



Management Development Programs

2013-2014



BIMTECH
BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY



:: Our Partners ::



Ranked 7th among the Top Pvt B-Schools

CNBC-TV 18's a List of B.Schools (2012)



Our Clients and Partners



VISION

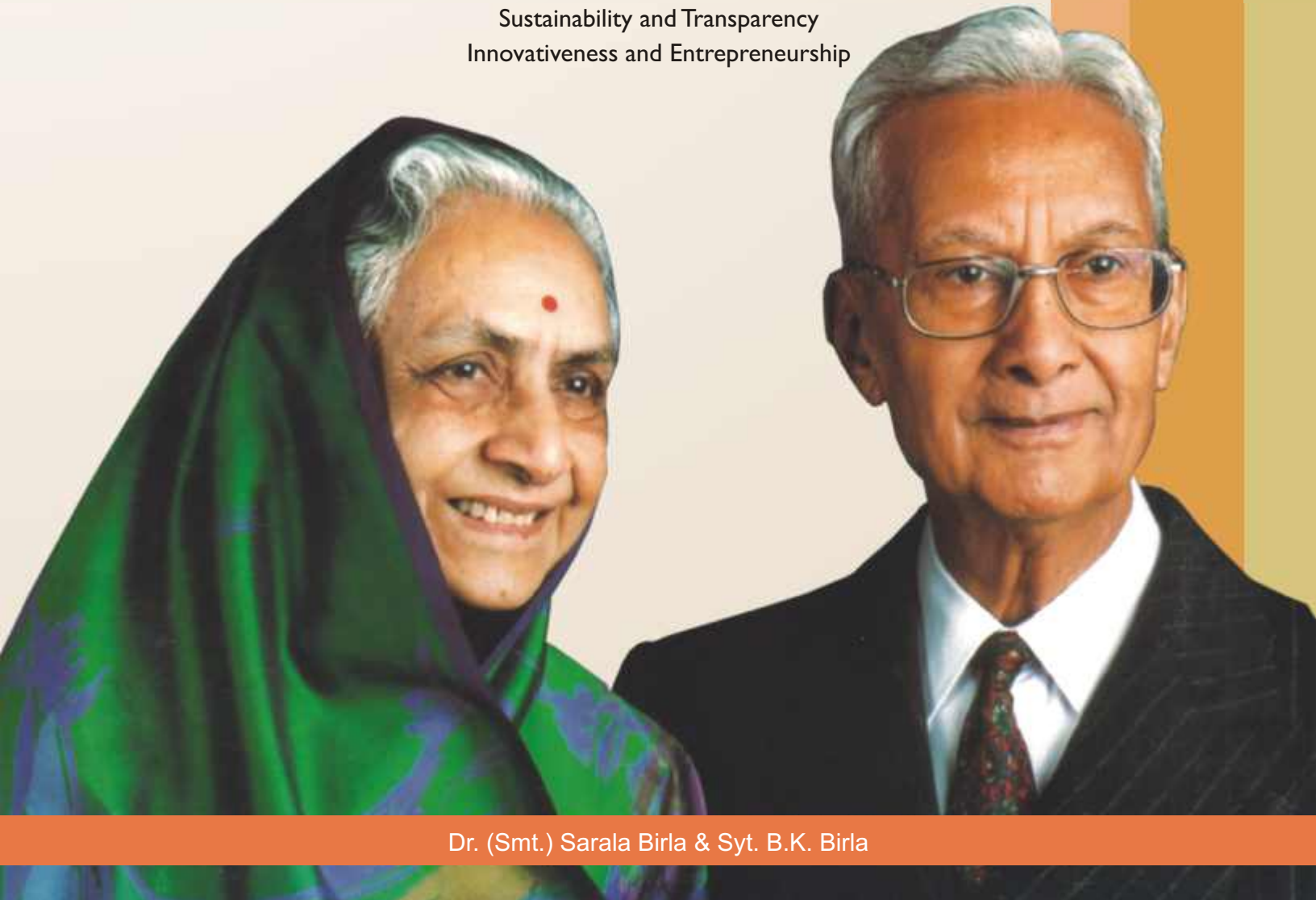
To be known for developing ethical global leaders and entrepreneurs striving for sustainability and inclusive growth.

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

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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, a B. K. Birla Group institution, celebrating its Silver Jubilee year, has been rated in the TOP 10 among India's Private B - Schools and in the Top 20 overall among the combined list of B - Schools of India, over the few years. We have now been rated 7th and 18th respectively in these two categories, according to the MBA Universe 2012 B -School Survey, which has been conducted under the guidance and supervision of a doyen of management education, Dr. Bakul Dholakia, former Director, IIM, Ahmadabad.

BIMTECH has learning and development partnerships with mega corporate s 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 नम्रास्तरवः फलोद्रमै नवाम्बुभिर्दूरविलम्बिनीं धनाः ।

अनुद्धताः सत्पुरुषाः समृद्धिभिः ॥ सुभाषितानि

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



Talents of individuals in an organization are as varied as the individuals who work there. Each organization has goals to be achieved and it needs expertise and experience in accomplishing them. Organizations are expected to be responsible, sustainable and inclusive in the present scenario. Executive development programmes are imperative to train and develop professional managers to face the multiple challenges of maintaining good interpersonal relations, adjusting to socio-economic changes and dealing with cut throat competition.

Executive development is a planned and organized long term ongoing process of learning. It helps in sustaining good performance of managers throughout their careers by utilizing their full potential. It helps them acquire knowledge about problems of human resources and increases their proficiency in management techniques. Equipped with a better understanding of economic, technical and institutional forces, executives are more enabled to solve business problems. It also prepares them to think through problems which they may confront in the organization in the near future.

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. 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 who have been in key positions and board rooms combined with the strong research outcomes of the academic professors, makes ours 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 सहनाववतु सहनौ भुनक्तु, सहवीर्यं करवाव है ।
तेजस्वि ना वधीतमस्तु, मा विद्विषा व है ॥ तैत्तीरीयोपनिषद् 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 2012-13 delivered 90 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. KK Sinha
Chairperson
Centre for Management Development

MANAGEMENT DEVELOPMENT PROGRAMMES DELIVERED IN 2012 - 13



S. No.	DATES	NAME OF THE PROGRAMME	NAME OF THE COMPANIES
1.	14 th – 16 th May, 2012	Managerial Effectiveness (2 – 3 Days Each)	UCO Bank- Delhi Zone
2.	21 st -23 rd May, 2012		
3.	28 th -30 th May, 2012		
4.	30 th August to 1 st Sept., 2012		UCO Bank- Jaipur zone
5.	13 th to 15 th September, 2012		UCO Bank - Chandigarh Zone
6.	11 th to 13 th October, 2012		
7.	14 th to 16 th February, 2012		UCO Bank - Ajmer Zone
8.	28 th Feb to 2 nd March 2013		Power Management Institute, NTPC - Noida
9.	27 th to 31 st August 2012		
10.	8 th to 12 th October 2012		
11.	11-13 February 2013		Power grid- Nagpur
12.	21 st to 23 rd May 2012	Change Management (3 Days)	Power Management Institute, NTPC - Noida
13.	28 th to 30 th May 2012	Effective Presentation skills (3 Days Each)	Power Management Institute, NTPC - Noida
14.	12 th to 14 th September 2012		Power Management Institute, NTPC - Noida
15.	25 th -29 th June,2012	Communication and Management Skills (5 Days)	Power Management Institute, NTPC – Noida
16.	29 th - 30 th June,2012	Personal Effectiveness and Conflict Resolution (2 Days)	NBCC Agartala
17.	9 th July, 2012	Strategic HR and Leadership for Transformation (1 Day)	NTPC Koldam
18.	10 th and 11 th July 2012	Goal Setting (1 Day)	JPL Tamnar
19.	13 th July 2012	Team Building and Group Dynamics (1 – 2 Days Each)	JPL Tamnar
20.	8 th – 9 th August, 2012		NBCC – Chennai
21.	20 th – 21 st September 2012		NTPC NCR Headquarters – Noida
22.	12 th July 2012	HR For HR Manager (1 – 2 Days Each)	JPL Tamnar
23.	6 th to 7 th November, 2012		NBCC Agartala
24.	11 th -12 th July	Coaching, Counselling and Mentoring (2 Days Each)	NTPC- Bhubaneswar
25.	Shifted To Next Financial Year		NLC – Barsingsar (Shifted to Next Financial Year)
26.	13 th July	Interpersonal Relationships (1 Day)	NTPC- Bhubaneswar
27.	30 th July to 1 st August, 2012	Land Acquisition (3 Days)	OPEN Program Jointly with NIPM – Delhi
28.	21 st to 24 th August, 2012	Leadership Development Programme (3 – 6 Days Each)	THDC – Rishikesh
29.	8 th to 9 th October		NTPC NCR Headquarters- Noida
30.	29 th October to 3 rd November		Neyvelli Lignite Corporation
31.	22 nd to 24 th November 2012		NSPCL – Delhi
32.	4 th to 7 th December		THDC – Rishikesh
33.	15 th to 18 th January., 2013		OPEN Programme – Delhi – NCR
34.	4 th to 6 th March, 2013		Neyvellie Lignite Corporation

