

Management Development Programs 2012-13

corporate solutions
 people power
financial
 business
leadership
 effectiveness
 talent management
productivity
 export promotion
mergers
 stress management
 supply chain



Our Partners



Ranked 7th among the Top Pvt B'Schools

CNBC-TV18's a List of B'Schools (2012)

आनो भद्रा कृतवो यन्तु विश्वतः। - ऋग्वेद

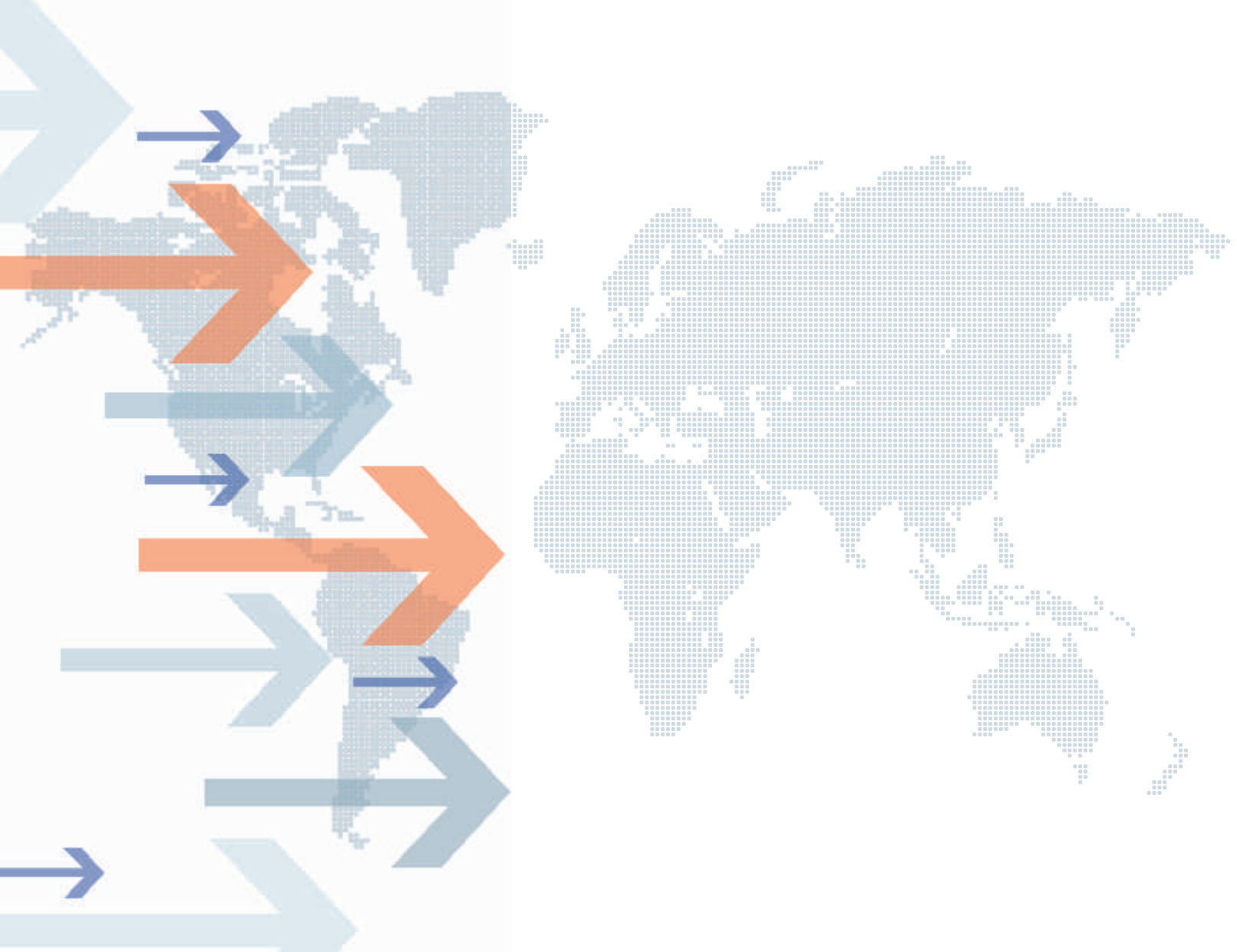
Let noble thoughts descend upon us from all directions of the Universe.

विधा चक्षुस्नुस्तमम्। - मार्कण्डेय स्मृति।

The sharpest vision comes through knowledge.

समानो मंत्रः समितिः समानी समानं मनः सह चित्र मेषाम्।
समानी व आकूतिः समाना हृदयानि वः।
समानम् अस्तु वो मनो यथा वः सुसहामति। - ऋग्वेद

Let our learning be common, let us think alike, and let our heart be directed to the common goal. Let us live together with the spirit of unity and brotherhood.



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BOUQUET OF OFFERINGS 2012-13

BUSINESS COMMUNICATION

- 1.1 Communication for Organizational Development
- 1.2 Cross Cultural Communication
- 1.3 Effective Business Communication Through Theater Technique

FINANCIAL MANAGEMENT

- 2.1 Finance for Non Finance Executives
- 2.2 Strategic Cost Management: Making Organization Cost Conscious
- 2.3 Marketing of Banking Products
- 2.4 Financial Inclusion and Role of Banks
- 2.5 Capsule Course for Newly Recruited Officers in Public Sector Banks
- 2.6 Workshop on Retail Banking

GENERAL MANAGEMENT

- 3.1 Research Methodology using SPSS
- 3.2 Business Modeling using Excel
- 3.3 Performance Evaluation for Benchmarking
- 3.4 Conflict Management
- 3.5 Economics for Executives
- 3.6 Evaluation & Assessment in Academic Institutions

HUMAN RESOURCE MANAGEMENT

- 4.1 Leadership Skills Development
- 4.2 HR for HR Professionals
- 4.3 HR for Non HR Managers
- 4.4 Personal Effectiveness and Conflict Resolution
- 4.5 Leadership for Performance
- 4.6 Leading and Winning the EI Way: Emotional Intelligence (EI)/EQ Workshop
- 4.7 Creativity and Innovation – Harnessing Intellectual and Social Capital Towards Creativity and Innovation
- 4.8 Building Innovative Organizations
- 4.9 Measuring Corporate Performance
- 4.10 Enhancing Managerial Effectiveness
- 4.11 Leadership Development Programme
- 4.12 Team Building
- 4.13 Collective Bargaining and Workers' Participation in Management
- 4.14 Stress Management in the Workplace
- 4.15 Supervisory Skills Development for First Line Managers
- 4.16 People Management Skills for Operation Managers

- 03 4.17 Personal and Managerial Effectiveness through Attitudinal Change
- 4.18 Improving Internal Customer Services
- 04 4.19 Coaching, Counseling and Mentoring
- 4.20 Competency Mapping
- 05 4.21 Competencies in Inter-Personal Relations and Communications
- 4.22 Performance Management
- 4.23 Talent Management
- 06 4.24 Interpersonal Skills for managers
- 4.25 Conflict and Negotiation

INSURANCE MANAGEMENT

- 5.1 Managing Risk Associated with the Industries
- 5.2 Claim Management for Insurance Brokers
- 5.3 Basic Insurance Concepts for Corporate Executives

INTERNATIONAL BUSINESS

- 6.1 Export Import Procedures and Documentation
- 6.2 Managing Export Business in Turbulent Times
- 6.3 International Shipping and Chartering
- 6.4 Getting Started in Exports
- 6.5 Export Marketing and International Trade Operations
- 6.6 Trade Finance, Risk Management and Methods of Payment
- 6.7 Global Supply Chain Management and Logistics
- 6.8 Global Business Strategy for SME's – Today and Tomorrow

RETAIL MANAGEMENT

- 7.1 Sales Training for Front Line Executives

STRATEGIC MANAGEMENT

- 8.1 Corporate Entrepreneurship
- 8.2 Strategic Management and Leadership for Impact
- 8.3 Merger and Acquisitions

SUPPLY CHAIN LOGISTICS AND OPERATIONS MANAGEMENT

- 9.1 Essentials of TQM : Empowering Employees Towards Business Excellence
- 9.2 Supply Chain Management - Supply Chain a Critical Success Factor
- 9.3 Global Supply Chain Management - Working Towards Synchronized Supply Chains

SUSTAINABLE DEVELOPMENT PRACTICES

- 10.1 Understanding Rural Mindset :Opportunities and Challenges in Tapping BOP
- 10.2 Organizational Sustainability and Inclusiveness
- 10.3 Corporate Social Responsibility
- 10.4 Organization and Public Policy Issues
- 10.5 Project Design & Management (PDM) for NGO Managers

CORE FACULTY

CONTRIBUTION IN THE YEAR 2011 – 12

GLIMPSES OF TRAINING PROGRAMMES IN THE PAST

यस्य नास्ति स्वयं प्रज्ञा शास्त्रं तस्य करौति किम्।
लोचनाभ्यां विहीनस्य दर्पणः किं करिष्यति॥ – सूक्ति मुक्तावली
Scriptures are useless for one who has no knowledge of his own..
For one who has no eyes, the mirror is of no use.

VISION

To be known for developing ethical global leaders and entrepreneurs striving for sustainability and inclusive growth.

MISSION

- To be the preferred choice for students, faculty and recruiters.
- To create and disseminate knowledge in global context.
- To imbibe entrepreneurial culture through curriculum, pedagogy, research and mentoring.
- To equip students for global business leadership.
- To develop faculty as global thought leaders.
- To ingrain ethics, sustainability and inclusive

VALUES

Ethics and Integrity
Sustainability and Transparency
Innovativeness and Entrepreneurship



Dr. (Smt.) Sarala Birla & Syt. B.K. Birla



ABOUT BIMTECH

Birla Institute of Management Technology (BIMTECH) was established in 1988 under the aegis of the Birla Academy of Art and Culture, and supported by the Birla Group of companies. Dr. (Smt.) Sarala Birla, Chairperson of Birla Academy and Smt. B K Birla, Chairperson of B K Birla Group of companies, are the founders of the business school. The Board of Governors comprises of eminent people from industry and is headed by Smt. Jayashree Mohta, Vice Chairperson, Birla Academy of Art and Culture, Kolkata.

Located in Greater Noida in the National Capital Region, BIMTECH offers post graduate academic programmes as well as consultancy and training in the areas of Business Management, Insurance Management, International Business, Retail Management Operations Management and Sustainable Management. It also offers Doctorate in few areas of Business and Management and publishes referred research journals, reports and books.

BIMTECH has been ranked 7th among the Top Private B'Schools CNBC-TV18's a List of B'Schools (2012). BIMTECH is approved by AICTE, Ministry of HRD, Government of India, also accredited by National Board of Accreditation for 5 years which is highest quality mark of accreditation by NBA. The PGDM programme is approved to be equivalent to MBA by AICTE and AIU (Association of Indian Universities). BIMTECH is also member of Association of Commonwealth Universities, UK along with AAPBS and EFMD. There are several other national and international bodies which approve or accredit various programmes of BIMTECH for its industry and academic rigour like CII, UK; III, India; LOMA, USA etc. The large faculty pool of BIMTECH, comprising of very senior professionals and highly recognized academicians, has created an exciting learning environment for the students and participants.

BIMTECH has learning and development partnerships with mega corporates like SAIL, Power Grid, NTPC, NIPM, NBCC, SAIL and O.P. Jindal Global University and also supporting the management development for the corporates.

Currently BIMTECH has several international partners such as Asian Institute of Technology, University, Bordeaux Ecole de Management, FH Joanneum, Rouen Business School, Kozminski University, Frankfurt School of Finance and Management, Jyväskylä University of Applied Sciences, Hertfordshire University, Brock University and many more around the world.

भवन्ति नम्रास्तखः फलोद्धमै नवाम्बुभिर्दूर्वलम्बिनौ धनाः ।
अनुद्धताः सत्पुरुषाः समृद्धिभिः ॥ - सुहाषितानि

The mango tree and other trees bend down when they bear fruits; Clouds hang low when they are full of water. The truly noble become humble when they attain heights.

FROM THE DIRECTOR'S DESK



The value of talent is becoming more critical in organizations and shift from market strategy to strategic human resources is a more costly concept. We, as business school, also realized this and started giving higher attention on soft learning as they will remain throughout. The learning on various issues of the organizational functioning and thinking are of utmost priority for a sustainable growth.

The economic environment is becoming more complex. Organizations are becoming more vulnerable due to various vertical and horizontal integrations and also increasingly direct and indirect stakeholders. Organizations are expected to be responsible, sustainable and inclusive in the present scenario. The global phenomenon of change and adaptability is the key to marathon of the organization. Globally, thought leaders, professors and business consultants have contributed to many practicing concepts and tools which are highly effective and have flexibility of modifications with change in context.

We at BIMTECH, also feel proud to join the club by introducing the concept of 'Inclusive Marketing'. With the humble contributions that BIMTECH has made in few domains of management, we realize that it is our responsibility to share and disseminate the knowledge accumulated over a period. The highly rich experience of practice professors in key positions and board rooms, strong research outcomes of the academic professors which are cited, make it no less a faculty in India.

I am very thankful for your interest in the executive education of BIMTECH and very confident to contribute to create a functional value and make a meaningful change in people and organizations. We look forward to a lasting relationship.

Dr. H. Chaturvedi
Director

ॐ सहनावतु सहनौ भुनक्तु, सहवीर्यं कर्वाव है।
तेजस्वि ना वधीतमस्तु, मा विद्भिषा व है।।
- तैत्तिरीयोपनिषद् व भृगुवल्ली

May the Lord protect us together,
May the nourish us together,
May we work together uniting our strength for the good of humanity.
May our learning be luminous and purposeful.
May we never hate each other.

FROM THE CHAIRPERSON'S DESK

Raison d'être



Corporate houses have been in search of opportunities that will energize and prepare human resources for a better and productive future. The modern-day corporate houses are stepping forward with profitability and employee engagement as their major focus for achieving organizational growth and development. This can be achieved through intelligent maneuvering in a conditioned environment.

BIMTECH, an institution known for its "Excellence with Values", has always adhered to this philosophy since its inception. The galaxy of mentors and specialists in these areas of contemporary business development enable a high quality learning environment for budding and thriving business executives in search of excellence.

We during the last year 2011-12 delivered 45 MDPs to leading corporate in both private and public sector and also have developed formal and partnerships with some of the leading organizations through MoUs like SAIL, Power Grid, NTPC, NBCC, NIPM and OPJGU.

We are delighted to avail this opportunity of presenting this MDP Brochure with some very interesting and useful products as our offerings for Corporates/Businesses.

Prof. Kishore Kumar Sinha
Chairperson
Centre for Management Development

ABOUT THE CENTRE



CENTRE FOR MANAGEMENT DEVELOPMENT

A purely Management Centre and Training Tank, which aims to create training base, engages in management advocacy for general management and human resource development and aligns itself with the human resource practices, experiences, with training and capability enhancement. Programs for the business houses and conglomerates, to develop professionals leading to increased output and productivity, marching towards inclusive growth.

One of the prime objectives of Centre for Management Development at BIMTECH is to conduct training in various functional areas of management to provide quality inputs to national and international conglomerates, government, public and private sector organizations, donor agencies and international and national NGOs.

Overview

We understand that motivating your employees to face and accept new challenges and to flourish is indeed a Herculean task. This intensifies the need for education, training and development. Honing up the existing skills and acquiring specialized skills, is a perpetual requirement. We offer you an entire portfolio to choose from diverse training programs that will address your needs at all levels. Our customized programs can be linked with the performance assessment, providing opportunities of vertical and lateral growth for employees.

Why are Management Development Programs necessary?

Most new managers feel as though they have been thrown into the middle of the ocean without a life jacket. Mastering managerial skills will provide managers with the confidence and skills required to manage themselves as well as the team. We have also designed the program in a way that will provide intensive input for the more experienced manager. The training programs serve to sharpen the essential lessons which can be applied to real life circumstances.

Direct Benefits

- Improves employee motivation
- Helps in building strong linkages with corporate
- Brings in ability for self assessment and self appraisal
- Provides opportunity for growth and development of employees
- Provides means for performance assessment and provides a platform to perform better
- Enables employee retention
- Provides training and development opportunities to the executives who do not have a formal management education background.

Aims and Objectives

1. To develop capable managers and winning leaders who deliver organization success.
2. To create professionals who will be able to work in the after grasping and analyzing the very nature of the problems.
3. To create business leaders who will be able to bring about the desired change.
4. To produce managers who can indulge in relevant management research and bring about feasible solutions to the formidable problems.
5. To develop the spirit of training for best results.
6. To develop value based leadership pipeline throughout organization and the society.

यत् कर्म कुरुते तदभिसंपद्यते। - वृहदारण्यकोपनिषद् 4.4.5
As one sows, so shall one reap.

CENTRE FOR MANAGEMENT DEVELOPMENT

Salient Features

Here at BIMTECH Centre for Management Development, we have some of the best features and the best people for the job.

1. Industry experts as faculty:

Our faculty is drawn from a diversified pool of highly experienced industry professionals and academicians. Their different background and vast experience provides valuable insights into the dynamic and challenging world of business.

2. Interactive Training at corporate premises:

We go one step ahead in making you comfortable. We come and train at your premises so that you are comfortable in your own premises and the transfer of learning takes place at a faster rate. However, MDPs can also be delivered in or near the BIMTECH premises in Greater Noida, if desired by corporate.

3. Case studies, workshops and presentations:

The pedagogy of the course would facilitate the participants to learn from three equally important sources of knowledge –self learning, learning through interaction with the faculty and among the participants. It includes case-studies, role-plays, interactive classroom simulations, work-shops, group exercises and presentations.

4. Outbound Training:

This is an added advantage provided in some development programs like Team Building, Leadership Development provided through experienced partners.

5. Outcome analysis:

No training is complete without a feedback for both the trainer and the trainee. At the end of the training, we will go ahead and give you an in-depth analysis about the shortcomings that you might have. This will help you in overcoming your deficiencies in your career and personal life.

SALIENT FEATURES



CENTRE FOR MANAGEMENT DEVELOPMENT

Fee Structure

Frontline and middle management programs delivered as In- House/In- Company captive Programs for a Corporate:

1.1 Location: Anywhere in Delhi/NCR:

- Faculty Fee for one day programme is Rs. 25,000 for 20 participants. For every additional participant offered by the company up to maximum of 25 there will be additional charge of Rs. 3000 per candidate.
- In addition there will be a kit charge @ 500 per participant.
- 2-3 faculty members /trainers will be deployed by BIMTECH on each day of the programme.
- The corporate would provide a venue for training with required equipments, meet all travel expenses like air fare, boarding, lodging for faculty and other miscellaneous administrative expenses.

1.2 Location: Anywhere in India

- Faculty fee for one day programme is Rs. 30,000 for 20 participants. For every additional participant offered by the company up to maximum of 25 there will be additional charge of Rs. 3000 per candidate.
- In addition there will be a kit charge @ 500 per participant.
- 2-3 faculty members /trainers will be deployed by BIMTECH on each day of the programme.
- The corporate would provide a venue for training with required training equipments, meet all travel expenses like air fare, boarding, lodging for faculty and other miscellaneous administrative expenses.

1.3 Location: BIMTECH Campus, Greater Noida

Programmes can be organized at BIMTECH campus with its well equipped MDP hall and guest house facilities available in campus.

- Faculty Fee Rs. 25000 per day
- If held at BIMTECH Campus. Rs. 5000 per day per head will be charged for MDP hall facilities and training equipments, Breakfast, Tea, Lunch & dinner, Guest house accommodation, boarding, and other infrastructure.

1.4 In Private Accommodations / Clubs in Greater Noida

Training and accommodation can also be organized in private accommodations like Hotel, Clubs, and Convention Centre near BIMTECH. If Private accommodation is chosen close to the BIMTECH campus in Greater Noida, then per day charges for each Individual will come approximately to Rs. 6000-8000, single occupancy and Rs. 5000-7000, Double occupancy for residential programmes and Rs. 3000 per day for non residential programmes this can be arranged based on actuals in consultation with the Corporates.

2.0 OPEN programs delivered for individual Trainees of different Corporates / Organizations

Similar programs can also be announced out of the Bouquet of Programs and delivered as open programs by the Program Director of any Program, with at least 20 participants. The program can be either held in any private club or in BIMTECH Campus with guest house at Greater Noida.

For offering open Management Development programmes in different areas of requirements BIMTECH has an MoU with National Institute of Personnel Management(NIPM) Delhi Chapter which enables richer trainer base for better delivery.

3.0 Wherever there is an agreed need based outbound training component provided by an associate of BIMTECH, the cost will be extra.

FEE STRUCTURE



CENTRE FOR MANAGEMENT DEVELOPMENT

Programme Pedagogy

Management development programs are customized with an aim to excite managers and leaders intellectually and also build competencies to face the challenges and opportunities at higher positions in the diverse work contexts.

Management Development at BIMTECH offers both open and tailor made customized programmes of various durations with both domestic as well as overseas learning components. These programs are designed and delivered by experienced faculty of BIMTECH and experts from the corporate world with proven expertise of executive education. The faculty at BIMTECH has a unique ability to connect to the participants in facilitating the learning process. To support and enrich the core curriculum, the programme integrates a variety of teaching and learning resources including practical and experiential learning through cross disciplinary case studies and sharing of real time problems. To explain each program, a brief profile under the respective functional area has been mentioned herewith for your ready referral and guidance. You are also requested to get in touch with the Centre for Management Development in case you plan to have a customized training bouquet for your personnel.

PROGRAMME PEDAGOGY



For anyone of the programs in the Bouquet or for refined need based adaptations, you may please contact the following:

Ms. Neha Arora
Manager, MDP

Birla Institute of Management Technology
Plot No. 5, Knowledge Park II, Greater Noida (NCR)
Uttar Pradesh 201 306, India
Ph. : +91-120-2323001-10 (Ext. 412)
Mobile : +91 - 9650977042
Email : manager.mdp@bimtech.ac.in / neha.arora@bimtech.ac.in

ध्यायतो विषयान्पुंसः सङ्गस्तेषूपजायते।
सङ्गस्तेषूप्रजायते कामः कामात्क्रोधोऽभिजायते।।
– भगवत् गीता 2.63

While contemplating the objects of the senses, a person develops attachment for them,
and from such attachment just develops, and from just anger arise.



BOUQUET OF OFFERINGS 2012-13

1. To support and enrich the core curriculum, the programme would integrate a variety of teaching and learning resources including practical, experiential learning through cross-disciplinary case studies and group exercises. One of the ways of doing this is by stepping back, moving away from the board room, back to the classroom. These classrooms are centres of learning, which give opportunity to learn new concepts and strategies and also help in building up one's professional acumen through extensive interactions among the leaders.
2. BIMTECH has been delivering programs in various domains of Management and has been continuously improving and adding new programs based on general and specific needs of organizations.
3. These programs can be delivered in the shape offered herein or with sensitive adaptations as per the need of the client organization. Depending on the need assessed, the content and duration of the programs can also be altered to make the learning inputs time and cost effective.

