

Unleashing Potential...  
**Developing Ethical Global Leaders**



**MANAGEMENT DEVELOPMENT PROGRAMS  
&  
CONSULTANCY**  
**2019-20**



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

## VISION

Developing ethical leaders with entrepreneurial and global mindset 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 growth in all its activities.

## VALUES

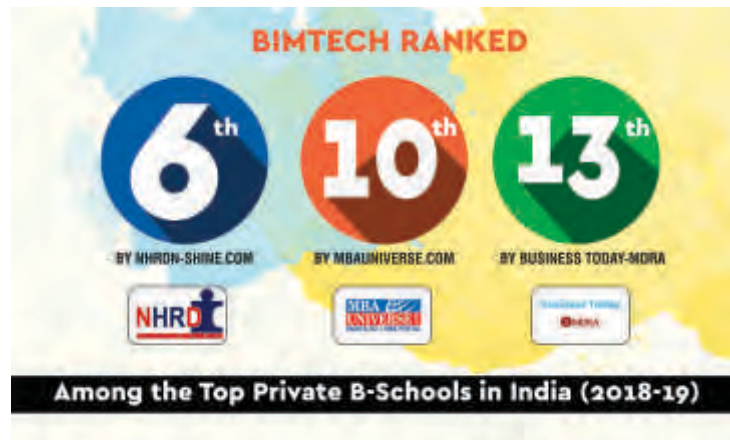
- Ethics and Integrity
- Sustainability and Transparency
- Innovativeness and Entrepreneurship

# OUR CLIENTS AND PARTNERS





# ENDORSEMENT OF EXCELLENCE



## NHRDN-PEOPLE MATTERS

September, 2016

BIMTECH 5<sup>th</sup> among Private B-Schools

& 13<sup>th</sup> OVER ALL by NHRDN and People Matters B-School Rankings 2016



## BUSINESS TODAY-MDRA SURVEY

November, 2015

BIMTECH 9<sup>th</sup> among  
Private B-Schools



BUSINESS WORLD - Cfore SURVEY

December, 2015

BIMTECH 11<sup>th</sup> among  
Private B-Schools



BUSINESS LINE

MBAUNIVERSE

December, 2015

BIMTECH 10<sup>th</sup> among Private B-Schools

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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. Late Dr. (Smt.) Sarala Birla, Chairperson of Birla Academy and Syt. 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 is Ranked 6th (NHRDN-Shine.com), 10th (MBA Universe), 13th (BusinessToday-MDRA) among top private Business Schools in India (2018 – 19).

Currently BIMTECH has academic association and collaboration with several International Business Schools & Universities of international repute from all over the world: KEDGE Business School, France; SKEMA Business School, France; Kozminski University, Poland; Hull University, UK; George Mason University Schar School of Policy and Government, USA; to name but a few. BIMTECH is not just a business school but a global network that educates, inspires, and connects forward-thinking business leaders from India & across the globe.

## Bhubaneshwar Campus



## FROM THE DIRECTOR'S DESK



Change is the only constant in many areas of human endeavour. Survival and growth would largely depend on how one adapts to change, which at times can be abrupt and unsettling. Those organizations which are flexible, which can anticipate change and adapt to it at their own pace, can maximize their chances of achieving success.

BIMTECH is itself a part of the B. K. Birla group of institutions and has been closely working with industry in different sectors in its 30 years of history for discerning the trends taking place in the business environment. With our team of highly qualified and experienced faculty who have decades of varied industry experience at decision making levels, will be happy to share its knowledge and experience.

We deem it our privilege as well as our duty to work in close collaboration with industry in helping solve problems, increase efficiencies in processes and outcomes and transmit cutting edge knowledge in a collaborative mode.

We are indeed grateful to you for your keen interest in executive education and would be glad to be of service to you by sharing our accumulated knowledge and skills, as per your requirements.

**Dr. H. Chaturvedi**  
Director



## FROM THE DESK OF DEAN-EXECUTIVE EDUCATION



BIMTECH,  
an institution known for its  
“Excellence with Values”,  
has always adhered to this  
philosophy since its inception.

People in an organization are the great differentiating resource for its growth and business success. But most of their talent remain hidden like an iceberg. We have to raise them and develop further for both personal and organizational benefits. Developing competencies with new or finer skills, knowledge and attitude, therefore, is of paramount importance in the competitive world of business today.

Corporate houses have been in the 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 enables a high- quality learning environment for budding and thriving business executives in search of excellence.

We during the last year 2018-19 delivered around 35 MDPs successfully to leading corporates in both private and public sector and also have developed formal partnerships through MoUs/ Agreements with some of the leading organizations like Power Grid Corporation of India Ltd., NTPC Ltd., NHPC Ltd., ACC Ltd., NLC India Ltd., UltraTech Cement Ltd., Aditya Birla Group etc.

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.

Looking forward to associating with you on your path of management development in your esteemed organization.

**Prof. KK Sinha**  
Professor & Dean – Executive Education

## FROM THE CHAIRPERSON'S DESK



**C**entre for Management Development & Consultancy (CMDC) at BIMTECH consistently endeavours to offer platforms for experiential knowledge sharing and creation for corporates, both in public and private sectors. Ever since its inception, CMDC has contributed in up-skilling and reskilling the human resource of several organizations with the assistance of the rich intellectual capital of BIMTECH.

Several in house and off campus customized programs are offered as MDPs across plethora of functional areas of organizations. These programs have been designed by the BIMTECH faculty keeping in mind expectations and relevance to the industry.

The participants have benefitted greatly as these training workshops and courses has helped them in developing new skills, knowledge, attitude and competencies which are crucial in today's competitive world of business. Our courses have had deep impact on the effectiveness of these participants in their job roles and career progression.

Our faculty resource is well travelled and has involved itself with the

industry in many ways. The vast and varied academic and corporate experience has developed in them insights and intuitiveness towards industry needs and expectations. The delivered MDPs and consultancies have been recognized by organizations who have given special distinction and excellent feedback of our management development programs conducted both in India and overseas.

It is a privilege for me to present to you our CMDP Brochure 2019-20 with a bouquet of well- customized MDPs in different specialized functional areas of business. We have always been designing programs creatively and adding new topics each year. This year we have offered training on "Business Story Telling" as the new age presentation skills for executives.

I invite you all to explore the avenues offered by CMDC, BIMTECH to make your executive development a life-long learning process with BIMTECH.

**Prof. Akhil Pandey**

Professor and Chairperson

Centre for Management Development & Consultancy

ॐ नमो भगवते वासुदेवाय

One should not stray from the path of righteousness.

## MDPs & Consultancies – 2018-19

S.No.	Category	Program Name	Organization
1	CONS	Situation Analysis and Needs Assessment	ACC Limited
2	CONS	Strategic Profitability through Operational Efficiency	BSES Yamuna Power Ltd.
3	CONS	Strategic Profitability through Operational Efficiency	BSES Yamuna Power Ltd.
4	CONS	Need Assessment	JK Paper Mills
5	CONS	Situation Analysis and Need Assessment	JSW Steel Ltd.
6	MDP	Leadership Development Programme	Open Program - Ooty
7	MDP	Leadership Development Programme	Neyveli Lignite Corporation Limited
8	MDP	Leadership Development Programme	Open Program - Puri
9	MDP	Foundation Course in General Management	Open Program
10	MDP	Foundation Course in General Management	Open Program
11	MDP	Foundation Course in General Management	Open Program - NTPC ER- I
12	MDP	Foundation Course in General Management	Open Program
13	MDP	MDP for HR Executives of DVC	Damodar Valley Corporation
14	MDP	Change Management	GAIL (India) Limited
15	MDP	Strategic Thinking and Innovation	GAIL (India) Limited
16	MDP	Design Thinking and Innovation	IFFCO Ltd.
17	MDP	MDP on Fire & Motor Insurance	Indian Institute of Insurance Surveyors and Assessors
18	MDP	Self Branding and communication for development of personality	JSW Steel Ltd.
19	MDP	Business Communication	NTPC, Dadri
20	MDP	Mentoring Skills	Oriental Bank of Commerce
21	MDP	Business Analytics	NHPC Limited
22	MDP	Mentoring Skills	Oriental Bank of Commerce
23	MDP	Strategy	Power Management Institute
24	MDP	How to say it at Workplace	Power System Operation Corporation Limited
25	MDP	Developing Secretarial Skills for Efficiency	Power Grid Corporation of India Ltd.
26	MDP	The art of connecting with people and building relationship	Power Grid Corporation of India Ltd.
27	MDP	Corporate Grooming and Etiquettes	Power Grid Corporation of India Ltd.
28	MDP	Data Analytics	Power Grid Corporation of India Limited
29	MDP	Data Analytics	Power Grid Corporation of India Ltd.
30	MDP	Data Analytics	Power Grid Corporation of India Ltd.
31	MDP	Data Analytics	Power Grid Corporation of India Ltd.
32	MDP	Data Analytics	Power Grid Corporation of India Ltd.
33	MDP	Data Analytics	Power Grid Corporation of India Ltd.



# CENTRE FOR MANAGEMENT DEVELOPMENT & CONSULTANCY

## About the Centre

At BIMTECH, Centre for Management Development & Consultancy (CMDC) 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. Executive Education involves educational activities that do not lead to a degree but have educational objectives at a level consistent with higher education in management. One of the prime objectives of CMDC is to conduct Management Development Programmes 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.

CMDC also provides Consultancy Programmes for the business houses to develop professionals which will increase the output and productivity of the organization. Consultancy services include strategic planning, quality assurance, education, training and investment counselling. We provide professional advisory services to managers and leaders so that they are able to solve business related problems and achieve organizational excellence.

### OVERVIEW

Motivating employees to 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 of the employees and acquiring specialized skills, is an endless requirement. We offer an entire portfolio to choose from diverse training programs that will address the needs of all levels of employees.

### WHY MANAGEMENT DEVELOPMENT PROGRAMS & CONSULTANCY ARE NECESSARY?

MDPs help organizations, in improving their performance and grow by solving problems and finding new and better ways of doing things. 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 inputs to small, medium, and large scale industries, globally. The Management Development Programmes (MDPs) serve to sharpen the essential lessons which can be applied to real life circumstances.

Consultancy Services help to: Define the nature and extent of the project by gathering information which may include conducting research to determine the current efficiency and effectiveness of managerial policies and procedures; Analyse the data collected and use their background knowledge to develop proposals for improving methods, systems and/or procedures; and present their recommendations to the client organization and, implement those recommendations.

### DIRECT BENEFITS

- Improves employee motivation.
- Helps in building strong linkages with corporates.
- 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.

