Managing Assessment Centers Successfully for Talent Development

November 28 – December 02, 2016
MDI Campus, Gurgaon
Context

High performing individuals in a corporate environment exhibit different behavioural actions than the average performers. Such superior behavioural actions emanate out of the competency models and frameworks used by their companies. However, even though actual performance is measurable only after it has been executed, it is only through a systematically designed and executed Assessment Centre (AC) which can identify and predict future high performers and help in talent development. Few years back in a research conducted by TJinsite it was found that only 68% of the Indian companies are using ACs in their organization. A whopping 50% of these companies (i.e., 34%) reported that the biggest limitation they face is the availability of skilled assessors to run their ACs. India is therefore having a dearth of skilled assessors in its companies as HR professionals and have to heavily depend upon multinational consulting agencies to deploy and manage ACs. A well designed and delivered AC is the bedrock of successful talent development.

Sustainable Talent Management imprint requires robust pillars of business, HR and talent building strategies. When managers appreciate, understand and integrate these strategies, they enable a workplace where the business vision cascades down and links the goals of the organization with that of its people through a rigorous, vibrant, well-sculpted Talent management platform. They create a culture that resonates with positive energy, passion, meaning and fulfillment for all, at individual and organizational levels.

Objectives

This program is designed for middle-level and senior managers who face the need to constantly measure and assess their talent pool for filling the ever growing succession pipeline. Managers who are responsible for designing and delivering assessment and development centers will find this program give them hands on experience and most up to date knowledge in running an AC in their own company as per established international guidelines. Therefore, this program seeks to deliver:

a) Role of Talent Management in current business reality
b) Talent Identification strategies for creating sustainable value
c) Talent Pipeline Development interventions
d) Talent retention strategies for, sustainable stellar performance & business continuity
e) Intrinsic employee engagement for self-empowerment
f) Practical hands-on skill in designing and running a full-fledged AC
g) Design and develop AC tools and administer them
h) Understand costing of program budgets and associated CB Analysis
i) Demonstrate an in-depth knowledge about various assessment center types, techniques, tools and methodologies.

Contents

The program would focus on developing practitioner skills on designing and deploying assessment centers in the participants’ own or client companies for talent development. In line with that, the contents of the program would include:

- Diagnostics for Talent assessment-working on the strengths
- Emotional Agility as part of Talent Management
- Building psychological empowerment as a potential leadership skill
- Building talent pipeline through employee engagement strategies
- Aligning talent management and tangible and intangible compensation strategy for retaining talent
- Synchronizing Talent Management strategy with organizational vision and goals leading to leadership from below
- Basic Structure of Assessment Centers
- Understanding Competency Models and Frameworks for AC
- Whetting Actionable Behaviours
- Creating Assessment Documentations & Tools
- Delivering an AC on the Floor
- How to be an Assessor
- Developing Feedback for Development Center
- Generating IDPs
- Costing and Budgeting for an AC
- HR Analytics for AC

For Whom

The programme is designed for senior and middle level functional managers in the area of, HR, marketing, communication, finance and business development. Section heads and vertical heads of multinational companies, private and public sector, Armed forces and administration who have the responsibility of talent development and assessment.

Methodology

This course will be delivered with focus on experiential learning tools and hands-on practices through group and individual learning. The approach is designed for making participants acquire practical skills of running an AC in organizational settings. This will include includes case discussions, role plays, film analysis, experiential workshop, diagnostics, presentations and open discussions.

Faculty

The faculty will comprise of MDI core faculty and professionals from industry with varied experience in research and consultancy.

Venue & Duration

The programme is scheduled during Nov 28 – Dec 2, 2016 on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurgaon. Accommodation for participants would be available at MDI Campus from the afternoon of Nov 27 to the forenoon of Dec 3, 2016.

Discount Policy

With a view to our long term relationship with your esteemed organization, we are pleased to introduce the discount policy in a particular programme. The discount will be observed in the following conditions:

1. 10% Discount against 3-5 nominations
2. 20% Discount against more than 5 nominations
Registration & Fee

Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details.

The fee of the program is Rs. 55,000/- (Rupees Fifty Five Thousand only) per participant which includes professional fee and all charges for lodging and boarding and supply of course materials. Service Tax as applicable will be charged extra in addition to the programme fee. Payment should be made by a crossed Demand Draft/Cheque/NEFT/RTGS in favour of “Management Development Institute, Gurgoan (Haryana)”, and send to the Chief Administrative Officer (Programmes), Management Development Institute, Sukhrali, Mehrauli Road, Sector-17, Gurgoan 122001, Haryana, INDIA.

Important Dates

The last date for receipt of nominations is November 21, 2016. The last date for withdrawal of nominations is November 23, 2016. 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 nominations(s) before sending the participants to the programme venue.

Enquiry

For any Additional information / enquiry, please write to:

Chief Administrative Officer (Programmes),
Management Development Institute,
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Campus

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Facility Profile:

Dr. Jyotsna Bhatnagar, (Ph.D,IITDelhi), is an affiliate of Harvard Business School, Boston, USA. She launched her academic career at IIM Ahmedabad in 1990, and has around 15 years of experience in teaching, research, training and consulting. She has been invited to conduct Management Development Programmes on HR issues including: Developing High Performance Work Systems; Talent Management; Employee Engagement and Human Capital Development Interventions. She has done management development programmes for US officers, Defense Officers, middle to top management officials of Department of Atomic Energy, Government of India, IBM, Cai...
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 LEFPM, 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, Universu Carlos 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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