



# 17th Program on Human Resource Management An International Perspective

In association with RMIT  
University, Australia  
February 04-16, 2019

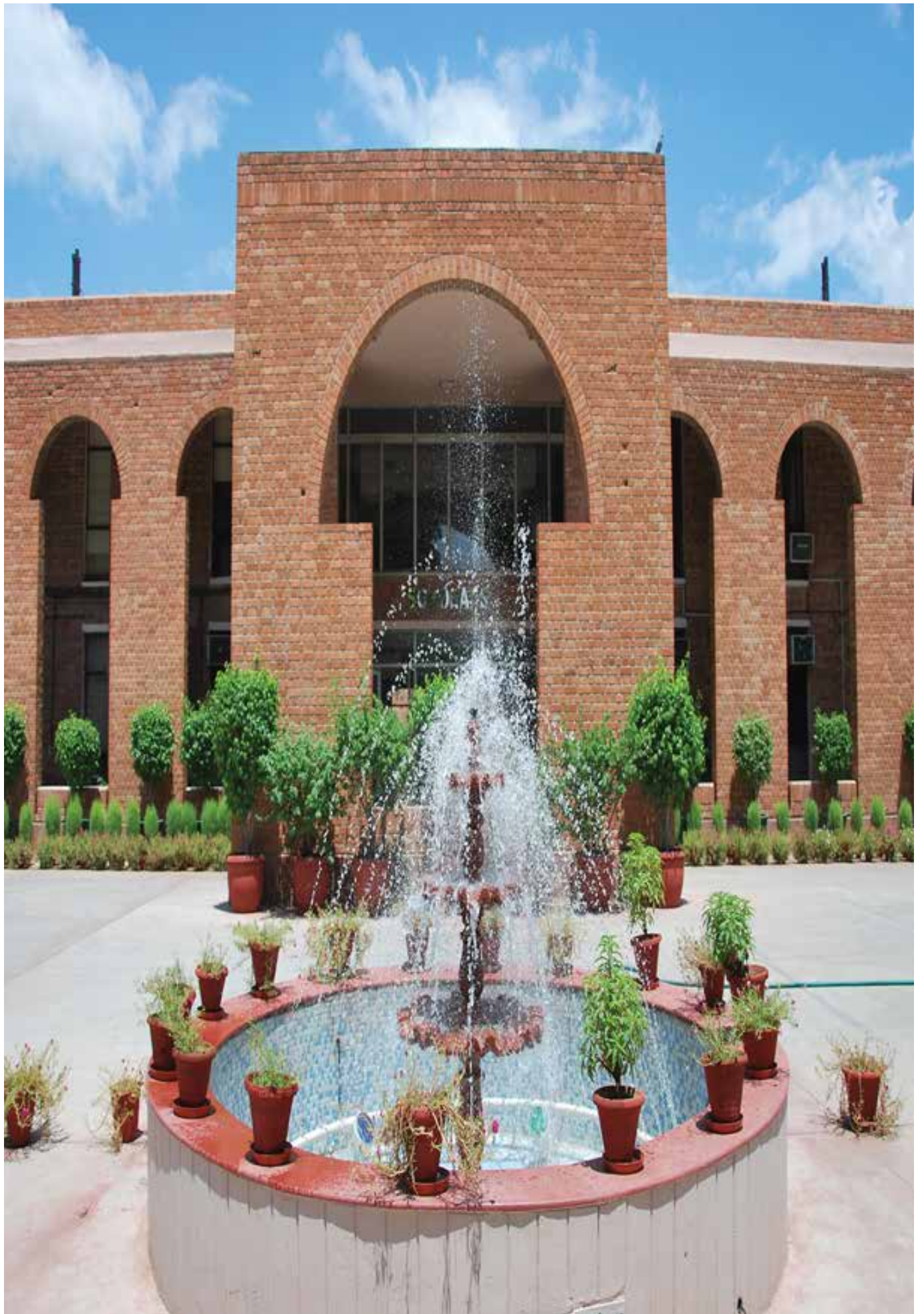


Management Development Institute  
Mehrauli Road, Sukhrali, Gurgaon, India  
and  
RMIT University, Graduate School of Business and Law,  
Melbourne Australia



**MDI**  
GURGAON

Management  
Development  
Institute



# Human Resource Management: An International Perspective

## HRM in Future

The fast pace of change at all levels of modern society has substantially increased pressures on businesses to compete and perform at higher levels of efficiencies. Adapting to transformations in technology, finding new export markets in a global economy, revising business practices to meet change head-on, are only some of the challenges faced by business today. Increasing customer expectations, severe competition, both domestic and international and quality consciousness coupled with the forces of globalisation have necessitated a re-orientation of the business organizations.