### AIMS AND OBJECTIVES

- To develop capable managers and leaders who contribute towards the growth of the organization.
- To create professionals who will be able to work better after grasping and analysing the very nature of the problem.
- To develop the spirit of training for best results.
- To develop value based leadership pipeline throughout organization and the society.

# CENTRE FOR MANAGEMENT DEVELOPMENT & CONSULTANCY

## SALIENT FEATURES

At BIMTECH, Centre for Management Development & Consultancy has some of the best features and eminent faculty for delivering programs:

### **Faculty with Academic/Industry/International Expertise:**

Our resource persons are highly experienced industry professionals and academicians. Their vast experience provides valuable insights into the dynamic and challenging world of business. Many of them, also visit foreign Universities/Institutes/Organizations for delivering lectures and provide consultancy. BIMTECH also invites foreign faculty for delivering lectures in executive development and full time programs. This is how our participants get benefitted immensely from their rich and international experience. BIMTECH has International partnerships with over 65 Universities/Institutes across the globe.

### **Pedagogy - Case Studies, Workshops, Presentations, Group Exercises:**

In training programmes, participants learn from three equally important sources of knowledge - self learning, learning through interaction with the faculty and learning from each other. Case-studies, role-plays, interactive classroom sessions, simulations, group exercises presentations, etc. are some of the common methods adopted by our resource persons in the training sessions.

### **Outbound Training:**

Outbound Training is a training method for enhancing organizational performance through experiential learning. When participants undergo an outbound training, through a series of planned activities, their skills like team building, leadership, time management, delegation, empowerment, communication etc gets improved. Outbound training is provided in some of the training programs like Team Building, Leadership Development Programme, Executive Development Programme and Foundation Course in General Management. The training is provided at specified places with our business partners.

### **Feedback Analysis:**

No training program is complete for both the trainer and the trainee without a feedback. It is a tool for continued learning as it motivates and improves the performance of the trainer and the trainee. Keeping this in mind, at CMDC, after completion of every training programme, we collect, compile and share the feedback with the resource persons as well as with our clients.

### **Consultancy:**

Our highly skilled and experienced resource persons have provided consultancy to the clients, in areas like Competency Assessment, Design Thinking & Innovation, HR Transformation, Re-assessment of Competencies, Quality Circle Formulation, HR Competency Mapping, Executive Coaching, Study of Customer Satisfaction etc.

### **Other Initiatives of CMDC:**

#### **Open Leadership Development Programs:**

CMDC also organizes Open Leadership Programmes for Senior and Middle level executives/managers of Government, Private and Public sector Organizations. In previously held LDPs, nominations were received from organizations like -NTPC, GAIL, NLC India, NEEPCO, NBCC, ONGC, IOCL, Powergrid, BCCL and NCL. We received excellent feedback from participants.

#### **HR Round Tables**

CMDC has been proactive in throwing some very critical issues in the midst of HR and Business Professionals and academicians of repute to deliberate and put forth their perspectives for the future. Since 2011, we have conducted 29 Round Tables in metropolitan cities which were addressed by around 150 panelists who shared their views on the Theme and Sub-Theme of the respective HR Round Tables. Over 3500 professionals, academicians, industry experts, consultants participated in these events.

A book was also published in April 2017, 'MANTHAN' - edited by Prof. KK Sinha (Professor & Dean Executive Education, BIMTECH), along with other two authors which was essence of all Round Tables conducted since 2011. We received excellent reviews and

# CENTRE FOR MANAGEMENT DEVELOPMENT & CONSULTANCY

## SALIENT FEATURES

feedbacks from all the stakeholders for this book

### National HR Summit

National HR Summit is another major initiative of CMDC at BIMTECH. In the year 2016, 2017 and 2019, we organized HR summits on "Transforming HR- Agenda for Action" in power sector and energy sector. Each event was attended by around 250 delegates from leading public and private sector companies. We invited, CEOs and Directors from Private/Government sector, and Bureaucrats as panelists for the sessions. A survey was conducted on the themes and sub themes of the summit by our faculty members. Findings of the research were shared with all the delegates. Our Summit Report can be accessed from <http://bimtech.ac.in/mdp-consulting/hr-summit/>.

Based on the speech delivered by our panelists on different themes and subthemes of the Summit, the book "Return of the Surya" edited by Prof. K.K.Sinha and Prof. Himanshi Tiwari, was released on 14th Feb, 2019.

### DELIVERY OF PROGRAMS:

Management Development Programmes can be offered:

- In - Company (Anywhere in India)
- In - House (At BIMTECH, Greater Noida)

The Terms and Conditions of the delivery of programs would be as under:

#### Delivery of Program in Delhi/NCR:

- Management Development Programs can be delivered at the Client's location anywhere in Delhi/NCR.
- 2-3 faculty/trainers will be deployed by BIMTECH for a typical 3 days programme.
- Client will provide venue for the training with required equipment & facilities like: Audio, Video, Mic, Slide Changer, Board Markers, Internet etc.; Refreshment to participants & trainer; and Taxi from trainer's residence to training venue and back.
- For more information on program & fee of the program, please contact us at [cmdc@bimtech.ac.in](mailto:cmdc@bimtech.ac.in) or 0120-6843000-10 (Ext. 375).

#### Delivery of Program outside Delhi/NCR:

- Management Development Programs can be delivered at the Client's location anywhere in India (Outside Delhi/NCR).
- 2-3 faculty/trainers will be deployed by BIMTECH for a typical 3 days programme.
- Client will provide venue for the training with required equipment & facilities like: Audio, Video, Mic, Slide Changer, Board Markers, Internet etc.; Refreshment to participants & trainer; Tea during breaks; Taxi from trainer's residence to Airport/Railway Station & back; Taxi at Client's location for pickup and drop; flight/train tickets, boarding & lodging for faculty.
- For more information on program & fee of the program, please contact us at [cmdc@bimtech.ac.in](mailto:cmdc@bimtech.ac.in) or 0120-6843000-10 (Ext. 375).

#### Delivery of Program at Greater Noida (BIMTECH Campus or Hotel)

- Programs can be delivered at BIMTECH Campus in the MDP Hall which is having all latest facilities or alternatively it can be arranged in star rated Hotel near BIMTECH Campus.
- Accommodation to participants can be provided at Vikramshila Leadership Centre (If available) or in star rated Hostels near Campus.
- BIMTECH will provide all facilities: Audio, Video, Mic, Slide Changer, Board Markers, Internet etc; Three meals to participants; Tea during breaks; Transport to participants to commute from Hotel to BIMTECH and back; and Taxi to the trainers.
- For more information on program & fee of the program, please contact us at [cmdc@bimtech.ac.in](mailto:cmdc@bimtech.ac.in) or 0120-6843000-10 (Ext. 375).



CENTRE FOR MANAGEMENT DEVELOPMENT CONSULTANCY

**BOUQUET OF OFFERINGS 2019-20**

# Management Development Programmes





## Communication for Organizational Development



**Duration:** 3 Days

**Programme Directors :**

Dr. Archana Shrivastava and  
Prof. Saloni Sinha

### Background

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

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the concepts and significance of organizational communication.
- State the strategic aspects of managing organizational dynamics through communication.
- Develop an understanding of the close relationship between communication process and organizational development.

### For Whom

The course is particularly suitable for Junior and Middle level management employees in all functional areas.

## Corporate Etiquette and Business Protocol

### Background

As times change, so do the social norms for personal and professional behaviour. However basic etiquette never loses importance because ultimately a job or business is about people and not just performance. It covers an assortment of activities, one of which is the knowledge of Corporate Etiquette and Personality Development. The objective of the Programme is to build self-confidence, enhance self-esteem and improve overall personality of the participants.

### Participant Benefits

At the end of the programme participants will be able to:

- Display manners to behave appropriately in social and professional surrounding.
- List out the etiquettes to be followed during dining, social media and in a formal office environment.
- Describe how to develop a positive attitude and being assertive at workplace.
- Handle difficult situations with grace, style, and professionalism.

### For Whom:

The course is particularly suitable for Junior, Middle and Senior level management employees in all functional areas.



**Duration:** 2 Days

**Programme Director:**  
Prof. Saloni Sinha

## Cross Cultural Communication



**Duration:** 2 Days

**Programme Directors:**

Dr. Archana Shrivatsava and  
Prof. Saloni Sinha

### Background

Each (human) communication situation has an environment of its own, or a (cultural) context. Each aspect of communication is firmly rooted in a cultural base. Every culture has its norms that govern the way in which communication happens. These norms may vary less from individual-to-individual, but more strikingly from one population segment to another.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the nature and process of Cross-Cultural Communication.
- Illustrate various dimensions of Cross-Cultural Communication.
- Initiate the development of Cross-Cultural Communication skills.

### For Whom

It is specifically designed for the Junior, Middle & Senior level management employees of Public & Private Organizations who want to polish their skills and improve their professional image.



## Interpersonal Communication



**Duration:** 3 Days

**Programme Director :**

Dr. Archana Shrivastava

### Background

Communication is not restricted only to the usage of good language. It also requires strategic planning. For an effective interpersonal communication one need to keep in mind that it requires clarity, conciseness and competence. This program aims at imparting some knowledge in this line to empower the managers in their respective fields.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the concept and importance of interpersonal communication skills.
- Able to think creatively and analyse critically.
- Manage the inter-cultural communication strategically.
- Develop assertive and persuasive skills.
- Deal with criticism (both positive and negative) effectively.

### For Whom

The course is particularly suitable for Lower and Middle level management employees in all functional areas.

## Noting and Drafting

### Background

Written communication usually requires more thought and effort than other forms of communication. Writing must be concise, informative and easy to read as both are informative and analytical tools. The importance of effective written communication skills cannot be stressed enough. So it is critical that writing as a skill is learnt and practiced assiduously to gain mastery.

### Participant Benefits

At the end of the programme participants will be able to:

- Outline the fundamental elements of Business Writing.
- Describe different patterns of message in organization and AIDA model.
- Write letters, memos and emails with minimum errors.
- Discuss the writing glitches by case analysis.

### For Whom

The workshop is meant for the Supervisory and Junior level employees across all disciplines.



**Duration:** 1 Day

**Programme Director:**

Dr. Archana Shrivastava

## Secrets of most Inspiring Presentations that Move and Transform Audience



**Duration:** 3 Days

**Programme Director:**

Dr. Archana Shrivatsava

### Background

An impactful presentation which moves and transforms the audience is the need of the hour, opines many business leaders today. Often people face the difficulty in giving an impeccable presentation, handling difficult conversation at work place, delivering informative and persuasive speeches etc. Apart from addressing all these issues, this MDP provides training on learning the art and science of persuasion through analyzing some inspiring presentations along with teaching them the art of saying No when they don't want to say Yes.