MANAGEMENT DEVELOPMENT PROGRAMMES DELIVERED IN 2012 - 13

S. No.	DATES	NAME OF THE PROGRAMME	NAME OF THE COMPANIES
35.	21 st to 23 rd August 2012	IR for HR Professionals 3 Days)	Power Management Institute, NTPC – Noida
36.	27 th August – 1 st Sept. 2012	General Management Programme (6 Days Each)	IFFCO FMDI – Gurgaon
37.	4 th – 9 th February 2012		IFFCO FMDI – Gurgaon
38.	28 th to 29 th August 2012	Stress Management (2 Days)	NTPC – NCR Headquarters
39.	14 th to 15 th September 2012	Train the Trainers Programme (2 Days)	Vedanta – Chhattisgarh
40.	10 th to 23 rd September	Executive Development Programme (14 Days Each)	NTPC Eastern Region
41.	10 th to 22 nd December		NTPC Western Region
42.	21 st January to 2 nd February		NTPC Northern Region Batch 1
43.	18 th February – 2 nd March		NTPC Northern Region Batch 2
44.	11 th to 23 rd March 2013		NTPC South Region
45.	25 th – 26 th September 2013	Developing Managerial Competencies (2 Days)	NBCC – Kolkata
46.	14 th to 15 th December 2013	Partners in Progress (2 Days)	NSPCL
47.	28 th January to 1 st Feb 2013	Finance For Non Finance (3 – 5 Days Each)	Power Management Institute, NTPC – Noida
48.	Shifted to Next Financial Year		NLC Barsingsar
49.	Shifted to Next Financial Year		NLC Barsingsar
50.	23 rd and 24 th January 2013	Team Effectiveness through MBTI (2 Days)	NHPC
51.	15 th January, 2013	Emotional Intelligence (1 – 2 Days Each)	Power Management Institute
52.	Shifted to Next Financial Year		NLC – Barsingsar
53.	Shifted to Next Financial Year		NLC – Barsingsar
54.	11 th to 13 th February 2013	Investment Management (3 Days)	Power Management Institute, NTPC – Noida
55.	30 th and 31 st January	Quality Circle (1 – 2 Days Each, 3 Programmes)	REC
56.	6 th February 2013		
57.	15 th March 2013		
58.	(Shifted to Next Financial Year)	Managerial Excellence and Self Development (2 Days)	NLC – Barsingsar
59.	(Shifted To Next Financial Year)	Decision Making (1 – 2 Days)	NLC – Barsingsar
60.	(Shifted To Next Financial Year)	Total Quality Management (2 – 3 Days)	NLC – Barsingsar
61.	(Shifted To Next Financial Year)		NLC – Barsingsar
62.	(Shifted To Next Financial Year)		Power Management Institute – NTPC -
63.	(Shifted To Next Financial Year)	Professional and Business Etiquettes (1 Day Each)	JPL Tamnar
64.	(Shifted To Next Financial Year)		JPL Tamnar
65.	(Shifted To Next Financial Year)	Mental Conditioning (4 Days)	JPL Tamnar
66.	(Shifted To Next Financial Year)	Transformation For Excellence (1 Day)	JPL Tamnar
67.	(Shifted To Next Financial Year)	Empowering People Through Mentoring (2 Days)	NHPC – Jammu

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

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

MANAGEMENT DEVELOPMENT PROGRAMMES DELIVERED IN 2012 - 13



S. No.	DATES	NAME OF THE PROGRAMME	NAME OF THE COMPANIES		
68.	18 th to 19 th January 2013	Leadership Skills Development (2 - 3 Days Each)	NBCC – Delhi		
69.	16 th March 2013		Power Management Institute – NTPC		
70.	14 th to 19 th January 2012	GoldMan Sachs 10000 Women Certification Programme For Women Entrepreneurs (6 Days Each of 18 Programmes)	Greater Noida		
71.	13 th to 19 th February 2012				
72.	24 th to 30 th March				
73.	15 th to 20 th September				
74.	6 th to 12 th October				
75.	19 th to 24 th November				
76.	14 th to 19 th January 2013				
77.	10 th to 16 th February 2013				
78.	19 th to 23 rd March 2013				
79.	11 th to 16 th February 2013				
80.	3 rd to 9 th March 2013				Bhubaneswar
81.	29 th March to 1 st April				Agra
82.	14 th to 19 th April 2012				
83.	14 th to 19 th May 2012				
84.	14 th to 18 th July				
85.	5 th to 10 th May 2013				
86.	23 rd to 28 th July 2013				
87.	2 nd to 6 th April 2012				Innovation and Technology Strategy (5 Days Each)
88.	12 th to 16 th October 2012	Faculty Development Programme- BIMTECH Greater Noida			
89.	5 th to 16 th August 2012	Entrepreneurship (11 Days)	Faculty Development Programme Bhubaneswar		
90.	4 th August 2012 to 1 st February 2013	Diploma in Foreign Trade 6 Months Part Time Course	Federation of Indian Export Organization (FIEO – Delhi)		

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अनुद्धताः सत्पुरुषाः समृद्धिभिः ॥ सुभाषितानि

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.

CENTRE FOR MANAGEMENT DEVELOPMENT

ABOUT THE CENTRE

Centre for management development aims to create a training base which 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 programs 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.



नासनेः वाडर्थ कृच्छे ना भये वा जीवनान्तके ।
विमृशान वै स्वया बुद्धया 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.

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 , Executive Development Programme and Foundation Course in General Management provided through experienced partners.

5. Feedback analysis:

No training is complete without a feedback for both the trainer and the trainee. At the end of the training, we will give you a numerical participant's feedback also with an in-depth analysis.



न रिपुर्नचशस्त्रास्य नाग्निर्न विष न दारुणो व्याधिः ।
परितापयति च पुरुष यथा कटुभाषिणि वाणिः ॥ नीतिद्विशिष्टका, 13

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

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 @ 1500 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 @ 1500 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 actual 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.



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 programs 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 programs 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.

For any 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. 375) Mobile: + 91 - 9650977042
Email : manager.mdp@bimtech.ac.in / neha.arora@bimtech.ac.in



ध्यायतो विषयान्पुंसः सङ्गस्तेषूपजायते ।
सङ्गात्सञ्जायते कामः कामाज्क्रोधोऽभिजायते ॥ भगवत् गीता 2.62

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

BOUQUET OF OFFERINGS 2013-14



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
1.4	Professional and Social Etiquette	1 Days	Prof. Shylaja Iyengar Prof. Jyotika Kulrety

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	2 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. 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. Parmeswar Nayak Prof. Bhushan Kachru
3.5	Economics for Executives	1 Day	Prof. Jaya Gupta Prof. Pooja Mishra
3.6	Foundation Course in General Management	14 Days	Prof. K. K. Sinha
3.7	Executive Development Programme	14 Days	Prof. K. K. Sinha
3.8	Land Acquisition R&R and CSR	3 Days	Prof. Navin Shrivastava

BOUQUET OF OFFERINGS

2013-14



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

HUMAN RESOURCE MANAGEMENT

4.1	Leadership Development	4 Days	Prof. K. K. Sinha Dr. Parameswar Nayak Dr. Manosi Chaudhuri Dr. Nitika Sharma Prof. Sunil Sangra
4.2	HR for HR Professionals	2 Days	Prof. K. K. Sinha Dr. Parameswar Nayak Dr. Manosi Chaudhuri
4.3	HR for Non HR Managers	3 Days	Dr. Parameswar Nayak Dr. Manosi Chaudhuri Prof. K. K. Sinha
4.4	Personal Effectiveness and Conflict Resolution	3 Days	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.5	Leading and Winning the EI Way: Emotional Intelligence (EI)/EQ Workshop	2 Days	Prof. Rajeev Sharma Prof. Himanshi Tiwari
4.6	Creativity and Innovation – Harnessing Intellectual and Social Capital Towards Creativity and Innovation	2 Days	Prof. Rajeev Sharma Prof. Himanshi Tiwari
4.7	Managing Industrial Relations and Labour Legislations	3 Days	Prof Navin Shrivastava
4.8	Measuring Corporate Performance	2 Days	Prof. Rajeev Sharma Dr. L. Ramani
4.9	Enhancing Managerial Effectiveness	3 Days	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.10	Leadership Development Program (with Two Days Out Bound Training)	6 Days	Prof. K. K. Sinha Dr. Manosi Chaudhuri Dr. Parmeswar Nayak
4.11	Team Building	3 Days	Dr. Manosi Chaudhuri Prof. Navin Shrivastava
4.12	Collective Bargaining and Workers' Participation in Management	3 Days	Prof. K. K. Sinha Prof. Navin Shrivastava
4.13	Stress Management in the Workplace	3 Days	Dr. Parameswar Nayak Dr. Manosi Chaudhuri
4.14	Supervisory Skills Development for First Line Managers	2 Days	Prof. Bhushan Kachru
4.15	Coaching, Counselling and Mentoring	2 Days	Dr. Parameswar Nayak Dr. Nitika Sharma
4.16	Competency Mapping	2 Days	Dr. Parameswar Nayak

