



Building Organizational Capabilities for Effective Performance

October 05-07, 2015

MDI Campus, Gurgaon



MDI
GURGAON

Management
Development
Institute

BACKGROUND

In the emerging economic context, professional organizations require leadership, strategy, adaptability, and coordination on a scale never before imagined. In this regard the major challenge is how to design the organization to cope up with the complex and dynamic business realities. A great organization has the capability to align quickly with the internal processes and external pressures. The concern with how best to cope with these challenges is evident by the success of numerous popular management books including “Blue Ocean Strategy”, “Built to Last”, “The fifth Discipline” etc. The common theme in these books is the effective organization design. So organizations need managers with a very high leadership potential for designing and transforming a business enterprise for sustainable profitable growth.

OBJECTIVES

The basic premise of this programme is that organization transformations are precipitated by external drivers such as technological innovation, deregulation, persistent performance problems, industry consolidation or new political priorities in the enterprise. The challenge is how to implement process of organization change and development. So the objective of this three-day programme is to train working professionals for becoming an effective leader in designing work organizations for leading effective performance.

CONTENTS

In cases studies of several organizations Southwest Airlines, McKinsey, 3M, Rubbermaid, Tata Steel, J&J etc. it is seen that empowered employees and the design of a learning organization often improve productivity, profits and sustainability. As a starting point, this programme is organized around three different perspectives on organizations: the strategic design perspective, the political perspective, and the cultural perspective. Each of them offers a different angle on what is an organization, and each offers different tools for action.

- Definitions and approaches to professional organizations
- McKinsey’s 7-S framework of organization design
- Conceptualizing business environment and strategic choices
- Designing organizational structure; Functional, Divisional, Matrix, Networked and Hybrid Structure
- Informal Social Network: The organization behind the chart (Social Network Analysis)
- Managing with power and politics in organizations
- Organizational culture, different forms of organizational culture and leading cultural change
- Profile of an innovative organization: Creating a culture and climate for an innovative organization
- Leading and managing transformations
- Succession Planning: Changes at the top management
- Knowledge management: Strategies for managing knowledge

PEDAGOGY

The programme combines conceptual and experiential approaches. We draw on four valuable sources of knowledge to accomplish this:

- 1) Theoretical frameworks and research findings from organization studies, sociology, Political science, anthropology, psychology, and literature;
- 2) Business cases and media accounts;
- 3) Simulations and exercises; and
- 4) Your own work experiences. The training programme will be highly interactive, and active participation during discussions is expected.

INTERESTED AUDIENCE

The programme is useful for middle, senior and top executives working in private, public, multinational and government sector etc. The programme is also of a great utility for those who are looking after their family business.

VENUE AND DURATION

This is a residential programme to be conducted from October 05-07, 2015 at the MDI Campus, Mehrauli Road, Sukhrali, Gurgaon. Participants will be provided single occupancy accommodation from the afternoon of October 04 to the forenoon of October 08, 2015.

REGISTRATION AND FEE

Participants should be nominated by their organizations. The enclosed nomination form duly filled in, is to be sent to the Chief Administrative Officer (Programmes) at the address stated below.

The fee for the programme is Rs. **36,000 (Rupees Thirty Six Thousand only)** per participant, which includes professional fee & all charges for lodging and boarding and supply of course material. Service Tax as applicable will be charged extra in addition to the programme fee. The programme fee covers the tuition, reading material, boarding and lodging. Payment is to be remitted by a crossed demand draft in favour of "Management Development Institute, Gurgaon (Haryana)," and sent to the Chief Administrative Officer (Programme Management Development Institute, MDI Campus, Mehrauli Road, Sukhrali, Gurgaon 122007, Haryana, along with the nomination form.

LAST DATE FOR RECEIPT OF NOMINATION

The last date for receipt of nominations is September 21, 2015. The last date for the withdrawal of nominations is September 23, 2015. Any withdrawal request received after the last date for withdrawal will be subject to deduction as per the Institute's rules. However, substitution is permitted. The participants are required to make their own travel arrangements to reach MDI, Gurgaon.

Nominating organizations are advised to await confirmation of acceptance of nominations(s) before sending the participants to the programme venue.

ENQUIRY

For any Additional information / enquiry, please write to:
Chief Administrative Officer (Programmes),
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PROGRAMME DIRECTOR

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Prof Jain is a very well known teacher, trainer, researcher and consultant in the field of organization design and HRM. Prior to joining MDI Gurgaon, he has worked as a post doctoral fellow at Indian School of Business Hyderabad and earned his PhD from Indian Institute of Technology Kanpur. During his tenure at MDI, Prof. Jain has taken a long leave and worked at Aarhus University for two years in Denmark and has also been a visiting faculty to IULM University, Milano, UPM Madrid, University of Free State, Lancaster University, UK, South Africa and IIM Lucknow.

Prof Jain teaches courses in the area of organization design, change management, emotional intelligence and research methods. He has taught a course "Designing Work Organizations (DWO)" at IIM Lucknow from 2007-2009 and taught a course titled as "Leading and Designing Organizations (LeDO) at Aarhus School of Business, Denmark from 2010-2014. This training programme is launched by him after acquiring a very rich experience in the field of organization design and change at national and international level. He has developed a very unique methodology and also developed few behavioral simulations to imbibe knowledge, skills and competencies among managers related to organization design area.

Prof Jain's research work is recognized and awarded by National Academy of Psychology and Emerald publisher. Aarhus University has awarded him for an extra ordinary performance for his research and publications activities during 2012-2014. He has published papers on various themes like, emotional intelligence, leadership, organizational citizenship behavior and commitment, employee's silence, volunteerism, health and well-being.