### Participant Benefits

At the end of the programme participants will be able to:

- List out the steps of creating a good presentation.
- Apply the voice, pitch, pace and modulation in public speaking.
- Turn difficult conversations from hurdle to resources.

### For Whom

This Programme is designed to help participants to give an impeccable presentation and thus they can leave impression in the mind of audience. It is specifically designed for the Junior, Middle & Senior level Managers in Public & Private Organizations who want to polish their skills and improve their professional image.



## Workplace Interaction



**Duration:** 3 Days  
**Programme Director**  
Dr. Archana Shrivastava

## Background

In today's highly competitive world, success at the work place demands more than just qualifications and technical skills. Whether you are dealing with colleagues, negotiating with vendors or interacting with customers, the manner in which you present yourself and manage your resources is vital to your success. These are in fact life skills/soft skills that everyone should have to boost professional relationships and job performance in order to become more successful in life and career.

## Participant Benefits

At the end of the programme participants will be able to:

- Describe the concept of communications from a managerial perspective.
- Establish the linkage between the strategic role of Communication and the performance in diverse managerial contexts.
- Explore strategic understanding of audiences, objectives, context, alternative media of communication and choices of technique and style.
- Apply communication strategies for prevention and resolution of inter-personal conflicts at work place.
- Use assertive communication strategies for persuasion in different situations.

## For Whom

The course is particularly suitable for Lower and Middle levels management employees in all functional areas.

## Written Business Communication

## Background

Effective communication holds the key to a successful career in management. Of all forms of communication written business communication is one of the most important aspects that need to be dealt with rigor and skill. It plays a major role especially in the corporate world and requires more effort than other forms of communication.

## Participant Benefits

At the end of the programme participants will be able to:

- State the basic principles of business communication skills.
- Critically analyze and comprehend business messages for specific audience.
- Write effective e-mails, memos and detailed business reports and proposal.

## For Whom

The course is particularly suitable for Junior and Middle levels management employees in all functional areas.



**Duration:** 3 Days  
**Programme Director:**  
Dr. Archana Shrivastava



## Capsule Course for Newly Inducted Officers in Public Sector Banks

### Capital Infusion in Public Sector Banks in 2014-15



**Duration:** 3 Days  
**Program Directors:**  
Prof. Ashok Malhotra and Dr. K.C. Arora

#### Background

In the interconnected world of today, forces of competition, consolidation and convergence are exerting continual pressures on organizations as well as on individuals to deliver best value. The business has become highly competitive. Further 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.

#### Participant Benefits

At the end of the programme participants will be able to:

- State the salient features of RBI act.
- Critically examine the banking regulations.
- Distinguish assets from liabilities.
- Describe different financial products offered by banks.

#### For Whom

Newly inducted Officers of Public Sector Banks.

## 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 better decision making.

#### Participant Benefits

At the end of the programme participants will be able to:

- Describe conceptual foundations of productivity and efficiency.
- Apply real life data from the actual operations of private and public sector firms to measure and compare performance of different firms from an industry.

#### For Whom

Non Finance Managers working at all levels in any Organization



**Duration:** 3 Days  
**Program Directors:**  
Dr. L. Ramani, Prof. Ashok Malhotra  
and Dr. Girish Jain

## Financial Inclusion and Role of Banks



**Duration:** 2 Days  
**Program Director:** Dr. K.C. Arora

#### Background

Research says that around fifty percent of Indian population suffers from chronic poverty and hunger. In our country only thirty one percent of the population have an access to banking services leaving behind around sixty nine percent which yet to get banking services. These people are totally dependent on informal banking sources like private money lenders. Banks are unable to reach large numbers of the poor with products, services and information they need to achieve financial security. Hence the role of banks become very important.

The issue of financial inclusion is a development policy priority in many countries.

#### Participant Benefits

At the end of the programme participants will be able to:

- State the role of agencies like RBI and Government of India in implementation of financial inclusion.

#### For Whom

Managers and Senior Managers involved in rural banking



## Investment Management



**Duration:** 3 Days  
**Program Directors:**  
Dr. Meena Bhatia and Dr. Girish Jain

### Background

Investment Management Investment is the current commitment of money or other resources in the expectation of reaping future benefits. Investors want a rate of return that compensates them for the time period of the investment, the expected rate of inflation, and the uncertainty of the future cash flows. We all want high rate of returns at a low level of risk, but are we aware of the investment scenario and financial instruments available in the market. Investment management deals with the professional asset management of various securities, such as shares, bonds, mutual funds and other asset classes in order to meet specified investment goals for the benefit of the investors.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the current investment scenario in India.
- Explain the process of financial planning and its importance.
- Describe how equity market and mutual funds perform in different market conditions.
- Discuss the tax implications of investment options.

### For Whom

Executives of all levels across the organization.

## Mergers, Acquisitions and Corporate Restructuring

### Background

With growing impatience, inorganic ways of doing business is becoming more prevalent. Time has greater value for corporates today. Change and speed of change, both are enormous. In order to capitalize any change event or to avoid succumbing to the other, the companies are engaging into this inorganic way of doing business, more and more. But with greater uncertainty and changing business landscape, the probability of achieving the synergies is also reducing bringing the genesis of corporate restructuring under scanner. A plain vanilla approach to corporate restructuring will not do justice. There are a lot of questions that need to be answered in this regard.

### Participant Benefits:

At the end of the programme participants will be able to:

- Describe the concepts associated with Mergers and Acquisitions.
- Explain 'What-Can-go-Wrong' in any inorganic restructuring if not done properly.
- Suggest relevant measure to Synergy Valuation.
- Examine various measure of divestiture with their impact on shareholders' wealth.

### For Whom

Employees in the corporate finance division of any company and Employee in the financial consulting firms or investment banking firms.



**Duration:** 2 Days  
**Program Directors:**

Dr. Girish Jain and  
Prof. Ankur Kulshrestha, CFA, FCA

## Personal Financial Planning, Wealth and Tax Management



**Duration:** 2 Days  
**Program Directors:**  
Prof. Arindam Banerjee and  
Dr. Girish Jain

### Background

Life is a journey. It is important for an individual to achieve life goals during this journey through life. This course focuses on empowering an individual in taking the right financial decisions at right point of time. This course is designed for candidates who seek to understand of how financial planning can be used for personal financial decision making and to achieve the financial goals.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the financial planning process.
- List out the different components of financial planning, viz. Insurance Planning, Investment Planning, Retirement Planning, Tax Planning and Estate Planning.
- Design comprehensive financial plan using MS Excel.

### For Whom

Employees of all levels across the organization. The programme is also suitable for Young employees, who are starting their careers, and having a long working life ahead, Senior employees, who are looking for special guidance towards managing their retirement corpus and middle-aged employees, with specific interest in personal tax management. This programme is also suitable for Bank and NBFC employees working in financial planning desk.





## Strategic Cost Management - Making Organization Cost Conscious



**Duration:** 2 Days  
**Program Directors:**  
Prof. Rajeev Sharma  
and Prof. Arindam Banerjee

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Explain the relevance of SCM in individual & organizational context.
- Develop the attitude to challenge status quo and stir their minds towards improvements and better outcomes.
- List out the various costs associated with business process.

### For Whom

General profile working at Junior and Middle level management in any Organization.

## Strategic Financial Management

### 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 strategic financial management is designed to equip the managers with capabilities of financial decision making. It covers important decision making areas e.g. capital budgeting, working capital management, cost of capital etc.

### Participant Benefits

At the end of the programme participants will be able to:

- State basic concepts of financial management.
- Describe financial decision making process and associated tools.

### For Whom

Junior and Middle level Managers working in all types of business



**Duration:** 2 Days  
**Program Directors :**  
Prof. Arindam Banerjee and  
Dr. Girish Jain

## The Art and Science of Value Investing



**Duration:** 2 Days  
**Programme Directors:**  
Dr. Meena Bhatia and  
Prof. Ankur Kulshrestha, CFA, FCA

### Background

The program is designed with an aim to build knowledge and make candidates aware about this newly talked about thought process of Investing. Value Investing, in its simplest form, is the practice of common investment sense and its application to the stock picking process. If learnt well and applied effectively, it can be a life changer for equity investors who can increase their wealth manifold. This art is not restricted to hard core finance professionals. It has been practiced officially for close to 80 years when, Ben Graham, regarded as the father of value investing, penned down this concept in his landmark book 'The Intelligent Investor'. World's richest investor Warren Buffett and other few stars of investing constellation namely Charlie Munger, Seth Klarman, Walter Schloss, and Howard Marks have been the practitioners of this thought process for years now.

### Participant Benefits

At the end of the programme participants will be able to:

- Apply the step-by-step process of stock picking approach in solving problem.

### For Whom

Employees in the wealth management firms and asset management firms, Employees in the Treasury/Investment division of any company and Employee in any division of any company who are keen to become a long term and sensible investor



## Workshop on Retail Banking



**Duration:** 3 Days  
**Program Director :** Dr. K.C. Arora

### Background

Banking institutions now days make transactions directly with consumers rather than corporations or other banks. They offer different services to their customers like savings and transactional accounts, mortgages, personal loans, debit cards, credit cards and so forth. Customer delight is the key to success for any service industry. But it has been observed that many a times banks unable to provide best of its services to these customers because of lack of knowledge on these services/products on the part of newly recruited employees of bank. Hence this programme is aiming at addressing these issues, so that they can retain their customers.

### Participant Benefits

At the end of the programme participants will be able to:

- Discuss on various types of retail assets and liabilities products.
- Critically examine the pros and cons of these products.

### For Whom

Newly inducted Officers of Public Sector Banks.

## FinTech Analytics: Data- Driven Credit Modeling

### Background

Modeling credit risk for both personal and company loans is of major importance for banks and financial institutions. This course will focus on the practical challenges that arise in implementing a variety of credit models (e.g. bankruptcy and default models retail and commercial entities). It will explore a number of data-driven approaches to modeling the likelihood that credit-risky borrowers will default on their obligations using large data sets. This course will tend heavily towards discussions of practical model implementations and the "frictions" that make these implementations difficult in real-world settings. It discuss a number of modeling frameworks for estimating default probabilities (PDs) and loss given default LGD. The models will be built and tested on R-statistical software.

### Participant Benefits

At the end of the program, participants will be able to:

- Display the knowledge of credit risk measurement and management and its application to practical credit modeling framework.
- Describe the properties of credit data and its processing.
- Analyze the results derived from different credit modeling and its implication for business and policy decisions using R.
- Design & Test single-borrower credit models, such as those used by banks.