एको हयनीशः सर्वत्र । मनुस्मृति परिषिष्टम् श्लोकः 49

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

BOUQUET OF OFFERINGS 2013-14



S. No	TITLE	DURATION	PROGRAM DIRECTOR(S) / FACULTY
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4.17	Conflict and Negotiation	2 Days	Prof. Pooja Mishra Prof. Jaya Gupta
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4.18	Developing Winning Edge for Leaders	3 Days	Prof. K.K. Sinha
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INSURANCE & RETAIL MANAGEMENT

5.1	Managing Risk Associated with the Industries	1 Day	Prof. Monica Mittal
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5.2	Claim Management for Insurance Brokers	2 Days	Prof. M. S. Rawat Prof. M. K. Pandey
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5.3	Basic Insurance Concepts for Corporate Executives	2 Days	Prof. P. S. Nagpal Prof. M. K. Pandey
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5.4	Sales Training for Front Line Executives	3 Days	Prof. Pankaj Priya Prof. Gagan Katiyar
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INTERNATIONAL BUSINESS

6.1	Export Import Procedures and Documentation	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
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6.2	Managing Export Business in Turbulent Times	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
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6.3	International Shipping and Chartering	2 Days	Dr. Anupam Varma
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6.4	Getting Started in Exports	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
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6.5	Export Marketing and International Trade Operations	3 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
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6.6	Trade Finance, Risk Management and Methods of Payment	2 Days	Dr. Anupam Varma
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6.7	Global Supply Chain Management and Logistics	2 Days	Prof. Rajeev Sharma
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6.8	Global Business Strategy for SME's - Today and Tomorrow	2 Days	Dr. Anupam Varma Prof. Abha Rishi Dr. Anuj Sharma
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युक्ताहार विहारस्य युक्तचेष्टस्य कर्मसु ।
युक्तस्वप्नाव बोधस्य 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.

BOUQUET OF OFFERINGS 2013-14



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

7.1	Corporate Entrepreneurship	2 Days	Prof. A. Sahay Prof. N.N. Sharma
7.2	Mergers and Acquisitions	2 Days	Prof. A. Sahay
7.3	Using Strategy for Creating a Sustainable Competitive Advantage	2 Days	Prof. Sunil Sangra
7.4	Superior Strategy Execution Through Mapping, Translating and Aligning Strategy	2 Days	Prof. Sunil Sangra

SUPPLY CHAIN LOGISTICS AND OPERATIONS MANAGEMENT

8.1	Essentials of TQM Empowering Employees towards Business Excellence	2 Days	Prof. Rajeev Sharma
8.2	Supply Chain Management - "Supply Chain a Critical Success Factor"	2 Days	Prof. Rajeev Sharma
8.3	Global Supply Chain Management- "Working towards Synchronized Supply Chains"	1 Day	Prof. Rajeev Sharma
8.4	Certified Supply Chain Manager	4 Days	Prof. Eugene Reuben

SUSTAINABLE DEVELOPMENT PRACTICES

9.1	Understanding Rural Mindset : Opportunities and Challenges in tapping BOP	2 Days	Prof. Kuldeep Sharma
9.2	Organizational Sustainability and Inclusiveness	2 Days	Dr. Rahul Singh Prof. N. N. Sharma
9.3	Corporate Social Responsibility	2 Days	Prof. N.N. Sharma Dr. Vineeta Dutta Roy
9.4	Organization and Public Policy Issues	1 Day	Dr. Rahul Singh Prof. N. N. Sharma
9.5	Project Design & Management (PDM) for NGO Managers	7 Days	Prof. N.N. Sharma Dr. Vineeta Dutta Roy

असतो मा सद्गमय ।
तमसो मा ज्योतिर्गमय ॥
मृत्योर्मा मृतं गमय । ऋग्वेद

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

BOUQUET OF OFFERINGS 2013-14



S. No	TITLE	DURATION	TENTATIVE DATES	PROGRAM DIRECTOR
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List of Open Programmes Planned in 2013-14

01.	Finance For Non Finance Executives	2 Days	2nd and 3rd of May, 2013	Prof. Kamal Kalra
02.	Leadership Development Programme	4 Days	7th to 10th of May, 2013	Prof. K.K. Sinha
03.	Communication for Organizational Development	3 Days	4th to 6th of July, 2013	Dr. Mukesh Chaturvedi
04.	Cross Cultural Communication	2 Days	20th to 21st of September, 2013	Dr. Mukesh Chaturvedi
05.	Effective Business Communication Through Theatre Technique	3 Days	12th to 14th of December, 2013	Dr. Mukesh Chaturvedi
06.	Global Leadership Development for Succession	12 Days	(i) 10th to 15th of June, 2013 24th to 30th of June, 2013 (ii) 11th to 16th of November, 2013 25th to 30th of November, 2013	Prof. K.K. Sinha Prof. K.K. Sinha
07.	Leadership Development Program	4 Days	January, 2014	Prof. K.K. Sinha

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.

BUSINESS COMMUNICATION



BIMTECH
BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY



Communication for Organizational Development

03
DAYS



Background

Communication is the life-blood of an organization; communication is essential for an organization's survival and growth. All the 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.

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.

For Whom

Managers and senior managers in all types of business can benefit greatly from the training program.

Program Director(s)

Dr. Mukesh Chaturvedi
Professor
mukesh.chaturvedi@bimtech.ac.in

Dr. Archana Shrivastava
Professor
archana.shrivastava@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

अन्यो अन्यस्मै वल्गु वदन्तः । ऋग्वेद 8.84.9
Speak kind words to one another.

Cross-Cultural Communication

02
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. The 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 Cross cultural Communication skills.

For Whom

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

Program Director(s)

Dr. Mukesh Chaturvedi
Professor
mukesh.chaturvedi@bimtech.ac.in

Prof. Shylaja Iyengar
Professor
s.iyengar@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Effective Business Communication through Theatre Technique

03
DAYS



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.

Objectives

The program would aim at appreciation of the various aspects of effective verbal and nonverbal communication by participants, and sharpening of their communication 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.

For Whom

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

Program Director(s)

Dr. Mukesh Chaturvedi
Professor
mukesh.chaturvedi@bimtech.ac.in

Prof. Sangeeta Shukla
Asst. Professor
sangeeta.shukla@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

प्रजानां रेतोः हृदय हृदयस्य रेतोः मनः ।

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

Professional and Social Etiquette

01
DAYS



Background

Human beings have always been social animals; they have interacted with each other over long distances, for thousands of years. All efforts at development whether building roads connecting continents by land, sea or air have been efforts at reducing time and space which made global interchange more rapid. The advent of electronic communications in the twentieth century, mostly mobile phones and the internet made the world smaller by connecting millions of people in the twenty first century. In other words, Globalization has arrived.

Etiquette (pron.: French: [e.ti.k t]) is a code of behavior that details the expectations for social behavior according to contemporary conventional norms within a society, social class, or group. Though the term is not used very often and the rules are unwritten, but aspects of etiquette have been codified from time to time.

With globalization set to stay, social etiquette has been extended into the business world as Professional or Business Etiquette. Since the success or failure of relationships and businesses is influenced by people, Business Etiquette is a means of maximizing this potential and achieving a comfort zone by presenting oneself effectively. It revolves around two prime aspects-being considerate of interests and feelings of others and minimizing misunderstandings. Both are dependent on self conduct and business etiquette polishes this conduct.

Though business etiquette vary according to region and country; there are some key pillars upon which good business etiquette are built. These are - Behaviour, Honesty, Character, Sensitivity, Diplomacy, and Appearance etc. Understanding, analysing and adapting the above will help recognize what business etiquette is and how it should be made an integral part of corporate world.