S. No	TITLE	DURATION	PROGRAM DIRECTOR(S) / FACULTY
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BUSINESS COMMUNICATION

1.1	Communication for Organizational Development	3 Days	Dr. Mukesh Chaturvedi Dr. Archana Shrivastava
1.2	Cross-Cultural Communication	2 Days	Dr. Mukesh Chaturvedi Prof. Shylaja Iyengar
1.3	Effective Business Communication Through Theatre Technique	3 Days	Dr. Mukesh Chaturvedi Prof. Sangeeta Shukla

FINANCIAL MANAGEMENT

2.1	Finance for Non Finance Executives	2 Days	Prof. A.K. Malhotra Dr. L. Ramani
2.2	Strategic Cost Management : Making Organization Cost Conscious	3 Days	Prof. Rajeev Sharma
2.3	Marketing of Banking Products	2 Days	Prof. B. K. Das
2.4	Financial Inclusion and Role of Banks	1 Day	Prof. B. K. Das
2.5	Capsule Course for Newly Recruited Officers in Public Sector Banks	3 Days	Prof. B. K. Das
2.6	Workshop on Retail Banking	2 Days	Prof. B. K. Das

GENERAL MANAGEMENT

3.1	Research Methodology using SPSS	2 Days	Prof. G.N. Patel Prof. A Bose
3.2	Business Modeling using Excel	2 Days	Prof. A Bose Prof. Varimna Singh Prof. Kapil Garg
3.3	Performance Evaluation and Benchmarking	2 Days	Prof. G.N. Patel Prof. A Bose Dr. Sourabh Bishnoi
3.4	Conflict Management	2 Days	Dr. Parmeshwar Nayak Prof. Bhushan Kachru
3.5	Economics for Executives	1 Day	Prof. Jaya Gupta Prof. Pooja Mishra
3.6	Evaluation and Assessment for Academic Institutions	1-2 Days	Dr. A.V. Shukla Dr. Sourabh Bishnoi Prof. Kapil Garg Prof. Navin Shrivastava

मा नो अरातिरीशत। - ऋग्वेद 2.7.2
May we never be uncharitable.



BOUQUET OF OFFERINGS 2012-13

S. No TITLE DURATION PROGRAM DIRECTOR(S) / FACULTY

HUMAN RESOURCE MANAGEMENT

4.1	Leadership Skills Development	3 Days	Prof. A. Sahay Prof. Kishore Kumar Sinha Prof. Himanshi Tiwari
4.2	HR for HR Professionals	5 Days	Prof. Kishore Kumar Sinha Prof. Ravindra Rustagi Dr. Parameswar Nayak Dr. Manosi Chaudhuri
4.3	HR for Non HR Managers	3 Days	Prof. Ravindra Rustagi Prof. Kishore Kumar Sinha
4.4	Personal Effectiveness and Conflict Resolution	2-3 Days	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.5	Leadership for Performance	3 Days	Prof. Kishore Kumar Sinha Prof. Himanshi Tiwari
4.6	Leading and Winning the EI Way: Emotional Intelligence (EI)/EQ Workshop	2 Days	Prof. Himanshi Tiwari Prof. Rajeev Sharma
4.7	Creativity and Innovation – Harnessing Intellectual and Social Capital Towards Creativity and Innovation	2 Days	Prof. Rajeev Sharma Prof. Himanshi Tiwari
4.8	Building Innovative Organizations	2 Days	Prof. Rajeev Sharma Dr. L. Ramani
4.9	Measuring Corporate Performance	2 Days	Prof. Rajeev Sharma Dr. L. Ramani
4.10	Enhancing Managerial Effectiveness	3 Days	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.11	Leadership Development Program	6 Days	Prof. Kishore Kumar Sinha Prof. Ravindra Rustagi Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.12	Team Building	2-3 Days	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.13	Collective Bargaining and Workers' Participation in Management	3 Days	Prof. Ravindra Rustagi Prof. Kishore Kumar Sinha
4.14	Stress Management in the Workplace	3 Days	Dr. Parameswar Nayak Prof. Bhushan Kachru
4.15	Supervisory Skills Development for First Line Managers	2 Days	Prof. Bhushan Kachru
4.16	People Management Skills for Operation Managers	3 Days	Prof. Bhushan Kachru
4.17	Personal and Managerial Effectiveness Through Attitudinal Change	3 Days	Prof. Bhushan Kachru

निराकृत्य हि पूर्व पक्षः पश्चात् सिद्धान्तो वक्तव्यो भवति। – आंकर भाष्य 1.1.4
True learning comes only after getting rid of preconceived notions.



BOUQUET OF OFFERINGS 2012-13

S. No TITLE DURATION PROGRAM DIRECTOR(S) / FACULTY

HUMAN RESOURCE MANAGEMENT

4.18	Improving Internal Customer Services	2 Days	Prof. Bhushan Kachru
4.19	Coaching, Counseling and Mentoring	2 Days	Prof. Bhushan Kachru
4.20	Competency Mapping	2 Days	Dr. Parmeswar Nayak
4.21	Competencies in Inter-personal Relations and Communications	3 Days	Prof. Bhushan Kachru
4.22	Performance Management	2 Days	Prof. Ravindra Rustagi
4.23	Talent Management	3 Days	Prof. Ravindra Rustagi
4.24	Interpersonal Skills for Managers	3 Days	Dr. Paramswar Nayak Prof. Bhushan Kachru
4.25	Conflict and Negotiation	2 Days	Prof. Pooja Mishra Prof. Jaya Gupta

INSURANCE MANAGEMENT

5.1	Managing Risk Associated with the Industries	1 Day	Prof. Monica Mittal
5.2	Claim Management for Insurance Brokers	2 Days	Prof. M. S. Rawat Prof. M. K. Pandey
5.3	Basic Insurance Concepts for Corporate Executives	2 Days	Prof. P. S. Nagpal Prof. M. K. Pandey

INTERNATIONAL BUSINESS

6.1	Export Import Procedures and Documentation	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
6.2	Managing Export Business in Turbulent Times	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
6.3	International Shipping and Chartering	2 Days	Dr. Anupam Varma
6.4	Getting Started in Exports	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
6.5	Export Marketing and International Trade Operations	3 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
6.6	Trade Finance, Risk Management and Methods of Payment	2 Days	Dr. Anupam Varma



BOUQUET OF OFFERINGS 2012-13

S. No	TITLE	DURATION	PROGRAM DIRECTOR(S) / FACULTY
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INTERNATIONAL BUSINESS

6.7	Global Supply Chain Management and Logistics	2 Days	Prof. Rajeev Sharma
6.8	Global Business Strategy for SME's – Today and Tomorrow	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma

RETAIL MANAGEMENT

7.1	Sales Training for Front Line Executives	3 Days	Prof. Pankaj Priya Prof. Gagan Katiyar
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STRATEGIC MANAGEMENT

8.1	Corporate Entrepreneurship	2 Days	Prof. A. Sahay Prof. N.N. Sharma
8.2	Strategic Management and Leadership for Impact	2 Days	Dr. Mukesh Chaturvedi Dr. Rahul Singh
8.3	Mergers and Acquisitions	2 Days	Prof. A. Sahay

SUPPLY CHAIN LOGISTICS AND OPERATIONS MANAGEMENT

9.1	Essentials of TQM Empowering Employees towards Business Excellence	2 Days	Prof. Rajeev Sharma
9.2	Supply Chain Management - "Supply Chain a Critical Success Factor"	2 Days	Prof. Rajeev Sharma
9.3	Global Supply Chain Management- "Working towards Synchronized Supply Chains"	1 Day	Prof. Rajeev Sharma

SUSTAINABLE DEVELOPMENT PRACTICES

10.1	Understanding Rural Mindset : Opportunities and Challenges in tapping BOP	2 Days	Prof. Kuldeep Sharma
10.2	Organizational Sustainability and Inclusiveness	2 Days	Dr. Rahul Singh Prof. N. N. Sharma
10.3	Corporate Social Responsibility	2 Days	Prof. N.N. Sharma Dr. Vineeta Dutta Roy
10.4	Organization and Public Policy Issues	1 Day	Dr. Rahul Singh Prof. N. N. Sharma
10.5	Project Design & Management (PDM) for NGO Managers	Module 1: 2 Days Module 2: 5 Days	Dr. Parameswar Nayak

असतो मा सद्गमय ।
तमसो मा ज्योतिर्गमय ।।
मृत्योर्ममृतं गमय ।
– ऋग्वेद

Lead us from Untruth to Truth, from Darkness to Light, from Death to Immortality.

Communication for Organizational Development

3 Days

Background

Communication is life-blood of an organization; communication is essential for an organization's survival and growth. All processes in an organization pass through the bottleneck of communication; therefore, ninety per cent of all problems in an organization happen because of either lack of communication or miscommunication.

In other words, communication is essential for people to participate in an organization's process and activity. Thus, any failure in the communication system of an organization can lead to loss of efficiency. Communication in organizations has a bearing on the employer-employee relationships, superior subordinate relationships, and peer relationships. Communication in organizations also affects the behavior of people at all levels.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To familiarize the participants with the concepts and significance of organizational communication. Develop a more confident and persuasive vocal style
2. To help participants appreciate the strategic aspects of managing organizational dynamics through communication
3. To enable participants to develop an understanding of the close relationship between the communication process and organizational development

Program Director(s)

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Venue

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Outline

1. Diagnosing Communication in Organizations for effective personnel participation.
2. Overcoming Organizational Communication Barriers
3. Managing through Communication Strategy for focused intervention.
4. Communication for Organizational Effectiveness Communication and Planned Organizational Change
5. Diagnosing Communication in Organizations for effective personnel participation.
6. Overcoming Organizational Communication Barriers
7. Managing through Communication Strategy for focused intervention.
8. Communication for Organizational Effectiveness
9. Communication and Planned Organizational Change

Pedagogy

The training program will be conducted in a "hands-on", "do-it-yourself" mode using cases, exercises, games, role plays, and audio-visual analysis.

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.

Cross-Cultural Communication

2 Days

Background

Each (human) communication situation has an environment of its own, or a (cultural) context. Each aspect of communication is firmly rooted in a cultural base.

Every culture has its norms that govern the way in which communication happens. These norms may vary less from individual-to-individual, but more strikingly from one population segment to another. Thus, when a member of one culture initiates communication with a member of another culture, the lack of congruence of the two cultures might make communication difficult.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To familiarize the participants with the nature and process of Cross-cultural Communication
2. To help participants appreciate various dimensions of Cross cultural Communication
3. To enable participants initiate the development of Crosscultural Communication skills



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Outline

1. Role of Culture in Communication
2. Nature and Process of Cross-cultural Communication
3. Dimensions and Modes of Effective Cross-cultural Communication
4. Effective Non-verbal Cross-cultural Communication
5. Effective Written Cross-cultural Communication
6. How do we provide learning that is relevant, flexible, convenient, and timely?

Pedagogy

The training program will be conducted in a "hands-on", "do-it-yourself" mode using cases, exercises, games, role plays, and audio-visual analysis.

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.

Venue

BIMTECH, Greater Noida



प्रजानां रेतोः हृदय हृदयस्य देनोः मनः ।

The strength of people comes from the Will, and strength of Will comes from the Mind.

Effective Business Communication through Theatre Technique

3 Days



Program Director(s)

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Background

A worthwhile play, film or talk, has left many a mind wondering about the various thoughts conveyed through these powerful media. Communication, the most basic of all human needs, has always used a blend of verbal, visual, auditory and sensory stimuli to convey meanings that leave an imprint. Effective communication is conveying what you want to, and getting the other person, or persons, to understand it and comply with it. The skill of the communicator determines the outcome.

Business communication too depends, to a very large extent, on the presenter or communicator. A management student, executive, businessman or just about anyone, picks up communication tips from books, short-term programs and by watching others perform. There is no clear-cut solution to individual needs of every student of management, or manager, which would help him address his shortcomings while learning to communicate better.

Objectives

The program would aim at appreciation of the various aspects of effective verbal and non-verbal communication by participants, and sharpening of their communications skills. Therefore, the emphasis will more be on practice than theory of business communication. The program would provide ample opportunities to practice, experiment and iron out defects using theatre techniques – visualizing the audience (the receiver), practicing the communication (the message) and rehearsing the performance (the medium). This will ensure a better overall communication ability for executives who undergo this program.

Outline

The program would cover the basics of business communications and a couple of topics in detail, based on the preference and need of individual students. It would be structured as follows:

- Interpersonal Communication
- Oral Communication
- Written Communication
- Body Language
- Interpersonal Relations
- Application Areas

Pedagogy

Extensive use of stage related techniques as in acting, debating, elocution, etc., will form the main pedagogy of this program: Lectures, Demonstrations, Practice exercises, Small group activity, Assignments, Live performances.

For Whom

Executives at all levels in all types of business would benefit from this program.

Finance for Non Finance Executives

2 Days

Background

Finance is the life blood for any organization. Finance integrates all other functional areas of management. Today managers understand that their decision is going to have a serious impact on profits and earning potential of the business yet they find it difficult to comprehend the financial aspects and take a holistic view of the business.

The programme on Finance for Non Finance Executives aims to facilitate the managers in developing understanding on the critical issues of finance for a better decision making.

Objectives

The objective is to provide the participants with conceptual foundations of productivity and efficiency, to show how one can use real life data from the actual operations of private and public sector firms to measure and compare performance of different firms from an industry. Although the optimization technique of Data Envelopment Analysis (DEA) applied to measure efficiency uses the method of Linear Programming (LP), the primary emphasis will be on

understanding. The technical details will be kept at a minimum and the focus will be on learning

1. To Understand the financial impact of the decisions taken by the Managers from other functional areas.
2. To be able to develop the financial policy for the department.
3. To be able to understand the performance matrix of the organization and be able to read the financial statements

Outline

1. Basic Accounting Concepts, Convention, Accounting Equation and Accounting Cycle.
2. Understanding and Analyzing Financial Statements.
3. Costing for Decision Making.
4. Budget and Budgetary Control.
5. Capital Budgeting Decisions, Leverages and Cost of Capital.
6. Working Capital Management.
7. Sources of Finance and Capital Markets

Pedagogy

The training program will be conducted in a highly interactive mode by using numerical cases, lectures, quiz and discussions.

For Whom

Non Finance Managers working at all levels in all types of business can benefit greatly from this training program.

It is also very useful for entrepreneurs and self employed professionals.



Program Director(s)

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Venue

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नासने: वाडर्थ कृच्छे ना भये वा जीवनान्तके।
विमृशन वै स्वया बुद्ध्या घृति मान्ना वसीदति।। – वाल्मीकी रामायण
In adversity, financial trouble or when there is a fear of risk to life, a strong willed person applies his mind and does not come to grief.

Strategic Cost Management : Making Organization Cost Conscious

3 Days



Program Director

Prof Rajeev Sharma

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Background

Strategic cost management (SCM) a tools to set guiding principles that represent the ground work of a continuously improving bottom line of the business and organization. The SCM stresses on increased productivity, efficiency, effectiveness, of process, systems and internal control and reporting methods. This program will present the various SCM frameworks, concepts, and cost control & improvement tools necessary for implementing the cost culture that characterizes world-class organizations. The program will revolve around the core values and the criteria for strategically managing cost and the business performance across the value chain of the organization. Through this program participants will learn to analyze cost from a variety of functional perspectives and in the process, gain a better understanding of costing problems and cost improvement, also cost tools employed in tangible (manufacturing) and intangible (service) environments. This program has been specially designed for the lower and middle level executives. Its aim is to refresh and reengineer the need for quality initiatives of every aspects of their work.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To generate the idea and relevance of SCM in individual & organizational context. The program examines the significance of Cost & Cost management at workplace and at the individual level to develop organizational leaders and business leaders as well. It is designed to equip participants with the attitude to challenge status quo and stir their minds towards improvements and better outcomes. In view of the background, this Program would aim to achieve the following objectives:
2. Generating awareness among the participants about Costs associated with business process

Venue

BIMTECH, Greater Noida

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

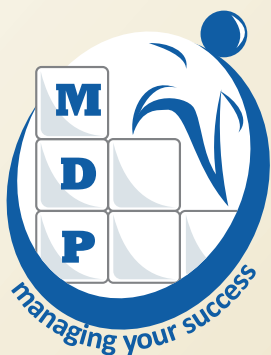
1. Traditional Costing and Strategic Cost Management strategic cost management techniques – an Overview
2. Activity Based Costing & Activity-based Management / Contemporary Methods of Cost Management.
3. Value chain linkages & Cost Accounting System
4. Standard Costing and Variance Analysis
5. Strategies for Cost Control & Cost Reduction (emphasis on O & M cost)
6. Project Cost Engineering and Control

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in Costing & Management of accounting domain that can be adopted accordingly.

For Whom

General profile working at all lower and middle levels in all types of business can benefit greatly from this training program.



Marketing of Banking Products

2 Days

Background

A product is defined as "Anything that has the capacity to provide the satisfaction use or perhaps, the profit desired by the customer". Product and service are the words used interchangeably in banking parlance. The bank products are deposit, borrowing or other product like credit card or foreign exchange transaction which are tangible and measurable whereas service can be such products plus the way/manner in which they are offered that can be expressed but cannot be measured i.e. intangibles. Better service is more important than just a good product in the marketing of banking service, so the focus should be on the want and need of satisfying that product or service.

Objectives

The main objective is to provide a better understanding of various product offerings by banks.



Program Director

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Outline

Introduction to various banking products and various assets & Liabilities products.

Pedagogy

The training program will be conducted in a highly interactive mode by using numerical cases, lectures, quiz and discussions.

Venue

BIMTECH, Greater Noida

For Whom

Assistant Managers and Managers and senior Managers.



कुशलान्न प्रमदितव्यम्। - तैलतरीयोपनिशद् 1.11

One should learn these three-self-control, charity and compassion.

Financial Inclusion and Role of Banks

1 Day



Program Director

Prof. B K Das

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Background

Financial inclusion or inclusive financing is the delivery of financial services at affordable costs to sections of disadvantaged and low income segments of society. Unrestrained access to public goods and services is the essential element of an open and efficient society. It is argued that as banking services are in the nature of public good; the availability of banking and payment services to the entire population without discrimination is the prime objective of this public policy. The term "financial inclusion" has gained importance since the early 2000s, and is a result of findings about financial exclusion and its direct correlation to poverty. Financial inclusion is now a common objective for many central banks among the developing nations.

Objectives

To understand the role of agencies like RBI, government of India in implementation of financial inclusion.

3. Understanding the process journey from traditional costing methods to Contemporary costing methods and their implementation and controlling process needed to be analyzed. "Excellent results with respect to Performance, Customers, People and Society are achieved through Leadership driving Policy & Strategy, People, Partnerships & Resources, and Processes."

Venue

BIMTECH, Greater Noida

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

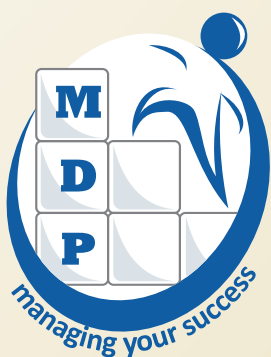
1. Introductory Concepts
2. Role govt RBI and Banks
3. BC model and IT Intervention
4. The roadmap ahead

Pedagogy

The training program will be conducted in a highly interactive mode by using numerical cases, lectures, quiz and discussions.

For Whom

Managers and Senior Executives involved in rural banking



Capsule Course for Newly Recruited Officers in Public Sector Banks

3 Days

Background

In the interconnected world of today, forces of competition, consolidation and convergence are exerting continual pressures on organizations and individuals alike to deliver best value. Today, the confluence of market forces and technology has made business highly competitive. Integration of global markets, thinning profit margins and fast changing consumer preferences are forcing organizations to redefine their businesses and adopt different strategies. These trends have a more dominant impact on service industry like banking where money market dynamics further compound the nature of competition.

Objectives

To make the participants well aware of RBI acts, banking regulation act etc and various asset and liabilities products.



Program Director

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Outline

- Introduction/Changing scenarios
- important provision of RBI Act and Banking Regulation act
- Relationship between banker and customer and legal aspects of banking
- Negotiable Instruments
- Assets and Liabilities product
- Problem Solving Techniques and basic principle of lending
- Recovery of loan and NPA Management

Pedagogy

The training program will be conducted in a highly interactive mode by using numerical cases, lectures, quiz and discussions.

Venue

BIMTECH, Greater Noida

For Whom

Newly recruited officers for public sector banks.



न तथा रिपुर्न भ्रास्त्रं नाबिनर्न विश न दास्वणो व्याधिः।
परितापयति च पुरुश्च यथा कटुकमाशणि वाणि॥ – नीततद्विशिटका, 13

Enemy, weapon, fire, poison and a dreaded disease donot cause as much torment to people as do caustic words.

Workshop on Retail Banking

2 Days



Program Director

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Venue

BIMTECH, Greater Noida

Background

Banking institutions now days execute transactions directly with consumers, rather than corporations or other banks. Services offered include: savings and transactional accounts, mortgages, personal loans, debit cards, credit cards, and so forth.

Objectives

To understand various types of retail assets and liabilities products.

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

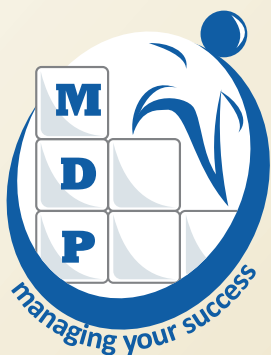
- Introductory/ Various types of retail products/Retail Customers
- Asset liability and non fund products

Pedagogy

The training program will be conducted in a highly interactive mode by using numerical cases, lectures, quiz and discussions.

For Whom

Managers and Senior Executives involved in retail banking.



आचारः परमो धर्म आचारः परमं तपः ।

Good conduct is the highest Dharma; it is the greatest worship.

Research Methodology Using SPSS

2 Days

Background

Data Analysis, an important branch in decision sciences, is very vital for researchers, engineers, managers and analysts for analyzing information and taking meaningful decisions. With the availability of various statistical techniques and user friendly statistical software, analysis of large amounts of data has become easy. There are several issues in this process, like selection of appropriate technique, selection of right software and interpretation of results.

Objectives

This programme is designed keeping in mind the felt need among researchers and practitioners to make use of available statistical software packages like SPSS.

The objective is to describe a number of different data analysis methods and examples of how they may be applied to solve and explain management research problems



Program Director(s)

Prof. G N Patel

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Prof. A Bose

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Outline

1. Identifying and formulation of research Problem
2. Research Design and Questionnaire
3. Measurement and scaling
4. Introduction to hypotheses testing
5. Multivariate Data Analysis Techniques
6. Non-parametric Data Analysis

Pedagogy

The focus of the programme is to teach participants how to perform statistical analysis to examine, interpret and understand large amounts of data. A "hand-on" approach will be adopted using SPSS.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

For Whom

The course is designed for practitioners and researchers who want to analyze data to draw meaningful and relevant conclusions.



