Talent Analytics: Identification, Assessment & Retention Interventions

February 03-05, 2016

MDI Campus, Gurgaon
**Context**

Employees that deliver stellar performance do not just walk the extra mile, they desire to walk the extra mile. And organizations that harness such talent are the ones that are able to build buoyant workplaces, no matter whether the times are of stability, growth, recession or crisis.

Such 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.

Such talent management strategy underpinned by an empowerment strategy result in an organization which has sustainable value, is rare and inimitable thereby providing the much sought after competitive advantage.

**Objective**

The programme is designed to help participants explore and understand:
- Role of Talent Management in current business reality
- Talent Identification strategies for creating sustainable value
- Talent Pipeline Development interventions
- Talent retention strategies for, sustainable stellar performance & business continuity
- Intrinsic employee engagement for self-empowerment

**Contents**

- 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

**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.

**Methodology**

The pedagogy includes live case discussions, role plays, film analysis, experiential workshop, diagnostics, presentations and open discussions.

**Facility**

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

**Venue and Duration**

The programme is scheduled during February 03-05, 2016 on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurgaon. Accommodation for participants would be available at MDI Campus from the afternoon of February 02, 2016 to the forenoon of February 06, 2016.

**Registration & Fees**

The fee for the program 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 sent to the Chief Administrative Officer (Programmes), Management Development Institute, MDI Campus, Mehrauli Road, Sukhrali, Gurgaon 122 007 (Haryana), INDIA.

**Last Date**

The last date for receipt of nominations is January 20, 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 nomination(s) before sending the participant(s) to the programme venue.

Enquiry

For any Additional information / enquiry, please write to:
Chief Administrative Officer (Programmes),
Management Development Institute,
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Dr. Jyotsna Bhatnagar, (Ph.D, IIT Delhi), is Chairperson—PGHR programme at Management Development Institute, Gurgaon. She 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 IAS officers, Defense Officers, middle to top management officials of Department of Atomic Energy, Government of India, IBM, Cairns Energy; Syndicate Bank, American Express, Hewitt Associates, Jindal Stainless Ltd., Hero-Honda Motorcycles Ltd., EXL, Baxter Healthcare, ONGC, PGCL, BEL, NTPC, UCO Bank, and IOCL. She has published around 80 papers in national and international journals including: International Journal of HRM, Employee Relations, Journal of Labour Research, Vikalpa, Management & Labour Studies. Her management case on North Delhi Power Ltd. has been published at ACRJ, National University of Singapore. Her co-edited book, Future of Work has been well received by the National HRD Network, India, while her co-edited book Changing Face of HRM in India is published from Routledge, UK. in 2009.

Dr. Jyotsna Bhatnagar is professionally associated with the Academy of Management, USA; and North American Case Research Association (NACRA), USA. She was recently invited to chair sessions on Motivation, Satisfaction and Performance at SAIL, New Delhi (November, 2007; 2008). She has been the track Chair of Strategic HRM and HRM at APROS 12 & Indian Academy of Management, 2009. She has been presenting her research at cutting edge forums like Asia-Pacific Researchers in Organizational Studies (APROS 12) in Australia; European Consortium for Learning Organization (ECLO) in U.K.; and Academy of HRD Conferences in Toulouse, France & Edinburgh, Leeds, UK. and Academy of Management, USA, 2008 & 2010. Besides, in India she has presented her research in International Conferences on Strategy as well HR Misses, among others, at, ISB, XLRI, MDI. She presented a paper on strategic HRM at the Academy of Management conference at Anaheim, LA (USA) (2008); and has also been invited by the Academy to be on the Carolyn Dexter International Best Paper Award Review Committee (August 2007, Philadelphia, USA). Dr. Jyotsna Bhatnagar is currently the board member of Asian Academy of Management, and Indian Academy of Management, affiliated to Academy of Management, USA. Advisory Member International HRM Conference Board, affiliated to Queensland University, Australia.

Dr. Jyotsna Bhatnagar was awarded the Best Practical Research Award by Emerald Publishers, UK, in 2009. Only three researchers received this award globally. Recently she received the Excellence in Research Award, 2014 at MDI. She received the Best Faculty of MDI Award (2007-2008), the Best Faculty Award (students choice, PGHR, MDI, 2006 & 2011); and the Best Paper Award from Indian Society of Training & Development World conference, Kolkata, 2000 for authoring the best paper by a women writer in the area of Knowledge Management and HR. At AVON India she was in the Hall of Fame, 1999 and obtained the MD's silvercicle for commitment and zeal. She is an active consultant in the area of competency mapping and talent management in India, to BM; Ministry of Statistics and Programme Implementation, Government of India; Baxter Health Care; Agriculture Insurance Company, Government of India; UCO Bank, Kolkata & Tata Management Training Centre, Pune.
The Management Development Institute (MDI) was established in 1973 with the active support of IFCI following an initial grant received from IIFW, 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 40 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 carryout 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 Waterlo, Waterlo, 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 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, Universitas Carlo Cattaneo. (LIUC), Italy, Bocconi University, Milano, Warsaw School of Economics. Poland, Graduate School of Business Economics, Higher School of International Commerce and Finance (WSHiF), 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.