Objectives

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

1. Familiarizing participants with the meaning and rules of business etiquette
2. Improving Behaviour
3. Improving Personality
4. Learning how to create an impression
5. Developing acceptable professional behaviour with colleagues and clients.

For Whom

Executives and Managers at all level can benefit greatly from this program.

Program Director(s)

Prof. Shylaja Iyengar
Assoc. Professor,
s.iyengar@bimtech.ac.in

Prof. Jyotika Kukrety
Asst. Professor,
jyotika.kukrety@bimtech.ac.in

Venue

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or At Corporate's Training Centre

FINANCIAL MANAGEMENT



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Finance for Non Finance Executives



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.

For Whom

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

Program Director(s)

Prof. A. K. Malhotra
Professor
ashok.malhotra@bimtech.ac.in

Dr. L. Ramani
Associate Professor
l.ramani@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

उपते यद्धि यद्बीजं तच्चेदेव प्ररोहति । मनुस्मृति 9.40
As you sow, so shall you reap.

Strategic Cost Management: Making Organization Cost Conscious



Background

Strategic cost management (SCM) a tool 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.

With globalization set to stay, social etiquette has been extended into the business world as Professional or Business Etiquette. Since the success or failure of relationships and businesses is influenced by people, Business Etiquette is a means of maximizing this potential and achieving a comfort zone by presenting oneself effectively. It revolves around two prime aspects-being considerate of interests and feelings of others and minimizing misunderstandings. Both are dependent on self conduct and business etiquette polishes this conduct. Though business etiquette vary according to region and country; there are some key pillars upon which good business etiquette are built. These are - Behaviour, Honesty, Character, Sensitivity, Diplomacy, and Appearance etc. Understanding, analysing and adapting the above will help recognize what business etiquette is and how it should be made an integral part of corporate world.

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.

For Whom

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

Program Director(s)

Prof Rajeev Sharma
Asst. Professor
rajeev.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Marketing of Banking Products



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

For Whom

assistant managers and managers and senior managers.

Program Director(s)

Prof. B K Das
Professor
bk.das@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

अयुक्त प्रतिशोधेन युक्त तथ्यतानु ज्ञान तर्कः । न्यायवार्तिकम्
Discussion and analysis leads to recognizing the appropriate by negating the inappropriate.

Financial Inclusion and Role of Banks



Background

Financial inclusion or inclusive financing is the delivery of financial services at an affordable cost 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."

For Whom

Managers and senior executives involved in rural banking

Program Director(s)

Prof. B K Das
Professor
bk.das@bimtech.ac.in

Venue

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Capsule Course for Newly Recruited Officers in Public Sector Banks

03
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 participants well aware of RBI acts, banking regulation act etc and various asset and liabilities products.

For Whom

Newly recruited officers for public sector banks.

Program Director(s)

Prof. B K Das
Professor
bk.das@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

कुशलान्न प्रमदितव्यम् । तैत्तरीयोपनिषद् 1.11

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

Workshop on Retail Banking

02
DAYS



Background

Banking institutions now a 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.

For Whom

Managers and Senior Executives involved in retail banking.

Program Director(s)

Prof. B K Das
Professor
bk.das@bimtech.ac.in

Venue

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or At Corporate's Training Centre

2010
and
eliny

GENERAL MANAGEMENT



Microsoft
Excel 2010
Data Analysis and
Business Modeling



SPSS



Research Methodology Using SPSS



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 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

For Whom

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

Program Director(s)

Prof. G N Patel
Professor
gn.patel@bimtech.ac.in

Prof. A Bose
Associate Professor
amarnath.bose@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

अज्येष्ठासो अकनिष्ठास एते संभ्रातरो वाहधुः सौभगाय । ऋग्वेद
None is superior, none is inferior. All are brothers marching ahead to prosperity.

Business Modeling using Excel



Background

Excel is 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 modeling 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.

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.

Program Director(s)

Prof. A Bose
Associate Professor
amarnath.bose@bimtech.ac.in

Prof. Kapil Garg
Assistant Professor
kapil.garg@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Performance Evaluation for Bench Marking



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.

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

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.

Program Director(s)

Prof. G N Patel
Professor
gn.patel@bimtech.ac.in

Prof. A Bose
Associate Professor
amarnath.bose@bimtech.ac.in

Dr. Sourabh Bishnoi
Assistant Professor
sourabh.bishnoi@bimtech.ac.in

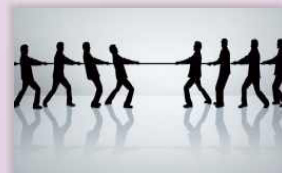
Venue

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आचारः परमो धर्मः आचारः परमं तपः ।

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

Conflict Management



Background

Conflict can have a positive effect, but if 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 form an aging conflict successfully Invest less time and energy in conflict and creating more productive relationship with others.

For Whom

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

Program Director(s)

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Prof. Bhushan Kachru
Professor
bhushan.kachru@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Economics for Executives



Background

This course has been designed to help participants make practical sense of 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 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?

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)

Prof. Jaya Gupta
Assistant Professor
jaya.gupta@bimtech.ac.in

Prof. Pooja Misra
Assistant Professor
pooja.misra@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

तत्त्वज्ञानमेव हिःश्रेयस्साधनम् । किरणा.ए पृ. 93
True knowledge is the path to liberation.

Foundation Course in General Management



Background

This Two Weeks Foundation Course in General Management is designed with an Objective of providing deeper understanding into managerial concepts and techniques for formulating and implementing strategies in various functional area. This Programme focuses on imparting overall perspective for decision making by integrating functional and General Management Approaches. The Participants gain Valuable Insights in the Functional and General Management Domain. The Pedagogy adopted is participatory. The Sessions are taken with the aim of blending rich experience of the participants and inputs from the Faculty from their expert areas. The Sessions Supplemented by Group Exercises, Role Play, Case Studies, Quasi Simulation Techniques and interaction.

Objectives

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

1. To Develop From Managing Self to Managing Others.
2. To make the Participants about commercial sense and project Management.
3. To Develop Awareness about business simulation.

For Whom

Mid level managers E5 in PSU's/state undertaking and government debts.

Program Director(s)

Prof. K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Executive Development Programme

14
DAYS



Background

The Executive Development Programme is designed with an aim to develop people from functional level to the Executive Level. For This Successful Transition the programme is designed to explore their knowledge base across different functional disciplines and develop a holistic management perspective by integrating key functional disciplines participants enhance their capability to in vision, Control, Influence the strategic direction of the firm. The Pedagogy adopted is participatory. Case Studies, Role Plays, Outbound Training, Group Work and Discussion is brought to Enhance the Learning of the Participants.

Objectives

1. To Increase the efficiency of performance of Existing employees by developing their Managerial Skills.
2. To Provide Opportunity to learn as well as advance in their Carrier- as a motivational tool.
3. To Manage Self and Others.

For Whom

Entry level executives E1 in PSU's state undertaking and government departments.

Program Director(s)

Prof. K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

तत्त्वज्ञानं परुषप्रयत्नसाध्यम् | किरणा.ए पृ. 9
Real knowledge comes only through painstaking effort.

Land Acquisition R & R and CSR

03
DAYS



Background

Singur, Bhatta Parsaul, etc. are examples of land acquisition blues. The Social uprising against land acquisition for industrial and infrastructure projects, in the recent times, has emerged as a major constraining factor leading to time lags, cost over runs, business uncertainties and even shelving of projects. Investments worth few hundred thousand crores are delayed due to failed land acquisition attempts by the private business. The design of this program is to strengthen the capability of managers for positively influencing land acquisition plans. Hence, this program focuses on issues related to acquiring of land for industry and implementing effective strategies in terms of policies adopted on Rehabilitation and Resettlement and Role of Corporate social Responsibility to ensure a mutually beneficial solution for the concerned parties.

Objectives

1. Land Procurement for Public Purposes.
2. Rehabilitation and Resettlement Policy and Emerging Trends.
3. Resettlement & Rehabilitation Policies and Best Practices.
4. Comparative Analysis of R&R Policies: National Vs. Multilateral.
5. Sustainable Rehabilitation.
6. Social Consent and Community Engagement.
7. Responsible Businesses: CSR Initiatives.

For Whom

Mid level executives in all types of businesses

Program Director(s)

Prof Navin Shrivastava
Assistant Professor
n.shrivastava@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

HUMAN RESOURCE MANAGEMENT



BIMTECH
BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY



Leadership Development

04
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.

For Whom

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

Program Director(s)

Prof. K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Dr. Nitika Sharma
Nitika.sharma@bimtech.ac.in

Prof. Sunil Sangra
sunil.sangra@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

शिक्षा घ्राणं तु वेदस्य । पा. शि. 42
Learning is the essential quality of a scholar.