Business Modeling using Excel

2 Days or as desired by the corporate group



Program Director(s)

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Venue

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or
At Corporate's Training Centre



Background

Excel is the arguably the single most important tool and is all pervasive in academics and business. A good knowledge of Excel makes one more proficient with analysis of data. The level of Excel knowledge can be easily improved as most are familiar with the tool at the basic level. The advantages to be gained from improving one's proficiency in Excel are quickly felt.

Objectives

To give participants a greater understanding of the creative use of Excel's advanced formulae, functions, database lists and macros.

The workshop explores the aims and outlines governing model design and construction, how to design and build in accuracy from the outset, best practice modelling techniques, techniques for efficient construction to provide inherent reliability and robustness, understanding and avoiding common pitfalls and running sensitivities and what-if analysis to gain information about performance.

It is a highly practical workshop and involves building complete models.

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Building logic with IF & Nested IF statements
2. Summarizing & slicing & dicing with Pivot Tables
3. Goal Seek, Solver & Scenario Manager
4. Sensitivity Analysis
5. Building UI with Data Forms
6. Advanced functions
 - Lookup and reference functions (VLOOKUP, HLOOKUP, INDEX, MATCH)
 - Using IS functions to test value types in cells
 - Nest with IF, LOOKUP, AND, OR
7. Consolidating and Managing data from multiple workbooks
8. Sorting and Filtering
9. Advanced Filter
10. Pivot Table and Pivot Charts
11. Using Macro
12. Building models in Excel
 - Simulation
 - Optimization
 - Goal Seek

Pedagogy

The workshop will focus on hands-on learning and enabling participants to use the skills that are taught. The workshop will be based on lecture sessions and hands-on demonstrations using Excel.

For Whom

This course is designed for those who have a working knowledge of Excel and who wish to explore the full potential of this software.

तत्त्वज्ञानं पुरुषप्रयत्नसाध्यम्। - किरणा., पृ. ९

Real knowledge comes only through painstaking effort.

Performance Evaluation for Benchmarking

2 Days or as desired by the corporate group

Background

In the present age of globalization, efficient utilization of resources is becoming more and more important for firms to survive and prosper in the face of intense competition from both domestic and foreign firms. In evaluating the performance of a business the owners or the managers would typically like to know:

- Is the company making the best use of the resources?
- Is it possible to produce more from the same inputs? If so, which outputs and how much more?
- Can the firm economize on the resources used? If so, which inputs and by how much?
- Is the firm's input-mix consistent with the relative prices of the inputs? If not, which input should be substituted and for what?

Objectives

The objective is to provide the participants with conceptual foundations of productivity and efficiency, to show how one can use real life data from the actual operations of private and public sector firms to measure and compare performance of different firms from an industry. Although the optimization technique of Data Envelopment Analysis (DEA) applied to measure efficiency uses the method of Linear Programming (LP), the primary emphasis will be on understanding. The technical details will be kept at a minimum and the focus will be on learning.

- How to conceptualize, formulate, and solve a performance evaluation problem as an LP problem;

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

Benchmarking and Performance Measurement:

- Productivity, Efficiency and Data Envelopment Analysis
- Measuring Input and Output-oriented Technical Efficiency
- Variable Returns to Scale and Scale Efficiency
- How to deal with Categorical Data?
- Can we rank efficient observations?
- Detecting Influential Observations
- Cost Minimization and Cost Efficiency
- Decomposition of Cost Efficiency: Allocative and Technical Efficiencies

Pedagogy

The thrust would be to provide conceptual background, best practices related to implementation by class room lectures & discussions, presentation of international best practices and case studies, followed by Practical to understand the practical implementation of the same.

For Whom

On completion the participant can measure the efficiency and ready to apply the benchmarking technique to a wide variety of decision making units including business firms, non-profit agencies (like schools and hospitals); financial institutions, and government departments.



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Venue

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or

At Corporate's Training Centre



युक्ताहार विहारस्य युक्तचेष्टस्य कर्मसु ।
मुक्तस्वप्राणबोधस्य योगो भवति दुःखहा ॥

– भगवत् गीता 6.17

He who is regulated in diet and recreation, regulated in performing actions, and regulated in sleep and wakefulness, rids himself from all sorrows.

Conflict Management

2 Days



Program Director(s)

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Venue

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or

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Background

Conflict can have a positive effect, but left unchecked, the dangerous result of conflict can include damaged relationships, destroyed creativity and productivity, lost commitment and wasted resources.

By taking a number of conflict management tools, techniques and theories and putting them into practical situations, this conflict management training course aims to turn conflict into a productive force.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

Identify what conflict is, why it arises and how it can be used for maximum benefit;
Recognize various stages of conflict and preventing them from escalating
Deal with conflict with a greater awareness of the conflict management styles of themselves and others.

Utilize a variety of methods for managing conflict successfully invest less time and energy in conflict and creating more productive relationship with others

Outline

1. Defining Conflict
2. Conflict generation exercise
3. Definition of conflict
4. Causes of conflict at work and socially
5. Finding common ground
6. Stages in Conflict
7. Establishing the 5 stages of conflict
8. How can we stop conflict escalating?
9. Changing our understanding of the situation
10. Personal Conflict Handling
11. How others view our conflict handling style
12. Using the styles to minimise conflict
13. Conflict Management Techniques
14. Reviewing our current conflict situations
15. The need to become more assertive
16. Learning to say 'No!'
17. Personal power
18. Transactional Analysis
19. Seeing conflict from various points of view.
20. Personal Improvement Plan
21. Review of our previous approaches
22. Review of the key messages on conflict management

Pedagogy

The training program will be conducted in a highly interactive mode using cases, discussions, situations etc...

For Whom

Managers at all levels working in all types of businesses can benefit greatly from this training program

आलस्यान्मूर्खसंयोगाद् भयाद् रोगनिपीडनात्।
आत्याशक्त्या च मानाच्च षड्भिरविद्या विनश्यति॥ - (अ. म. शि. १८०)

Knowledge is destroyed through six things:
Sloth, keeping company with fools, fear, sickness, weakness and ego.

Economics for Executives

1 Day

Background

This course has been designed to help participants make practical sense of the many complex economic terms, concepts and trends in the world today. The course objective is to help executives understand what many of the major economic indicators measure.

The programme on Economics for Executives aims to facilitate the managers in developing an understanding of the various nuances of economic environment for better decision making.

Objectives

The objective is to provide the participants with conceptual foundations of productivity and efficiency, to show how one can use real life data from the actual operations of private and public sector firms to measure and compare performance of different firms from an industry.

Although the optimization technique of Data Envelopment Analysis (DEA) applied to measure efficiency uses the method of Linear Programming (LP), the primary emphasis will be on understanding. The technical details will

Objectives

be kept at a minimum and the focus will be on learning

1. Interpret and comprehend the key macro economic variables
2. Understand the government's fiscal and monetary policies and how they impact the firms' domestic business environment
3. Strategies that a firm can use to leverage in the existing domestic and international business environment
 - How to set up a benchmark for evaluating the performance of a firm;
 - How to interpret the results and identify the extent of underutilization of inputs and/or underachievement of feasible output targets;
 - How to identify the influence of external factors on efficiency; and
 - How to measure changes in productivity over time?

Outline

1. Insight into various economic terms such as GDP, inflation, interest rate, exchange rate etc.
2. Environmental scanning and PESTLE analysis
3. Role of monetary and fiscal policy
4. Integrating the various components of business environment and strategizing to gain a competitive edge

Pedagogy

The training program would be conducted in a highly interactive mode by using cases, exercises, videos and discussions.

For Whom

Executives at the middle management and junior levels in all types of business can greatly benefit from this training program.



Program Director(s)

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



Evaluation & Assessment in Academic Institutions

1 to 2 Days

Background

The quality of any system can only be assessed through its effective implementation of procedures and its subsequent structured assessment.

An education institute is a system, which follows specific procedures for effective evaluation and assessment of its integral stakeholder commonly known as students. In the light of above statement it is essential to understand the role of examination system as key predictor of its quality focus objective towards building strong and credible institution.

Objectives

In view of the background, this Programme would aim to achieve the following objectives:

1. To understand the importance and significance of evaluation & assessment system in an educational institute.
2. To acquaint participants with recent trends of assessment & evaluation system followed by leading institution
3. To understand the importance of various grading systems vis-a-vis programme structure and its objectives.
4. To enable participant learn various methods/techniques for maintaining confidentiality of evaluation and assessment system.
5. Administration of an effective assessment & evaluation system in academic institute.

Outline

In order to achieve the aforesaid objectives, the Programme would have the following coverage:

1. Overview of contemporary evaluation systems followed by leading academic institution.
2. Quality aspects in evaluation process and its recent trends.
3. Current practices of grading systems vis-a-vis programme structure and design. (Absolute vs Relative)
4. Online tools and software for assessment & evaluation.
5. Characteristics of effective and efficient examination system.

Pedagogy

The training program will be conducted in a highly interactive mode with practical examples from leading Institutions.

For Whom

The training program will be conducted in a highly interactive mode with practical examples from leading Institutions.

उत्तमो लक्षणज्ञानी लक्ष्यज्ञानी तु मध्यमः ।
लक्ष्यलक्षणयोर्ज्ञानी तद्धि मात्रं प्रचक्षते ॥ (अ. शि. 124)

A good student knows the nature of things, and a better student understands goals or objectives to be achieved. The truly wise, however, are those who understand both.



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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Leadership Skills Development

3 Days

Background

In the present business scenario, the role of a leader should involve better situational understanding and determined execution. Leaders with the desire to excel and strong determination will surely be instrumental in building a quality organization. Development oriented leaders have an interesting blend of knowledge, vigour and determination towards achievement of desired goals.

They have broader roles to play in organizational transformation. The essence of leadership in business organizations is to instill inspirational instinct among people for quality output. The above stated purpose can be achieved only through acquired cognitive understanding of the environment. Effective leaders are efficient improvisers, with excellent learning aptitude.

The design of this program is with the intention to facilitate participants with a better understanding of contemporary leadership traits. This program will help them to identify their Capabilities for aptly dealing with organizational challenges.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To infuse participants with the traits that a leader must possess for organizational development.
2. To facilitate participants in building up better learning of leadership qualities for present day organizations.
3. To develop leadership traits to synergize personal and organizational needs for effective transformation of the organization and for its overall growth and development.



Program Director(s)

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Outline

1. Significance of leadership in organizational transformation.
2. Identifying and understanding your leadership traits, style and skills.
3. Learning new dimensions of Leadership
4. Learning and understanding leadership qualities required for arriving at win-win situations.
5. Developing synergy between personal and organizational development.
6. Preparing Personal Leadership Development Plan.
7. To enable participants understand effective Leadership styles in the context of social development projects.

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audiovisual analysis. An interesting mix of experience sharing will enable participants to understand the importance and significance of quality leadership.

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



HR for HR Professionals

5 Days



Program Director(s)

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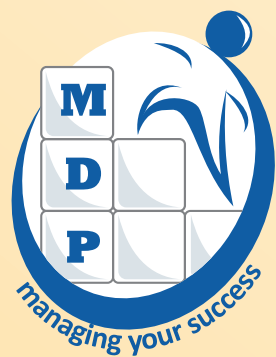
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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



Background

The HR function acts as the backbone of the organization and thus it becomes very important that the concerned managers should understand the importance of Human Resource functions to align it with the organization goals. This is to facilitate the Human Resources to further upgrade and contribute significantly towards organization development. This program helps to build a strong understanding of HR managers towards their strategic roles and also this will develop them as HRD managers with functional merits.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To build a strong foundation of HR managers to enable and empower them with most updated trends in HR.
2. To enrich and develop HR managers with contemporary development in HR function for adopting best practices in this area.
3. To enable HR managers explore their inherent HR potential for higher responsibility positions requiring better people orientation.

Outline

1. Understanding HR systems and its technicalities for better workforce management.
2. Standardizing systems/mechanisms to develop strong relationship between people and processes.
3. Role of HR managers and their need for projecting themselves as development agents.
4. HR as a key function instrumental in achieving better productivity and organizational effectiveness.
5. Better understanding about measurement of HR for instilling positivity in the organization.

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audiovisual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly

For Whom

Senior management, HR managers, Functional/ Departmental heads

सत्त्वशुद्धिद्वारेणारादुपकारकं कर्म,
सन्निपत्योपकारकं च ज्ञानम्। - (किरणा. पृ. 12)

Right action purifies the soul and thus leads to deliverance,
but knowledge liberates immediately.

HR for Non HR Managers

3 Days

Background

It is very necessary that the Non HR Managers understand the importance and nuances of Human Resource function and align their role accordingly for effective results.

This program helps to build a strong interface of HR with Non - HR managers and also to develop Non - HR managers as HRD managers who also take active interest in the development of their people.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To build a strong interface of HR with non HR Managers .
2. To develop line managers as Development managers who also take active interest in the development and advancement of their people
3. To enable line managers explore their hidden HR potential for higher responsibility positions requiring better people orientation.



Program Director(s)

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Outline

1. HR systems and its interface with Non HR functions
2. Systems/mechanism to develop strong relationship between Non HR and HR
3. Role of Non HR managers and their need for being a development oriented manager for achieving better productivity and organizational effectiveness.

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



तत्त्वग्रहो जातः संशयविपर्ययो व्युदस्यति। – (न्या. कन्द, पृ. 685)

When we come to know the true nature of things,
then all doubts and errors are destroyed.

Personal Effectiveness and Conflict Resolution

2 to 3 Days

Background

The power of people has been always dependent on their inherent competencies and positive attitude towards handling of difficult situations. Also conflict is an immediate outcome of rational and logical self.

But this is not only the reason for conflict in organizations and so there is a need to understand and deal with such critical situations with utmost care and diligence. This training will be an interesting learning experience for all such people as subjects under such conditions.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To provide better understanding of self and personal effectiveness
2. To impart soft skills for organizational effectiveness
3. To enable a sense of responsibility required for building institutions.
4. To handle projects with effective interpersonal skills.
5. To facilitate better emotional bonding of members and project partners in accomplishing assigned tasks efficiently.

Program Director(s)

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Venue

BIMTECH, Greater Noida

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At Corporate's Training Centre

Outline

1. Understanding self and its power to enable personal growth
2. Emotional Intelligence and its significance in Staff Management
3. Effective Communication
4. Assessment of individual conflict style and also to develop better approaches towards handling conflicts
5. Enhancement of personal strengths to effectively deal with behavioral contingencies.

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.



अग्निशेषमृणशेषं शत्रुशेषं तथैव च।

पुनः पुनः प्रवर्धेत तस्माच्छेषं न कारयेत्॥ – सुभ्राषितानि

If a fire, a loan, or an enemy continues to exist even to a small extent, it will grow again and again; so do not let any one of it continue to exist even to a small extent.

Leadership for Performance

3 Days

Background

Leadership skills can be acquired with consistent efforts and determination. Not only the top management requires the Leadership traits but the Managers working at Junior/Middle/Senior management also require leading the people in one way or the other.

Being a boss is not enough; one has to be a leader in order to take the organization to new heights.

This program helps the Managers at various levels to assess themselves on the various dimensions of Leadership and also helps them to get an insight in the areas of improvement.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To help the Managers at various levels to assess themselves on the various dimensions of Leadership and also help them to get an insight in the areas of improvement.
2. To help participants to explore leadership qualities best suited for their organization through interesting experiential learning
3. To enable participants to inculcate leadership traits and abilities that are most sought for overall development of organizational productivity and development.



Program Director(s)

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Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Understanding your leadership traits, style and skills.
2. Social and emotional intelligence: Key ingredients of Leadership
3. Learning winning skills for winning hearts
4. Developing Synergy between Personal and organizational Development
5. Preparing Personal Leadership Development Plan.

Pedagogy

The training program will be conducted in a "hands-on", "do-it-yourself" mode using cases, exercises, games, role plays, and audio-visual analysis

For Whom

Jr. Managers, Sr. Managers in all types of business can benefit greatly from this training program

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



Leading & Winning: The EI Way Emotional Intelligence (EI)/EQ Workshop

2 Days or as desired by the corporate group

Background

The program examines the science of emotional intelligence and the compelling business case for its relationship to leadership success. It is designed to equip participants with the dynamic emotional skills that distinguish outstanding leaders from the average. To accelerate the practice of emotionally intelligent leadership the workshop aims to sensitize participants about the significance of emotional intelligence and its relationship to professional & personal success.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Discovering how to read people accurately and hear what they are "really" saying. (Knowing about Perceptual Errors and avoiding them in our daily lives).
2. Gaining mastery over the skill that research has identified as the most consistent predictor of success i.e. Empathetic Communication. Develop more effective communication and influencing strategies.
3. Emphasizing significance of EQ as an essential ingredient of Leadership for empowering others efficiently to engage in their work. Understanding importance of EQ for developing personality & managing relationships.

Program Director(s)

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Venue

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or

At Corporate's Training Centre

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

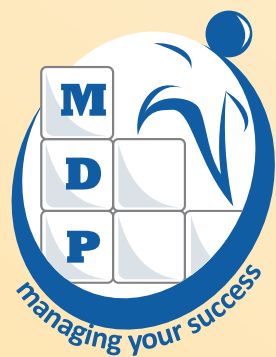
1. Discovering what emotional intelligence is and why it matters.
2. Learning how to manage behaviors that hold you back from optimal performance.
3. Understanding the key strategies for building and maintaining energy levels at work.
4. Learning how to leverage emotional strengths that build effective market driven relationships.

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis.

For Whom

Junior & Middle Level Executives



सकृद्वक्तं च गृह्णाति न च विस्मरति श्रुतम्।
धीर्धरिणावती यस्य मेधावी स इहोच्यते ॥ - पुरुशपरीक्षा 2.10.11

In this world who catches what is said once and does not forget
what he has heard and whose intellect has power of retention, is proclaimed intelligent.

Creativity & Innovation – Harnessing Intellectual and Social Capital towards Creativity and Innovation

2 Days or as desired by the corporate group

Background

Creativity plays a critical role in the innovation process and innovation that markets value is a creator and sustainer of performance and change. In organizations, stimulants and obstacles to creativity drive or impede enterprise. Capacity to harness intellectual and social capital and to convert that into novel and appropriate things has become the critical organizational requirement of the age.

So, preventing innovation can secure control over a workforce, be it by centralizing authority in a particular department or person, limiting possibilities for action, or reducing the need for human capital. A further explanation for aversion to risk in the organizations might be that the costs of failure remain so high—both politically and professionally that managers shy away from innovation as a feature of everyday practice. Another might be that there are few financial or career incentives to think outside the box. Monopolistic structures, “ad hocism,” tight budgets, and heavy workloads can also hinder the long-term investment and commitment that is needed for truly embedding a culture of innovation. Paradoxically, the need to keep up sometimes also means that new technologies or ways of working are adopted before a prior innovation takes root.

This program helps to build a strong understanding of creativity and innovation thought process to develop change agents within the person towards their strategic roles and also this will develop them as leader/managers with functional merits.

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Understanding the role of creativity & innovation in an individual as employee and leader.
2. How to harness creativity within the Groups, Creative profiling and organizational creativity.
3. How innovation is harnessed by the organization, its type and sources. The innovation thought process and building radical thinking process.
4. How to approach to an innovative opportunity and to set big challenges.
5. Understanding different barriers of innovation & strategies to overcome them.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To generate the idea and relevance of creativity & innovation in individual & organizational context.
2. The program examines the significance of creativity & innovation at workplace and at the individual level to develop organizational leaders and business leaders as well.
3. It is designed to equip participants with the attitude to challenge status quo and stir their minds towards better outcomes.



Program Director(s)

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

General profile working at all lower and middle levels in all types of business can benefit greatly from this training program.



नानाश्रान्ताय श्रीरस्ति। – ऐतरेय ब्राह्मण, 7.15

He who does not strive, does not achieve.

Building Innovative Organizations

2 Days or as desired by the corporate group



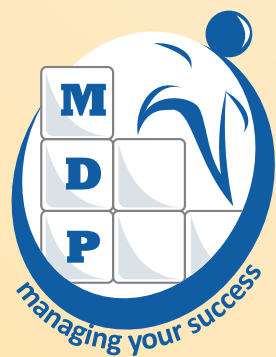
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Venue

BIMTECH, Greater Noida
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Background

For companies to be successful and achieve organic growth in today's competitive world, it has to become an innovation elite organization.

For becoming an innovative organization it is not enough to have great ideas, but it demands a dynamic leadership and very well versed lower and middle managers with the concepts, tools and techniques of Innovations.

This program attempts to familiarize the managers at operational level with the tools and techniques of Innovation, since they have to implement the same for organizations organic growth.

Objectives

Basic understanding as to how innovations are brought in the organizations and what is the process.

1. What is the role of managers?
2. How to convert problems to solutions, innovations and finally success?

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. The Four D's of Breakthrough in Innovation- Define, Discover, Develop and Demonstrate. A detailed coverage for each of the D's mentioned above.
2. How to measure the success of Innovation: Key Parameters.
3. Why do Innovations fail?
4. How can you create innovation as a leader?
5. Creating Innovative team in organization.
6. Marketing Innovation for market leadership
7. Expanding your business innovation capacity.
8. How to turn complaints in to solution, innovation and success?

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, lectures, quiz, and discussion. The participants will be encouraged to share personal experiences.

For Whom

Managers at operational level working in all functional areas with various types of business can benefit greatly from this training program. It is also very useful for the entrepreneurs and self employed professionals.

मनः प्रसादः श्रद्धा च तथा करणपाटवम्।
सहायोत्थान समयच्च कर्मणा सिद्धिलक्षणम्॥ - कामन्दकीय नीतिशास्त्र 12.40

Clarity of mind, due application, skill in means,
and a lot of initiative are the means for accomplishing things.

Measuring Corporate Performance

2 Days

Background

Shareholders always look for indicators to know, if their investments in the company, is safe and will multiply in future. Hence it has become very crucial for the managers to have an understanding of how company's performance is measured. The actual performance of the company at a given period of time is compared with the objectives. In a highly competitive, uncertain environment, assessment of corporate performance may act as a forewarning for the managers for the problems ahead. If there is any deviation, managers can identify the problems and take remedial actions.

Objectives

In view of the background, this Program would aim to achieve the following objectives:
Identify the key drivers of the Corporate Performance
How each of them is measured
How can it be used as to identify variations between the targeted and actual performance.



Program Director(s)

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Outline

1. Value Based Management Approach for driving Share Holders Wealth Creation – EVA, SPM , MVA etc.
2. Measuring Customer Value for Sustainable growth
3. Productivity and Efficiency Measure Aids in Profit Analysis
4. Performance Based Budgeting and Zero Based Budgeting
5. Activity Based Profitability Analysis. A New Performance Measure
6. Measuring Supply Chain – An Outcome and Impact Based View
7. Measuring Six Sigma financial and Operational Benefits

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in SC domain that can be adopted accordingly.