In such a scenario the challenge is to perform to world class standards and gain competitive advantage to survive and sustain growth. This challenge can only be met through continuously adapting to shifting market focus and increasing customer demands. However, any change attempted at the organizational level in terms of technology and structures would not have the desired and lasting impact. The primary source of competitive advantage for any business and central to its sustained growth is its people development strategies and systems coupled with change in human knowledge and skills.

The Program on Human Resource Management - an International Perspective would be jointly conducted by MDI, Gurgaon and RMIT, Melbourne, Australia. Interaction with leaders and academics at the Faculty of Business and industry visits would provide rich exposure on the business environment and the opportunity to develop a perspective of how global business is managed.

This program is designed to meet the needs of experienced HR specialists and line managers in strategic roles, who wish to develop and implement effective HR strategies in line with their business needs. The blend of expert inputs, guest speakers and participant learning groups would ensure that participants not only gain the knowledge - the what - but also the how, to add value strategically as well as operationally.

## Key Takeaways

Participants will experience a range of inputs that would provide deeper understanding of HR issues as well as enhance critical approaches and skills to effectively implement HR strategies.

The program would enable participants to:

- Increase their understanding of the potential role of strategic HR in their organizations
- Gain greater awareness of how to link HR and business strategies to achieve competitive advantage
- Be acquainted with international HR practices that would increase options for addressing their own organization's needs
- Enhance essential HR skills needed to drive change in their organizations
- Apply their skills to business and organizational issues

## Program Contents

This two weeks program would explore the best practices and leading edge developments in Management of Human Resource. It would be an intense academic and personal growth experience, where participants would be stimulated to relate their own experiences with conceptual frameworks as well as learn current techniques that would be valuable takeaways for implementation in their organizations.

Given below are the major issues and contents that would be covered during the program:

### The changing face of workplace

- Role of HR in leading complex change initiative
- Developing a customer focused organisation
- Enabling cross-functional team working

### How HR can really make a difference to organisational success

- Link between HR strategies and business strategy: HR Analytics
- From service delivery to business partner
- Interpersonal Sensitivity
- Being a thought-leader and stimulus to good operational practice
- Understanding key elements in the competitive environment and their impact on the organisation
- Interpreting the strategic environment from an HR perspective

### People development practices

- Designing high performing organizations
- Building organizational capability; attracting & retaining high performance employees
- HR role as talent developer in building leadership
- Competency Mapping, Assessment Centers, Training & Education
- Leaderships styles
- Inspiring and influencing for better performance



## HR at the leading edge

- Mapping Best HR Practices
- Branding HR initiatives
- HR measurement

During the overseas learning module scheduled at Australia, participants would be exposed to current thinking and best practices in international business through interactions with leaders from industry and acclaimed academics from RMIT, Australia. The pedagogy would be experiential and interactive.

Deliberations during the second week would be on the following areas:

- International HRM context
- Benchmarking HR Practices
- Introduction to Design Thinking
- Managing Talent Diversity & Inclusiveness
- Blockchain – The changing Financial Environment : Implications for HR
- Workplace, Health & Safety

In addition to classroom interactions, industry & site visits have been organized for better understanding of the business environment.

## Pedagogy

### Strategic Focus

Focus on integrated issues, rather than a discipline

- Emphasis on managing uncertainty and change

### Pragmatic

- Bridging theory and practice through case studies
- Action oriented: focus on future Business agenda

### Interactive

- Enrichment through diversity
- Learning through debate and experience sharing

### Reflective vs. Acquisitive

- Learn and unlearn
- Challenge conventional wisdom

### Ownership

- Program success is participant's responsibility
- Active involvement and contribution

## Program Associates

MDI is offering this program in association with Graduate School of Business and Law, RMIT University, Melbourne, Australia.