HR for HR Professionals

02
DAYS



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.

For Whom

Senior management, HR managers, Functional/ Departmental heads

Program Director(s)

Prof. K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

HR for Non HR Managers

03
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.

For Whom

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

Program Director(s)

Prof K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

हृतं ज्ञानं क्रियाहीनं । मनुस्मृति परिशिष्टम् । 4 ।
Knowledge devoid of action leads to destruction.

Personal Effectiveness and Conflict Resolution

03
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.

For Whom

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

Program Director(s)

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Prof. Navin Shrivastava
Asst. Professor
n.shrivastava@bimtech.ac.in

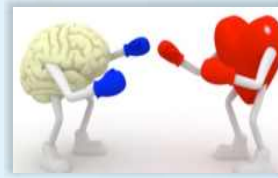
Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Leading & Winning: The EI Way

Emotional Intelligence (EI)/EQ Workshop

02
DAYS



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.

For Whom

Junior & Middle Level Executives.

Program Director(s)

Prof. Rajeev Sharma
Asst. Professor
rajeev.sharma@bimtech.ac.in

Prof. Himanshi Tiwari
Asst. Professor
himanshi.tiwari@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

द्विरण्यभूमिलाभेभ्यो मित्रलब्धिर्वरा स्मृता । याज्ञवल्क्यस्मृतिः 35.2
Making a good friend is better than acquiring gold or property.

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

02
DAYS



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 every day 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 workload 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 some time with some 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.

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.

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(s)

Prof. Rajeev Sharma
Asst. Professor
rajeev.sharma@bimtech.ac.in

Prof. Himanshi Tiwari
Asst. Professor
himanshi.tiwari@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Managing Industrial Relations and Labour Legislations

03
DAYS



Background

Industrial relations encompasses a set of phenomena, both inside and outside the workplace, concerned with determining and regulating employment relationship. This relationship facilitates better understanding of the numerous problems relating to employees and their organization and is also of great importance for a manager. However, industrial relations has usually been neglected because of increasing focus on profitability.

Industrial Relations management primarily revolves around policies both social and industrial. Though because of a dynamic political and economic environment, the business processes need to be reviewed in the light of stakeholders' fundamental expectations. Under this background, socio-economic conditions within which business and industrial relations interact have to be revisited with balanced approaches and ideologies. The programme provides a learning opportunity with in-depth analysis and discussion of various critical issues in the field of industrial relations and associated laws. It further aims at enhancing the capability of managers in establishing a harmonious workplace relationship so as to achieve organizational effectiveness.

Objectives

1. To develop an understanding of the interaction pattern among Employees & management, build awareness of certain important and critical issues in industrial relations,
2. To develop skills necessary for managing industrial relations.
3. To understand practical aspects of labour laws which are applicable to the organization where they are working for maintaining industrial peace.
4. To facilitate participants with relevant techniques for managing routine IR issues effectively.
5. To familiarize the participants with the provisions of Labour Legislations in India, which will help them to perform effectively as managers.
6. To enable them to effectively consult & brief the legal practitioners in the concerned matters as per need.
7. To familiarize participants with the latest trends in Industrial Relations that provides a strategic orientation to the function.

For Whom

Senior and Middle level Executives in personnel management and industrial relations as well as in line functions in private and public sector organisations. Trade union office bearers and key representatives.

Program Director(s)

Prof Navin Shrivastava
Assistant Professor
navin.shrivastava@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

योग: कर्मसु कौशलम् । भगवत् गीता (2.50)
Yoga is but all around excellence in action.

Measuring Corporate Performance

02
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.

For Whom

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

Program Director(s)

Prof. Rajeev Sharma
Assistant Professor
rajeev.sharma@bimtech.ac.in

Dr. L. Ramani
Professor
l.ramani@bimech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Enhancing Managerial Effectiveness

03
DAYS



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.

For Whom

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

Program Director(s)

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Prof. Navin Shrivastava
Asst. Professor
n.shrivastava@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

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

Leadership Development Program (With 2 days Out Bound Training)

06
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.

For Whom

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

Program Director(s)

Prof. K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Team Building

03
DAYS



Background

An Organization is a place where men, material and machine all are synthesized for the fulfilment 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.

For Whom

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

Program Director(s)

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Prof. Navin Shrivastava
Asst. Professor
n.shrivastava@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

विद्याचक्षुःतु उत्तमम् । मार्कण्डेय स्मृति ।
The vision of knowledge is the best vision.

Collective Bargaining and Worker's Participation in Management

03
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.

For Whom

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

Program Director(s)

Prof. K. K. Sinha
Professor
kishore.sinha@bimtech.ac.in

Prof. Navin Shrivastava
Asst. Professor
n.shrivastava@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Stress Management in the Workplace

03
DAYS



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 burn out managing problems of over load 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.

For Whom

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

Program Director(s)

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Dr. Manosi Chaudhuri
Associate Professor
manosi.chaudhuri@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

तत्त्वग्रहो जातः संशयविपर्ययौ व्युदस्यति । न्या. कन्द, पृ. 685

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

Supervisory Skills Development for First Line Managers

02
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 wastage and rejections on the shop floor.
4. Resolving inter-personal conflicts and disagreements on the shop floor.
5. Counselling 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.

For Whom

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

Program Director(s)

Prof. Bhushan Kachru
Professor
bhushan.kachru@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Coaching, Counselling and Mentoring



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 mentor and identify the skills and knowledge required.
2. Explore motivations and barriers and broaden participant's awareness of performance-improving techniques.
3. Practice the core skills of coaching, counselling 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.

For Whom

Senior management, HR managers, Functional/ Departmental heads

Program Director(s)

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Dr. Nitika Sharma

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

तत्त्वज्ञानं सम्यक् मतिः आर्यप्रज्ञा सम्बोध इत्येकम् । न्या. भा. 4/1/4/पृ. 466
True knowledge, right understanding, wisdom and true awareness are synonymous.

Competency Mapping



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.

For Whom

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

Program Director(s)

Dr. Parameswar Nayak
Professor
parameswar.nayak@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Conflict and Negotiation

02
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 i.e. 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.

For Whom

Mid level executives in all types of businesses

Program Director(s)

Prof. Pooja Misra
Professor
pooja.misra@bimtech.ac.in

Prof. Jaya Gupta
Professor
jaya.gupta@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

नानाश्रान्ताय श्रीरस्ति | ऐतरेय ब्राह्मण, 7.15
He who does not strive, does not achieve.

Developing Winning Edge for Leaders

03
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.

For Whom

Managers and Chief Managers.

Program Director(s)

Prof. KK Sinha
Professor
kishore.sinha@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

INSURANCE & RETAIL MANAGEMENT



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OF MANAGEMENT TECHNOLOGY



Managing Risk Associated with the Industries



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

For Whom

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

Program Director(s)

Prof. Monica Mittal
Assistant Professor
monika.jain@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

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

Claim Management for Insurance Brokers



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.

For Whom

Executives working in Insurance Broking Houses.

Program Director(s)

Prof. M.S. Rawat
Associate Professor
ms.rawat@bimtech.ac.in

Prof. M.K. Pandey
Professor
manoj.pandey@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Basic Insurance Concepts for Corporate Executives

02
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.

For Whom

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

Program Director(s)

Prof. P.S. Nagpal
Professor
ps.nagpal@bimtech.ac.in

Prof. M.K. Pandey
Professor
manoj.pandey@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

धर्मात्र प्रमदितव्यम् । तैत्तरीयोपनिषद्
One should not stray from the path of righteousness.

Sales Training for Front Line Executives

03
DAYS



Background

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

Objectives

1. To explain the significance of 'Servitude' in modern retail.
2. To equip internal customer 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.

For Whom

Front line Sales Force Retail managemet

Program Director(s)

Prof. Pankaj Priya
Associate Professor
pankaj.priya@bimtech.ac.in

Prof. Gagan Katiyar
Assistant Professor
gagan.katiyar@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

INTERNATIONAL BUSINESS



BIMTECH
BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY



Export Import Procedures & Documentation



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.

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.

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Prof. Abha Rishi
Associate Professor
abha.rishi@bimtech.ac.in

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

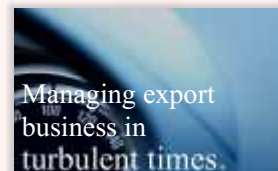
Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

निश्चयात् किं न लभ्यते । पद्म पुराण 7.315

What cannot be achieved through determination and resolution?

Managing Export Business in Turbulent Times



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 cowering 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.

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.

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Prof. Abha Rishi
Associate Professor
abha.rishi@bimtech.ac.in

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

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

International Shipping and Chartering

02
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

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.

