mr. Navale is currently heading HR department at Novell Software Development (I) Pvt. Ltd. Mr. Navale has more than two decade of corporate experience and has also been associated with Microsoft India R&D Private Ltd., IBM India Ltd., Motorola India Electronics Ltd. and ITC Ltd. In various capacities. He is certificated professional in using Belbin e-interplace® Team Role Accreditation

course by Belbin Associate and Myers-Briggs Type Indicator® Step I and Step II expanded Interpretive report. Mr. Navale is also a student of the flagship Fellow & Associate Program offered by the Academy of Human Resources Development, India.

Dr. Jayaram K. Iyer: Dr. Iyer is currently the Associate Professor and a resource person for marketing verticals at the Loyla Institute of Management. He has held senior positions in national and international firms for more than 15 years. His current research interests include marketing analytics, pricing psychology, branding and marketing strategy. Apart from organizing seminars and conferences on contemporary management, JK, as he is popularly known as, has presented research papers at conferences and seminars at several national and international management institutes of repute including the Harvard Business School and the MIT Sloan.

Dr. Hardik Shah: He is currently working as the Asst. Professor at the Academy of HRD. 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 25 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.

CERTIFICATION

On successful completion of the program the participant will be certified to administer the MPTI and give feedback. The certified participants will be included in Academy's pool of facilitators.

ANY CLARIFICATIONS, CONTACT

PROF. JOSEPH MANI (09884024165)
Dr. HARDIK SHAH (09275703499; 079-3048 2226)

WHEN & WHERE

The residential program will be held from July 26 to 28, 2010 at **Hotel Southern Residency, 122 Kovalam Road, Off I.T. Highway Old Mahabalpuram Road, Kelambakkam, Tamil Nadu, India.** Contact number 044-27475151/5071/5108/5546; 044-47475000. The venue is 28 km from the airport and 22 km from the Mamallapuram heritage site in a serene surrounding away from the city crowd.

The participants will be given the option to check-in the previous evening on July 25th and accordingly check-out on July 28th. Alternatively, they may also check in on 26th morning and check-out on 28th evening or 29th morning. For pick-up and drop from airport/railway station, the hotel will facilitate with a taxi service at callers request (phone above).

FEE STRUCTURE*

Categories	Basic Fees*		
	One Participant	Two participants from same Group/Co.	Three participants from same Group/Co.
For Corporate	Rs. 22,000/-	Rs. 41,500/-	Rs. 55,000/-
For Early Bird (Payment made on or before 16-07-2010)	Rs. 20,000/-	Rs. 37,500/-	Rs. 50,000/-
Individual Professional Members of AHRD & NHRDN	a) Life Rs. 20,000/- b) Annual Rs. 21,000/-	-	-
Fees for Patron/Corporate/Institutional Members of AHRD & NHRDN	Rs. 18,500/-	Rs. 32,000/-	Rs. 44,000/-
Fees for NGOs, B-schools and other social sectors	Rs. 14,000/-	Rs. 25,000/-	Rs. 38,000/-

* Above fees exclude Service Tax @ 10.3% for the 3-day residential program

Fees include staying in a 3-star hotel, twin sharing, all meals, program kit, reading materials and book authored by Professor Mani-“Why Can't You Be Normal Like Me?”

Additional charge: Participants shall pay personally for laundry, food for guests, any room service, etc. It is for kind information that single rooms will be available only upon early advance booking.

ABOUT AHRD

Academy of Human Resources Development (AHRD) is India's premier institution specializing in human resources development for all organizational forms. AHRD was founded in 1990 as a trust and registered society with support from the then professors of the Indian Institute of Management, Ahmedabad, including Dr. TV Rao. Dr. Udai Pareek, Dr. DM Pestonjee, a number of like-minded HRD professionals and people-management oriented corporations, NHRDN included. The Academy's mission is to develop outstanding professionals to transform HRD practices in the country. The Academy is supported by a number of distinguished HRD and OB professionals, and people-management oriented corporations and institutions.

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 an Advance level Diploma Program in "HRM Leadership". For more information, visit at www.academyofhrd.org

AHRD's Adjunct Faculty:

- ❖ **Dr. Pradip N Khandwalla**, former Director, IIM Ahmedabad
- ❖ **Dr. Pradyumana Khokle**, Professor, IIM Ahmedabad
- ❖ **Dr. Sunil Maheshwari**, Professor, IIM Ahmedabad & Advisor to Minister of HRD, GOI
- ❖ **Dr. Jittu Singh**, Professor of Eminence, MDI, Gurgaon
- ❖ **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, Vijaya Bank, NTPC, Crompton Greaves Ltd., Tata Steel, Voltas Limited. Academy also enrolls professional individual members

Last date for Nominations : July 16, 2010

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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