For Whom

Program is designed for every manager who aspires to develop himself/herself as an effective leader

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



यद् भावं तद् भवति। – सूक्ति
As you think, so shall you become.

Enhancing Managerial Effectiveness

3 Days



Program Director(s)

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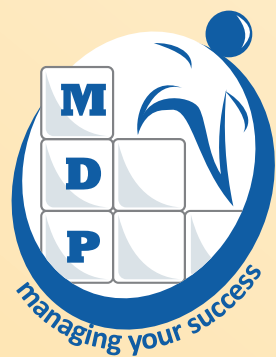
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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Background

Looking into the rapidly changing business environment and an increase in competition in all types of business it is very important to realize the change in the culture and practices that the management of an organization adopts. To cope with the rapidly changing environment the management should prepare itself by focusing on more efficiency in performance to enhance the managerial effectiveness.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To develop a strong Organizational Culture
2. To help the Participants Develop their Strength and overcome their weaknesses and improve their Psychological well being.
3. To help the Participants face the upcoming Challenges
4. To Develop a Basic understanding of the roles and responsibilities of a manager
5. To Develop the required competence and Skill set to perform the role Successfully

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Role of The manager and leadership Managerial Style
2. Communication for Managerial Effectiveness
3. Emotional Intelligence
4. Stress Management
5. Understanding Self
6. Interpersonal effectiveness and Team Building
7. Conflict Management
8. Performance Counseling and Coaching
9. Time Management
10. Communication for Conflict Management
11. Change management

Pedagogy

The training program will be conducted in a highly interactive mode by using classroom lectures, role plays, Activities and exercises.

For Whom

Executives in all types of businesses will benefit greatly from this training program

धर्मत्रि प्रमदितव्यम्। - तैत्तिरीयोपनिशद्।।
One should not stray from the path of righteousness.

Leadership Development Program

6 Days

Background

People who drive the organization purpose and its success are the lifeline of any organization. The people who need to develop themselves and others are the ones who have to undergo a lot of pressure of the rapidly changing environment. This program aims at developing the skills to achieve results to manage the people and processes effectively

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Understanding self
2. To help the participants to scan the rapidly changing environment
3. To understand the essentials of leadership and leadership strategies
4. To understand the Characteristics and roles of a leader.
5. To develop result oriented leadership strategies.
6. To deal with the rapidly changing environment
7. Handling stress
8. Leadership approach to cause changes in individuals and social system



Program Director

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

Outline

1. Introduction to the Program and Ice- Breaking
2. Scanning the Environment: Corporate Plan & Challenges for specific industry
3. The Essentials of Leadership : Characteristics, Roles, Styles and Level -5 Leadership
4. Leadership Strategies for Hi-Performance Culture: Leadership That gets Results.
5. Coaching & Mentoring
6. Understanding Self
7. Effective Leadership Communication
8. Performance Management for Achieving Excellence : People
9. Management.
10. Value-based Leadership and Humility
11. Stress, Time Management & Art of Persuasion .
12. Managing Change
13. Transformational Leadership ,for Excellence
14. Ethics and Corporate Governance
15. Personal and action planning

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in SC domain that can be adopted accordingly.

For Whom

senior managers in all types of organisations will benefit greatly from this training programs.



निश्चयात् किं न लभ्यते। - पद्म पुराण 7.315

What cannot be achieved through determination and resolution?

Team Building

2-3 Days



Program Director(s)

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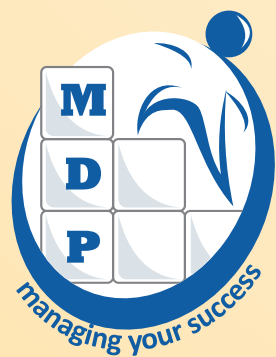
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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Background

An Organization is a place where men, material and machine all are synthesized for the fulfillment of organization objectives. But, the essence of its success depends on efficient and effective contribution derived from its workforce, through their concerted efforts and approaches.

There is always an existing need for training and development in such areas of Team and Group dynamics for achieving overall quality performance of the organization.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To work effectively in teams and learn how to create synergy among group members.
2. To acquaint them with attributes and dynamics of high performing teams.
3. To build up effective teams for enhancing overall productivity of the organization.
4. To expedite effectively team meetings including sessions for sharing, reflection and learning.

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Understanding the work environment for building Teams
2. Team Conditioning: The Art of Building Staff Morale with Synergy
3. Leading Teams: Reinventing leadership
4. Building Teams through a concerted approach
5. Building strong Teams to instill a performance driven culture.

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of "experience sharing" and "do it yourself exercises" will enable participants to understand the importance and significance of working in teams. While the programs can be delivered ideally in two days, an outbound training can be provided making the duration to 3 days.

For Whom

Executives at Middle & Junior levels in all types of business can benefit greatly from this training program.

समः भ्रात्रौ च मित्रे च, तथा माना प मानयोः ।

श्रीतोश्च सुख दुःखैश्च, समः संग निवर्जितः ॥ - भगवत् गीता 12:18

One who is equal to friends and enemies. Who is equipoired in honor and dishonor, heat and cold, happiness and distrust, fame and infamy. Who is always free from contaminating association.

Collective Bargaining and Workers' Participation in Management

3 Days

Background

Some of the basic requirements for prevention of industrial disputes are workers participation in management and collective bargaining. With the liberalization of the economy, industrial relations in India have changed over the last 10-15 years. There are different approaches to industrial relations- psychological, sociological, human relations, socio-ethical etc. The program exposes the participants to the issues involved in maintaining good employee relations, the paradigm shift from industrial relations to employee relations & the impact on unionized activity will be discussed with its historical perspective.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Understanding the conflict in objectives of corporate vis a vis unions and how to bridge the gap.
2. Understanding the genesis of participative management
3. Discuss the current trends in maintaining progressive IR and steps to implement effective grievance redressal system
4. Role of line management in maintaining employee relations on the shop floor
5. Role of corporate in educating union leaders in maintaining industrial peace and encouraging collective bargaining
6. Relevant statutes will be covered with respect to the aim, its relevance, implications & implementation in the corporate



Program Director

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Pedagogy

The training program will be conducted in a highly interactive mode using cases, role plays, group presentations and discussing how some reputed corporate houses have

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



अनभ्यासे विशं विद्या अजीर्णे भोजनम् विशं । – सुभाषितानि ।

Without practical work knowledge is poison, if not digested, food is poison.

Stress Management in the Workplace

3 Days



Program Director(s)

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Prof. Bhushan Kachru

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

Background

Stress is a state of equilibrium in which the demands of both an employee's job and personal life are equal. Juggling /competing demands is stressful and leads to lower productivity, sickness, and absenteeism. The program will discuss and demonstrate various steps to improve the Work-Life by discussing the challenge of creating a supportive company culture where employees can focus on their jobs while at work. The program will discuss the causes of stress, relaxation techniques to avoid burnout, managing problems of overload of work, tools for staying calm and in focus despite uncertainty. Managing challenge of change, reduced stress through improved organization, more stability & happiness from areas that can be controlled, better team communications and morale, increased individual productivity, responsibility and time management.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Discuss and understand the impact work/life balance has on employees
2. Discuss and recommend steps that truly support work/life benefits. Encouraging Organization culture, starting with senior management, that sincerely endorses work/life benefits;

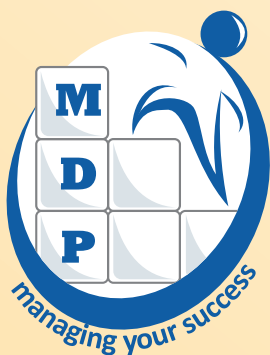
3. Review the human resources strategy to see if it supports the company's mission
4. Through questionnaires, find out what employees feel about work/life balance.
5. Align work/life initiatives with HR strategy.
6. The cost of employee turnover and accompanying loss of valuable company knowledge can be significant. Work/life programs offer a solution to retention woes.
7. Company commitment to work/life initiatives is closely aligned with employee motivation and productivity, reduction in absenteeism
8. Family-friendly firms have a significant impact on the lives and careers of business professionals who work in them.
9. The trends in challenge of work/life balance are unlikely to disappear. Awareness of these trends will place the human resource professional in a position to better educate management and work closely with employees.

Pedagogy

training program will be conducted in a highly interactive mode using cases, role plays, group presentations and management games etc. It will also discuss trends in reputed corporate houses to manage effectively Work-Life Balance and various surveys conducted internationally.

For Whom

Useful for HR managers, departmental heads, team leaders from medium and large PSU's and Pvt. Sector enterprises



मनो वचन कायानाम कौटिल्यम विशुद्धता। - पांडव पुराणम् 18.181

Simplicity of mind, speech and body is the best purification.

Supervisory Skills Development for First Line Managers

2 Days

Background

The workshop is aimed at initiating systematic change in the first line management's performance, team leadership, productivity, identifying performance gaps, increasing team effectiveness, enhancing supervisory skills for saving costs/ reducing down time/ wastage/ absenteeism, managing employee conflicts, IR and discipline, meeting team targets.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Developing skills for effective team supervision with special reference to shop floor
2. Effective grievance redressal system
3. Role of first line management in maintaining employee relations, discipline, productivity, improving quality and reducing wastages and rejections on the shop floor
4. Resolving inter-personal conflicts and disagreements on the shop floor
5. Counseling and coaching
6. Upward communications
7. Motivating the team
8. Lead by example
9. Performance assessments
10. Health and safety
11. Relevant statutes will be covered with respect to the aim, its relevance, implications & implementation



Program Director

Prof. Bhushan Kachru

Professor

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Pedagogy

The training program will be conducted in a highly interactive mode using cases, role plays, group presentations and discussing how some reputed corporate houses have

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



People Management Skills for Operation Managers

3 Days



Program Director

Prof. Bhushan Kachru

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Background

The program will deal with the goals and tools of effective people management. Deliberate on characteristics of behavioral styles so that participants can understand the needs of their employees and know how to work with and bring out the best in each one, How to practice effective communication skills, develop strategies for motivating employees to be more engaged and productive, Proven delegation strategies that will open up more, improve the efficiency of team and enhance addressing conflict in the workplace and its resolution, manage poor performance, Improve personal productivity and manage time effectively

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Boost people-management skills and dramatically improve ability of participants to get the most out of people and teams:
2. Build highly motivated and productive teams
3. How to have the 'tough' conversations with team with greater success and confidence
4. Apply the skills and techniques to influence 'difficult' people - both senior and junior
5. Use proven techniques to deal with conflict and

6. resolve disputes
6. Boost EQ to 'read' other people and get what you want
7. Overcome resistance and build real commitment to change
8. Operate with greater authority, respect and self-confidence
9. PERSONAL 360° PROFILING: Developing participants Management Skills
10. SKILLS PRACTICE: Developing Influencing Skills
11. Using your Emotional Intelligence to resolving day to day problems
12. Developing coaching and counseling skills
13. Skills and Competencies in Organizational management
14. Creating a positive workplace environment by building trust, integrity and loyalty among team members
15. Delegation and fixing responsibility for actions, Appraisals, Rewards, punishment, counseling
16. Understanding the concept of empathy, acceptance of realities and responsibilities, principles of human relationships

Venue

BIMTECH, Greater Noida

or

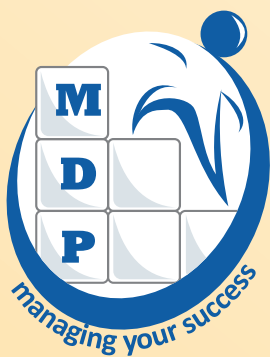
At Corporate's Training Centre

Pedagogy

The training program will be conducted in a highly interactive mode using cases, self -assessment exercises, role plays, group presentations and management games, model for self-management etc.

For Whom

Specialist / technical managers/ works managers /functional managers who manage large teams and want to complement their technical expertise with enhanced people-management skills. Project leaders managing a project team



एकवर्णं यथा द्रुवधं भिन्नवर्णसु धेनुषु।
तथैव धर्मवैचित्र्यं तद्भ्रत, वमेकं परं स्मृतम्॥ - सुभाषितानि

The cows of different colours produce milk of one colour,
in the same way, the principle taught by different religions is one.

Personal and Managerial Effectiveness through Attitudinal Change

3 Days

Background

The program will deal with the goals and tools of effective people management. Deliberate on characteristics of behavioral styles so that participants can understand the needs of their employees and know how to work with and bring out the best in each one, How to practice effective communication skills, develop strategies for motivating employees to be more engaged and productive, Proven delegation strategies that will open up more, improve the efficiency of team and enhance addressing conflict in the workplace and its resolution, manage poor performance, Improve personal productivity and manage time effectively

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Boost people-management skills and dramatically improve ability of participants to get the most out of people and teams:
2. Build highly motivated and productive teams
3. How to have the 'tough' conversations with team with greater success and confidence
4. Apply the skills and techniques to influence 'difficult' people - both senior and junior
5. Use proven techniques to deal with conflict and resolve disputes
6. Boost EQ to 'read' other people and get what you want
7. Overcome resistance and build real commitment to change
8. Operate with greater authority, respect and self-confidence
9. PERSONAL 360° PROFILING: Developing participants Management Skills
10. SKILLS PRACTICE: Developing Influencing Skills
11. Using your Emotional Intelligence to resolving day to day problems
12. Developing coaching and counseling skills
13. Skills and Competencies in Organizational management
14. Creating a positive workplace environment by building trust, integrity and loyalty among team members
15. Delegation and fixing responsibility for actions, Appraisals, Rewards, punishment, counseling
16. Understanding the concept of empathy, acceptance of realities and responsibilities, principles of human relationships

Pedagogy

The training program will be conducted in a highly interactive mode using cases, self-assessment exercises, role plays, group presentations and management games, model for self-management etc.

For Whom

Specialist / technical managers/ works managers /functional managers who manage large teams and want to complement their technical expertise with enhanced people-management skills. Project leaders managing a project team



Program Director

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



कलहान्तनि ह्म्याणि कुवाक्यानां च सौ दम् कुराजान्तानि
राष्ट्राणि कुकर्मान्तम् यशो नृणाम् - सुभ्राषितानि

Quarrels destroy families. Bad words (which hurt others) destroy friends (friendships).

Nations get destroyed due to incapable person as a King.
Person's bad deeds destroy (or keeps him away from) success.

Improving Internal Customer Services

2 Days



Program Director

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

Background

Most organizations find it difficult to create a culture where every employee understands the importance of internal customer service. Without each employee treating others within the organization as a customer, it is impossible to maintain a high level of external service. In order to achieve levels of service that create loyalty among clients there is need to instill a high level of service and support inside the organization.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Focus on building the necessary skills to provide extraordinary internal customer service.
2. Identifying internal suppliers and customers, determining each employees needs as a customer, measuring internal services
3. Building a positive attitude for internal services, eliminating blame and "That's not my job" attitudes
4. Changing mind-set towards service

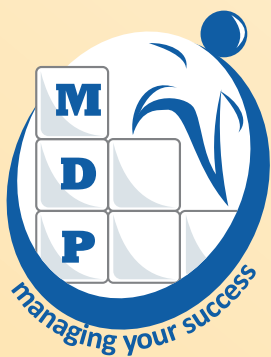
5. Strengthen participant's internal communications and internal working relationships
6. Participants will explore the interrelationship of roles within the organization, and their personal sphere of influence
7. Learn the core communication links that create and strengthen working relationships
8. Learn the relationship of customer expectations to customer satisfaction; how to effectively manage these expectations; and how to discern between high expectations and unrealistic expectations
9. Learn when to draw the line on policies and procedures, and how to minimize potential conflicts. Participants will explore strategies for finding alternative pathways to achieving customer satisfaction
10. Participants will learn how to identify 'best outcomes' in no-win situations, and how to deal with difficult people and personalities
11. A more positive and productive work environment with greater anticipation and proactively

Pedagogy

The training program will be conducted in a highly interactive mode using cases, self -assessment exercises, role plays, group presentations and management games, model for self-management etc.

For Whom

Departmental heads from HR, Finance and Accounts, Purchase and Materials, General Administration, Security and other support services etc.



द्विसेनैव तत् कुर्याद् येन रात्रौ सुखं वसेत्।
यावज्जीवं च तत्कुर्याद् येन प्रेत्य सुखं वसेत्॥ - सुभ्राषितानि

Do such a work through the day, so that you can sleep peacefully at night.

Similarly, do such a work throughout your life so that you can 'live' peacefully after death.

Coaching, Counseling and Mentoring

2 Days

Background

This insightful workshop explores the core skills and attitudes needed by managers in providing support for growth and performance. It defines the requirements of a person-centered approach to building a learning team. Organizations today thrive on top performers who know how to learn, adapt, and stretch, people who solve, rather than create problems. They can give the organization the competitive edge it needs to succeed. It can also be ticket to advancement. Motivational experts say most people really do want to better themselves, to be all they can be. Organizations don't have to threaten or force them to improve. But help them. In doing so, one will become a better manager and learn how to coach, counsel, and mentor people to success

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Broaden awareness of performance improving techniques - practice the core skills of coaching and counseling, and get feedback on own performance - Understand the role of a mentor and identify the skills and knowledge required
2. Explore motivations and barriers and broaden participant's awareness of performance-improving

3. Practice the core skills of coaching, counseling and mentoring. Find the root cause of problems and identify the desired outcome.
4. Practice expressing opinions effectively and develop a Mentoring action plan. Learn about the core skills of: rapport, questioning and listening.
5. Cultivate Strong Interpersonal Skills
6. Some Do's and Don'ts of Coaching
7. Gaining employee trust
8. Being patient
9. How to handle performance related problems
10. Counseling employees for change of attitude and over all behaviour
11. Everyone wins in a Mentoring relationship
12. Recognize and deal with problems in the Mentoring relationship

Pedagogy

The training program will be conducted in a highly interactive mode using cases, self-assessment exercises, role plays, group presentations and management games, model for self-management etc.

For Whom

Senior management, HR managers, Functional/ Departmental heads



Program Director

Prof. Bhushan Kachru

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



अन्यदेवाहुर्विद्यया अन्यदाहुर्विद्यया। - ईशा उपनिशद् 1.10

Different, they say is the result of Vidya and different, they say is the result of Avidya.

Competency Mapping

2 Days

Background

Competency mapping is a process through which one assesses and determines one's strengths as an individual worker and in some cases, as part of an organization. Competency mapping is a process with the help of which the employer, or the human resource team decides, that where would a particular employee can work best, as per his/her knowledge, skills, aptitude and temperament.

Objectives

In view of the background, this Programme would aim to achieve the following objectives:

1. To identify and describe the elements of competency and how to use them
2. To understand competency based management, linked through strategy and structure
3. To harness your real potential through competency framework

Program Director

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

Outline

1. Understanding competency framework, its mapping and assessment
2. Discover your leadership competencies and getting the best out of it
3. Making competencies work through organizational system
4. Tools and techniques of assessment

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

Programme is designed for every manager who aspires to develop himself / herself as an effective leader, especially in HR functions.



दुर्लभान्यपि कार्याणि सिध्यन्ति प्राद्यमेन हि।
शिलापि तनुतां याति प्रपातेनार्णसो मूहुः॥ - बुद्धचरित् 26.63

With effort even difficult things get accomplished.
Even a rock gets thinner as water falls on it repeatedly.

Competencies in Inter-Personal Relations and Communications

3 Days

Background

To enable the participants to develop their interpersonal competence that will help them to prepare for the communicative challenges of the workplace. It is critical for managers to establish the skills they need if their teams are going to function as effectively as possible. This program is designed to improve participant's self-concepts and provide them with the skills to successfully relate with others on a personal, social and business basis. Designed for personal growth and attitude change, this course provides opportunities to develop communication skills, recognition and understanding of self concept, skills in enhancing interpersonal relationships, procedures for goal-setting and techniques for decision-making. Inter-personal communications that form part of learning include formal discussions, employee performance reviews, developing listening abilities, learning non-verbal behavior, communication dynamics etc.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Identification of and ways to work through personal obstacles

2. Assertiveness, confrontation and building trust
3. Look for the best in others.
4. Focus on a common goal.
5. Put the need of the team before personal gain.
6. Listen well.
7. Adapt individual behavioral style to the needs of other team members.
8. Identified participant's inner potentials to enhance Interpersonal relationship skills
9. Acquired techniques for engaging participants in skills in handling problem people
10. Developing confidence in handling disagreements
11. Conflict-resolution and peer-mediation to learn skills to communicate more effectively
12. Effective Communication and Communication Styles, Presentation Skills
13. Emotional Intelligence
14. Self Development and Organizational Values and Ethics



Program Director

Prof. Bhushan Kachru

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Pedagogy

The training program will be conducted in a highly interactive mode using cases, self-assessment exercises, role plays, group presentations and management games, model for self-management etc.

For Whom

Senior management, HR managers, Functional/ Departmental heads

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



जाइयम् धियो हर्ति सिचति वाचि सत्यं मनोन्नतिं दिशति पापमपाकरोति।
चेतः प्रसादयति दिक्षु तनोति कीर्ति सत्यंगतिः कथय किं न करोति पुंसाम्।।

The companionship of good people removes the inertia of one's mind, nurtures truth in the speech, enhances prestige, expiates the sins, comforts the conscience, spreads the name and fame in all directions. Say! what good is there which the company of devout does not bring to a man.

Performance Management

2 Days

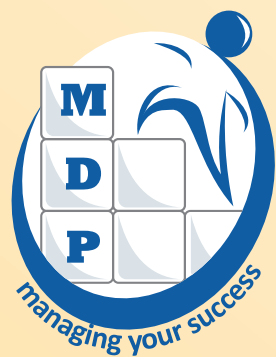


Program Director(s)

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



Background

The competitive edge of modern-day business emerges from creation of a performance management system for its employees which would ensure effective and efficient performance from the employees. Managing employee or systematic performance facilitates effective delivery of strategic and operational goals. There is a strong correlation between using performance management programs and improved business and organizational results. It is imperative to get employees to reconcile personal goals with organizational goals. This program would help the managers at various levels to assess the various dimensions for increased productivity and profitability of an organization. of effective performance and also aid in gaining an insight to identify the areas of improvement

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To provide an opportunity for participants to think through the issues involved in performance management and identify techniques to use for achieving high performance.
2. To develop an understanding of what Performance Management is and how we embed it into the culture of an organization.
3. To facilitate the participants to identify their role in managing the performance of their team for enhancing overall productivity of the organization.
4. To review the challenges that managers face regularly within their specific team and strategies to deal with them in an effective manner.
5. To condition participants with the use of performance management skills and techniques practice to create a development plan to enable them to unleash a strong work culture.