### For Whom

Junior and Middle level finance executives of Banks and Financial institutions.



**Duration:** 3 Days  
**Program Directors:**  
Dr. Amarnath Bose and  
Dr. Amrendra Pandey

## Measuring Corporate Performance



**Duration:** 2 Days  
**Program Directors:**  
Dr. L. Ramani and Prof. Rajeev Sharma

### 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.

### Participant Benefits

At the end of the programme participants will be able to :

- Identify the key drivers of the corporate performance.
- Describe how each of the key driver is measured and how can it be used as to identify variations between the targeted and actual performance.

### For Whom

All Junior & Middle Level Managers of Finance & Banking





## Corporate Social Responsibility



**Duration:** 2 Days  
**Programme Directors:**  
Prof. N.N. Sharma &  
Dr. Vineeta Dutta Roy

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the concept of Corporate Social Responsibility and Sustainable Development and how it is different from philanthropy.
- List out the key challenges and issues and how CSR can act as a solution to those issues.
- State some of the best practices adopted by the companies working towards sustainability.

### For Whom

CSR/Sustainability Professionals working at all levels.

## Organizational Sustainability and Inclusiveness

### 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, strategic networking of the organizations with no spat with government and society is required. 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Relate sustainability with inclusiveness.
- Describe all terminals of sustainable development and inclusive development.
- Apply the concept of sustainability and inclusiveness in their business.

### For Whom:

CSR/Sustainability Professionals working at Middle and Higher levels.



**Duration:** 1 Day  
**Programme Directors:**  
Prof. N.N. Sharma & Dr. Rahul Singh

## Project Design and Management for NGO Managers



**Duration:** 7 Days  
**Programme Directors:**  
Prof. N.N. Sharma &  
Dr. Vineeta Dutta Roy

### 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 financial and human resources, for implementation of several development projects both in rural and urban location. 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.

### Participant Benefits:

At the end of the programme participants will be able to:

- Apply the update and acquire knowledge while 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.



## Developing Open Edge for Leaders



**Duration:** 3 Days  
**Program Directors:**  
Prof. K.K. Sinha and Prof. Akhil Pandey

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- List out the traits that a leader must possess for organizational development.
- Demonstrate leadership traits to synergize personal and organizational needs for effective transformation of the organization and for its overall growth and development.

### For Whom

Managers to Chief Managers of any Organization

## Executive Development Programme

### Background

The Executive Development Programme is designed with an aim to develop people from Supervisory level to the Executive Level. For the successful transition, this programme is designed to enhance their knowledge base across different functional disciplines and develop a holistic management perspective by integrating key functional disciplines. The pedagogy adopted is participatory. Case studies, role plays, outbound training, group work and discussion are brought to enhance the learning of the participants.

### Participant Benefits

At the end of the programme participants will be able to:

- Demonstrate better managerial skills so that their efficiency in performance can be improved.
- Explain why it's important to have a better inter personal relationship and how it to be developed at work place.

### For Whom

Entry level executives (E1 level) in PSU/State Govt. undertaking and Government departments.



**Duration:** 5 Days  
**Program Director:** Prof. Akhil Pandey

## Foundation Course in General Management



**Duration:** 12 Days  
**Program Directors:**  
Prof. K.K. Sinha and Prof. Akhil Pandey

### Background

Employees are entrepreneurs until they become managers. With new managerial role, come greater responsibilities and also challenges. At times employees start to feel frustrated when they are unable to address these problems. This programme is designed with an objective to equip employees with basic managerial skills so that they can handle the problems with greater confidence.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe current issues relating to their nature of business and environment.
- Demonstrate better managerial skills so that their efficiency in performance can be improved.
- Explain why it's important to have a better inter personal relationship and how it to be developed at work place.
- Draw action plans and initiatives for their departments.

### For Whom

Employees who are promoted to new Managerial roles





## Leadership Development Programme



**Duration:** 5 Days  
**Program Director:**  
Prof. K.K. Sinha

### 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 have 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.

### Participant Benefits

At the end of the programme participants will be able to:

- List out the traits that a leader must possess for organizational development.
- Show leadership traits to synergize personal and organizational needs for effective transformation of the organization and for its overall growth and development.

### For Whom

Middle and Top level management of all functional domains of any organization.

## Managing Diversity and Change

### Background

Managing diversity at work place and managing change are two of the few key factors for having a sustainable business in this competitive and dynamic world. The objective of this program is to understand and develop competencies of diversity, innovation and change to meet desired level of performance and implement required frameworks and concepts for driving change in corporate organizations.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe how diversity can be capitalized for effective decision making.
- Apply conflict management skills in negotiation.
- List out the leadership qualities for managing change.
- Explain why there is a greater need for driving innovation.

### For Whom

Senior and Middle level Executives.



**Duration:** 3 Days  
**Programme Director:**  
Prof. R.J. Masilamani

## Managing Gen Y



**Duration:** 2 Days  
**Program Directors:**  
Dr. Jaya Gupta and  
Prof. Himanshi Tiwari

### Background

In order to maintain competitive advantage in today's scenario, it is essential for all organizations to attract, retain and manage the best talents at workplace, which is a challenging task for management. Further it is more challenging to create and maintain an effective work environment which can satisfy the workforce belonging to both Generation-X and Generation-Y. While salary is the top factor in attracting Generation-X employees to a job benefits vacancy, the Generation-Y places high priority on employee benefits, which potential employers should keep in mind, among others to retain them.

### Participant Benefits

At the end of the programme participants will be able to:

- State characteristics, principles, skills, styles and expectations of Gen-Y employees.
- Describe important ways of connecting to and managing Gen-Y for achieving competitive edge in business.
- Critically examine the issues and challenges before the corporate managers today for reorienting organizational policies, systems and processes to ensure motivating and productive work culture.

### For Whom

Junior and Middle level Executives of Public and Private Sectors



## Sales Training for Front Line Executives



**Duration:** 3 Days

**Program Director:** Dr. Pankaj Priya

### Background

Development of the products and the services are the two key aspects of the growth and success of any business. Sales staff is the vehicle that moves products and services into the hands of customers. Hence it is more important that these front line executives to equip themselves with selling skill. The main objective of this program is to impart knowledge of service quality issues & customer handling and relationship skill and assessment of customer expectation for effective service delivery.

### Participant Benefits

At the end of the programme participants will be able to:

- Explain the significance of 'Servitude' in modern retail.
- Demonstrate essential skills for providing superior customer experience.
- Describe the effective HR practices in modern retail.
- State how to impart direction and orient themselves to customer relations.

### For Whom

Front Line Sales Executives of any Organization.



र नः =; अः कः & नेः नः; केः अः ०१११.१; दः ११११-५२३

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



## Coaching, Counseling and Mentoring



**Duration:** 3 Days  
**Program Director:** Dr. Manosi Chaudhuri

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- List out few performance improving techniques.
- Examine the barriers faced while achieving individual excellence at workplace.
- Apply the core skills of coaching, counselling and mentoring the employees.
- Build strong interpersonal skills with their mentee/coachee.
- Identify and deal with problems in the mentoring relationship.

### For Whom:

Senior Management, HR Managers, Functional/Departmental Heads

## Collective Bargaining & Worker's Participation in Management

### 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. Leveraging the potentials of employees by creating a win-win culture at work place is the endeavour of every management today. Collective bargaining and workers' participation in management have been two such important mechanisms which help the organization to maintain industrial peace and harmony.

### Participant Benefits

At the end of the programme participants will be able to:

- Identify the sources of the conflict between management and unions and resolve the conflict.
- Describe the importance of participative management.
- Discuss the current trends in maintaining progressive IR and steps to implement effective grievance redressal system.

### For Whom

Managers and Senior Managers in all types of Business



**Duration:** 3 Days  
**Program Director:** Dr. Navin Srivastava

## Competency Mapping



**Duration:** 2 Days  
**Program Directors:**  
Dr. Parameswar Nayak  
Dr. Manosi Chaudhuri

### 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. This process helps the employer or the Human Resource Team to decide, that where a particular employee would can work best, as per his/her knowledge, skills and attitudes.

### Participant Benefits

At the end of the programme participants will be able to:

- Identify and describe the elements of competency and how to use them.
- Relate competency based management with strategy and structure of the organization.
- Measure one's real potential through competency framework.

### For Whom

Every Manager who aspires to develop himself/herself as an effective leader, especially in HR functions.





## Conflict Management



**Duration:** 2 Days  
**Program Directors:**  
Dr. Manosi Chaudhuri and  
Dr. Jaya Gupta

### Background

Conflict can have a positive effect, but if left unaddressed, the dysfunctional aspects of conflict may lead to damage relationships, destroy creativity and productivity, less commitment and wastage of 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Identify the sources of conflict at workplace and how it can be used for maximizing benefits.
- Identify individual conflict management style.
- Describe how conflicts can be resolved in a win-win way.

### For Whom

Managers and Senior Managers in any Business

## Creating a Winning Team

### Background

An organization is a place where men, material and machine all are synthesized for the fulfillment of organization objectives but, the essence of its success depends on efficient and effective contribution derived from its workforce. 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Get an insight of one's own style of personality and type of team player.
- Create a space and environment for open and honest conversation at workplace so that team relationship can be enhanced.
- Identify challenges and strength most critical for team success and building up strategies to cope up.
- Describe why teams and team work is so important in today's organization.
- Demonstrate how to handle conflicts at work place

### For Whom

Executives at Junior and Middle levels in all functional domains of Organization



**Duration:** 3 Days  
**Program Director:**  
Dr. Manosi Chaudhuri and  
Dr. Itilekha Dash

## Developing Meritocracy and Collaboration



**Duration:** 3 Days  
**Program Directors:**  
Dr. Manosi Chaudhuri and  
Dr. Navin Shrivastava

### Background

Striving towards excellence cannot be achieved without promoting meritocracy and creating a culture of collaboration. The objective of this program is to understand and develop competencies for empowering people and building collaborative work culture of high performance to meet desired level of performance

### Participant Benefits

At the end of the programme participants will be able to:

- Create a stretch opportunities for empowering people.
- Build a high performance culture towards Excellence.
- Identify the developmental needs and give feedback effectively.
- Create an environment of effective communication and develop attitudes and skills for effective learning.
- Describe how collaboration happens with internal and external networks in an Organization.

### For Whom:

Senior and Middle level Executives of any Organization





## Enhancing Managerial Effectiveness



**Duration:** 3 Days

**Program Directors:**

Dr. Navin Shrivastava and  
Prof. Himanshi Tiwari

### 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. For this the management should prepare itself by focusing on more effective and efficiency in performance in employees so that they can face any challenges.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the components of a strong organizational culture.
- Identify own strength and weakness and improve psychological wellbeing.
- List out the roles and responsibilities of a manager.
- Demonstrate the required competencies and skill sets to perform the role successfully.