As a trainer and consultant, he has served clients from various industries and organizations, for example ONGC, NTPC, NHPC, Power Grid, ABB, Bank of Baroda, Uco Bank, Punjab National Bank, State Bank of India, National Insurance Company, LIC, AVIVA Life Insurance, Maruti, SREI infrastructure, GMR, Jindal Steel, Nestle, Oberoi Hotels, Ministry of Statistics, BSF, CRPF, and Indian Army are among others. His model of self-leadership and emotional intelligence has received great laurels from industry champions.

Currently he is the Chairman of Organizational Behavior area and executive part time management programme.



About MDI

The Management Development Institute (MDI) was established in 1973 with the active support of IFCI following an initial grant received from KFW, West Germany. The Institute soon established itself as one of the earliest centers for continuing education in India.

As an endorsement of its front runner position in the field of Post Graduate Education in Management in India, MDI's PGPM (a two-year full time MBA equivalent program) has been awarded "A" Grade by the National Board of Accreditation of All India Council for Technical Education (AICTE). Various surveys have ranked MDI among the top B-schools of the Country. The MDI is the first Indian B-school with Global accreditation AMBA-Association of MBAs, UK. The education programs comprise of two-year full-time PGPM, PGP-HR, PGP-IM, 15-month Executive PGDBM, three-year Executive Management Program, Doctoral level FPM I EFPM, Post Graduate Program in Energy Management, and PG Diploma in Public Policy and Management. In addition to its academic programs, MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 35 years in this field, MDI conducts nearly 200 weeks of intensive short-term training programs each year, aimed at executives and managers from industry. Over 3000 managers participate in these programs each year. These include open programs, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence'.

MDI offers consulting services in the different functional areas of management. The driving force at MDI is a dedicated team of distinguished faculty who has extensive experience and expertise in diverse fields. Over the years, there has been distinctive shift in emphasis from helping design and implement policies, systems and processes in functional domains to cross-functional domains. The institute is recognized by the industry (public and private). Central and State governments, and NGOs and is known for providing quality services to its clients. MDI always strives to provide high quality, cost-effective and timely services to the clients. It has remained contemporary through its primary focus on research, adapting to change and developing innovative strategies to facilitate the process of change in the dynamic business environment. The institute's clients say that it has been able to add value to them by bringing in a strong cross-functional emphasis in their approach to carry out business.

As part of its strong research focus, MDI supports the following research initiatives:

- Centre for Supply Chain Management
- Centre for Excellence in Information Management
- Centre for Entrepreneurship
- Centre for Transformational Leadership
- Centre for Corporate Governance
- Centre for Responsible Business
- Centre for Positive Scholarship

MDI maintains high level of academic excellence in management. It has over 80 full-time faculties who have several years of experience having

worked at senior positions in the industry. The faculty is thus able to deliver a healthy mix of practical insights and academic rigor in the classroom. MDI also has strong links with leading international B-schools. This aids in delivering a globalized management curriculum. As part of the global initiatives, student and faculty exchanges go on regularly. Joint research projects are also undertaken. Above all, MDI has a well developed state-of-the-art infrastructure, which includes a library with a collection of over 60,000 volumes, and online access to international journals, a computer center with over 500 PCs, air conditioned lecture halls and syndicate rooms, besides a host of other recreational facilities.

MDI's International Partners

MDI has active linkages with McGill University, Canada, University of Waterloo, Waterloo, School of Public Policy, George Mason University, USA, University of Connecticut, USA, Cambridge College, Massachusetts, USA, DeGroote School of Business, McMaster University, Canada, Robert H. Smith School of Business, University of Maryland, USA, Marquette University, Wisconsin, USA, Bentley College, USA, The University of North Carolina, Kenan-Flagler Business School, Chapel Hill, USA, North Carolina State University, Raleigh, North Carolina, USA, ESCP-EAP, France, EOHEC Business School, France, The Institute d'Etudes Politiques de Paris (Sciences- Po), IAE Aix-en Provence, France, Total Professors Association (TPA), Paris, Grenoble Ecole de Management, Grenoble, Bergische Universität Wuppertal, Wuppertal. HHL Leipzig Graduate School of Management, Leipzig, International University in Germany, Bruchsal. European Business School - Oestrich-Winkel, Frankfurt School of Finance & Management, Frankfurt, Vienna University of Eco. & Business Administration, Austria, Copenhagen Business School, Denmark, Aarhus School of Business, Denmark, Solvay Business School, Brussels, The Faculty of Applied Economics, University of Antwerp, Belgium, BI Norwegian School of Management, Norway, Unlversua Carlo Cattaneo. (LIUC), Italy, Bocconi University, Milano, Warsaw School of Economics, Poland, Graduate School of Business Economics, Higher School of International Commerce and Finance (WSHiFM), Warsaw, Middlesex University, London, UK, School of Management, Asian Institute of Technology, Thailand, Queensland University of Technology, Brisbane, University of the Free State, Bloemfontein, University of Otago, Dunedin, Leon Recanati Graduate School of Business Administration, LAHAV Executive Education Centre, Faculty of Management, Tel-Aviv University, Tel-Aviv, Israel, University of Tampere, Finland, Lahore University of Management Sciences (WMS), Pakistan, RSM Erasmus University, Rotterdam, Athens University of Economics and Business, Athens, Moscow International Higher Business School "MIRBIS", Moscow, Huazhong University of Science and Technology (HUST), School of Management, China. These linkages operate in the domains of exchange of students, faculty and knowledge. Some executive education programs are co-designed and delivered along with our partners. MDI now has developed a new niche market for foreign institutions in conducting international executive development programs at MDI campus.



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