Outline

1. Performance Management as a cyclical process and demonstrating its significance for the employees and organization.
2. Ensuring that objectives are clearly defined, are SMART and correlated with performance requirements.
3. Managing Performance of self and team by identifying actions to be taken Help employees develop skills and abilities for improved performance.
4. Help participants assess their strengths and weaknesses in achieving high performance and effective team building skills.
5. Provide an opportunity for participants to review their learning during the programme and plan their personal development in relation to their responsibilities for achieving high performance.

Pedagogy

The training program would be conducted in a highly interactive mode by using cases, exercises, games, role plays and discussions.

For Whom

Executives at the middle management and junior levels in all types of business can greatly benefit from this training program

श्रद्धाया देयम्। - तैत्तिरीयोपनिशद् 1.1

Give with reverence.

Talent Management

3 Days

Background

Talent Management has become the buzzword in corporate HR and Training today Companies that engage in talent management are strategic and deliberate in how they source, attract, select, train, develop, retain, promote, and move employees through the organization.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To understand the talent management architecture and establishing succession planning systems, performance management systems and competency management systems
2. To recognize and develop the talent through training and development
3. To develop leadership traits to synergize personal and organizational needs and for overall development

Outline

1. How can we make our recruiting process more efficient and effective by using "competency based" recruiting instead of sorting through resumes, one at a time?
2. How can we better develop managers and leaders to reinforce culture, instill values, and create a sustainable "leadership pipeline?"
3. How do we quickly identify competency gaps so we can deliver training, e-learning, or development programs to fill these gaps? How can we use these gaps to hire just the right people?
4. How do we manage people in a consistent and measurable way so that everyone is aligned, held accountable, and paid fairly?
5. How do we identify high performers and successors to key positions throughout the organization to make sure we have a highly flexible, responsive organization?
6. How do we provide learning that is relevant, flexible, convenient, and timely?

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in SC domain that can be adopted accordingly.

For Whom

Managers and Senior Managers in all types of business can benefit greatly from this training program.



Program Director

Prof Ravindra Rustagi

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Prof Kishore Kumar Sinha

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

केयूरा न विभूषयन्ति पुरुषं हारा न चन्द्रोज्ज्वला
न स्नानं न विलेपनं न कुसुमं नालंकृता मूर्धजाः ।
वाप्येका समलं करोति पुरुषं या संस्कृता धार्यते
क्षीयन्ते खलु भूषणानि सततं वाभूषणं भूषणम् ॥
- सुभ्राषितानि

Bracelets do not adorn a person. Nor do pearl necklaces shining like the moon, or a cleansing bath; nor anointment of the body, nor flowers, nor decoration for the hair. It is cultured speech alone which embellishes a man. All other ornaments lose their glitter, only the jewel of speech ever remains the jewel of jewels.



Interpersonal Skills for Managers

3 Days

Background

Interpersonal Skills are essential for successful interactions in the current professional business world. Anyone who masters the interpersonal communication skills wields the power to win over others in building relationships with his or her internal and external customers. The business leaders need to possess such skills to be effective and efficient in their interaction process in the fast –pacing competitive business of communications. In this backdrop a Two day training program is designed on Interpersonal Skills for Middle Level Managers of business organizations.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To enhance the knowledge and skills of the participants for better interpersonal communications with their internal and external customers;
2. To improve their professional attitudes required for effective and efficient performance of their tasks; and
3. To sensitize them about building a healthy organizational climate through effective team work.

Program Director

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

Outline

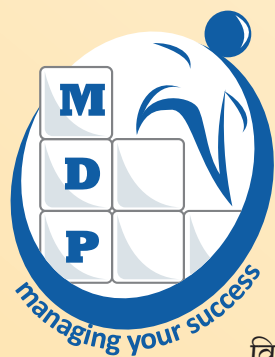
1. Self-inventory of interpersonal skills and team management
2. Managing Interpersonal relationship at Work place
3. Total Employee Involvement
4. Techniques of managing the Boss effectively
5. Effective Communications with Internal & External Customers
6. Appropriate Leadership styles
7. Organizational climate & Effective Team work

Pedagogy

The training program will be conducted in a highly interactive mode using cases, exercises, role plays, presentations and discussions

For Whom

Mid level executives in all types of businesses



प्रारभ्यते न खलु विघ्नभयेन नीचैः प्रारभ्य विघ्नविहिता विरमन्ति मध्याः ।
विघ्नैः पुनः पुनरपि प्रतिहन्यमानाः प्रारभ्य चोत्तमजना न परित्यजन्ति ।। – सुभाषितानि

Base men do not undertake any work apprehending obstacles.

Mediocre make a start, but cease working when they encounter hindrances.

The men of excellence, however, after commencing a job do not give up despite of recurrence of impediments.

Conflict and Negotiation

2 Days

Background

This program would help the participants gain an insight into conflict management and the art of negotiation for a win-win solution. Unresolved conflicts erode working relationships and result in low morale across the organization. The session would examine conflict styles and allow participants to analyse their behavior patterns and help participants change the way they view and handle daily conflicts.

Successful Negotiation aims for satisfied stakeholders ie employees, customers, suppliers etc and a healthy organization and personal success. It would aid in development of the right strategy to negotiate by providing a framework for approaching the negotiation process with confidence.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Understanding conflict and strategies for conflict resolution
2. Negotiating to Win
3. Negotiation as a peaceful conflict resolution method
4. Understand the basics of negotiations and getting an insight into the negotiation processes
5. Enhance the quality of negotiations processes, relationships and outcomes.
6. Develop the skills necessary to negotiate effective agreements.
7. Develop Negotiating skills for leading to win-win situations



Program Director(s)

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Prof. Jaya Gupta

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Outline

1. Understanding the dynamics of working together and managing team performance
2. Understanding self and analysis of personal strengths and weaknesses
3. What is conflict and various dimensions of conflict
4. Types of negotiation – Distributive and Integrative
5. Negotiation Strategies and barriers to Effective Negotiation
6. Effective Communication Skills for Negotiation
7. Role of emotions in negotiation
8. Negotiating to close sales
9. Managing diversity in employees and appreciating others' viewpoints
10. Inter-team relationship management, build trust, developing cooperation, and resolving inter-team conflicts

Pedagogy

The training session would be conducted in a highly interactive mode by using cases, exercises, games, role plays, videos and discussions. The emphasis is on participatory learning. Participants' sharing of experiences forms a crucial component of the programme.

For Whom

Mid level executives in all types of businesses

Venue

BIMTECH, Greater Noida
or

At Corporate's Training Centre



गुणवद्गुणवद्वा कुर्वता कार्यमादौ परिणतिश्चधार्या यत्नतः पण्डितेन।
अतिरभसकृतानां कर्मणानां विपत्ते-र्भवति हृदयदाही शल्यतुल्योय विपाकः ॥
- सुभ्राषितानि

Before taking any action, whether good or bad, wise men should carefully ponder over its consequences.
Or else, the result of an act done in haste keeps piercing the heart like an arrow even after death.

Managing Risk Associated with the Industries

1 Day



Program Director

Prof. Monica Mittal

Assistant Professor

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

Background

Risk is an omnipresent threat which is all round us and endangers the assets as well as individuals of an enterprise. While it is normally not always possible to avoid risks, one of the better means of handling risks would be to mitigate, prevent or reduce the same .

Objectives

Prevention is better than cure“ is a well-known saying and applies quite aptly in the field of risk management too. By adopting certain simple risk management steps/ techniques, it is possible to reduce the threat of big losses to the minimum level possible. The objective of this program is to:

1. Identify the common hazards that often plague the manufacturing as well as service industry alike.
2. Deliberate upon the simple loss mitigating methods which can prevent or at least reduce the impact of the possible losses arising out of these hazards.
3. Steps which can be taken to tackle the wrath of the natural catastrophes
4. Insight into financial risk management

Outline

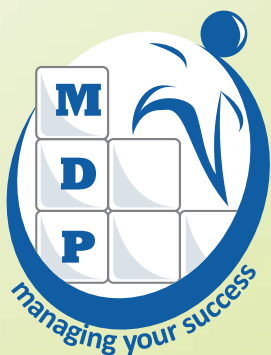
1. Introduction on the concept of risk and risk Management
2. Hazard Exposures and Methods of loss prevention in Industries
3. Exposure to Natural Catastrophes and ways of mitigating losses

Pedagogy

The training program will be conducted in a “hands- on”, “do-it-yourself” mode using cases, exercises, games, role plays, and audio-visual analysis.

For Whom

Middle Level with responsibility of managing commonly encountered hazards in corporate. Consultants Brokers and financial advisors Academicians and Students



अकार्यमनृत फलं वाक्यं तुच्छ प्रभाशणम् । – मार्कण्डेय स्मृति

One should not indulge in false, fruitless and trifling speech.

Claim Management for Insurance Brokers

2 Days

Background

Recently IRDA has proposed Brokerage Houses to take up Insurance Claim settlement as a fee based activity to augment their income and help clients. This course input will help Executive of the Brokerage House to prepare for this opportunity

Objectives

To impart the basic Concepts / Documentation / Process involved in Claim Settlement for both Life & Non- Life policies.



Program Director(s)

Prof. M.S. Rawat

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Prof. M.K. Pandey

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Pedagogy

Class Room Sessions & Case Studies

For Whom

Executives working in Insurance Broking Houses

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



भूपनानाम् भूषणं सविनय विद्या । - चाणक्यनीति

Learning accompanied by humility is the ornament of all ornaments.

Basic Insurance Concepts for Corporate Executives

2 Days

Background

Each Corporate House has a small unit/team which co-ordinates with Broking Houses or the Insurance Companies for the insurance related manner. Normally they are from Non-Insurance background. An input on Insurance (Life & Non Life both) Would add value to their job profile .

Objectives

To impart the basic concepts and features of all Corporate Related Insurance policies / Programmes marketed in India.

Program Director(s)

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Prof. M.K. Pandey

Professor

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

Pedagogy

Managers / Executives looking after the Insurance related portfolio in Corporate Sector (HR / Finance Dept.)

For Whom

Class Room sessions & Case Studies



हितं करोत्यसौ स्वस्य, भूतानां यो दृयापरः। - पद्म पुराण 33.102

It is in ones own interest to be compassionate to others.

Export Import Procedures & Documentation

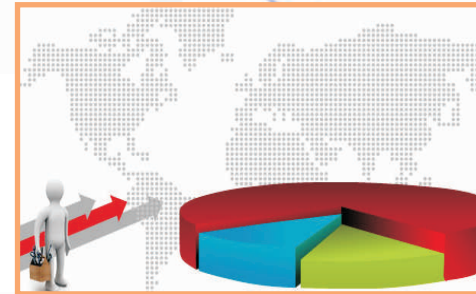
2 Days

Background

In order to compete successfully in International Trade, it is very important for an organization to understand the complex documentation and procedures framework required for export-import business. The programme has been designed to develop a comprehensive and integrated approach to Export-Import transactions in an organization.

Objectives

Objective is to lay emphasis on understanding the entire process of international trade, importance and relevance of each document.



Program Director(s)

Dr. Anupam Varma

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Prof. Abha Rishi

Associate Professor

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Dr. Anuj Sharma

Associate Professor

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Outline

- Understanding Foreign Trade Policy
- Export / Import Contract
- Understanding Incoterms
- Pre and Post shipment documentation
- Import Documentation & Procedures
- Methods of Payment
- Export Financing
- UCP 600

For Whom

This programme is best suited for executives in the trade & industry engaged in export-import business, trading houses, trade facilitation and service agencies, trade promotion organizations, export-import consultants, financial institutions, central and state government departments, chambers of commerce, academicians and researchers.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



अज्येश्ठासो अकनिश्ठास एते
संभ्रातरो वाहद्युः सौभ्रगाय। - ऋग्वेद

None is superior, none is inferior. All are brothers marching ahead to prosperity.

Managing Export Business in Turbulent Times

2 Days



Program Director(s)

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Prof. Abha Rishi

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Dr. Anuj Sharma

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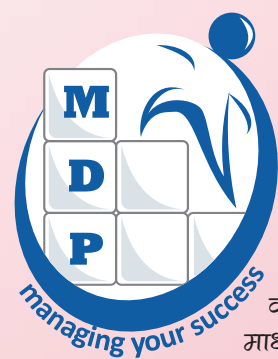
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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Background

The world economy is in turmoil and its impact is being witnessed by all countries around globe with varying degree. The impact of global economic crisis has affected the Indian businesses as well Exporters must understand that the current situation demands covering in the bunker and fight back as well. Business owners should focus on expanding their client base, reducing the operating expenses, conserving cash and protecting assets. Confidence as well as a well planned strategy is the utmost necessity at this moment to beat the back of the beast.

Objectives

This MDP is focused on understanding of areas where further improvements are required and developing an overall strategy to face the existing situation successfully.

Outline

- Understanding new Foreign Trade Policy
- Conducting International Marketing Research for diversification
- Developing Export Marketing Plan
- Adapting product for new markets
- International Pricing Issues
- Methods of Payment
- Export Import Contract & Procedure
- Export-Import Documentation framework
- Export Financing & Export Credit Risk management
- International Shipping Practices

For Whom

This programme is best suited for executives in the trade & industry engaged in export-import business, trading houses, trade facilitation and service agencies, trade promotion organizations, export-import consultants, financial institutions, central and state government departments, chambers of commerce, academicians and researchers.

व्यालं बालमृणालतन्तुभिरसौ रोद्धुं समुज्जृम्भते छेत्तुं वज्रमणिं शिरीषकुसुमप्रान्तेन सन्नहयति ।
माधर्यं मधुबिन्दुना रचयितुं क्षाराम्बुधेरीहते नेतुं वाद्यति यः खलान् पथि सतां सूक्तैः सुधास्यन्दिभिः ॥
- सुभ्राषितानि

Wanting to reform the wicked with nectar-sweet advice, is like trying to control an elephant with the pith of a lotus-stem, or cutting a diamond with delicate petals of the Shireesh flower, or sweetening the salty ocean with a drop of honey.

International Shipping and Chartering

2 Days

Background

The shipping industry and its know-how are of utmost importance to anybody who is there in international trade. Shipping plays a predominant role in the physical movement of goods traffic in international trade, as almost 95 per cent of the total volume of world trade moves by ships due to their larger sizes, carrying capacities and comparatively lower freight charges over longer distances. Besides, it has also got certain characteristics as a service industry which the other modes of transport are usually not having.

Objectives

The program aims at enhancing the knowledge of the participants in the area of ocean transportation where the shipping industry provides vital logistics support to the trading community in terms of shipping services for the movement of export/import cargo. It will also help them to understand the changes taken place in shipping sector in the past decades, more particularly, with the development of container technology.



Program Director

Dr. Anupam Varma

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Outline

- Methods of shipping and Practices
- Containerization and Concept of Intermodalism, CY, CFS, ICD
- Liner and Tramp Shipping Practices
- Multimodal Transport Concept and Operations
- Ship Chartering- Types
- Cargo Documentation
- Incoterms
- Lay time Calculation - Demurrage & Dispatch
- Charter Party- Clauses

For Whom

Middle Level Managers and Executives working with export houses, trading houses, public and private houses, Central and State Department engaged in International Trade, Trade Facilitation and service agencies, clearing and forwarding agents.

Venue

BIMTECH, Greater Noida
or

At Corporate's Training Centre



तदेत त्रयं शिक्षेत – दमं, दानं, दयामिति। – वृहदारण्यकोपनिषद् 5.2.3

One should learn these three-self-control, charity and compassion.

Getting Started in Exports

2 Days



Program Director(s)

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Dr. Anuj Sharma

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Venue

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Background

International Trade is considered to be lucrative and attractive option for any entrepreneur or business to enter into but is also associated with lot of complexities and risk.

Objectives

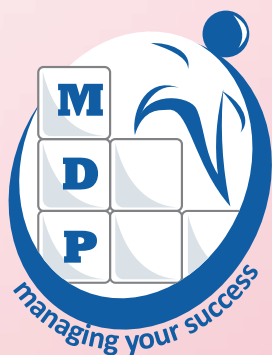
The objective of the program is to make entrepreneurs and businesses to understand the intricacies involved in export / import business and also make them aware about initial procedural formalities to be complied with. Besides, the program will make them aware of the benefits announced by the government for export of different products, helping them to choose the right product and appropriate market, methodology adopted for location of buyers and successfully execute the export order

Outline

- Formalities required for starting export business
- Identifying product and market for export and location of buyers Conducting Market Research
- Documentation framework for export
- Methods of Payment
- Export Contract
- Pricing Issues and Understanding Incoterms
- Export Financing and Risk Management
- International Trade Logistics

For Whom

Suited for MSME's sector engaged in export-import business, prospective entrepreneurs, officials of trade facilitation and service agencies, export promotion agencies, Central and State Government Departments, export-import consultants, researchers and academicians who want develop expertise in the area.



भ्रान्ता महान्तो निवसन्ति सन्तो, वसंत वल्लो कहितं धरन्तः। – विवेकानंद चूणार्माण 39

Noble and tranquil like Autumn, the good people live their lives doing good to others.

Export Marketing and International Trade Operations

3 Days

Background

Export Marketing is not the same as domestic marketing. Those who ignore this fact do so at their own peril. As successful as you maybe at reaching your country's customers or clients, you must be aware that your international audience will frequently have different tastes, needs and customs.

Objectives

It will help participants to formulate good marketing strategies so as to understand and address these potential differences. This programme has been designed with the objective of understanding the complexities associated with international marketing and helping participants to develop a robust international marketing plan.



Program Director(s)

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Outline

- Scanning International Business Environment
- Marketing Research for entering Export markets
- Product Decisions for Export market
- Pricing decisions and understanding Incoterms
- Promotion Strategies
- Understanding Foreign Trade Policy
- Export Import Contract & Procedure (Including handling international claims & arbitration procedures)
- Export-Import Documentation framework
- Export Financing & Export Credit Risk management
- International Shipping Practices
- Basic IT Tools for Managing International Trade
- Business Communication and Etiquettes for Global Markets

Pedagogy

The programme will use highly interactive pedagogical methods. It is expected that the participants will actively contribute to the learning by sharing their insights during the class discussions and case studies. Lectures, Case studies, simulations, exercises, role play and group work will form part of the pedagogy.

For Whom

This program is best suited for executives in the trade & industry engaged in export-import business, middle level executive and managers working in Sales & Supply, Marketing & Distribution, export houses and trading houses trading houses, trade facilitation and service agencies, trade promotion organizations, export-import consultants, financial institutions, central and state government departments, chambers of commerce, academicians and researchers.

Venue

BIMTECH, Greater Noida
or

At Corporate's Training Centre



Trade Finance, Risk Management and Methods of Payment

2 Days



Program Director

Dr. Anupam Varma

Professor

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Background

Funds are required at the time of establishment of business and for carrying on business. The commercial banks provide funds to the exporter both before and after sending shipment till the realization of actual export proceeds. Moreover, once the goods are ready for transportation it is in the interest of exporter to secure the shipment against all possible risks also in foreign trade, exporter and importer have to decide and agree on terms of payment before an order is finalized. Payment terms besides quality, price and delivery schedule pay a very important role in securing an order. The UCP 600 has a number of substantial changes that affect not only how banks will determine compliance, but also how contracts for sales utilizing Letter of Credits should be written.

Objectives

This program will enable participants to understand:

- The procedure and documentation for obtaining pre-shipment finance against a given export order and to discount / negotiate export documents with bank for post-shipment finance. It shall also allow them to understand the measures an exporter can take to manage risks involved in export business.
- The implications and risks involved in each method of payment besides the changes under UCP 600 applicable to Letter of Credit transactions.

Outline

- Pre & Post shipment Finance
- Foreign Currency Loans
- Export Credit Risk Management
- Role of FEDAI
- Marine Insurance Policy
- Settlement of Marine Insurance Claims
- Various methods of payment
- Mechanism of Letter of Credit
- Important features of UCP 600 (Comparison with UCP 500)

For Whom

This program is best suited for executives in the trade & industry engaged in export-import business, Officers and managers of finance / accounts department of export firms, trading houses, managers liaising with insurance companies and settling claims, export-import consultants, financial institutions, central and state government departments, chambers of commerce, academicians and researchers.

Global Supply Chain Management and Logistics

2 Days

Background

Globalisation of Businesses has transcended geographical boundaries and trade has become highly competitive for all products and services. The direct measure for differentiating winners from losers in businesses is integration of Global Supply Chain and International Logistics. With free flowing global information on all products & services, the markets are consumer driven and key to customer delight is through innovative and effective Supply Chain & Logistics.

Objectives

Participant would get awareness to reduce cost and cycle (lead time) and improve quality of the products and the services and satisfy 'delight customers'. Would learn to customize goods, contemporary goods/services, consistent quality and committed delivery of goods/services.



Program Director

Prof. Rajeev Sharma

Asst. Professor

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Outline

1. International Logistics Role in International Trade
2. Growth in Logistics An overall view
3. 3rd Party / 4th Party Logistics
4. Containerization
5. Development of Transport Industry in India
6. Emerging trends in Inventory Management
7. Best practices in Supply Chain management
8. Performance measures of Supply Chain Management
9. e-Procurement

For Whom

Middle Level Executives & Managers working in Sales & Supply, Marketing & Distribution, Service Management & Engineering, Stores, Warehouses, Transportation, Logistics and Commercial Managers, Procurement and Vendor Development, Retail Operations, Clearing and Forwarding Companies

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Global Business Strategy for SME's – Today & Tomorrow

2 Days



Program Director(s)

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Dr. Anuj Sharma

Associate Professor

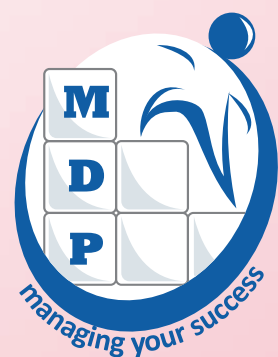
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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Background

The global and domestic business environment is undergoing rapid changes. The competition from international and domestic players is becoming stiffer. The situation is throwing greater challenges to organizations for attuning the strategy to the newly developing situations and continuing to be successful in sustaining and increasing the market share globally.

Objectives

This programme will focus on deciding and choosing appropriate behavioral and marketing strategy required for remaining competitive and profitable in this constantly changing global market and world economy.

Outline

1. Global business communication and etiquettes for global markets
2. Negotiating with international customers
3. Analyzing competition and developing strategies for growth
4. Customer relationship management – A tool for success in next decade
5. How do you know when the price is right? – Appropriate pricing strategies
6. Creating global brand
7. IT tools for managing global business
8. Use of IT in identifying overseas buyers and markets

For Whom

This programme is best suited for small and medium entrepreneurs', executives in the trade & industry engaged in export-import business, trading houses, trade facilitation and service agencies, trade promotion organizations, export-import consultants, financial institutions, central and state government departments, chambers of commerce, academicians and researchers.