### For Whom

Junior and Middle level Managers in all functional domains of any Organization.

## Great Habits of Highly Effective People

### Background

Success begets success. No organization can succeed until individuals within it succeed. Habits determine 95% of a person's behaviour. So, it is imperative that individuals inculcate right set of habits. The present program aims at making people effective not only in their personal area but also in their professional life. The aim is to change the way the participants approach their jobs, relationships, problems and opportunities by breaking common ineffective behaviour, creating high level of trust, developing strong inter personal relationships etc.

### Participant Benefits

At the end of the programme participants will be able to:

- Distinguish between effective and ineffective habits.
- Draft own mission statement.
- Identify barriers to reach their goals, priorities and choices.
- Apply effective planning and prioritisation techniques, time management skills.
- Apply effective problem solving and collaborative decision making.

### For Whom

Employees at all levels across the Organization.



**Duration:** 2 Days

**Program Director:** Dr. Itilekha Dash

## HR for HR Professionals



**Duration:** 3 Days

**Program Directors:**

Prof. K.K. Sinha and  
Prof. Akhil Pandey

### 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 programme is designed with an objective to facilitate the human resources to further upgrade and contribute significantly towards organization development. It would also help the participants to build a strong understanding of the strategic and functional roles of HR managers in the organization.

### Participant Benefits

At the end of the programme participants will be able to:

- State few recent trends and best practices in HR.
- Identify and develop their inherent HR potential and thus equip themselves to handle people issues better.
- Apply the best practices in their respective organizations.

### For Whom

Senior Management, HR Managers, and Functional/Departmental Heads of any organization



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



**Duration:** 2 Days  
**Program Directors:**  
Prof. Himanshi Tiwari and  
Prof. Rajeev Sharma

### Background

It is not the Intelligent Quotient, but the Emotional intelligence that differentiates one employee from other. At workplace one of the most difficult tasks is to work with different sets of mind and levels of employees. Meeting their expectations, working in coordination requires a great degree of emotional maturity. The program examines the science of emotional intelligence. It is designed to equip participants with the dynamic emotional skills that distinguish outstanding leaders from the average.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe how EI is an essential ingredient of leadership development.
- Explain the importance of EI for developing personality & managing relationships.

### For Whom

Junior and Middle level employees of all functional domains of any Organization

## Mental Conditioning

### Background

Organizational effectiveness depends greatly on mental agility, self-motivation and willingness of individual employees to do the assigned work. The organizational productivity can be enhanced through a proper alignment of employees' personal goals and aspirations with organizational goals. It can be achieved when there is a healthy and well-balanced employer employee relationship. To be successful, employees are required to do the things that make the difference for the winners.

### Participant Benefits

At the end of the programme participants will be able to:

- Explain the need for and impact of Mental Conditioning for aligning personal goals of individual employees with the shared vision, mission and goals of the organization.
- Describe how to improve their level of motivation, commitment and positive attitude towards the team.

### For Whom

Officers, Managers and Senior Managers of all functional disciplines of any Organization.



**Duration:** 2 Days  
**Program Director:**  
Dr. Manosi Chaudhuri

## ROI for Training



**Duration:** 3 Days  
**Program Directors:**  
Dr. Itilekha Dash &  
Prof. Himanshi Tiwari

### Background

Organizations are investing heavily on training and learning initiatives with an aim to achieve excellence at workplace. But question remains how far these investments are justified? Is there any measure where we can calculate the return on investment made?

Keeping this in mind this particular programme is designed with an objective to provide a platform for acquiring skills on the concept of training evaluation and ROI.

### Participant Benefits

At the end of the programme participants will be able to:

- Differentiate Kirk Patrick model of evaluation from Jack Phillips model.
- Describe the guiding principles of ROI determination.
- Explain the steps of ROI determination.
- Explain how to isolate the effect of training from other contributing factors.

### For Whom

Training and HR professionals of any Organization



## Stress Management in the Workplace



**Duration:** 3 Days  
**Program Directors:**  
Dr. Manosi Chaudhuri and  
Dr. Navin Shrivastava

### Background

Stress is a state of equilibrium in which the demands of an employee's job and personal life are equal. Juggling/competing demands is stressful and leads to lower productivity, sickness, and absenteeism.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the impact work/life balance has on employees.
- Discuss and recommend steps that truly support work/life benefits.
- Examine the human resources strategy to see if it supports the company's mission.

### For Whom

HR Managers, Departmental Heads, Team Leaders from any medium and large PSU's and Private Sector Enterprises.

## Workshop on HR Analytics

### Background

The success of any organization depends on its people. The organizations which can attract, utilize & manage and retain the right competencies, gain the competitive advantages and achieve long term success. Again the technological advancement helps us in capturing more information across employee life cycle events at a very cheaper rate. Thus in this process, HR has been now generating humungous data than ever before. It is also believed that the insight into the future is the greatest asset anyone can have today. But the issue is often HR professionals struggle to glean insight and making smart and fact based decision.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe different types of HR metrics relevant to your organization.
- Explain the plausible reasons behind occurrence of any event/phenomena by using Descriptive Analytics.
- Make prediction about people management decisions in organization based on existing data.
- Make suggestions to the organizations on how to optimize the use of human potentials based on the analytics.

### For Whom

Middle and Senior level Management of HR



**Duration:** 3 Days  
**Program Directors:**  
Dr. G.N. Patel and Dr. Itilekha Dash

## Happiness: A Blissful State



**Duration:** 2 Days  
**Program Director :**  
Dr. Navin Shrivastava

### Background

Organizations now a days are believing on employee delight and happiness at work. This has been recently highlighted in the Harvard researches on Organizational happiness. The workshop is an opportunity for all aspirants to capitalize on their individual brilliance to achieve organizational delight and development. The objective of this programme is to explore the eternal truth of personal and professional well being.

### Participant Benefits

At the end of the programme participants will be able to :

- Describe self and realize the internal strength of eternal happiness.
- Describe the role of work engagement, job satisfaction and affective organizational commitment on individual happiness
- Recognize the value of a focused and directional approach towards realization of happiness

### For Whom

Middle and Higher level corporate executives.





## Building Intrapreneurship Culture in an Organization



**Duration:** 3 Days

**Program Director :** Dr. Abha Rishi

### Background

For individuals who are in authority positions, it is important for them to inspire individuals to think like an entrepreneur. This is a key component in helping an organization keep an aggressive edge over their opposition. Intrapreneurship is when a person works for a company and behaves like an entrepreneur. An intrapreneur is someone who thinks like an entrepreneur yet is a representative inside an association. They get that steady pay-check, but they want to bring ideas to the surface and know they can impact decisions and the trajectory of the business.

### Participant Benefits

At the end of the programme participants will be able to:

- Think, see and act entrepreneurially
- Develop business idea by Ideation Methods & Design Thinking Methods.
- Develop a mind-set to be able to identify opportunities and create an action plan to leverage those opportunities
- Learn about Incubation Models and Incubation Experiments

### For Whom

Executives of all middle level management (minimum 15 executives)

## Investing in Start-ups through CVF (Corporate Venture Fund)

### Background

Securing and managing funds for their corporate venture is a crucial part for intrapreneurs. Guiding them to develop the business case for their ideas, and secure funds to translate ideas into reality.

### Participant Benefits

At the end of the programme participants will be able to:

- Create financial statements for new ventures within the corporate environment.
- Examine valuation techniques for understanding how to assess and grow the value of the corporate venture.
- Explore the different sources of internal and external financing for the corporate venture.
- Structure a funding deal and pitch the corporate venture.

### For Whom

Employees concerning finance department. (Minimum 15 executives)



**Duration:** 3 Days

**Program Directors:**

Dr. Abha Rishi and Mr Chittransh Verma

## Measuring KPIs of Innovation



**Duration:** 2 Days

**Program Directors:**  
Dr. Abha Rishi and Mr Chittransh Verma

### Background

Because of the abstract and somewhat uncertain nature of innovation, finding the right metrics to measure innovation can be tricky. While we recognize that finding the correct measurements to quantify advancement can be difficult, it doesn't need to overpower, as there are various metrics that are usually used to gauge innovation. Measuring innovation is only worth it with a set of metrics that help you to move your business forward. The most important function of measuring innovation is simple: to ensure you're going to the right direction.

### Participant Benefits

At the end of the programme participants will be able to:

- Understand the key performance indicators for innovation
- Measure the Key Performance Indicators (KPIs)
- Calculate and develop the competencies
- Access funds and networks to enhance innovation

### For Whom

Employees implementing the innovation (minimum 15 executives)

रुनः =; अरु कुरु & ननु नुन; कुरु अरु नुन; दुरु नुन-5-2-3

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





## Structure Business Model



**Duration:** 2 Days

**Program Director :** Dr. Abha Rishi

### Background

A step-by-step plan for mapping the generation of revenues and making profit for the business. Explaining what products or services the business plans to manufacture and market, and how it plans to do so, including what expenses it will incur.

### Participant Benefits

At the end of the programme participants will be able to:

- Understand how to create and deliver value for existing and future customers of the company
- Effectively identify real customers
- Segment customers and develop a minimum viable product (MVP)
- Develop a business model that encompasses the product or service, customers, and economic engine

### For Whom

Employees implementing the innovation(minimum 15 executives)

## Crafting Strategies for Innovation

### Background

Innovation is a crucial component of business strategy, but the process of innovation may seem difficult to manage. To plan organizational initiatives around innovation or to bolster innovation requires a firm grasp of the innovation process.

### Participant Benefits

At the end of the programme participants will be able to:

- Examine how to audit a company's internal environment to establish a framework for its innovation capabilities.
- Create a plan for an organizational structure and operational format.
- Analyse corporate culture to identify creative capabilities that leverage the company's best practices for innovation.
- Evaluate innovation portfolios and compose innovation strategies

### For Whom

Employees implementing the innovation(minimum 15 executives)



**Duration:** 2 Days

**Program Director:** Dr. Abha Rishi



## Business Modeling Using Excel



**Duration:** 2 Days  
**Program Director:**  
Dr. Amarnath Bose

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Recall few formulae, functions, database lists and macros after creative using of excel.
- Outline governing model design and construction and explain how to design and build in accuracy from the outset best practice modelling techniques.
- Identify common pitfalls and run sensitivities and what-if analysis to gain information about performance.

### For Whom

Employees who have a working knowledge of excel and who wish to explore the full potential of this software.