### Graduate school of Business and Law:

The Graduate School of Business and Law (GSBL), situated in Melbourne's Central Business District, is one of six schools within RMIT's College of Business.

The School is recognised throughout the Asia Pacific region as a leader in business management and law education,



providing work-related education and training and undertaking practical research, relevant to business and community aspirations. They offer a range of development programs and consultancy services for the private, public and not-for-profit sectors

The Graduate School of Business and Law has a strong commitment to innovative and quality research in business and law. The researchers are involved in collaborative research projects with partners within the University, the legal profession, the business community, governmental and non-governmental organisations.

Research within the School focuses on organizational planning and strategy, corporate governance and law, user-centred design of information and communication technologies, migration and money, as well as a range of regulatory issues covering labour law, privacy law and transnational regulation.

Researchers in the school produce quality research authoring and contributing to books, leading refereed journals and conferences. The School has a diverse group of research students from Australia and abroad.

The School hosts interdisciplinary seminars that include the Business, Society and Law series, Asia@RMIT (together with the School of Media and Communication and the School of Global Studies, Urban and Social Studies), and the Qualitative Interest Group.

The Centre for Innovative Justice is a leading expert in therapeutic, restorative and other innovative justice strategies and through research, publications and clinical

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education contributes to addressing the issues that bring people into contact with the justice system.

## This Program is for...

In order to maximize the value of peer group learning, participants in the program should be operating in a strategic role. They need to have HR or line responsibilities at middle and senior levels. Participants would be from private and public enterprises as well as the social sector.

## Faculty

The program would draw upon the rich experience and insights of leading business leaders and academia from India and Australia.

## General Information

**Program duration: 2 weeks**

### Week1

would be conducted at MDI Campus, Gurgaon, India.

### Week 2

at RMIT University, Graduate School of Business & Law, Australia.

## Program Fee

Rs. 4,00,000/- includes fee for academic inputs at MDI, boarding and lodging for one week at MDI, cost of academic inputs at Melbourne, travel to Melbourne and back. GST applicable will charged extra. The fee is payable with the nomination form through crossed demand draft payable in favor of Management Development Institute at Gurgaon. The enclosed nomination form should be completed and returned to the Chief Administrative Officer (Programs), Management Development Institute, Sukhrali, Gurgaon-122007.

In case participants are eligible for travel by higher class (Business Class), the differential airfare may be paid directly to the travel operator by nominated organisations.



## MDI – Bank Details for Indian/Foreign Fees Remittances

Account Holder Name :	Management Development Institute
Bank Name :	Corporation Bank
Branch Name & Address :	Corporation Bank Sector-14, Gurgaon (Haryana)
Account Type :	SB
Account No. :	520141001478504
MICR Code :	110017016
SWIFT Code :	CORPINBB449
RTGS/IFSC Code :	CORP0000449
ABB Code :	0449
PAN NO	AAATM0612L
GST Number	06AAATM0612L1ZU

## Incidentals

Telephone, laundry, mail etc. and other incidentals handled by MDI would need to be settled with MDI, at the end of the program.

## Nominations

The last date for receiving nominations along with the program fee is January 3, 2018, on first come first serve basis, due to requirement of 1 month for Australian Visa.

## Program Directors

Prof. Jyotsna Bhatnagar

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Tel: + 91 -124-4560179 • Mobile: +91 9910448040

Prof. Nidhi S Bisht

Email: nidhi.bisht@mdi.ac.in

Tel: + 91-124-4560325 • Mobile: +91 8586088708

## Management Development Institute

Management Development Institute, established in 1973, is a 40-acre campus, located in Gurgaon. MDI vision is to prepare Global Leaders who create, manage and lead effective change across diverse organizations. MDI is an integrated business school involved in teaching executive education, research and consulting.

In recognition of its premium position in the field in India, MDI has been awarded Accreditation "A" Grade by

All India Council for Technical Education. MDI is rated as one of the Top 5 B - School in India. Teaching activities comprise of two-year MBA program, National Management Program, part-time Executive MBA program and doctoral studies. MDI turns out some 600 management graduates each year.