एको ह्यनीशः सर्वत्र। – मनुस्मृति

A single person is helpless everywhere; that is, there is strength in unity but not in being alone.

Sales Training for Front Line Executives

3 Days

Background

1. Knowledge of Service Quality issues
2. Customer handling and relationship skills
3. Assessment of customer expectation for effective service delivery
4. Effective self management.

Objectives

1. To explain the significance of 'Servitude' in modern retail
2. To equip internal customers with essential skills for providing superior customer experience.
3. Understanding the effective HR practices in modern retail
4. To impart direction and orientation to Customer relations
5. Improved Self Management



Program Director(s)

Prof. Pankaj Priya
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Prof. Gagan Katiyar
Assistant Professor
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Outline

1. How to Build Lasting Customer Relationships
2. CRM Strategy, Planning, Process, and Structure
3. Service Quality and Customer Recovery
4. Internal Marketing
5. Customer Value
6. Complaints Handling
7. e CRM

Pedagogy

1. Lecture
2. Demonstration
3. Role Playing
4. Case discussion
5. Gaming Simulation

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

For Whom

Front line Sales Force Retailmanagemet



कर्मण्येवाधिकारस्ते, मा फलेषु कदाचन।
मा कर्म फलहेतुर्भूर्, माते संगोडस्त्वकर्मणि।। – भगवत् गीता 2.47

You have control over performance of your actions, but do not have control Over the fruits of actions.
Never consider yourself the cause of these, and Never think of not performing your actions (duty).

Corporate Entrepreneurship

2 Days

Background

The purpose of this course is to enrich the participants with an understanding of the Corporate Entrepreneurial (interchangeably used with Intrapreneurship) process. There is no presumption that Corporate Entrepreneurship can be injected in all companies at all times. The leadership of the corporate entity makes the difference.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. Understand entrepreneurship issues and why it is urgent for the companies
2. How can entrepreneurial culture survive and thrive within a Corporation
3. What models of corporate entrepreneurship have been successful/unsuccessful
4. The development of corporate culture that nurtures high performance teams
5. Conversion of opportunity and value proposition into a corporate investment from where does sustainable competitive advantage come
6. Corporate venturing using lessons for venture capital investments
7. Alliances, Joint Venture, Mergers and Acquisitions
8. Entrepreneurial leadership and role of the venture champion

Program Director(s)

Dr. A. Sahay

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Prof. N N Sharma

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Venue

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At Corporate's Training Centre

Outline

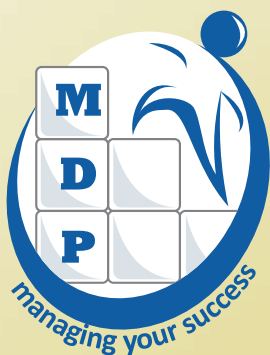
1. The Role of Entrepreneurship in Economic and Technological development
2. Technological development
3. Corporate Growth and Entrepreneurship
4. Technology and New Product Development
5. Alliances and Joint Venture
6. Mergers & Acquisitions
7. Divestiture

Pedagogy

The Training program will be conducted in a highly interactive mode by using cases, articles and supplementary notes. Different text books which cover the subject and goes beyond will be recommended for reading and assimilation

For Whom

CSR/ Sustainability Professionals
working at all levels



Strategic Management and Leadership for Impact

2 Days

Background

Too much of a routine is barrier to innovation and personal growth in any organization. This program aims to address issues such as structural performance and effective execution in an easy and simple manner. The burgeoning issues of managing the growth and leadership roles will be seen through various perspectives under different settings of organizations.

Preempting the pressures, championing change, building local institutions within the organization and developing effectiveness are the key components of the program.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To understand, recognize and foster the pressures of existing and new work
2. To stay on fast track and manage the process of change
3. To create a case of personal leadership environment to identify self effectiveness



Program Director(s)

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Dr. Rahul Singh

Associate Professor

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Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Reading between the lines of reports, messages, vision documents and changes in the sector
2. Managing the network of qualifying information and knowledge systems
3. Leadership expressiveness and receiving terminal interpretations, message and communication
4. Creating task champions and motivating the system for change
5. Building cases of success and narrating them through the right media

Pedagogy

The training program will be conducted through discussion in class, using cases, exercises, games, and audio-visual analysis.

For Whom

Executives at all levels in all types of businesses can benefit greatly from this brainstorming program.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



सहस्रबुणिता विद्या शतशः परिकीर्तिता।

आगमिष्यति जिह्वाश्रे स्थलान्निमिवोदकम्।। – ना. शि. पाठसिद्धि 22

Learning when practiced constantly and taught repeatedly gets internalized and becomes second nature, even as it is the nature of water to fall from a high place to a low place.

Mergers and Acquisitions

2 Days

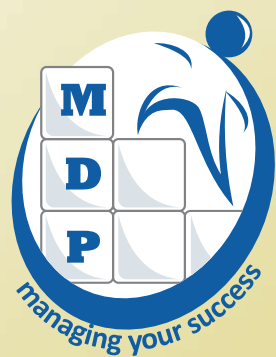


Program Director

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Professor
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Venue

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or
At Corporate's Training Centre



Background

Mergers and Acquisitions have become an important strategy in corporate growth. Companies are finding it difficult to keep pace with competitors through organic growth and find M&A a faster route not only to grow but to acquire supply & distribution channels, technology and to overcome R&D and environmental issues.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To understand the application of mergers and acquisitions (M&As) as a form of corporate-level strategy
2. To learn about target identification, due diligence, business valuation and striking the deal.
3. To get sensitized to the human face of M&As and to learn about what can go wrong with the strategy if M&As are not carried out with due diligence and rigour accorded to this aspect.

Outline

1. Introduction to M&A
2. Target Identification
3. Due Diligence & Business Valuation
4. Legal Aspects of M&A
5. Post-Merger Integration

Pedagogy

The training program will be conducted in a highly interactive mode by using cases and articles from various sources.

For Whom

Corporate development and planning professionals in all types of business can benefit greatly from this training program.

अथ या महा तानि नः प्रजायै। - अथर्ववेद 1.18.1
May our offspring's receive the best.

Essentials of TQM: Empowering Employees Towards Business Excellence

2 Days

Background

Total Quality Management (TQM) is a tool to set guiding principles that represent the Groundwork of a continuously improving processes and organization. The TQM stresses on increased productivity, efficiency, effectiveness, customer satisfaction, and world-class performance. This program will present the various TQM frameworks, concepts, and quality improvement tools necessary for implementing the quality culture that characterizes world-class organizations. The program will revolve around the core values and the criteria for performance excellence embodied in the Malcolm Baldrige National Quality Award, the highest award for performance excellence in U.S., European Foundation for Quality Management awards and business excellence model and Indian contemporary viz., CII EXIM Quality award which is increasingly being adopted organizations in India as the operational definition of a world-class enterprise. Through this program participants will learn to analyze quality from a variety of functional perspectives and in the process, gain a better understanding of quality problems and quality improvement, also quality tools employed in tangible (manufacturing) and intangible (service) environments. This program has been specially designed for the lower and middle level executives. Its aim is to refresh and reengineer the need for quality initiatives of every aspects of their work.

Outline

In order to achieve the aforesaid objectives, the program would have the following coverage:

1. Introduction to Cost & Quality, Definition & Phases of Quality. Converging Quality to organizational objectives, the QMS progression.
2. To develop TQM mind set - Establishing TQM efforts evolution of TQM (From Inspection to QC to QA), TQM Primer (The Pioneers of TQM and their Philosophies)
3. To develop & appreciate understanding of QC tools- Tools & Techniques in Quality : Statistical approach to Quality Management , Common Statistical tools ,Seven Tools of Statistics, New QC Tools, Control Charts for Variable and Attributes, Application of Control Charts , Statistical Process Control and Process Capability.
4. To develop & appreciate Six Sigma Methodology and Participative Quality Management
5. To develop mindset for Business Excellence models- Business Excellence model shall be discussed to highlight the implication of quality mindset on business goals

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To generate the idea and relevance of TQM in individual & organizational context. The program examines the significance of Quality & Quality management at workplace and at the individual level to develop organizational leaders and business leaders as well. It is designed to equip participants with the attitude to challenge status quo and stir their minds towards improvements and better outcomes.
2. Generating awareness among the participants about Costs associated with quality and their distribution over the process of quality management. Demonstrating the importance and understanding the practice of Quality, Quality control, Quality assurance and TQM. Statistical process control and management The aspect of Six sigma and its effect on the organizational mindset.
3. Business Excellence model shall be discussed to highlight the implication of Quality mindset on business goals. and approaches for achieving sustainable excellence in all aspects of performance. It is based on the premise that: "Excellent results with respect to Performance, Customers, People and Society are achieved through Leadership driving Policy & Strategy, People, Partnerships & Resources, and Processes."

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable the participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

General profile working at all lower and middle levels in all types of business can benefit greatly from this training program.



Program Director

Prof Rajeev Sharma

Asst. Professor- Operations
rajeev.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



संगच्छेद्भिः, संबद्धेद्भिः, सं वो मनासि जानताम्।

Let us walk together, let us speak in togetherness, and let us all think alike.

Supply Chain Management - “Supply Chain a Critical Success Factor”

2 Days

Background

Indian economy is growing at a pace, with leaps and bounces, past, now and future is growth bound, FDIs, emergence of retails industry, shift of power from manufacturers to retailers, competition has chosen a new reason in growth by focusing supply chains as strategies, and logistics as the must support to supply chains, emergence of supply chain solution providers, logistics service providers and of-course the opportunities to the people to seek carriers, growth and stability. The organizations are looking for people with understanding and application, orientation in the area of supply chains and logistics. Thus a new yardstick to measure the success at work-carrier is the knowledge of supply chains and logistics practices prevalent in domestic and global industry. consider it an opportunity to scale its size and reputation by creating, assimilating and disseminating knowledge to the people who aspire and think themselves worthy to fetch carrier opportunity in this world of supply chains and logistics announces two day executive development program with the focus to cater next generation with the knowledge and understanding of supply chains and logistics to make themselves an aspirer to this field of discipline.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To generate the idea and relevance of supply chains as critical success factor for the business performance
2. The program examines the significance of Inventory management, customer relationship management and vendor relationship management , integrator management in the growing competition scenario in supply chains & Logistics management
3. It is designed to equip participants with the understanding for supply chain dynamics, performance matrices and latest trends and logistical management.

Program Director

Prof Rajeev Sharma

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

Outline

1. Supply chains as the extended value chains
2. Understanding the role of supply chain in Customer-Vendor relationship management.
3. Understanding backend and last mile supply chains
4. Managing & measuring performance in supply chains
5. Global supply management and supply chains-
“The practioners view”
6. Understanding logistics and basic elements of logistics
7. Emergence of logistics as integrators
8. Outsourcing logistics and SLAs & SOPS
9. Global logistics management
10. Post-Lunch session
11. A Meta Plan Approach to -
12. Identifying barriers and enablers for next generation supply chains and logistics

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

General profile working at all lower and middle levels in all types of business can benefit greatly from this training program.



Global Supply Chain Management- “Working Towards Synchronized Supply Chains”

1 Day

Background

Program Over view: The MDP address the contemporary concern of working executives as to how to equip your supply chain for a downturn before it happens and respond effectively when it does. This program is designed to focus the middle and lower level executives, to cultivate the understanding of recession and its supply chain reactive aftermath. Program is designed to serve an effective insight into anticipation of downturns and its disciplined response.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To generate the idea and relevance of supply chains as critical success factor for the business performance
2. The program examines the significance of Inventory management, customer relationship management and vendor relationship management in the growing competition scenario.
3. It is designed to equip participants with the understanding for supply chain dynamics, performance matrices and latest trends.



Program Director

Prof Rajeev Sharma

Asst. Professor- Operations

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Outline

1. Creating the understanding for Supply chains as the critical success factor.
2. Understanding the role of supply chain in Customer-Vendor relationship management.
3. Harnessing the supply chain dynamism.
4. Measuring performance in supply chains.
5. Making supply chains agile -Triple AAA supply chains
6. Inventory management in Supply chain echelons
7. How to add value to your supply chains

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audio-visual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

General profile working at all lower and middle levels in all types of business can benefit greatly from this training program.

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

समानो मंत्र : समिति: समानी समानं मनः सह चित्रमेशाम्।

समानी व आकूति: समाना हृदयानि वः।

समानम् अस्तु वो मनो यथा वः सुसहामति। - ऋग्वेद

Let our learning be common, let us think alike, and let our heart be directed to the common goal. Let us live together with the spirit of unity and brotherhood.



Understanding Rural Mindset : Opportunities and Challenges in Tapping BOP

2 Days



Program Director

Prof. Kuldeep Sharma

Professor

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Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



Background

Bottom of the pyramid is a widely used term now. It is not only a focus area of large corporate houses but is seen with SMEs also with lots of enthusiasm and hope. Most of the companies which applied conventional marketing theories to the rural segments ended up with huge losses disappointment. The problem does not exist in the theories and practices of marketing but the key to success with rural segments lies in nurturing rural mindset before approaching them.

This program is a two days workshop to learn the techniques of nurturing a rural mindset within whole of your organization before developing strategies to enter rural markets. This program will not only make the participants present to the ground realities of the rural markets but will also help them understand the changing face of a rural customer. At the end of the program the participants will have better understanding of the markets as well as clarity on emerging opportunities and challenges of this segment of immense potential.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To help marketers to understand the ground realities of rural India or Bharat.
2. To set the context of rural mindset in the minds of participants so as to help them look at this market from the rural frame of reference.
3. To help the marketing team to adapt the conventional marketing theories to the unique rural environment for effectiveness and efficiencies

Outline

1. Understanding Rural India through facts and figures
2. Understanding rural needs
3. Understanding Rural consumer and her psyche
4. Learning how to develop and implement effective marketing strategies for rural segments
5. Nurturing rural mindset at individual and organizational level

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, games, role plays, and audiovisual analysis. An interesting mix of experience sharing will enable participants to understand the best practices in HR domain that can be adopted accordingly.

For Whom

Marketing professionals, Entrepreneurs, NGOs, Rural development agencies, Corporates having interest in rural development in all types of business can benefit greatly from this training program.

मन एव मनुश्यानां कारणा बन्ध मोक्षयोः । – मैत्रायण्युपनिशद् 4.11

The mind is virtually the only cause of bondage and liberation.

Organizational Sustainability and Inclusiveness

2 Days

Background

Sustainable business is the mantra for the organizations today. High consumer demands will act as a continuous source for development. Organizations will need to be more responsible and inclusive. For long term survival, inclusiveness would deem strategic networking of the organizations with no spat with government and society. Sustainability has been captured from the perspectives of sustainable and inclusive development. In an emerging market, organizations need to view both to avoid consequences of economic inequality

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To develop the strategic Correlation of sustainability and Inclusiveness.
2. To capture all terminals of sustainable development and inclusive development
3. To develop the concepts of sustainability and inclusiveness and help align the business Accordingly.



Program Director(s)

Dr. Rahul Singh
Associate Professor
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Prof. N. N. Sharma
Associate Professor
nn.sharma@bimtech.ac.in

Outline

1. Concepts and strategic correlations of public policy with organizations
2. Public policy and impacts on business and growth
3. Government, political environment and public policy
4. Report card concept of developing a new practice in the organization

Pedagogy

The training program will be conducted through discussion in class, using cases, and workshop

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre

For Whom

Executives at middle and higher levels can benefit greatly from the brainstorming program.



आत्मना विन्दते वीर्यम्। - केन 24
One attains power through one's own self.

Corporate Social Responsibility

2 Days

Background

The concern about the impact of business on society is a global one. It is driven by a gamut of dynamic societal expectations. In this context, the concept of Corporate Social Responsibility (CSR) has acquired newer dimensions. Philanthropy is significant but limited in its efficacy and scale to achieve the desired strides in sustainable and inclusive development. CSR can be the quintessence of business strategy. In the light of increasing significance of responsible business, the programme will fulfill the need of training Professional who can take up the challenge and lead towards sustainable development.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To build an understanding of the concept of Corporate Social Responsibility and Sustainable Development and how it is different from philanthropy.
2. To understand the key challenges and issues and how CSR can act as a solution to those issues.
3. To expose the managers to some of the best practices by the companies working towards sustainability.

Program Director(s)

Prof. N.N. Sharma

Professor

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Dr. Vineeta Dutta Roy

Associate Professor- CSR & Marketing

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Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre

Outline

1. Conceptual framework on CSR, Global Compact, MCA guidelines and DPE guidelines on CSR for CPSE
2. Identification of issues & challenges in CSR for the company
3. Identification of projects & its Implementation mechanism and Baseline survey
4. Monitoring, Review, Evaluation and Reporting of the CSR activities
5. CSR & Sustainable Development

Pedagogy

The training program will be conducted in a highly interactive mode by using cases, exercises, and audio-visual presentations. An interesting mix of experience sharing will enable participants to understand the best practices in the domain of CSR along with providing clarity on the concept and

For Whom

CSR/ Sustainability Professionals working at all levels



अपथ्यमायतौ लोभाद् आमनन्तयनुपजीविनः ।
प्रियं शृणोति यस्तेभ्यस्तमृच्छन्ति न संपदः ॥

Dependents give advice for taking an unbeneficial course actuated by greed (for their own future).
He who listens to their pleasing words is not favoured by prosperity.

Organization and Public Policy Issues

1 Day

Background

Every organization is seen as a legal entity in economic and social circles. It has to survive in the common governance of the country, which demands respect for and co-existence with the public policies of the country/state. The economic and social environment of the state/country require every entity to present a holistic behavior which, when aligned with the public policies, create no mismatch or conflict. This program offers a joint working environment to develop the important issues of the organization and connect with the public policies, followed by developing an action plan for strategic alignment.

Objectives

In view of the background, this Program would aim to achieve the following objectives:

1. To develop the strategic concepts of knitting the organization and public policy
2. To develop an understanding of public policy issues; their impacts and benefits to the organization
3. To deliver a strategic document summarizing the organizational goals and public policy.



Program Director(s)

Dr. Rahul Singh
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Prof. N. N. Sharma
Associate Professor
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Outline

1. Concepts and strategic correlations of public policy with organizations
2. Public policy and impacts on business and growth
3. Government, political environment and public policy
4. Report card concept of developing a new practice in the organization

Pedagogy

The training program will be conducted through discussion in class, using cases, and workshop.

For Whom

Executives at middle and higher levels can benefit greatly from the brainstorming program.

Venue

BIMTECH, Greater Noida
or
At Corporate's Training Centre



अथा अशलीयान् बलीयां समाशंसते धर्मेण ॥ - वृहपोपनिशद् 2.2.26

Even a weak person conquers a strong through righteousness.

Project Design & Management (PDM) for NGO Managers

Module-I: 2 Days, Module-II: 5 Days



Program Director

Dr. Parameswar Nayak

Professor

parameswar.nayak@bimtech.ac.in

Venue

BIMTECH, Greater Noida

or

At Corporate's Training Centre



Background

The role of Non Government organizations (NGO's) is supplementing the government actions for social development assumes greater importance today. Both national and international bodies are investing a huge amount of resources, both financial and human for implementation of several development projects both in rural and urban location while some of the project managers are coming from social work or management background many others are operating with inadequate competencies to manage the projects effectively. In view of this there is a need for orienting a team of professionals with modern project management skills so that they can implement and evaluate development project in a scientific and effective manner. Therefore a training program is designed to impart basic project planning and management skills to the managers of NGO specially those who are involved in development projects

Objectives

In view of the background, this Program would aim to achieve the following objectives:

The Programme aims at helping the participants update/acquire knowledge and get practical guidance to hone their skills for designing and managing social development projects effectively and efficiently.

Outline

Module-I

- Fundamentals of Development Projects
- Project Design (Basics)
- Project Proposal Writing (A Few Models Such as LFA)
- Project Management
- Practical Assignments for Proposal Writing/Field Work (Based on Trainee's Needs)

Module-II

- Project Design/proposal Writing Using LFA Based on Field Work
- Assignment Given In Module-I
- Review and Feedback on Draft Project Proposals
- Monitoring, Evaluation/impact Assessment
- Project Documentation

Pedagogy

Facilitative discussions, group work, individual assignments/ guidance/ presentations

For Whom

Persons Working at the Project Level/Managers Of NGOs/ Development Agencies/ MSW/Rural Development Professionals

सहमा विद्धीत न क्रिया। - सुभ्राषितानी
One should not act suddenly (without Judgement)

The team of faculty and trainers at BIMTECH is a powerful resource and is an appropriate balance of academic and practice professors. More than 60 core professors, 10 foreign professors, and 50 industry experts make a giant academic environment at BIMTECH. Participants are always in continuous rigour working with professors who are deeply engaged in research and consultancy and carry their research experience into the training room.



Dr. Anupam Varma

Professor and Chairperson, Centre for International Business and Policy

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His fields of specializations in Teaching and Research area are International Business and International Trading, designing and conduct of Management Development Programs for executives of public and private sector in international trading areas, guiding through consultation international trading houses in their trading operations. Dr. Varma has worked with the public and private sector companies in the area of International trade at very senior and Chief Executive level positions for 30 years. He has a strong educational background of a M.Sc., D. Phil., Fellow, Indian Society of Agricultural Chemists and was recipient of junior and senior fellowships of UGC. He has also been the proud recipient of 'Scientist of Eminence' Award in 1997 by ISAC. At BIMTECH Dr. Anupam Varma is Deputy Director and Chairperson, Centre for International Business and Policy and Dean (Students Welfare),

Prof. R J Masilamani

Professor, Strategic Management

Email: rj.masilamani@bimtech.ac.in

Prof Masilamani has worked for thirty five years in industry mainly with the TATA group of companies and with J.Vs the group was associated with, including the Pepsico J.V. and the Timex J.V. He was the Managing Director of Timex Watches Ltd. from 1991 to 2000. He served as the Director General, Fertilizer Association of India from 2001-2002 and has been a consultant to several companies in the Automobile, Power and the Retail sectors.

Prof. Masilamani completed his BE (Mechanical) from Anna University and PGDM from IIM Ahmedabad. A Rank holder in IIMA, he was selected for the Tata Administrative Service, considered as one of the most prestigious industry cadres. He has taught various courses in Strategic Management and other general management courses in several leading business schools including IMT Ghaziabad, BIMTECH, Delhi University, and Fore School of Management. He was the Programme Director for MBA Telecom Management at Amity University and has conducted many Management Development programmes at leading corporates including NTPC, ONGC and Cognizant.



Dr. Mukesh Chaturvedi

Professor

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Dr. Mukesh Chaturvedi, Professor, BIMTECH Greater Noida, has been with IMT Ghaziabad, MDI Gurgaon, XLRI Jamshedpur and BITS Pilani. He has been the Acting Director of IMT Ghaziabad, Director, Asia-Pacific Institute of Management, Delhi, and Founder Director of the Amity Centre for CRM, ABS Noida. He has also been a Visiting Faculty to Rouen Business School, France, and IIM Ahmedabad.