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

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

अनभ्यासे बिषं विद्या अजीर्णे भोजनम् विषं । सुभाषितानि
Without practical work knowledge is poison, if not digested, food is poison.

Getting Started in Exports

02
DAYS



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.

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,

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Prof. Abha Rishi
Associate Professor
abha.rishi@bimtech.ac.in

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

Venue

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or At Corporate's Training Centre

Export Marketing and International Trade Operations

03
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.

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.

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Prof. Abha Rishi
Associate Professor
abha.rishi@bimtech.ac.in

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

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

मनो वचन कायानाम् कौटिल्यम् विशुद्धता। पांडव पुराणम् 18.181
Simplicity of mind, speech and body is the best purification.

Trade Finance, Risk Management and Methods of Payment

02
DAYS



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.

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 liasoning with insurance companies and settling claims, export-import consultants, financial institutions, central and state government departments, chambers of commerce, academicians and researchers.

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Global Supply Chain Management and Logistics



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.

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.

Program Director(s)

Prof. Rajeev Sharma
Asst. Professor
rajeev.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

परस्परोपग्रहो जीवानाम् । तत्वार्थ सूत्रम् 5.2
Helping each other is the greatest good of living beings.

Global Business Strategy for SME's - Today & Tomorrow



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.

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.

Program Director(s)

Dr. Anupam Varma
Professor
anupam.varma@bimtech.ac.in

Prof. Abha Rishi
Associate Professor
abha.rishi@bimtech.ac.in

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

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

STRATEGIC MANAGEMENT



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Communication for Organizational Development

02
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.

For Whom

CSR/ Sustainability Professionals working at all levels

Program Director(s)

Dr. A. Sahay
Professor -Strategic Management
arun.sahay@bimtech.ac.in

Prof. N N Sharma
Professor
nn.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

दुर्लभान्यपि कार्याणि सिध्यन्ति प्राद्यमेन हि । शिलापि तनुतां याति प्रपातेनार्णसो मुहुः ।। बुद्धचरित् 26.63
With effort even difficult things get accomplished. Even a rock gets thinner as water falls on it repeatedly.

Mergers and Acquisitions

02
DAYS



Background

Mergers and Acquisitions have become an important strategy in corporate growth. Companies are finding difficult to keep pace with competitor through organic growth and find M&A a faster route not only to grow but to acquire supply & distribution channel, 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.

For Whom

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

Program Director(s)

Dr. A. Sahay
Professor
arun.sahay@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Using Strategy for Creating a Sustainable Competitive Advantage



Background

A burgeoning economy creates several opportunities for rapid growth of business organizations. It is often seen that such opportunistic growth is anchored in the short to medium term achievement of goals. However, in their quest for long term sustained competitive advantage, organizations need to develop a clear focus on their purpose, vision and scope. These issues are best addressed by developing a strategic approach to business. Research has shown that organizations with a structured strategy process outperform their peers. Why is strategy needed? What is strategy? How can you develop a strategy management system for your organization? What are the tools and techniques that can aid you in doing this? This 2 day program will answer some of these questions.

Objectives

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

1. Understand the role that strategy can play in creating enduring value.
2. The role of Vision, Mission and Values in developing strategy.
3. The meaning and value of competitive position and competitive advantage.
4. Develop the ability to understand your competitors and their moves.
5. Identify ways for growing businesses.
6. Realize the hyper competitive nature of markets and the need to innovate.
7. Issues in implementing strategy.

For Whom

Senior management from any business organisation from any functional area and supporting role, who play or intend to play an important role in organisational growth, will find this program extremely useful. The program is industry neutral and would apply equally to manufacturing, services, utilities, mining, retail and other sectors.

Program Director(s)

Prof. Sunil Sangra
Professor
sunil.sangra@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

मनो वचन कायानाम् कौटिल्यम् विशुद्धता । पांडव पुराणम् 18.181
Simplicity of mind, speech and body is the best purification.

Superior Strategy Execution Through Mapping, Translating and Aligning Strategy



Background

Strategy Execution has consistently been rated as the top most priority by senior management in world wide surveys conducted by the Monitor Group and others. A mediocre strategy well executed is better than a brilliant strategy poorly executed. Why is there a consistent gap between strategy and its execution? Are you satisfied with the execution of strategy at your organisation? Why is effective strategy execution elusive? Are there processes that allow you to build strategy execution as a core competency within your organisation? How can effective strategy execution be made a sustainable process? This 2 day program will answer some of these questions.

Objectives

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

1. Identify barriers and drivers for successful strategy execution.
2. Articulate strategy by building a Strategy Map.
3. Plan strategy by developing a Balanced Scorecard.
4. Develop measures and targets for identified strategic objectives.
5. Align all elements of the organisation to its Mission and Vision.
6. Review the execution of strategy and adapt as needed.
7. Communicate the strategy across the organisation.
8. Build the framework for a robust Performance Management System.
9. Organise for effective strategy execution.

For Whom

Senior management from any business organisation from any functional area and supporting role, who play or intend to play an important role in organisational growth, will find this program immensely useful. The program is industry neutral and would apply equally to manufacturing, services, utilities, mining, retail and other sectors.

Program Director(s)

Prof. Sunil Sangra
Professor
sunil.sangra@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

SUPPLY CHAIN LOGISTICS AND OPERATIONS MANAGEMENT



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Essentials of TQM: Empowering Employees Towards Business Excellence

02
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.

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."

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(s)

Prof Rajeev Sharma
Asst. Professor- Operations
rajeev.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

सुकृदुक्तं च गृह्णाति न च विस्मरतिश्रुतम् । धीर्धारणावती यस्य मेधावी स इहोच्यते ॥ पुरुषपरीक्षा 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.

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

02
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 an 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.

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(s)

Prof Rajeev Sharma
Asst. Professor-Operations
rajeev.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

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



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.

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(s)

Prof Rajeev Sharma
Asst. Professor- Operations
rajeev.sharma@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

श्रद्धाया देयम् । तैत्तरीयोपनिषद् 1.1
Give with reverence.

Certified Supply Chain Manager



Background

Certified Supply Chain Manger training program provides the knowledge that helps to achieve profitability through supply chain efficiency and responsiveness. The time-tested principles allow you to fit your supply chain strategy with the overall business objectives and extend the scope throughout its partners and channel members. The body of knowledge clearly defines the rules of the game and their application distinguishes the winner from the also-rans.

Companies wanting to improve their competitive edge seek the people with these skills.

CSCM Certification is awarded by ISCEA - The International Supply Chain Education Alliance, (web site address www.iscea.com) and is globally regarded as the mark of supply chain management expertise. CSCM training provides extensive overview as well as detailed analysis for demonstrated improvement in business results. In addition to the SCM Body Of Knowledge, an introduction to business improvement tools such as Lean, Six Sigma and Theory Of Constraint is included in the training.

During the four day training workshop, you will learn the latest tools and techniques in SCM, which will help you to make noticeable difference to your organization and to your own career.

Objectives

1. Learn the concepts and terms associated with SCM
2. Review the Flows in Supply Chain Management
3. Examine the Internal and External SCM Processes
4. Find out about the Supply Chain Drivers and Obstacles
5. Learn about Supply Chain Channel Members
6. Discover your Supply Chain Strategic Partners
7. Explore how to achieve the Strategic Fit and Scope
8. Understand the significance of Forecasting
9. Gain an understanding of variability in supply and demand
10. Explore Decision Making under Uncertainty
11. Learn the Inventory Fundamentals and Cycle Inventory
12. Use the Transportation Model to develop a DC Network
13. Review Sourcing, Pricing & Revenue Management
14. Understand the role of IT in Supply Chain Management
15. Learn about Leadership and Coordination in SCM
16. Explore Lean, Six Sigma and Theory Of Constraints

For Whom

Professionals from all business functions

Program Director(s)

Eugene Reuben
Professor
eugene.reuben@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

SUSTAINABLE DEVELOPMENT PRACTICES



BIMTECH
BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY



Understanding Rural Mindset: Opportunities and Challenges in Tapping BOP

02
DAYS



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.

For Whom

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

Program Director(s)

Prof. Kuldeep Sharma
Professor
Kuldeep.sharma@bimtech.ac.in

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.

Organizational Sustainability and Inclusiveness

02
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.

For Whom

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

Program Director(s)

Dr. Rahul Singh
Associate Professor
rahul.singh@bimtech.ac.in

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

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Corporate Social Responsibility



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 fulfil the need of training professionals 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.

For Whom

CSR/ Sustainability Professionals working at all levels.

