COACHING, MENTORING AND FEEDBACK FOR EFFECTIVE PERFORMANCE

September 07-09, 2016

MDI Campus, Gurgaon
BACKGROUND

High performance organizations have acknowledged the competency of its workforce to be a differentiator for sustained business success. These organizations have recognized the fact that ‘A company is only as good as its employees’. Excellent talent acquisition strategies in such organizations have focused on employees' personal attributes along with work experience and skills in selecting the ‘most Job-Fit’ executives and have failed to engage them. Employee turnover intentions are high. Constant talent churn has created significant gaps in the experience, knowledge, attitudes, skills, aspirations, behaviors, or leadership required to perform demanding jobs. Both academic researchers and corporate practitioners (managers) have validated that ‘engagement’ is an affirmative and fulfilling state of mind at work exemplified by ‘vigour, dedication and absorption’. Coaching and Mentoring for competency building aims to provide interventions for employee engagement.

OBJECTIVES

Coaching and Mentoring can inspire, energize, facilitate and empower employees, build commitment, increase productivity, grow talent, and promote success by engaged workforce. They are now essential elements of modern managerial practice. However, many companies still have not established such programmes/schemes. By not doing so, they lose the talents and also fail to capitalize on their experience and knowledge which could have been shared through coaching and mentoring initiatives.

A targeted Coaching and Mentoring program for competency building enables an organization to facilitate continuous Learning and helps to actively engage the most promising people - an indispensable part of successful workforce planning and succession planning strategy. The current 5-day programme on “Coaching and Mentoring for competency Building” aims at;

- Mentoring to motivate, engage and empower the high potential executives.
- Alternative (Indian) Coaching and Mentoring models for engaging the ‘Mind’.
- Coaching and Mentoring techniques for employee efficacy and accomplishments.
- Assessment of self-awareness, emotional intelligence, communication and leadership skills etc.
- Leveraging Technology for Coaching and Mentoring.

CONTENTS

The interactive sessions will cover the following themes:

- Coaching and Mentoring –inspiring the mind and engaging the workforce.
- Looking inwards for effective Mentoring- Consciousness-centered leadership.
- Coaching and Mentoring techniques for high potential executives.
- Understanding self & others for effective Coaching and Mentoring
- Emotional intelligence for task and people management
- Communication techniques for competence building
- Leveraging Technology for Coaching and Mentoring
- Coaching and Mentoring Policy design an execution
- Benchmarked Live cases for ‘Coaching and Mentoring’ for competency building
- Mentoring & Coaching in Indian Ethos

METHODOLOGY

A mix of experiential learning through experiential lab, outbound activities, case studies, simulations, group activities, theoretical perspectives and best practices from industry.

WHO SHOULD ATTEND?

Senior and middle managers to manage their team for team engagement, Human resource managers for instituting Coaching and Mentoring programmes for competency building. Coaching and Mentoring Professionals/ consultants for using the learning for executing coaching and mentoring projects.

FACULTY

Core faculty of Management Development Institute along with Experts from the industry would facilitate discussions and share their valuable experience.

VENUE AND DURATION

The programme would be conducted for five days during September 07-09, 2016 on residential basis at MDI Campus, Mehrauli Road, Sukhraili, Gurgaon – 122001. Accommodation for the participants would be available at Executive Hostel in MDI from the afternoon of September 06, 2016 to the forenoon of September 10, 2016.

REGISTRATION & FEES

Participants should preferably be nominated by their organizations. The enclosed nomination form should be completed and returned to the Chief Administrative Officer (Programmes), Management Development Institute, Gurgaon. 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. Payment should be made by a crossed demand draft in favour of “Management Development Institute, Gurgaon” (Haryana) and mailed to the Chief Administrative Officer (Programmes), Management Development Institute, MDI Campus, Mehrauli Road, Sukhraili, Gurgaon – 122001, HARYANA.
The last date for receipt of nominations is August 24, 2016. The last date for withdrawal of nominations is May 20, 2015. Any withdrawal received after this date will be subject to deduction as per the Institute's rules. However, substitution may be permitted.

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

ENQUIRY
For any Additional information / enquiry, please write to:
Chief Administrative Officer (Programmes),
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Dr. Neera Jain obtained her M. Phil and Ph.D degrees from Aligarh Muslim University, Aligarh, India in 1990 and 1993 respectively. She is a licensed Practitioner of Neuro Linguistics Programming (NLP). She is also an accredited trainer on MBTI and FIRO-B from APP. She has been certified for the use of CPI 260 - a leadership development tool by California Psychologists (CPP). She has a Post Graduate Certificate in the Teaching of English (PGCTE) from the Central Institute of English and Foreign Languages (CIEFL), Hyderabad and has qualified the National Eligibility Test (NET) of UGC.

Dr. Jain has taught and researched at reputed colleges including engineering and management institutes for about 23 years. She is actively involved in research, teaching, training and development at MDI. Her publications include research papers and case studies in reputed national and international journals. She has presented papers in international conferences on Rural Marketing Communication Strategies. Her areas of interest include Ambush Marketing, Nonverbal Marketing Communication apart from Gender Studies, Culture, Diversity and Leadership Communication. Her book on "Effective Business Communication" by McGraw Hill (2012) has widely been appreciated. She is a prolific trainer and has received overwhelming appreciation from participants across various levels in Public and Private Sector organizations like Hyundai Motors, Barclays, Oberoi Groups, Vodafone, NSPCL (NTPC), RITES, Laxmi Cement, JK MINDA, NIC, BEL, ONGC, JINDAL Steel, BPCL, Central Electricity Authority, Oil India Ltd, BSF, Bureau of Police Research and Development etc. Participants from other countries attend her Open Programmes. She has been a visiting faculty at IAE-AIX Graduate School of Management, France. Dr. Jain has received the coveted Award for ‘Excellence in Teaching” (2011) MDI.

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Dr. Tanuja Sharma is a Faculty Member in Human Resource Management area in Management Development Institute (MDI), Gurgaon, India. Her doctoral work from FMS, Delhi University, in the subject-Performance Management System (PMS) was awarded the Mercer Award Asia 2005 by Mercer human resource consulting, Singapore for innovative, practical Asian human resource research. She is an invited member in the Performance Management cell, Cabinet Secretariat, Government of India. She has been the Subject Matter Expert (SME) for SHRM India for ‘performance management’. She has actively contributed to teaching, training, consulting and research in Performance Management System and Compensation Management at the MDI, Gurgaon. Prior to that she had taught in BBS programme in Delhi University (SSCBS) and worked for approx. 5 years in the corporate sector.
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 43 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), IAEAix-en Provence, France, Total Professors Association (TPA), Paris, Grenoble Ecole de Management, Grenoble, Bergische Universitat 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, Universia 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.