Dr. Chaturvedi has an M.M.S. and a Ph.D. from BITS Pilani. He is also an alumnus of the prestigious International Visitor Program of USIA, Washington, D.C., USA.

His teaching, training, researching and consulting interests include business communications, case writing and teaching, integrated marketing communications, customer relationship, direct marketing, corporate reputation, sales management, presentation skills, negotiation skills, etc. He has rendered training and consulting services to a large number of multi-national, private and public sector companies.

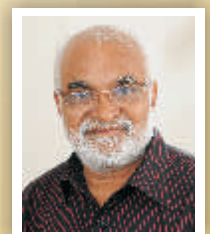
Dr. Chaturvedi is the recipient of MDI's most coveted Award for Excellence in Teaching for the year 2005. He has many books, papers and cases to his credit.

Prof. Kumanduri Ranga Chari

Professor

Email: km.chari@bimtech.ac.in

Professor Chari, Professor in Operations Management division is also deeply associated with Environment and Energy management, has consulted several organizations in India and abroad. He has supported many organizations in their industrial establishments. Prof. Chari was also the chief architect of the report of the Administrative Reforms Commission of Govt. of Madhya Pradesh Government in 1984-85. He has served as the Regional Director of National Productivity Council. He has also been the team leader in many studies and projects of the USAID, SEDA and UNEP. He delivered a key note address on business opportunities in waste management for MSMEs: Potentials and challenges' at a seminar conducted by the world association for small and medium enterprises (WASME) it was held on November 4th 2011 at the WASME house in Noida.





Prof. Dhruva Chak
Professor and Area Head, Marketing
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Prof. Dhruva Chak is an MA in Political Science from Lucknow University (1972) and an MBA from IIM, Ahmedabad (1974) with a dual specialization in Marketing and Personnel with over 35 years of experience in Industry, Consultancy and Teaching. He has held Top Management positions including heading the Hyderabad – based Gati Ltd. (a cargo major). Other positions held by him includes Country Head (Retail Vertical) and Regional Director with Tops Security. He has also held positions with Profit Centre responsibility as an Assistant Vice President Sterling Resorts, General Manager Atlas Cycles and Zonal Manager, Shaw Wallace and Company as well as Zonal Manager, Best and Crompton Engineering Ltd.

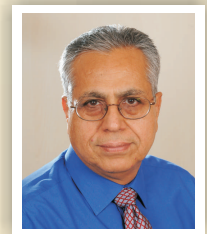
He is presently Professor and Head of the Marketing Area at BIMTECH. He teaches Core Courses in Marketing and Services Management to MBA students in the PGDM flagship programme at BIMTECH and has been actively associated with organizing the Indian National Summits on Marketing which are an annual feature sponsored by BIMTECH.

He has been a keen sportsman having Captained Lucknow University and IIM Ahmedabad at Lawn Tennis. He has also represented Uttar Pradesh at the same game. His literary interests have resulted in the writing of five books spanning fiction, poetry and short stories.

Prof. Ashok K Malhotra
Professor and Chairperson Centre for Business Management
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He holds a bachelor's degree in Science from the University of Delhi with Mathematics as the main subject and completed his professional qualification as a Chartered Accountant in May, 1976. He is a seasoned senior level finance and accounts professional with an outstanding track record. He has been on the Board of Directors on a couple of companies of the STG Group. He has managed public issue of the company. Prior to STG he worked for eleven years with HCL Infosys Ltd. He was honoured with the forerunner award, an award given to members of staff who consistently performed exceptionally well over a period of five years.

He is an active resource person for corporate training and development programmes and has conducted a number of workshops in the finance and accounts area for institutions like NTPC, New Holland Tractors India (P) Limited, PHD Chamber of Commerce and Trade and Gilat Satellite Networks India (P) Limited. Prof. Malhotra has also attended many national and international conferences/seminars in India and abroad and presented papers on various aspects of business.



Prof. A. Sahay
Professor and Chairperson, Centre for Innovation and Entrepreneurship
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Prof. Arunaditya Sahay, Professor of Strategic Management and Entrepreneurship, is a hard core business executive, an innovator and a corporate entrepreneur. He turned into an academician of repute in the later part of his career becoming a champion of both the corporate and academic world. Starting his career as an academician, he turned to the corporate world early in life and wading through both public and private sectors, he made to the top and became the Chairman and Managing Director of Scooters India Limited. Returning to academics at Management Development Institute he bagged the best researcher award and wrote three books in the area of Entrepreneurship besides publishing many papers and cases.

He has worked with many reputed companies in India and abroad like Tata Yodogawa (now Tata Rolls) Lakshmi Machine Works, George Fischer etc. during which he innovated many products and processes getting patents and design registrations where he is the inventor. Though he showed leadership in all fields of management, he is popularly known as Turnaround Manager and a Transformational Leader. While in the industry, he was closely associated with IITs and IIMs and when in academics, he has been on the boards of companies both in private and public sectors besides being in the Task Force of Govt. of India. His present interests are Strategic Management, Innovation and Entrepreneurship, Technology and IPR Strategy and Sustainability Management.

Prof. Kishore K Sinha
Professor and Chairperson, Centre for Management Development and Training
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Prof. Kishore K Sinha has been an innovator in development of Human Resource and is a known HR thought leader. An avid Human resource developer and a keen learner and HR thinker, he has tailored and executed change in Corporates and worked with international level Consultants like McKinsey, Hewitt, Mercer, E&Y, AT Kearny to name a few. A Graduate with Honors in Economics and Post Graduate in Personnel Management / LSW (Gold Medalist, University of Patna), he has worked in the domain of HR for 42 years and held leadership positions in organizations like Steel Authority of India (SAIL), NTPC, Reliance Energy, Reliance Infocomm and Reliance Industries Limited (NMSEZ/HSEZ) and as the Group Director, Human Resource, Jindal Steel and Power Limited. During his tenure at NTPC, where he was Director (HR) for 7 years, he transformed the HR processes and the work culture, enabling NTPC to be ranked as the "Best Employer" and one of the "Great Places to Work" consecutively for 3 years.



Prof. B K Das
Professor of Banking and Financial Services
Email: bk.das@bimtech.ac.in

Prof. B K Das has been a career banker with 37 years in the area. He was also with the State Govt. as Joint Director, Industries and Chairman of a Regional Rural Bank. As a General Manager of a Public Sector Bank he was closely associated with Agriculture, Rural Development and MSME sector. He was also in the area of Personnel and Vigilance Administration at the corporate level.



Dr. Paramwsar Nayak
Professor: OB/HR
parameswar.nayak@bimtech.ac.in

He is an alumnus of Delhi University. He has done Post Graduation and Ph. D in Personnel Management and Industrial Relations and MSW (Labour Welfare & HR) from Delhi University. He has over 22 years of experience in teaching, training, research and consultancy. Prior to joining BIMTECH, he was the Professor & Director of I.T.S Institute of Management, Dean & Professor in KIIT School of Management, KIIT University, Bhubaneswar, Professor and Director-Academics of Amity Business School, Amity University, Noida, Director, Amity Bhubaneswar Campus. Apart from this, he has also rendered his meritorious services at Xavier Institute of Management, Bhubaneswar, National Institute of Social Work and Social Sciences, Bhubaneswar, BCT, Indian Institute of Health Management Research (IIHMR), Jaipur, Delhi University and Hero Honda. He has also worked as General Secretary of The Orissa Chapter of SSAI(2004 - 2006). He is a member of Knowledge Committee of PHD Chamber of Commerce, New Delhi. He has received Elvina The Like Award of Delhi University in the year 1989 for his academic achievement in MSW and doctoral fellowship from ICSSR, UGC's Junior Research Fellowship(with NET), National Rural Talent Scholarship and Merit Scholarships.

Mr Ravindra Kumar Rustagi
Professor

A Professor in the area of HR. He holds a diploma in Social Welfare from Calcutta University and a degree in Law degree from University of Delhi. He has over 37 years of experience with Public Sector Companies like NTPC, SAIL, BEML. He has held positions like Executive Director(PMI), Director HR. He is an expert in areas of employee relations, Wage settlement, collective bargaining, negotiation and labor regulations.



Prof. Bhushan Kachru
Professor HR
Email: bhushan.kachru@bimtech.ac.in

Prof. Bhushan Kachru holds an MBA and PGDPM from Faculty of Management Studies, University of Delhi. He has vast experience in HRD, employee relations, Organization development interventions, Learning & Development in Soft Skills, Performance management, both at plant and corporate levels. He has successfully handled major employee relation problems through negotiations, counseling, mentoring and advice etc. He was instrumental in initiating and implementing HRD practices, participative style of management, quality and productivity processes, job enrichment policies etc. He was Chief General Manager - Head (Personnel & HR) with The Times of India Group, New Delhi and prior to that DY GM- HRD (Corporate) with Gabriel India Ltd.(Anand Group). Currently he is a faculty member (HR) with Birla Institute of Management Technology; Greater Noida. He has widely lectured & conducted training sessions at business schools & in company training programs. He has been to USA on an International Fellowship Program and studied HR practices in some of the large US corporations & lectured at various management associations in Tennessee, USA. Prof. Kachru contributes regularly on motivational, personal development, mind and spiritual subjects in publications such as Hindustan Times etc. His book "The Success of Failure" is under print. Prof. Kachru also runs his own HR consultancy firm Human Dynamics in Delhi and takes keen interest in motivational coaching and personal growth.

Prof. Manoj Pandey
Professor: Insurance
manoj.pandey@bimtech.ac.in

He holds a Post Graduate Degree in Management with specialization in Marketing and is an Associate Member of the Insurance Institute of India. He has a work experience of over 21 years out of which he has worked in Life Insurance domain for the last 18 years. He was with LIC for 17 years and handled assignments linked to Policy Servicing, Claims, Underwriting at Operational level. He was the Branch Manager of two branches in Eastern Zone for almost 4 years. He has worked as Country/Resident Manager for LIC (International Operations) in Sultanate of Oman for 3 years before moving to a leading private composite company in the Gulf as Head of its Life & Medical Insurance division. He has wide experience in teaching and training and had worked as a Guest Faculty for LIC's Employee Training center and Sales Training Center at Ahmedabad.



Prof. Manoj Kumar Pant
Professor: Retail Management

He holds a PGDM from XIM Bhubaneswar and BE Electrical from UCE Burla Sambalpur University. His Research Interests are: Retail store operations and retail innovations in SME's, Supply chain management and challenges in Indian scenario, sales and distribution models. He has got a work experience of 15.5 Years and has spent 14 Years in corporate and 1.5 Years as an academican. He is a Visiting faculty at Apeejay Stya University for Operation research, quantitative techniques, business strategy etc. He has worked as a campus director with Wigan & Leigh College India. His work experience includes: Head APP in UP (W) for Aircel. 2009-10, Chief Manager Operations Reliance Retail Ltd in Delhi NCR. 2006-09, Head Retail (North) for Blow Plast Ltd (VIP Luggage). 2004-06, Branch Manager with Berger Paints India Ltd. 1998-04 and Executive Trainee with Orissa Synthetics, Dhenkanal, Orissa (currently RIL Group). 1996-98.



Prof. P. S. Nagpal

*Professor and Area Head - Non Life Insurance
ps.nagpal@bimtech.ac.in*

Prof. Nagpal has always been academically inclined and had himself secured high ranks/ gold medals throughout his academic career, also including a gold medal in LL.B. He continued pursuing his academic interests during his industry days, having been associated as a faculty in the Regional Training Centre in addition to his managerial responsibilities in the Regional Office. In 2004, he decided to follow his heart, and opted for voluntary retirement to be available full-time for teaching and academic pursuits. During 2004-06, he was Professor- General Insurance in a prominent Delhi/NCR based institution, teaching post-graduate and undergraduate courses in insurance. Since 2006, he has been associated with BIMTECH and has been associated with teaching, evaluation and development of course materials for a range of Non-Life Insurance subjects (so far eight different subjects including Insurance Laws).

Prof. Nagpal has always been academically inclined and had himself secured high ranks/ gold medals throughout his academic career, also including a gold medal in LL.B. He continued pursuing his academic interests during his industry days, having been associated as a faculty in the Regional Training Centre in addition to his managerial responsibilities in the Regional Office. During 2004-06, he was Professor- General Insurance in a prominent Delhi/NCR based institution, teaching post-graduate and undergraduate courses in insurance. Since 2006, he has been associated with BIMTECH and has been associated with teaching, evaluation and development of course materials for a range of Non-Life Insurance subjects (so far eight different subjects including Insurance Laws).

Prof. Nagpal Has co-authored various professional publications like The Medical Savings Account model- An option for Health Insurance in India., Training Module on Negotiations and Contracting, Contributed - A Case Study on Private Health Insurance in India, Co-authored the course book published by the Insurance Institute of India Mumbai in 2010 on Health Insurance (IC-27) prescribed for their Associateship Diploma examination for both Life and General insurance streams.

In 2011, his essay on 'Solutions to the Growing Pains of Indian Insurance Industry' was awarded at a contest (Indian Industry Essay Writing Competition) held by Asia Insurance Review, Singapore, jointly with the General Insurance Corporation of India, Mumbai. Recently, he has been associated again with the Insurance Institute of India, Mumbai in development of their new insurance course (Certificate Course on Health Insurance).

Prof. Pankaj Priya

*Associate Professor (Marketing and Retail Management) and Chairperson, Centre for Retail
Email: pankaj.priya@bimtech.ac.in*

Prof. Pankaj Priya has spent 11 years in corporate world with Datapro Infoworld Ltd., Singer India Ltd., ESPN Inc. and Birla Corp Ltd., where he was involved in hardcore marketing activities. The area of operations included North and East India. He shifted to Academics in 2001. He is presently pursuing his PhD at IIT Delhi in the area of Retail Branding. He has published 10 articles in various national journals, has one published article in international Journal (Market Intelligence and Planning) and co-edited one book on Communications and reviewed another book on Retail Management by Oxford publications. He has written chapter on Merchandising in a book published by Czech University in 2010. He has presented two papers in national seminars, which were sponsored by AICTE. He got recognition as a teacher in Marketing when he was awarded as the best teacher in Marketing Management by Dewang Mehta Foundation at the national level in 2009. He has been a resource person in the MDPs conducted at Central Warehousing Corporation, Construction Industry Development Centre and AMUL Dairy products Ltd., Sleepwell Mattresses, MMTC, to name a few. He is an Accredited Management Teacher of All India Management Association. He is associated with two prestigious professional bodies namely, All India Management Association and Consultancy Development Centre. He has been a reviewer in the training module developed by Tata- Mc GrawHill Publications for training young professionals for floor sales in Organized retail.

Areas of Interest are Retailing, Sales and Distribution, Brand Management Advertising and Sales promotion and Brand Management



Prof. Kuldeep Sharma

*Associate Professor
Email: kuldeep.sharma@bimtech.ac.in*

Prof. Kuldeep Sharma is a CBI (Government of Netherlands) expert in the area of Institutional development like BSO, Chambers for capacity building of SME in the areas of International market research, Trade fair participation, global value chain to export to EU countries. He has over two decades of experience in manufacturing, marketing research, project management, business development, international marketing, strategy formulation and product launch in India, Nepal, UAE, Europe and South East Asia. He is also founder director of an Entrepreneurship and technology Development Center for imparting training to budding entrepreneurs and supporting institutions for technology transfers in the field of dairy and agriculture sector in Noida. Prof. Kuldeep Sharma clinched honor as his white paper on vision 2020 for Indian dairy industry was launched on December 1st 2011 in the recently conducted IAI Expo at NDRI Karnal.

Prof. Nagendra Nath Sharma

*Associate Professor and Vice Chairperson, India Centre for Public Policy
Email: nn.sharma@bimtech.ac.in*

Prof. N. N. Sharma, Professor of Community Development and Livelihood, is a Mechanical Engineer and carries over 35 years of rich experience with the government, UNIDO and other organizations. Throughout the span of his career Professor Sharma has also been involved as consultant for several International and National Organizations such as Coffey International development, UK/ Australia and UNIDO.





Prof. Shylaja Iyengar

Associate Professor

Email: s.iyengar@bimtech.ac.in

Prof. Shylaja Iyengar is the Chairperson of Business Communication Area and also a faculty with the Centre for Insurance and Risk Management at BIMTECH. She has been with the institute since 2006.

A Science Graduate from Bangalore University, Prof. Shylaja has completed her Post Graduate Diploma in Business Management, from Mount Carmel Institute of Management, Bangalore. She is also an Associate Life Member of Insurance Institute of India, Mumbai.

During her career span of more than 2 decades, Prof. Shylaja has held various responsible positions with M/s National Insurance Co. Ltd., Jindal Vijaynagar Steel Ltd., (now JSW Steel Ltd.), Microsec Risk Management Ltd., Kesoram Insurance Management Ltd., and Geodesic Techniques Pvt. Ltd.

Her teaching experience encompasses her association as Faculty Member with ASIAs, Jaipuria and ICFP, Noida and Delhi. Her Fields of Specialization in Teaching, Research and Training is in the areas of:

- Business Communication, Soft skills, Business English Certification (BEC) at University of Cambridge administered by the British Council and;
- Non-life Insurance - Health and Accident, Miscellaneous, Automobile, Liability etc.

Besides academic assignments, Shylaja, actively interacts with the Industry and is also a member of the Centre for Corporate Relations at BIMTECH. She has attended and organized many Conferences, Seminars, panel discussions etc.

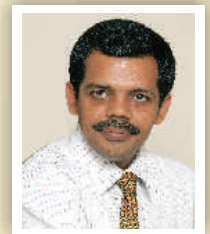
She is also a member of the Bharat Soka Gakkai (BSG), a non-religious Buddhist organization, which actively works for peace, culture and education.

Dr. Rahul Singh

Associate Professor

Email: rahul.singh@bimtech.ac.in

Dr. Singh, Associate Professor in Emerging Market and Sustainability, is a Ph. D. and Master's in Management. He is also the Head of International Alliances and credited to launch the Sustainable Development masters in India. Dr. Singh is highly published in international journals like Journal of Brand Management, International Journal of Emerging Market, Journal of Business Research etc and has edited books and reports and editor and invited editor member of journals in India and internationally. In some of his key contributions, Dr. Singh has been the author of Vision 2022 for 3 states in India and worked on developing market principles for Micro Insurance in India. Dr. Singh has also worked for World Bank, USAID, EU and other organizations on several issues. He is in the Advisory Board and Governing Board of few organizations in India and abroad. Presently, Dr. Singh is aspiring to set up a research center to showcase India's academic work on emerging market and sustainability.



Dr. I Ramani

Associate Professor

Email: i.ramani@bimtech.ac.in

Dr. I Ramani is an Associate Professor with Birla Institute of Management Technology Greater Noida. He holds PGDBM from Institute of Management Technology Ghaziabad and doctorate in Finance from VMOU Kota. He has been teaching for more than 15 years. His research interest includes banking and finance. He has done many MDPs for corporates at various levels. He has written and presented papers in international conferences.

Dr. Manosi Chaudhuri

Associate Professor, Organizational Behaviour and HRM

Email: manosi.chaudhuri@bimtech.ac.in

Dr. Manosi Chaudhuri is a dual gold medalist during her Masters in Psychology and D. Phil. as a UGC Senior Research Fellow in the Department of Psychology from University of Allahabad. Her research interests include Occupational Stress and Health, Employee Engagement, Management of Organizational Change and Organization Development. Prior to joining BIMTECH, she has undertaken projects for evaluation related to social and community development.

She has conducted Management Development Programmes in the areas of Emotional Intelligence, Leadership, Motivation, Team Building and Human Resource Management for Jindal Steel and Power Limited (JSPL), Jindal Power Limited (JPL), UCO Bank, Amar Ujala, IFFCO, POWERGRID and NIESBUD. She has also developed and elucidated these themes with the help of a case, based on a popular movie.

She has attended and presented papers at many national and international conferences. Some of her papers have also been published in edited books and reputed journals. While at BIMTECH, Dr. Chaudhuri has initiated and adroitly convened three national level conferences under the banner of 'The India HR Summit'.



मिथ्याज्ञानं तत्त्वज्ञानेन निवर्त्यते। (न्या. वा., पृ. 23)

False perception is destroyed through real knowledge.



Dr. Anshul Verma
Associate Professor, Accounting and Finance
Email: anshul.verma@bimtech.ac.in

Dr. Anshul Verma holds double Master's degree in Management with Specialization in Finance from Birla Institute of Management Technology and in Economics from Dr. B. R. Ambedkar University, Agra. He also holds dual Ph. D. in area of Credit Risk Management and in area of Applied Business Economics from Dr. B. R. Ambedkar University, Agra. He has about one decade experience in the area of Accounting and Finance. He has his special interest in the areas of Accounting, Costing, Financial Management and Derivatives and Risk Management. He has delivered sessions in MDP's for various levels of executives and also published some research papers in Management domain.

Dr. Kartik Dave
Associate Professor, Marketing and Retail
Email: kartik.dave@bimtech.ac.in

His fields of specialization in Teaching and Research areas are Marketing Management, Marketing of Services, Service Quality, Brand Management and Management Education. Dr. Dave has presented research papers in various conferences both in India and abroad. He has published several papers in national and International reputed journals in the above mentioned areas. He has been involved in designing and conduct of Management Development Programs for executives of public and private sector in related areas. He has conducted various MDPs in organizations like AMUL, UCO Bank, MMTTC, etc. in the areas of marketing, services, quality and general management. He is also awarded as "Best Teacher" by Devang Mehta Foundation in 2009. Dr. Dave is a Management graduate from Nagpur University and he received his Ph.D. in 2003 From M L S University Udaipur. A research paper on FDI in multi brand retail is a recent handiwork of Dr. Kartik Dave.



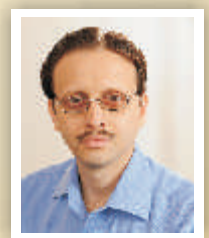
Prof. Abha Rishi
Associate Professor in International Business
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Prof Abha Rishi has 17 years of experience in the field of international trade- in industry and academics. She is an EEC Honors from STVP, Stanford University. Her other qualifications in the field of International business are an M. Phil, PGDIBO, MFT and MIB. She is a Fulbright Research Fellow from India at Rutgers University, Newark, USA for 2009-10. She has also been selected for the 10 K Women Global Programme under the aegis of Goldman Sachs- London Business School, held in India with NEN. She is presently the coordinator for the PGDM –International Business programme.

She has published and presented papers in various domestic and international forums. She has recently been selected as one of the semi-finalists in the GDN Japanese Award for Outstanding Research in development work. She has traveled extensively in Zambia, Russia, Zimbabwe, Kenya, Colombia, Dubai and USA as part of her work and also for research. She is also the managing editor for the South Asian Business Review- a peer reviewed journal. Her areas of interest are International Retailing and Entrepreneurship. Her hobbies include reading and quizzing. She has also won the Championship Winners Trophy in 2008 in the All India Women's Quiz conducted by AIMA.