Program Director(s)

Prof. N.N. Sharma
Professor
nn.sharma@bimtech.ac.in

Dr. Vineeta Dutta Roy
Associate Professor- CSR & Marketing
vineeta.roy@bimtech.ac.in

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

अकार्यमनृतं फल्गु वाक्यं तुच्छ प्रभाशणम् । मार्कण्डेय स्मृति
One should not indulge in false, fruitless and trifling speech.

Organization and Public Policy Issues



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.

For Whom

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

Program Director(s)

Dr. Rahul Singh
Associate Professor
rahul.singh@bimtech.ac.in

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

Venue

BIMTECH, Greater Noida
or At Corporate's Training Centre

Project Design & Management (PDM) for NGO Managers



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.

For Whom

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

Program Director(s)

Prof. N.N. Sharma
Professor
nn.sharma@bimtech.ac.in

Dr. Vineeta Dutta Roy
Associate Professor- CSR & Marketing
vineeta.roy@bimtech.ac.in

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.

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
Email: anupam.varma@bimtech.ac.in*

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).

Dr. Jagdish Shettigar

*Professor, Economics and Advisor, International Centre for Public Policy
j.shettigar@bimtech.ac.in*

Dr. Jagdish Shettigar is a Prof. of Economics and an advisor International Centre for Public Policy. He is associated with BIMTECH Since September 2007. He did his Ph.d from IIT Delhi in the Year 1998 and did MA Economics from Banagalore University in the Year 1973. His research interests include Policy related issues, International economic relations, Assessment of economic situation and infrastructural sectors.

Dr. Shettigar's selected publications are R & D Efforts by Indian Industry, Energy Conservation and its effects: Case Study of Indian Industry and Impact of pollution control initiatives by Indian industry. Dr. Shettigar is guiding Dr.Vineeta Dutta Roy in her research project on: Special Economic Zones.-A Strategy to Speedy Economic Development.

Dr. Shettigar started his carrier as a senior research officer, commerce research bureau Mumbai from 1979 to 1980. He worked as a Senior Economist ASSOCHAM from 1980 to 1989, He did consultancy work from 1991 to 2006. He also worked as a Member, Prime Minister's Economic Advisory Council 1999-2004 and National Security Advisory Board 2000-2002. He was a Director in Boards of Directors, MTNL and IREDA from 2000-04.

Dr. Shettigar was also a member of Advisory Board, Khadi and Village Industries Commission from 1998-2000 and worked as a trustee New Mangalore Port Trust from 2003-05. He was a member of MOU-Taskforce, Dept. Of Public Enterprises, Govt. of India from 2010-11, and a member of Board of Governors, IIT-Madras.



Prof A. Sahay

*Professor and Chairperson, Centre for Innovation and Entrepreneurship
Email: arun.sahay@bimtech.ac.in*

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 academican of repute in the later part of his career becoming a champion of both the corporate and academic world. Starting his career as an academican, 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.



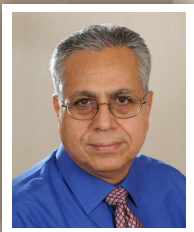
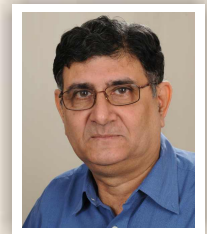
Prof. Snehanand Ravi Sinha
Professor : Centre for Social Innovation
Email: snehanandravi.sinha@bimtech.ac.in

Prof. Snehanand Ravi Sinha did PGDBM from Xavier Labour Relations Institute, Jamshedpur. He is an Advisor to different social business enterprises. Prof. Sinha has a rich experience of working in industry. He occupied various respectable and responsible positions in different organizations. He is a visiting professor in Indian Institute of Management, Raipur & Rohtak. Prior to this, he was the Director of Mercer Consulting India (Pvt.) Ltd. CEO of Sajagta Solutions & services Pvt. Ltd., and GIR India Ltd. He was the Vice President of Hotel Leela ventures Ltd. And sterling Holiday Resorts Ltd. He also worked in TI Cycles of India and Sarabhai- Home Products Division.

Prof. Dhruva Chak
Professor and Area Head, Marketing
Email: dhruva.chak@bimtech.ac.in

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
Email: ashok.malhotra@bimtech.ac.in

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. Shylaja Iyengar
Chairperson Business Communication area
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.



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.



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.

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.



Prof. Kumanduri Ranga Chari

Professor, Operations Management
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. Abha Rishi

Associate Professor in International Business
Email: abha.rishi@bimtech.ac.in

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. Rahul Singh

*Head Office of international affairs
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.



Prof. Sunil Sangra

*Professor of Strategy and International Business
Email: sunil.sangra@bimtech.ac.in*

Prof. Sunil Sangra has 25 years of diverse experience working with leading business organizations in India, in the banking, media, and consulting sectors. He has also played an entrepreneurial role in helping grow a small partnership firm to a publicly listed company with the distinction of issuing the most successful IPO in the Indian media sector ever, with subscriptions exceeding US \$ 1 billion. He was also part of the Palladium Group's consulting team in India as Principal Consultant where he guided companies in their strategy management processes. He was also part of a World Bank funded team that worked with numerous Indian companies, across sectors, in helping them develop overseas markets with a focus on the Triad countries.

Prof. Sangra now balances his time between teaching and consulting. He teaches Strategy, International Business and Innovation Management to MBA students At BIMTECH and other leading business schools in India. He is also a faculty and a mentor for the Goldman Sachs "10,000 Women Entrepreneurs Initiative". He continues to consult in strategy for companies in India and the Middle East. He is active in conducting executive education programs. He is also a Principal at the IXL-Center, a Cambridge (Boston) based firm engaged in consulting and training for Innovation.

Prof. Sangra has trained extensively with Arthur D. Little at Cambridge, Massachusetts, USA, in International Business Strategy. He has also practiced and trained extensively with Kaplan and Norton's (Harvard Business School) Balanced Scorecard Collaborative in the area of Strategy Execution. He has a full-time MBA from the Indian Institute of Management at Luck now and Bachelors-Honours in Economics.



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, Marketing
Email: mukesh.chaturvedi@bimtech.ac.in*

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. Akhil Pandey

Professor

Email: akhil.pandey@bimtech.ac.in

With a career spanning more than 43 years with the TATAs, Prof. Akhil Pandey has been an architect of IT reforms and benchmark implementation for several leading Indian corporates such as Tata Steel, Essar Group, Tata Consultancy Services and TCG Software etc. Since April 2003, he has been associated with North Delhi Power Limited for spearheading the IT reforms in the power distribution sector. The pioneering initiatives implemented under his stewardship have brought a sea change in Power distribution business and as a result, NDPL's IT implementation is being considered as a benchmark. His last role was as an advisor to Managing Director and mentoring NDPL on strategic and human resource matters. Prof. Pandey is also actively involved in advocating culture of innovation, value based work culture and ethics at work place as well as spearheading an awareness and advocacy movement for combating Climate Change. Prof. Pandey's contributions to the field of IT have been recognized at various national and international forums. His pioneering work at NDPL has been widely recognized. NDPL won the Intelligent Enterprise Award for effective implementation of IT applications at the Technology Senate held in Colombo in 2004 and in Bangkok in 2005. He was also conferred the country's Gold CIO award for the year 2005 at a function held at Bombay.

He is an alumnus of XLRI, Jamshedpur and completed his Mechanical Engineering from National Institute of Technology, Jamshedpur. Prof. Pandey has also served as visiting professor for Xavier Labor Relations Institute, Deptt of Industrial Engineering, IIT, Kharagpur; Deptt of Computer Science, National Institute of Technology, Jamshedpur and as moderator of the Technical Education for School of Mining & Applied Geology, Dhanbad.



Dr. L Ramani

Associate Professor Finance

Email: l.ramani@bimtech.ac.in



Dr. L 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.

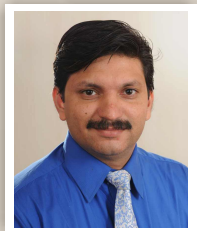
She has attended and presented papers at many national and international conferences. Some of her papers have also been published in edited books and reputed journals. While at BIMTECH, Dr. Chaudhuri has initiated and adroitly convened three national level conferences under the banner of 'The India HR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



Prof. Navin Shrivastava

Assistant Professor, OB/HR

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. Kamal Kalra

Associate Professor Finance
kamal.kalra@bimtech.ac.in

Prof Kamal Kalra joined BIMTECH in July 2011 as Associate Prof in Finance. He has done his B.Tech in Mechanical Engineering from IIT Delhi and is a Certified Associate of the Indian Institute of Bankers. He worked in Union Carbide for two years and thereafter joined State Bank of India (SBI) as a Probationary officer. He has handled diverse assignments in SBI both in India and abroad in SBI London. He was posted as Faculty, State Bank Institute for Information & Communication Management Hyderabad during his tenure with SBI. He was Director, National Institute for Banking Studies and Corporate Management, Noida a training college for bankers for 5 years and thereafter GM (North India) Manappuram Finance Ltd. He is proposing to do research in Risk Management in the credit card industry. He is fond of swimming, badminton and reading.