MDI has over 36 years of experience in Executive education. Currently, it offers 200 weeks of training programs and trains over 3000 managers each year. Besides customized training programs for the clients, MDI also offers 50 open executive training programs in a year. The education model adopted at MDI is 'Integrating latest knowledge with business practices through integrated business school activities enabling organizations' pursuit of excellence'. As a part of its research initiatives, MDI sustains four research centers:

- Center for Supply Chain Management
- Center for Transformational Leadership
- Center for Excellence in Information Management
- Center for Excellence in Information
- Center for Entrepreneurship
- Center for Responsible Business

Center for Positive Scholarship Management the intellectual capital of MDI is a pool of 1200 man-years of knowledge with 80 tenured faculty members. 15 honorary and 120 guest faculty members supplement this.

### Internationally, MDI networks with

University of Connecticut, USA University of Waterloo McGill University Canada Copenhagen Business School, Denmark. McGill University, Montreal, Canada ESCP-EAP Berlin, Madrid, Oxford and Paris Faculty of Business Administration, Erasmus University Rotterdam, The Netherlands RMIT University, Graduate School of Business & Law University of Technology, Melbourne Robert H. Smith School of Business, University of Maryland, USA Norwegian School of Management, BI, Norway School of Management, Asian Institute of Technology, Thailand Handelshochschule Leipzig GmbH (HLL), Germany Solvay Business School, Belgium Sciences Po de Paris The Centre des Etudes Europeennes de Strasbourg, Paris MDI has most modern facilities to provide the right ambiance and environment for learning. It has a fully wired campus, with more than 500 Computers in operation. Offices, Library, hostels, classrooms are all connected 24 hours to networks. 6 MBPS Leased Line Internet connectivity is available round the clock.

MDI is proud of its state-of-the-art library with a collection of over 58,000 books and around 350 print journals on management and allied subjects. The electronic library includes over 10,000 online journals and a number of premier online databases.

Residential facilities include 251 Executive Suites, 205 Graduate Students' Rooms, and 90 Staff Residences. There are four Dining Halls that cater to approximately 1600 meals in a day.

## About The Program Directors

**Prof. Jyotsna Bhatnagar** is a masters in Psychology from Lucknow University, and is a PhD from Indian Institute of Technology, New Delhi. She has more than 22 years of industry, teaching, training, research and consultancy experience to her credit

Presently she is Chair, Students Grievance Cell, Professor HRM at Management Development Institute (MDI), Gurgaon at MDI Gurgaon, She has held various administrative positions including Chair Person Postgraduate Programme in Human Resource Management (PGPHRM), Coordinator in Placements, Chairperson, Fellow Programme in Management & Executive Fellow Programme in Management program FPM/EFPM).

At MDI, Prof. Bhatnagar offers teaching, research and consulting on Talent Management, Innovative HR practices, and leadership pipeline development to organizations such as: Govt. of India-Ministry Of Statistics & Programme Implementation, Designing uniform ACR for Subordinate statistical services; Competency Mapping and redesigning Performance appraisal form; Agri. Insurance Company-HR Policy and Performance Management criterion; IBM Train the trainer Retention Workshop for IBM GPS-HR; Samsung R&D- Retention through performance counseling and feedback; Hewitt HRO; Jindal Stainless Limited on High Performance work systems; American Express-Financial Centre-East-outbound team building and culture building interventions.

Prof. Bhatnagar has provided training to IAS & defense officers, Senior Leaders of IOCL, GAIL, ONGC, IBM; Samsung; Tata Management Training Centre, Pune; American Express, Mitsubishi, ABB, Baxter Health Care, HPCL; BPCL, Cairn India Limited; PGCIL, NTPC; BEL, RPG Limited, Hero Honda; CRPF; EXL Services, Bank of Baroda on Talent Management; competency mapping and profiling.

Prof. Bhatnagar has received the Excellence in Research Award 2014, Best Faculty Award, Students Choice-PGHR-2011; Excellence in Teaching Award-2008, The Best Faculty award students' choice (PG 2004-2006)

**Prof. Nidhi S. Bisht** is a Ph.D and MBA (Gold medalist) from Kumaun University, Nainital, with more than 12 years of experience in teaching, research and administration. She has published many research papers in national and international journals and cases with Ivey Publishing and Sage Business Cases U.K. She has authored book chapters, articles and book reviews on various topics related to human resource systems and innovative HR practices. She has presented papers in various national and international conferences with 4 'Best Paper' awards to her credit.