Dr. Girish Jain
Associate Professor
Email: girish.jain@bimtech.ac.in

Dr. Jain is a post graduate in commerce. He also holds MBA (Finance) from Devi Ahilya University, Indore, Fellow of Insurance Institute of India (non-life) and Ph. D. He has also qualified UGC – NET. He is having around fifteen years of work experience which includes a brief stint in financial service industry. He has presented several papers in various conferences and published articles. His areas of interest include risk management, investment management and corporate finance.



Dr. Anuj Sharma
Associate Professor
Email: anuj.sharma@bimtech.ac.in

He is currently an Associate Professor at Birla Institute of Management Technology (BIMTECH) in the area of International Business. He has done Masters in International Business Management and PhD in Management. He has more than eleven years of teaching experience at post graduate level at various University departments and institutes.

In last two years has conducted 15 Management Development Programs (MDP) in the area of International Business across all parts of the country. This includes both open and in-company programs for reputed government organization like State Trading Corporation (STC), PEC, Handloom and Handicraft Export Corporation (HHEC) and private organizations like GPI.

His current areas of interest are international marketing, international trade operations and sector specific export strategies. He has attended and presented papers at various national and international conferences.



Dr. Vineeta Dutta Roy

Associate Professor and Lead CSR

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Dr Vineeta Dutta Roy, Associate Professor and Lead CSR at BIMTECH has 14 years of experience in academics. She has done her post graduations in Chemistry and Business Management respectively and her doctorate in Business Administration from Aligarh Muslim University, Aligarh.

She was selected and supported by the British High Commission for a study in CSR and represented India at the University Of Bath, UK in 2004. She has been associated as a consultant in the area of CSR with the British Council for the last 8 years now. Her area of work involves teaching, researching and conducting training programmes and workshops for public and private sector companies. As a corporate trainer, she has been associated with companies like Aditya Birla Cements, SAMTEL, GCMMF (Amul), NTPC and SAIL and has also delivered trainings to IAS officers and management educators across the country.

She has been the Summit Director for the prestigious BIMTECH and The Economic Times platform founded for conducting International Summits in the area of CSR. Two annual Summits on contemporary and significant themes 'Summit 2010 and '2011 have been organized till date.

Dr. Gagan Katiyar

Assistant Professor

Email: gagan.katiyar@bimtech.ac.in

Dr. Gagan Katiyar is a PhD in Business Administration and an MBA in Marketing and Finance. He holds an additional diploma in Exports Marketing, a Diploma in Information and Systems Management and a Masters Degree in Organic Chemistry. He has worked for more than 16 years in Industry and academia that includes working with some of the leading companies like Anand Nishikawa, Godfrey Phillips and Work Mantra Consulting. He works presently for Birla Institute of Management Technology in the Department of Marketing. His areas of interest include International Business, Marketing Research, Product Management, Marketing Communications and Channel Management. He has done several consulting assignments in the area of Marketing and Marketing Communications for companies like Asian Paints, Johnson Matthey India, Power Finance Corporation, Henkel Adhesive India, UCO Bank among others. He is also an effective sales trainer.



Prof. Navin Shrivastava

Assistant Professor

Email: n.shrivastava@bimtech.ac.in

Prof Navin Shrivastava is an MBA (HR), LL.M. (Corporate Laws) and UGC (NET) qualified person with strong interpersonal communication skills, having more than ten years of experience in Management teaching and consultancy. An ardent propounder of developing value based system for institution building, his areas of expertise are Human Resource Management, Institution Building, and Talent Management, Business Laws, Intellectual Property Laws, Industrial Relations and Labour Laws. He has actively conducted Management Development Programmes at Government and Non Government Organization.

Prof. Rajeev Sharma

Assistant Professor

Email: rajeev.sharma@bimtech.ac.in

Prof. Rajeev Sharma is the Assistant Professor in the area of Supply chains and Operations at Birla Institute of Management Technology, Greater Noida. He is a qualified cost and management accountant. He has 13 years of experience as an industrial practitioner and over 8 years of experience as a seasoned corporate trainer. He embarked on his professional path as a corporate financial and operations professional, which included a successful stint as a consultant for the companies ranging from SME startups to corporate giants like BSNL, Panacea Biotech, and BIBCOLD to name few. His areas of expertise are operations, quality, inventory, supply chains. He also has flair for entrepreneurship, creativity and Innovation.



Dr. Archana Shrivastava

Assistant Professor

Email: archana.shrivastava@bimtech.ac.in

As an experienced communications professional, Dr Archana Shrivastava works as an Assistant Professor – Business Communication Area in Birla Institute of Management Technology, Greater Noida. She holds a doctoral degree in English literature and has more than 14 years of teaching experience in leading management institutes and colleges.

Dr. Shrivastava is M.A, Ph. D from Dr. Hari Singh Gour University, Sagar in Madhya Pradesh. She had excellent opportunities to teach/ train people in variety of courses including Written Communication Skills and Oral Communication Skills. Her fields of specializations in teaching, training and research area include handling interviews, presentation skills, business communication, soft skills, business etiquettes, negotiation skills, non verbal communication, English literature and grammar.

Dr. Shrivastava has made presentations at several conferences, seminars and workshops. She has published number of articles, poems, and research papers in various national and international journals. Dr. Shrivastava is active member of ELTAI (English Language Teachers Association of India).



Prof. Himanshi Tiwari

Assistant Professor

Email: himanshi.tiwari@bimtech.ac.in

Prof. Himanshi Tiwari is an MBA with specialization in Human Resource Management and Industrial Relations and qualified UGC-NET in 2001. In her career span of about a decade, she has worked as a consultant for 02 years in social sector and handled monitoring and evaluation programs for WORLD BANK, Oxfam and Care India. She has been a visiting faculty with University of Lucknow. Motivational Training programs for JFM Project (Joint Forest Management) of Forest Department and CAPART Lucknow are also in her credit.

Her specialization and research interests are International Aspects of Human Resource Management, Challenges and Opportunities of Higher Education, Emotional Intelligence and Emotional Labour, Leadership Skills, Positive attitude and skills for Personal Effectiveness, Management Ethics and Dynamics of Organizational Change and Development.

Prof. Sangeeta Shukla

Assistant Professor

Email: sangeeta.shukla@bimtech.ac.in

Prof. Sangeeta Shukla is an Assistant Professor of Business Communication at BIMTECH, Greater Noida. She is currently pursuing her Doctoral Research on: "A Study of the English Curriculum at Graduate Level of Amravati University Specifically With Reference To Needs of the Non-Metro Students." She holds a Masters' Degree in English as well as a Diploma in Marketing and Sales Management from Bhartiya Vidya Bhavan's Rajendra Prasad Institute of Commerce and Management both with a first division.

She has taught Business Communication, Soft Skills and British Council's BEC Program at the post-graduate level. Her special interests include curriculum designing and content development in Business Communication and Soft Skills and placement training of students.

Prof. Sangeeta Shukla is the Editor of the BIMTECH Newsletter and the Managing Editor of 'Communis', A Business Communication Area magazine. She is also the mentor of 'Majlis', the Debating and Theatre Society of BIMTECH. Prof. Sangeeta has also been conducting Management Development and Training Programmes in the Business Communication Area.



Prof. Jaya Gupta

Assistant Professor

Email: jaya.gupta@bimtech.ac.in

Prof. Jaya Gupta is the Assistant Professor in Organizational Behaviour and Human Resource Management at BIMTECH. She has attended and presented papers at many international and national conferences. Her case study on Gender Inclusivity @ Corporate Culture, in Case study competition organized by IIM, Ahmedabad, 2009 was appreciated and recognized. Two Research papers which are the handiworks of Prof. Pooja Mishra and Prof. Jaya Gupta were published in research journals – Comparative study on recruitment process in IT Companies in India and -

Prof. Nimisha Singh

Assistant Professor (Information Technology)

Email: nimisha.singh@bimtech.ac.in

Prof. Nimisha Singh has Bachelor of Applied Sciences from Delhi University and MCA from SNDT University, Mumbai. She started her career with Tata Consultancy Services in Mumbai as a software programmer and later moved to U.S.A where she worked as a web developer designing HTML and CSS based websites and later specializing to .Net Technology. After spending 10 years in U.S.A, she moved back to India. She joined BIMTECH in 2008 as a faculty- Information Technology. Her core competency areas are e-business, project knowledge management, social media strategies and business communication.



Prof. Manujata

Asst. Professor

Email: manujata@bimtech.ac.in

Prof. Manujata is an Assistant Professor in Business Communication Area with BIMTECH. She is MA (English) from Punjab University, Chandigarh, and M.Phil (English) in the area of comparative linguistics. She also holds Business English Certificate Higher (Cambridge University, 2006) and MBA-HRM with first division.

She has over four and a half years of experience in teaching and training and had been associated with Lovely Professional University, Jalandhar and NIMS, Delhi before joining BIMTECH. Her teaching interests include Business English, written and oral communication skills, voice and accent, and personality development.

Prof. Monica Mittal

Assistant Professor

Email: monika.jain@bimtech.ac.in

Prof. Monica Mittal is a professor in the area of insurance. She is also an active member of Center for Corporate Relation and Alumni interface. Her Educational qualification is, Bachelor of Business Administration- University Gold Medalist from M.D.U (2003), Master Of Business Administration – Birla Institute of Management Technology, Gold Medalist (2007), Master Of Commerce – M.D.U (2008), Fellow of III ALMI from LOMA and Diploma holder of CII. She has done an International project on "Strengthening MIUs In India" with FICCI and has Developed a self study material for IMT, GZB on "Principle and practice of Life Insurance"



OUR CONTRIBUTIONS ...HANDS ON EXPERIENCE

S. No.	MDP TITLE	DATES	PROGRAMME DIRECTOR(S) / FACULTY
1	Management Teachers Program on Innovation and Entrepreneurship	11-16 April, 2011 BIMTECH Gr. Noida	Prof. A. Sahay
2	General Management for Graduate Engineer Trainees of IFFCO	23-25 April, 2011 FMDI Gurgaon	Prof. K R Chari Prof. Rajeev Sharma Prof. Himanshi Tiwari Prof. Jaya Gupta Dr. Manosi Chaudhuri Prof. Navin Shrivastava
3	Finance for Non Finance Executives	09-13 May, 2011 Power Management Institute, NTPC, Noida	Dr. L. Ramani
4	Strategic Management for Competitive Advantage	15-16 May, 2011 OPEN Programme in OMAN	Prof. A. Sahay
5	Workshop on Emotional Intelligence	17-18 June, 2011 NTPC Dadri Ghaziabad	Prof. Rajeev Sharma Prof. Himanshi Tiwari
6	Workshop on Creativity and Innovation	20-21 June, 2011 NTPC Dadri Ghaziabad	Prof. Rajeev Sharma Prof. Himanshi Tiwari
7	Enhancing Managerial Effectiveness	20-22 June, 2011 POWERGRID, Shillong	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
8	Leveraging Marketing and Sales Excellence for Profits & Growth	26-27 June, 2011 Open Programme in OMAN	Prof. Sunil Sangra
9	Essentials of TQM	27-30 June, 2011 Power Management Institute, NTPC, Noida	Prof. Rajeev Sharma Prof. K R Chari Mr. Manuraj Sharma
10	Communication Skills	11-13 July, 2011 POWERGRID, Gurgaon	Prof. Shylaja Iyengar
11	Communication for Organizational Development	15-16 July, 2011 OPEN Program at BIMTECH Gr. Noida	Dr. Mukesh Chaturvedi Prof. Shylaja Iyengar Prof. Manujata Prof. Sangeeta Shukla
12	General Management	18-22 July, 2011 Power Management Institute, NTPC, Noida	Dr. Manosi Chaudhuri Prof. Navin Shrivastava Dr. Vineeta Dutta Roy Dr. L. Ramani Prof. Rajeev Sharma
13	Enhancing Managerial Effectiveness	01-05, August 2011 Power Management Institute, NTPC, Noida	Prof. A. Sahay Prof. Manosi Chaudhuri Prof. Ravindra Rustagi Prof. Rajeev Sharma Prof. Navin Shrivastava Prof. Himanshi Tiwari Dr. Mukesh Chaturvedi Prof. Shylaja Iyengar

OUR CONTRIBUTIONS ...HANDS ON EXPERIENCE

S. No.	MDP TITLE	DATES	PROGRAMME DIRECTOR(S) / FACULTY
14	Executive Development Program	08-10, August 2011 Power Management Institute, NTPC, Noida	Prof. Rajeev Sharma Dr. L. Ramani Prof. Sangeeta Shukla
15	HR for Line Managers	09-11, August 2011 NTPC Dadri, Ghaziabad	Prof. Navin Shrivastava Dr. Manosi Chaudhuri Prof. Ravindra Rustagi
16	Finance and Quality Management	17-18, August 2011 Power Management Institute, NTPC, Noida	Prof. Navin Shrivastava Dr. L. Ramani Prof. Rajeev Sharma
17	Team Building and Group Dynamics	06-08, September 2011 THDCIL Rishikesh	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
18	Business Communication	07-08, September 2011 Pearsons	Dr. Mukesh Chaturvedi Prof. Shylaja Iyengar Prof. Sangeeta Shukla
19	Emotional Intelligence and Leadership	13-14, September 2011 NTPC Badarpur, N.Delhi	Prof. Himanshi Tiwari Prof. Rajeev Sharma
20	Etiquette	15 September 2011 HRDI, BHEL	Prof. Shylaja Iyengar
21	Effective Presentation Skills	26-28, September 2011 Power Management Institute, NTPC, Noida	Prof. Shylaja Iyengar
22	Research Methodology in HR	19-21, October 2011 Power Management Institute, NTPC, Noida	Dr. G.N Patel Prof. A Bose Dr. Manosi Chaudhuri
23	Finance for Non finance Executives	09-10, November 2011 JSPL, Angul	Prof. Rajeev Sharma
24	Finance for Non finance Executives	11-12, November 2011 JSPL, Patratu	Dr. L. Ramani
25	General Management	14-19, November 2011 IFFCO, FMDI Gurgaon	Prof. Kishore Sinha
26	Managerial Effectiveness	21-25, November 2011 Power Management Institute, NTPC, Noida	Prof. A. Sahay Prof. Manosi Chaudhuri Prof. Ravindra Rustagi Prof. Rajeev Sharma Prof. Navin Shrivastava Prof. Himanshi Tiwari Dr. Mukesh Chaturvedi Prof. Shylaja Iyengar Ms. Nidhi Thakur
27	Finance for Non Finance Executives	28 Nov-02, December 2011 Power Management Institute, NTPC, Noida	Dr. L. Ramani Prof. Anshul Verma Prof. A K Malhotra Prof Girish Jain Prof. Rajeev Sharma
28	Finance for Non Finance Executives	06-07, December 2011 JSPL Raigarh	Prof. Girish Jain

OUR CONTRIBUTIONS ...HANDS ON EXPERIENCE

S. No. MDP TITLE DATES PROGRAMME DIRECTOR(S) / FACULTY

29	Finance for Non Finance Executives	08-09, December 2011 JSPL Tamnar	Prof. Girish Jain
30	Strategic Cost Management	19-21, December 2011 Power Management Institute, NTPC, Noida	Dr. L. Ramani Prof. Rajeev Sharma Prof. Girish Jain
31	Communication and Management Skills	12-16, December 2011 Power Management Institute, NTPC, Noida	Prof. Shylaja Iyengar Prof. Sangeeta Shukla Dr. Mukesh Chaturvedi
32	Transformation Excellence	14-15, December 2011 Neyvelli Lignites Corp., Pondyicherry and Neyvelli	Prof. Kishore Sinha
33	Partners in Progress	15-16, December 2011 Neyvelli Lignites Corp. Pondyicherry and Neyvelli	Prof. Ravindra Rustagi Dr. P. Nayak
34	Sustainability	19, December 2011 SAIL\MTI Ranchi	Prof. K. R. Chari
35	Personal Effectiveness Module	11-13, January 2012 Power Management Institute, NTPC, Noida	Dr. Manosi Chaudhuri Prof. Archana Shrivastava Dr. Parmeswar Nayak Prof. Mukesh Chaturvedi Prof. Rajeev Sharma Prof. Shylaja Iyengar Prof. Sangeeta Shukla
36	Team Building And Group Dynamics	24-25, January 2012 NBCC, New Delhi	Prof. Navin Shrivastava Dr. Manosi Chaudhuri
37	HR for non HR Managers	08-10, February 2012 BIMTECH and NIPM (Joint Program) Open MDP	Prof. Ravindra Rustagi
38	Team Building	14-16, February 2012 THDCIL, Rishikesh	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
39	Trade Finance Risk Management and Methods of payment	15-16, February 2012 State Trading Corp., N.Delhi	Dr. Anupam Varma Prof. M S Rawat Prof. Abha Rishi Prof. Anuj Sharma
40	Effective Presentation Skills	20-22, February 2012 Power Management Institute, NTPC, Noida	Prof. Shylaja Iyengar
41	Export Document and Procedures of Payment	16-17, March 2012 State Trading Corp., Mumbai	Dr. Anupam Varma Prof. Anuj Sharma
42	Effective Presentation Skills	12-14, March 2012 Power Management Institute, NTPC, Noida	Prof. Shylaja iyengar
43	Export Document and Procedures of Payment	18-19, March 2012 State Trading Corp., Kolkata	Dr. Anupam Varma Prof. Anuj Sharma
44	HR for Line Managers	21-23, March 2012 IFFCO, FMDI, Gurgaon	Prof. Ravindra Rustagi

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GLIMPSES OF PAST MDPs



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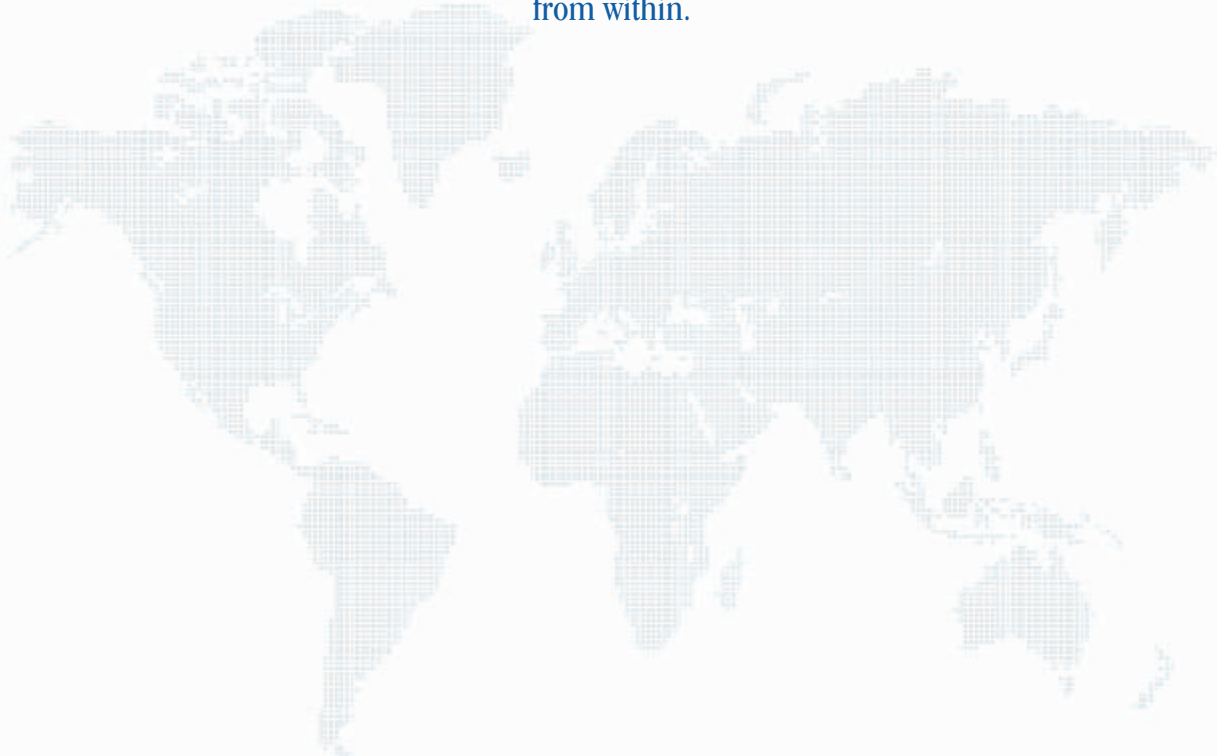
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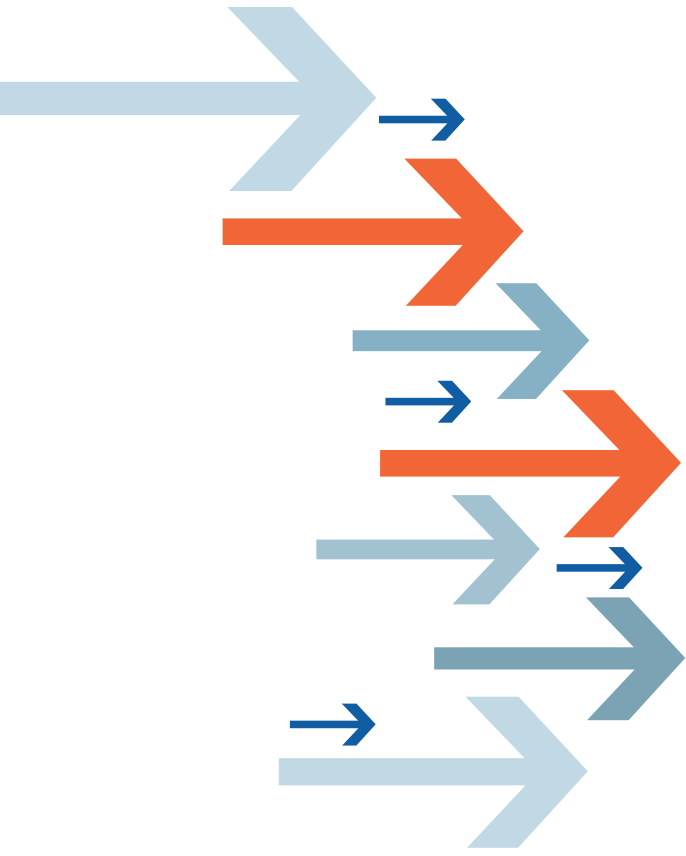


अमंत्रम् अक्षरं नास्ति नास्तिमूलं अनौषधम् ।
अयोव्यः पुरुषो नास्ति योजकः स्तत्रदुर्लभः ॥

– ऋग्वेद

Every Syllable has potential to be a mantra, every root has potential to become a medicine. There is no human without some potential and capability. What is scarce is the one who can organize and develop them to actualize the potential from within.





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