Dr. Archana Shrivastava

Assistant Professor, Business Communication
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. Sangeeta Shukla

Assistant Professor, Business Communication
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. Pooja Misra

Assistant Professor, Economics
Email: pooja.misra@bimtech.ac.in

Prof. Pooja Misra, Assistant Professor has spent 12+ years in the Corporate Industry with organizations such as American Express, Standard Chartered Bank and Lazard Creditcapital. She shifted to the academic world in 2008 and is currently pursuing her Ph.D at Gautam Buddha University in the area of: Compensation Components and its effect on Employee engagement and turnover intent. She has presented several research papers in International Conferences and printed in Journals of repute to her credit.

मिथ्याज्ञानं तत्त्वज्ञानेन निवर्त्यते । न्या. वा., पृ. 23
False perception is destroyed through real knowledge.

Prof. Jaya Gupta

Assistant Professor, OB and HR
Email: jaya.gupta@bimtech.ac.in

Prof. Jaya Gupta is an Assistant Professor in Organizational Behavior and Human Resource Management at BIMTECH. She has over 15 years of teaching experience. She has attended and presented papers at several international and national conferences. She is pursuing her PhD in the area of High performance Work Practices and its impact on Organizational Citizenship Behavior and Turnover Intentions. Her research interests include Talent Management, Psychological Capital, Organizational Culture and Gen X & Gen Y.



Prof. Rajeev Sharma

Assistant Professor, Supply chain and Operations
Email: rajeev.sharma@bimtech.ac.in

Prof. Rajeev Sharma is the Assistant Professor in the area of Supply chain 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 BIBCOL to name few. His areas of expertise are operations, quality, inventory, supply chains. He also has flair for entrepreneurship, creativity and Innovation.

Prof. Eugene Reuben

Professor, IT
Email: eugene.reuben@bimtech.ac.in

Prof. Eugene Reuben has a rich and varied experience of working with some of the leading Companies in India. He has been in the Industry for over 18 years, spending a decade in IT companies. He has worked with Companies like DCM Data Systems, Sprint RPG & E-Ready Technology. He has also gained valuable insight in the Banking and Logistics Industry. He not only has a MBA (Marketing) degree to his credit but is also a certified Supply Chain Manager from ISCEA. He also holds various degrees and diplomas in the IT and other related fields including SAP Business ByDesign, LAN-WAN Technologies, Lotus notes, MS exchange and Advance diploma in e-commerce & web technologies. With his rich experience and knowledge, over the last 7 years, he has diversified in the field of Training and Academics and is currently a part of BIMTECH fraternity for over 3 years now. He undertakes workshops and trainings in various disciplines including Effective Team building, Decision making, ERP & SAP Modules.



Dr. Girish Jain

Associate Professor, Finance
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.

Prof. Nitika Sharma

Assistant Professor OB and HR
Email: nitika.sharma@bimtech.ac.in

Dr. Nitika Sharma has been in the area of Human Resources for last 12 years. She is an MBA from Banasthali Vidyapith, Rajasthan and PhD in the area of Human Resource Accounting from Guru Gobind Singh Indraprastha University, Delhi. She has various papers published in National and International journals to her credit. She is trained in experiential learning model for managing change through group processes. She has conducted training programmes in the area of Employee Involvement and development with HERO Group, ConAgra India, NTPC, NSPCL, PowerGrid, UCO Bank to name a few. She has also undertaken workshops on “Entrepreneurship awareness” with special reference to Motivation needs to young and aspiring entrepreneurs, under Department of Science and Technology. Apart from this she has keen interest in the music and dance (kathak).



Dr. Vineeta Dutta Roy

Associate Professor and Lead CSR
Email: drvineetaduttaroy@bimtech.ac.in

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, GCMFM (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. Anuj Sharma

Associate Professor International Business
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.

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. Himanshi Tiwari

Assistant Professor HR
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.

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.



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 academician. 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. 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. Monica Mittal

Assistant Professor, Insurance and Risk Management
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- Univesity 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 "



Prof. Nimisha Singh

Assistant Professor (Information Technology)
Email: nimisha.singh@bimtech.ac.in

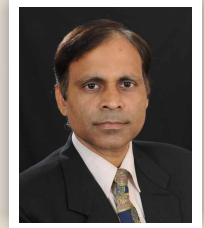
Prof. Nimisha Singh has Bachelor of Applied Sciences from Delhi University and MCA from SNTD University, Mumbai. She started her career with Tata Consultancy Services in Mumbai as a software programmer and later moved to U.S.A where she worked as a web developer designing HTML and CSS based websites 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. 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 Sustainable Development
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. 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 NonLife 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).



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, MMTC, 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.



शान्ता महान्तो निवसन्ति सन्तो, वसंतवल्लोकहितं चरुतः। विवेक चूड़ामणि 39

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

Prof. Manujata

*Asst. Professor, Business Communication
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.



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.

Mr. Pramod Joshi

*Advisor-Strategic Initiatives
Email: pramos.joshi@bimtech.ac.in*

Mr. Pramod Joshi obtained his B.Tech. (EcE) from IIT-BHU in 1979, M.Tech. (EE) from IIT Kanpur in 1981 and PGDM from IIM Bangalore in 1987. He is the recipient of the IOC Gold Medal for Best All Round Performance at IIM Bangalore (1985-87 PGP Batch), He has over 20 years of experience in the Information Technology industry, of which about half was acquired in USA, Canada, France and Mexico, followed by about 8 years in the education and training arena in India. In 2005, he chose to relinquish his post of Managing Director, Syncata India, a software services multi-national firm with offices in USA and India, to launch a humble initiative to bridge the employability skills gap in India by training and grooming youngsters studying in its Technology and Business schools. Mr. Joshi has several years of experience assessing human resources and was part of Assessment & Development Centres at companies like Godrej & Boyce, Fidelity, Jindal Stainless, etc targeting middle and senior management.

He has conducted workshops for a wide range of audiences – from Engineering College and B-School students to Senior Management members of companies such as BHEL, EIL, LG Electronics, Ranbaxy, Alle Technologies, etc to Vision Alignment workshops for Faculty members of colleges and universities. He has also advised large MNCs in the IT sector on their campus hiring programs. More recently, he spent a year as Advisor to the Shiv Nadar Foundation, where as Project Director, he helped launch the Shiv Nadar University in August 2011. Among various positions he currently holds are: Co-Founder and Director, The Winning Mantra, NOIDA; Co-Founder and Chief Strategy Officer, Ecollabs Infomix Pvt Ltd, New Delhi; Director and Mentor, InMotion Media Ventures, Lucknow; Member, North East Technical Education Society, Guwahati; Advisor to the Chancellor, GLA University, Mathura and Distinguished Expert to the Academic Council, Indus University, Ahmedabad.



Prof. Kishore K Sinha
*Professor and Chairperson, Centre for Management Development and Training
Email: kishore.sinha@bimtech.ac.in*

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.

GLIMPSES OF PAST MDPs



GLIMPSES OF PAST MDPs



GLIMPSES OF PAST MDPs



GLIMPSES OF PAST MDPs





NOTES

आनो भद्राः क्रतवोयन्तु विश्रवतोऽदब्धासो
अपरीतास उदिभदः । ऋग्वेद (1.089.01.a)

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

विद्या चक्षुर्नुरुत्तमम् । मार्कण्डेय स्मृति

The sharpest vision comes through knowledge.

समानो मंत्रः समितिः समानी समानं मनः सह चित्तमेषाम् ।
समानं मंत्रं अभिमंत्रये वः समानेन वो हविषा जुहोमि ॥ (10.191.03)
समानी व आकूतिः समाना हृदयानि वः ।
समानमस्तु वोमनो, यथा वः सुसहासति । ऋग्वेद (10.191.04)

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.

अमंत्रम् अक्षरं नास्ति नास्तिमूलं अनौषधम् ।
अयोग्यः पुरुषो नास्ति योजकस्तत्र दुर्लभः ॥ 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.



Excellence with Values

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BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY



Bridging Society with Business

Plot No.5, Knowledge Park-II, Greater Noida (NCR)
Uttar Pradesh – 201 306, India
Tel.: +91-120-2323001 – 10
Fax: +91-120-2323022/25

E- mail: neha.arora@bimtech.ac.in
www.bimtech.ac.in