## Digital Business Strategy

### Background

Businesses today are under tremendous pressure from a number of different fronts- competitive pressure, customer expectation, regulatory pressure and increasing aspirations for global expansion. All of these combined together necessitates a relook in the internal IT landscape of companies. Organizations need to align and synchronize their IT and business strategies. This will help in further enhancing capabilities and help to understand changing scenario leading to optimization of resources.

### Participant Benefits

At the end of the programme participants will be able to:

- Synchronize their business strategy with its IT strategy.
- Manage IT infrastructure and implement IT projects.

### For Whom

Senior Executives and Managers those involved in crafting and implementing IT and Business Strategies



**Duration:** 2 Days  
**Program Directors:**  
Prof. Akhil Pandey and  
Dr. Nimisha Singh

## Information Systems Security, Cyber Security & Cyber Law



**Duration:** 3 Days  
**Program Directors:**  
Prof. Sanjiva Shankar Dubey and  
Dr. Nimisha Singh

### Background

Information system management is both the cause and cure of cyber security problems as attackers exploit technology related vulnerability. For securing information, an organization needs to develop a culture of collaboration across business units and among employees as security and convenience are inversely related. Also, with global expansion of business, organizations need to follow the security regulations in the country of operation.

### Participant Benefits

At the end of the programme participants will be able to:

- Incorporate security policy in business model.
- Compliance with information security standards and policy.

### For Whom

Senior Executives and Managers responsible for framing and implementing security policy



## Information Technology Management



**Duration:** 2 Days  
**Program Director:**  
Prof. Sanjiva Shankar Dubey

### Background

Emerging Technologies are driving major business transformations and leading to the creation of more intelligent and agile enterprises. Every managers must develop deep appreciation to use Emerging Technologies in their business to survive and grow.

In this course, the participants will be exposed to various emerging Technologies such as AI, Big data, Machine Learning, IoT, SMAC Stack and its applications in various industry verticals.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe few emerging technologies like AI, Cloud, IoT, SMAC etc.
- Apply methodologies to implement emerging technologies in their business.
- Use IBM Watson, IBM Blue Mix, Socrative, Google Analytics etc. in their projects.

### For Whom

Middle level Managers

## Innovation through IT: Success in Volatile Economy

### Background

As Indian technology firms are moving towards positions of global market leadership, it is increasingly important for them to create sustainable competitive advantage based on IT innovation. They also need to understand the evolving organizational models, models of entrepreneurship and corporate venturing. Management of high value technology is focused on the entire life cycle of the development till support. This programme is designed with an objective of to make the participants understand the various aspects of managing technology and innovation.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe business driven technology, its products and services.
- Manage technology and innovation in an efficient way.

### For Whom

Junior and Middle level Executives/ Management professionals.



**Duration:** 2 Days  
**Program Director:** Prof. Kapil Garg

## Transforming Business: Digital Enterprise



**Duration:** 2 Days  
**Program Director:**  
Prof. Kapil Garg

### Background

Over the past fifty years, Information Technology radically reshaped and transformed competition and strategy twice and today we stand at the brink of third transformation. Digital Transformation led by emerging digital technologies. Some of the key emerging technologies driving the Digital Transformation includes: Mobility, Big Data and Analytics, Social Media, Cloud Computing, Internet of Things (IoT) etc. Here in digital transformation technology moves out of the mainstream of enterprise and it impacts drastically how we do various activities. Development in the digital technology is changing the landscape in many industries. Only a few firms have positioned themselves to capture the real benefits and many companies still have a long way to go in digital transformation. This Programme aims to enrich Executives and Managers on how to transform their business using the emerging digital technologies.

### Participant Benefits

At the end of the programme participants will be able to:

- List out few key emerging technologies driving the digital transformation.
- Explain how knowledge on Big data analytics, Internet of things, cloud computing etc. would help them work better.

### For Whom

Middle and Senior level Executives/ Management professionals of all functional domains of any Organization





## Emerging Technology in Management: Foundation



**Duration :** 3 Days

**Program Director :**

Prof. Sanjiva Shankar Dubey

### Background

Emerging Technology is fascinating, powerful and have unforeseen potential. Young Managers are required to understand ET capabilities and be aware of its potential to make their firms competitive and grow. The keen interest in emerging technology stems from both a competitive advantage standpoint as well as a societal need point of view. The world of business and governance needs them more than ever. This 3 days program will expose the managers to wide range of emerging technology and how to apply them at their place of work.

This program has wide acceptance amongst young Managers

### Participants Benefits

After attending the program the participants would have hands on experience in adopting the following technology

- Cloud computing, SMAC, Crowd sourcing
- Artificial Intelligence and Machine Learning
- Big data, Video Analytics,
- AR/VR, Gamification, Gesture control,
- Blockchain and its potential
- Hands on exercise on Chatfuel and Appify

### For Whom

Junior Level Managers

## Emerging Technology Platforms and Services

### Background

Emerging Technology is fascinating, powerful and have unforeseen potential. Senior managers have to seize the opportunity using the Emerging technology. They need to understand the opportunity assessment, planning for adoption and make proposals for implementation seeking top management support. This 2 days program will enable them to undertake projects and program to create new emerging technology platform and services to wide range of emerging technology and how to apply them at their place of work.

This program is successfully offered by the faculty in Dubai/Singapore and India for Managers.

### Participants Benefits

After attending the program the participants would be able to demonstrate do how for undertaking ETPS projects by learning

Building Disruptive models of

- Mobile Apps
- Creating Value out of Social Media
- Platform Enterprise
- Platform Architecture
- Platform Cooperative
- Platform pricing : freemium, bundled, and two-sided pricing
- Managing COST Benefits,
- Projects and Program management for ETPS
- Hands on exercise on Sharetribe and WIX

### For Whom

Middle and Senior level Managers /AGM/DGMs



**Duration :** 2 Days

**Program Director :**

Prof. Sanjiva Shankar Dubey





## Top Management retreat on Digital Transformation & Industry 4.0



**Duration:** 2 Days  
**Program Director:**  
Prof. Sanjiva Shankar Dubey

### Back Ground

The pace at which the disruptive Technology is shaping industry is staggering . Emerging technology such as AI, BI, Big Data, 3 D printing, Robotics and many others have become absolutely integral to overall business strategy. Digital transformation is the profound transformation of business and organizational activities, processes, competencies and models to fully leverage the changes and opportunities of a mix of digital technologies and their accelerating impact across society in a strategic and prioritized way, with present and future Executive leadership must understand, participate and drive the technology led transformation before it is too late. They need to guide decisions around technology investments to leverage enormous impact on an organization's ability to provide services and/or goods, acquire customers, manage operations and ultimately drive profit.

This 2 days program will enable them to drive the organization on the path of Digital Transformation and adoption of Industry 4.0 .

### Participants Benefits

After attending the program the participants would be able to lead Digital Transformation of their company

Specifically they will learn Why, What and Do How of the various Digital technologies and be able to set up new business models, projects and programs agenda for their corporation

- Industry 4.0 / Services 4.0 / The Internet of everywhere
- Digital economy ecosystem Recognize and know how to compete in winner-take-all markets, one and two-sided networks, and the context of multi-homing.
- Define platform businesses, distinguishing among input suppliers, markets and true platforms, and why these differences matter.
- Develop strategies for launching new platforms/ Mass Mobile Customisation
- Teal Organization / Agile and Liquid corporation / Virtual Corporation
- Hands on exercise on share tribe

### For Whom

Senior level Management.

## Blockchain Foundation, Principles and Business Applications



**Duration:** 2 Days

**Program Directors :**  
Dr. Abha Rishi and Mr Bibin Babu

### Background

Blockchain has received a lot of attention in the public discussion and in the media. Some enthusiasts claim that the blockchain is the biggest invention since the emergence of the Internet. Blockchains are a novel approach to the distributed database. The innovation comes from incorporating old technology in new ways. You can think of blockchains as distributed databases that a group of individuals controls and that store and share information.

### Participant Benefits

At the end of the programme participants will be able to:

- To understand Business Blockchain and Distributed Ledger Technologies
- Various methods and platforms that can be used to decentralize a process or system
- Cryptography and Technical Foundations, introduces the theoretical foundations cryptography
- Financial markets cases for blockchain technology in the financial sector.
- Scalability and Other Challenges
- Information about the current landscape, projects, and research efforts related to blockchain technology
- Examine the various global best practices that have been adopted by digital natives and digital innovators globally for creating optimised, flexible processes and transformed products.

### For Whom

This programme is recommended for executives, managers, planners and analysts who are seeking practical ideas for applying blockchain concepts in Government sectors, Sourcing, Supply Chain, Human Resources, Marketing, Financial Technology, Real Estate and Insurance. The programme is designed for those engaged at middle and senior management levels in organisations, and who are keen to create a blueprint for transformation of their company using innovative technology such as Blockchain. (Minimum 15 executives)



## Basic Insurance Concepts for Corporate Executives



**Duration:** 2 Days  
**Program Director:**  
Prof. Manoj Kumar Pandey

### Background

Each corporate house has a small unit/team which co-ordinates with insurance companies for the insurance related matter. Normally they are from non-insurance background. An input on insurance (Life & Non Life both) would add value to their job profile and thus they can able to deal with them in a better way.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe 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 Organization (HR/Finance dept.)

## Claim Management for Insurance Brokers

### Background

The insurance businesses are often challenged by more stringent compliance with Government regulations on one hand and increasing expectations from consumers on the other hand. Keeping this in mind, efficient claim management is considered one of the vitl tools to achieve the success. 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.

### Participant Benefit

At the end of the programme participants will be able to:

- Describe basic concepts/ documentation/process involved in claim settlement for both life & non-life & policies.

### For Whom

Executives working in Insurance Broking Houses



**Duration:** 2 Days  
**Program Director:**  
Prof. Manoj Kumar Pandey

## Effective Handling Reinsurance Portfolio



**Duration:** 5 Days  
**Program Director:**  
Prof. Abhijit Chattoraj

### Background

Health insurance has emerged as a separate line of late primarily because of the kind of volume it handles today. It is already a 30,000 plus crore portfolio today The Health Insurance industry in India has seen numerous changes over the past one decade. The entry of standalone players, separate regulation, the mode of distribution, the regulatory changes, technological improvements together with the growing interest of government have all driven the industry to its current position.

Regulatory initiatives such as enhancing the scope for product innovations, making provisions to reward healthy behaviour of policyholders, easing the process of product approval and facilitating the provision of wellness and preventive features as part of Health Insurance Policies have substantially added the growth of the portfolio.

The phenomenal growth has brought in many challenges also. The ever increasing cost of healthcare and several other allied issues make the sustainability of this portfolio very difficult.