She has designed MDPs, and has served as a trainer for Indian armed forces (Army, Navy and Air Force), Canara Bank(E4 level), Oriental Bank of Commerce(E4 level), Bharat Electronics Limited (E2/E3/E4 level; middle level

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HR managers and senior level HR managers), Gas Authority of India Limited- HR managers, Chief Engineers Indian Army, Reserve Bank of India, Indian Oil Corporation Limited(vigilance officers), Canara Bank(Divisional/ Chief managers), THDC India Limited, Projects & Development India Ltd, National Projects Construction Corporation Limited, Hyundai, Reliance Life Insurance, Vodafone, Mankind Pharma Limited, Power Finance Corporation Limited, Oriental bank of Commerce(HR specialist officers, scale IV officers), CSD, National Academy of Defense Production, among others.

Her teaching interests include HR Systems and Processes, Compensation management and Diversity & Inclusion; and her current research interests are employee engagement, technology at work, and diversity. She has co-edited a book on management practices and is a member of Academy of Management (AOM), USA, National HRD Network, and Strategic Human Resource Management.

## For queries' about HRM Program, contact:

Chief Administrative Officer (Programs) Management Development Institute, Sukhrali, Gurgaon-122007 (Haryana).  
Ph: + 91-124-4560004

## Application Procedure, Registration, Fees and Expenses

You are encouraged to begin the process 30 days ahead of time. You may register for the program HRM 2019 by sending the application form (enclosed)by mail, email or fax to:

The Chief Administrative Officer (Programs) Management Development Institute, Mehrauli Road, Sukhrali, Gurgaon.  
Telephone

No.: + 91-124-4560004

Fax: + 91-124-4560005

E-mail: caomdp@mdi.ac.in

## Nominations and Cancellations

The last date for receiving nominations along with the program fees is January 3, 2019. Payments should be made in favour of Management Development Institute. Nominations made may be withdrawn or cancelled before the last date i.e. January 3, 2019 at a nominal handling charge of Rs. 10,000/-. Thereafter, the cancellation shall be subject to a charge of 50% of the fees. In case of substitution there would be no additional handling charges.

## A Partial List of Sponsoring Organizations in Past HRM Programmes

Bank of Baroda	Kochi Refineries Limited
BSNL	Life Insurance Corporation of India
Bharat Electronics Limited	Malabar Regional Co-operative Milk Producers Union Limited
Bharat Petroleum Corporation Ltd.	National Bank for Agriculture and Rural Development
Bharat Earth Movers Limited	NTPC Limited
Bhakra Beas Management Board	NTPC Tamilnadu Energy Company Limited
Bongaigaon Refinery & Petrochemicals Ltd.	NTPC Vidyut Vyapar Nigam Limited
Bureau of Indian Standards Central Coalfields Limited	NHPC Limited
Coal India Limited	National Aluminium Company Limited
Central Research Institute for Jute & Allied Fibres	National Highways Authority of India
Central Board of Excise & Customs	National Institute of Communication Finance Department of Telecom
Central Bank of India	Oil and Natural Gas Corporation Limited
Delhi State Indl. Development Corporation Ltd	Oil India Limited
Department of Science and Technology	Power Grid Corporation India Ltd.
Department of Finance & Banking	Punjab National Bank
Export-Import Bank of India	Rashtriya Chemicals Fertilizer Ltd.
Food Corporation of India	Reserve Bank of India
Indian Overseas Bank	Reliance Energy Limited
IBP Company Limited	State Bank of Hyderabad
Indian Oil Corporation Ltd.	Satluj Jal Vidyut Nigam Limited
Indian Farmers Fertilizers Cooperative Ltd.	Steel Authority of India Limited
Indian Space Research Organization	South Eastern Coalfields Limited
Indian Railways	Syndicate Bank
Indian Council of Agricultural Research	The Catholic Syrian Bank Limited



Overseas Learning Programme in Partnership with



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**Enquiries and Other Information**

For any additional information on any of MDI's Executive Programmes, please contact:

**The Chief Administrative Officer (Programs)**

Post Box No. 60, Mehrauli Road, Sukhrali, Gurugram

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