### Participant Benefits

At the end of the programme participants will be able to:

- State Health Insurance regulation in India.
- Examine the issues of morbidity and risk selection.
- Describe medical underwriting, clinical audit, fraud and abuse management.
- Examine the intricacies of claims management.
- Describe basic concepts and features of all corporate related insurance policies / programmes marketed in India.

### For Whom

Middle and Senior Executives in General Insurance and standalone health insurance Companies who are involved in development, pricing, underwriting and marketing of health insurance products, Health providers, TPAs, Academicians, Researchers, Consultants & Broking Firms.



## Effective and Efficient Management of Health Portfolio



**Duration:** 5 Days  
**Program Director:**  
Prof. Abhijit Chatteraj

### Background

Health insurance has emerged as a separate line of late primarily because of the kind of volume it handles today. It is already a 30,000 plus crore portfolio today. The Health Insurance industry in India has seen numerous changes over the past one decade. The entry of standalone players, separate regulation, the mode of distribution, the regulatory changes, technological improvements together with the growing interest of government have all driven the industry to its current position.

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- Describe medical underwriting, clinical audit, fraud and abuse management.
- Examine the intricacies of claims management.
- Describe basic concepts and features of all corporate related insurance policies / programmes marketed in India.

### For Whom

Middle and Senior Executives in General Insurance and standalone health insurance Companies who are involved in development, pricing, underwriting and marketing of health insurance products, Health providers, TPAs, Academicians, Researchers, Consultants & Broking Firms.

## Executive Development for Marketing Officials

### Background

The hallmark for success of an organization depends on how realistically its officials are able to drive its business and service processes in a dynamic business environment. The roles of marketing officials are even more crucial as they are the face of the organization dealing directly with the customers be it institutional, individual or retail. They need to develop themselves and their team to create a culture of high performance. The marketing domain in insurance has undergone a sea-change in last decade. We have entered in to a new era with different kinds of challenges and opportunities.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the changing paradigm of General Insurance Industry in India more specific to marketing domain.
- Explain the basic concepts of Marketing, Customer Relationship Management & Managing Customer Expectations.
- Apply the principles and concepts of marketing in personal selling & handling objections.

### For Whom

Line and Middle level Managers of Insurance Company



**Duration:** 3 Days  
**Program Director:**  
Prof. Manoj Kumar Pandey and  
Dr. Abhijit Chatteraj

## Insurance for All



**Duration:** 2 Days  
**Program Directors:**  
Prof. Manoj Kumar Pandey and  
Prof. Monika Mittal

### Background

Insurance is important to cover the risk of life, property and also individual financial planning for future needs and tax saving. When any insured suffer a loss, he/she will be indemnified, as well as the peace of mind knowing that one will be able to get back on his/her feet again. It is important to understand how insurance works and why it is necessary to have it.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe different types of Insurances.
- Critically examine the benefits offered under each insurance plan.

### For Whom

Managers/Executives looking after the Insurance related portfolio in corporate sector





## Managing Risk Associated with Industries



**Duration:** 2 Days  
**Program Director:** Prof. Monika Mittal

### Background

Every business enterprise involves large number of risks and uncertainties. This is an omnipresent threat which is all around us and endangers the assets as well as individuals of an enterprise. Certain risk can be avoided by taking precautionary measures on time, but there are certain risks that are unavoidable and it's beyond the control of human beings. Insurance is the way by which we can protect us from all these unavoidable risks.

### Participant Benefits

At the end of the programme participants will be able to:

- Identify the common hazards that often plague the manufacturing as well as service industry alike.
- Explain the simple loss mitigating methods which can prevent or at least reduce the impact of the possible losses arising out of these hazards.
- List out the steps to be taken to tackle the wrath of the natural catastrophes.
- Describe financial risk management.

### For Whom

Middle level Executives with responsibility of managing commonly encountered hazards, Consultants, Brokers and Financial Advisors

## Prudent Management of Liability Insurance

### Background

Liability Insurance portfolio in India and neighbouring countries has started taking off. The portfolio has enormous potential and offers huge opportunity. Economic development alongside increased legal consciousness would drive this portfolio in days to come. There are plenty of challenges also. Most tort laws are not codified in India.

### Participant Benefits:

At the end of the programme participants will be able to:

- Discuss risk assessment, risk improvement, policy wordings etc.
- Analyse the reasons for adverse claims experience in the world Liability Analyse the rudiments of liability underwriting, various triggers.
- Describe emerging trends in Indian Liability Insurance market and technique.



**Duration:** 3 Days  
**Program Director:**  
Dr. Abhijit Chatteraj

## Effective and Efficient Administration of Motor Portfolio



**Duration:** 3 days  
**Program Director:**  
Dr. Abhijit Chatteraj

### Background

Motor Insurance Portfolio continues to be the largest portfolio with Rs 59246.11 premium and a market share of 39.32 % in 2017-18 as against 39.22% in 2016-17. It registered a growth rate of 17.90% in 2017-18. The incurred claim ratio is over 80% in 2017-18. Given the fact, that insurers can have restricted control over motor liability losses, the own damage losses can be arrested through effective underwriting and claims management.

### Participant Benefits

At the end of the program participants will be able to:

- Describe the finer nuances of motor underwriting and policy conditions.
- State implications of high tech Vehicles in underwriting and claims management.
- Apply different rules of M.V. Act and ensure speedy claims settlement.

### For Whom

Managers/ Executives working in claim settlement division

## Prudent Administration of Fire Insurance



**Duration:** 3 Days

**Program Director:** Dr.Abhijit Chattoraj

## Background

The fire portfolio at Rs.10780.70 crore in 2017-18 posted a marginal growth of 13%. The steep downturn in Fire Insurance over the years clearly demonstrates that the portfolio has not been managed properly. With its huge potential, it is imperative to manage this portfolio by pricing the risk adequately. Better risk management and improved underwriting techniques together can bolster the potential of this portfolio.

## Participant Benefits

At the end of the programme participants will be able to:

- Describe Fire and Business Interruption Insurance concepts and practices.
- State nuances in material damage Policies like IAR & Mega Policy including Petrochemical risks.
- State various Inspection procedures and risk assessment techniques.

## For Whom

Executives/Managers working in Insurance Company

## Administration of Marine (Cargo) Insurance

## Background

Though Marine insurance market has been stagnating over the years and the total business is close to Rs.3000 crores, the portfolio would grow very fast once the price correction takes place. The objective of the programme is to familiarise executives with knowledge of Cargo segment. Marine Cargo Insurance comprises two major branches, the Marine Hull (Insurance of vessels plying in water) and Marine Cargo (Insurance of goods in transit by any mode).The English Marine Insurance Act 1906 ,the Indian Marine Insurance Act 1963 and Cargo clauses 2009-A Comparison of the 1982 and 2009 Clauses with additional commentary Hence it is desired that a Marine Insurance practitioners comprehends the knowledge of both these branches of Marine Insurance.

## Participants Benefits

At the end of the programme participants will be able to:

- Describe various clauses pertaining to claim management
- State underwriting procedures & practices of Marine Cargo Business.

## For Whom

Executive/Managers dealing with insurance department of Marine Cargo Business



**Duration:** 3 Days

**Program Director:** Dr. Abhijit Chattoraj





## Export and Import Procedure and Documentation



**Duration:** 2 Days

**Program Directors:**

Dr. Anupam Varma and  
Dr. Abha Rishi

### 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. It is also equally essential to keep abreast with the process improvement aided by technology introduced by the Government. The programme has been designed to develop a comprehensive and integrated approach to export-import transactions in an organization.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the entire process of international trade, importance and relevance of each document.
- Explain the significance of the framework and how to optimally utilize it.

### For Whom

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.

## Export Marketing and International Trade Operation

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe complexities associated with international marketing.
- Design a robust international marketing plan.

### For Whom

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.



**Duration:** 3 Days

**Program Directors:**

Dr. Anupam Varma and  
Dr. Abha Rishi

## Getting Started in Export



**Duration:** 2 Days

**Program Directors:**

Dr. Anupam Varma and  
Dr. Anuj Sharma

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- List out the intricacies involved in export/import business.
- Describe initial procedural formalities to be complied with.
- List out 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, entrepreneurs, officials of trade facilitation and service agencies, export promotion agencies, central and State government departments, export-import consultants, researchers and academicians who want to develop expertise in the area.





## Global Business Strategy for SME's – Today & Tomorrow



**Duration:** 2 Days  
**Program Director:**  
Dr. Anupam Varma

### 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. The SME revolution cannot be complete without harnessing the opportunities of global market.

### Participant Benefit

At the end of the programme participants will be able to:

- Identify appropriate behavioral and marketing strategy required for remaining competitive and profitable in this constantly changing global market and world economy.

### For Whom

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.

## International Shipping and Chartering

### Background

Brokerage houses 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 maximise the revenue potential.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe 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.
- Describe the changes that have 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 & service agencies, clearing and forwarding agents.



**Duration:** 2 Days  
**Program Directors:**  
Dr. Anuj Sharma and  
Dr. Abha Rishi

## Logistics of Airfreight



**Duration:** 1 Day  
**Program Directors:**  
Dr. Anupam Varma and  
Prof. Rajeev Sharma

### Background

Although seaborne cargo traffic dominates all trades, air freight, however, plays a very vital part in any business economy. This programme not only provides participants with a very unique opportunity to learn the complete process of air cargo operations from a team of acknowledged experts in air freight business, but also provides them with reliable background knowledge to comply with regulations. The programme is fully-packed and tightly-scheduled so that participants can get maximum benefits within the shortest period of time. Upon completion of both parts of the programme, participants should have gained knowledge of shipping requirements and practical understanding of the regulations governing the transport of cargo through air freight.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe logistics management and brief history of air cargo business.
- Explain how to set up TACT construction and combination of rates, consolidation of consignments.
- Apply terms like delivery, fact of Airway bill.
- List out third party logistics services.

### For Whom

Executives working for air cargo industry.



## Managing Export Business in Turbulent Time



**Duration:** 2 Days

**Program Directors:**

Dr. Anupam Varma and  
Dr. Anuj Sharma

### Background

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

### Participant Benefits

At the end of the programme participants will be able to:

- Identify areas where further improvements are required and develop 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.

## Risk Management of Perishable Commodities

### Background

This program is designed to develop the understanding in terms of risk the supply chain management of perishable goods for addressing the reliability of the delivery process itself, especially with respect to delays and uncertainty in time, quality and availability of service and risks of interruption. All of these risks can undermine the fundamental objectives of any supply chain, i.e. to provide products of the correct quantity and quality, to the right place, at the right time, efficiently at competitive cost and to make at least normal profit in doing so. Today the complexity of supply chains is more fully recognized and its performance also assessed in terms of reliability.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the cold chain infrastructure regime in India.
- Describe procedure of insurance of perishable goods.
- Identify different cold chain protocol in transportation and special warehouse systems for perishable items.

### For Whom

Suited for small and medium enterprises engaged in the business of perishable commodities.



**Duration:** 1 Day

**Program Director:**

Prof. Rajeev Sharma



रत्नः = अर्थकर्म & नेतृत्व; केरि आचरणः; दक्षिण-523

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



## Essentials of TQM : Empowering Employees Towards Business Excellence

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the essentials and relevance of TQM in individual & organizational context.
- List out the costs associated with quality and their distribution over the process of quality management.
- Discuss the business excellence model to highlight the implication of quality mindset on business goals.

### For Whom

General profile working at all Junior and Middle levels in any type of business can benefit greatly from this training program.

**Duration:** 2 Days  
**Program Directors:**  
Prof. Rajeev Sharma

## Global Supply Chain Management and Logistics

### Background

Globalization 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe how to reduce cost and cycle (lead time) and improve quality of the products and the services and satisfy customers.
- Describe how 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.



**Duration:** 1 Day  
**Program Director:**  
Prof. Rajeev Sharma

## Performance Evaluation for Benchmarking



**Duration:** 2 Days  
**Program Directors:**  
Dr. Amarnath Bose and  
Dr. Sourabh Bishnoi

### Background

In the present age of globalization, efficient utilization of resources is becoming more and more important for both domestic and foreign firms to survive and prosper. 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 or is it possible to produce more from the same inputs.

### Participant Benefits

At the end of the programme participants will be able to:

- Distinguish between productivity and efficiency.
- Apply real life data from the actual operations of private and public sector firms.

### For Whom

Executives from Public and Private sector organizations





## Process Improvement



**Duration:** 3 Days  
**Program Directors:**  
Dr. A. K. Dey and  
Prof. Somonnoy Ghosh

### Background

Even though most business organizations are structured functionally, business performance is governed by processes, some of which cut across functions. Managers focused on functional goals often miss adopting a process perspective of the business and end up sub-optimizing overall performance. Understanding processes is at the heart of improving business performance. Using real world case studies, exercises and simulations, the participants will engage in process improvement.

### Participant Benefits

At the end of the programme participants will be able to:

- Analyze processes to understand simple flow concepts, bottlenecks, and capacity.
- Explain how variability affects process outcomes.
- Use simple simulations to make process related decisions.
- Identify real world examples of process improvements that have led to significant improvement in performance.

### For Whom

Executives working at Junior and Middle levels in Production, Operation and Quality Departments would be benefitted greatly from this training program.

## Quality Lean System & Six Sigma

### Background

Total quality, lean operations, and six sigma are no longer just buzz words. Hundreds of organizations world over, led by some of the best companies, have made quality a core competence by relentlessly pursuing excellence in their operations. This short programme will use real world case studies and examples of best practices to explore

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the multiple dimensions of quality from the perspectives of multiple stakeholders.
- State statistical process control and process capability.
- Explain the concept and rationale behind six sigma.
- List out the virtues of the Toyota Production System.

### For Whom

Executives working at all departments in all types of Business



**Duration:** 3 Days  
**Program Directors:**  
Dr. A. K. Dey and  
Prof. Somonnoy Ghosh

## Supply Chain Management



**Duration:** 3 Days  
**Program Directors:**  
Dr. A. K. Dey and  
Prof. Somonnoy Ghosh

### Background

With India's present thrust on 'Make in India', designing, configuring and managing supply chains that align well with business goals and maximize value delivered to customers will be a key competence required of Indian organizations.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe supply chain strategy, its linkage with business and operations strategy, and how to structure supply chain drivers to support the supply chain strategy.
- Apply the tools to design the supply chain network that optimize the value delivered to customers.
- List out few tools to optimize total logistics costs and last mile delivery.

### For Whom

Executives working at Junior and Middle levels in Operation and Material department of any organization.



## Warehouse Management

### Background

Warehouses are the focal points for product and information flow between sources of supply and beneficiaries. The management of warehouses plays a significant role in the advancement of any company. So for operating efficiently, the company needs to develop strategies where they can by minimize investment and operation costs.

This program is designed with an objective to develop warehouse management expertise.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the process of warehousing operations which will include - warehouse location, warehouse design, assessment of type of warehouse, warehousing Coordination and assessment, warehouse automation, warehouse storage and retrieval strategy and digital strategies and IT Infrastructure.

### For Whom

Executives managing manufacturing distribution centres, export/import warehouses.

**Duration:** 1 Day

**Program Directors:**

Dr. Anupam Varma and  
Prof. Rajeev Sharma

## Research Methodology using SPSS

### Background

Data analysis, an important branch in decision sciences, is very vital for researchers, engineers, managers and analysts for analysing 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. By selection of right software and appropriate techniques data can be analyzed precisely.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe different types of data analysis methods.
- Apply the right type of test on set of data to obtain the results by using statistical software.
- Interpret correctly the analysis once made on set of data.

### For Whom

Practitioners and Researchers who want to analyse data to draw meaningful and relevant conclusions.



**Duration:** 2 Day

**Program Directors:**

Dr. G.N. Patel and Dr. Amarnath Bose

## Data Science for Leaders

### Background

With the advent of industry 4.0, disruption has become the new norm and organizations who are able to utilize their data in the most optimum fashion are the ones reaping the most, hence learning this skill has become the extremely important. This program will help decision makers of an organization learn how to create and manage data science projects which are meaningful and are aligned to business objectives. This program is apt for leaders who wants to understand how to create and manage data science projects without getting into the weeds of programming.

### Participant Benefits

At the end of the program participants will be able to

- Understand what is data science and how it can be used for the organization's benefit
- Understand what makes a data science team
- Apply data science project management methodology and identify right deliverables associated at each stage

### For Whom

Senior and Middle level C-Suite Executives. (Minimum 15 executives)

**Duration:** 2 Days

**Program Directors :**

Dr. Abha Rishi and Mr Nandan Mishra



## Corporate Entrepreneurship



**Duration:** 2 Days  
**Program Directors:**  
Dr. A. Sahay and Prof. N N Sharma

### Background

The purpose of this course is to enrich the participants with an understanding of the corporate entrepreneurial (interchangeably used with entrepreneurship) 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.

### Participant Benefits

At the end of the programme participants will be able to:

- List out entrepreneurship issues and why it is urgent for the companies.
- Describe how can entrepreneurial culture survive and thrive within a corporation.
- Explain what models of corporate entrepreneurship have been successful /unsuccessful.

### For Whom

CSR/Sustainability professionals working at all levels

## Creativity and Innovation

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Generate the idea and relevance of creativity & innovation in individual & organizational context.
- Examine the significance of creativity & innovation at workplace and at the individual level to develop organizational leaders and business leaders as well.
- 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.



**Duration:** 2 Days  
**Program Directors:**  
Prof. Sunil Sangra and  
Prof. Rajeev Sharma

## Economics for Executives



**Duration:** 2 Days  
**Program Director:**  
Dr. Pooja Misra

### Background:

Even though economics is an area often treated as a dry social science which is laced with diagrams and statistics, but it gains a lot of attention from all corners in business houses .So it is essential for all the employees to understand the basics of economics. This course has been designed to help participants make practical sense of many complex economic terms, concepts and trends in the world today. It also helps the managers in developing an understanding of the various nuances of economic environment for better decision making.

### Participant Benefits:

At the end of the programme participants will be able to:

- Differentiate conceptual foundations of productivity and efficiency.
- Apply real life data from the actual operations of private and public sector firms to measure and compare performance of different firms from an industry.
- Interpret and comprehend the key macro-economic variables.
- Describe the government's fiscal and monetary policies and how they impact the firms' domestic business environment.

### For Whom

Executives in the Middle Management level of any Organization.





## Mergers and Acquisition



**Duration:** 2 Days  
**Program Director:**  
Dr. A. Sahay

### 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Describe the application of mergers and acquisitions (M&As) as a form of corporate-level strategy.
- State how to identify target population, due diligence, business valuation and striking the deal.
- Describe the human face of M&As and they can explain what can go wrong with the strategy if M&As are not carried out with due diligence and rigor accorded to this aspect.

### For Whom

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

## 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.

### Participant Benefits

At the end of the programme participants will be able to:

- Develop the strategic concepts of knitting the organization and public policy.
- Develop an understanding of public policy issues; their impacts and benefits to the organization.

### For Whom

Executives at Middle and Top levels can benefit greatly.



**Duration:** 1 Day  
**Program Directors:**  
Prof. N N Sharma and Dr. Rahul Singh

## Strategic Thinking and Innovation



**Duration:** 2 Days  
**Program Director:** Prof. Sunil Sangra

### Background

The main objective of this program is to understand and appreciate the need for developing competencies of strategic thinking and innovation, especially with respect to process excellence, results orientation, meeting customer expectations, entrepreneurial & commercial thinking and creativity & innovation; and to unleash their real potential for being more effective in current as well as higher roles of leadership through competency framework.

### Participant Benefits

At the end of the programme participants will be able to:

- Appreciate concept of delivering results and meeting business expectations.
- Describe the importance of entrepreneurial and commercial thinking.
- Analyse the ways of performance excellence.
- State the role of continuous improvement in process excellence.

### For Whom

Middle level Managers of any Organization



## Superior Strategy Execution through Mapping, Translating and Aligning Strategy



**Duration:** 2 Days

**Program Director:** Prof. Sunil Sangra

### Background

Strategy execution has consistently been rated as the top most priority by senior management in worldwide surveys conducted by the Monitor Group and others. A mediocre strategy well executed is better than a brilliant strategy poorly executed.

### Participant Benefits

At the end of the programme participants will be able to:

- Identify barriers and drivers for successful strategy execution.
- Articulate strategy by building a strategy map.
- Plan strategy by developing a balanced scorecard.
- Develop measures and targets for identified strategic objectives.
- Review the execution of strategy and adapt as needed.

### For Whom

Senior Management of all functional domains from any Organization.

## 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.

### Participant Benefits

At the end of the programme participants will be able to:

- State the role that strategy can play in creating enduring value.
- Appreciate the role of vision, mission and values in developing strategy.
- Explain the meaning and value of competitive position and competitive advantage.
- Develop the ability to understand your competitors and their moves.
- Identify ways for growing businesses.

### For Whom

Senior Management from any Business organization from any functional area and supporting role, who intend to play an important role in organizational growth.



**Duration:** 2 Days

**Program Director:**

Prof. Sunil Sangra



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

# CONSULTANCY



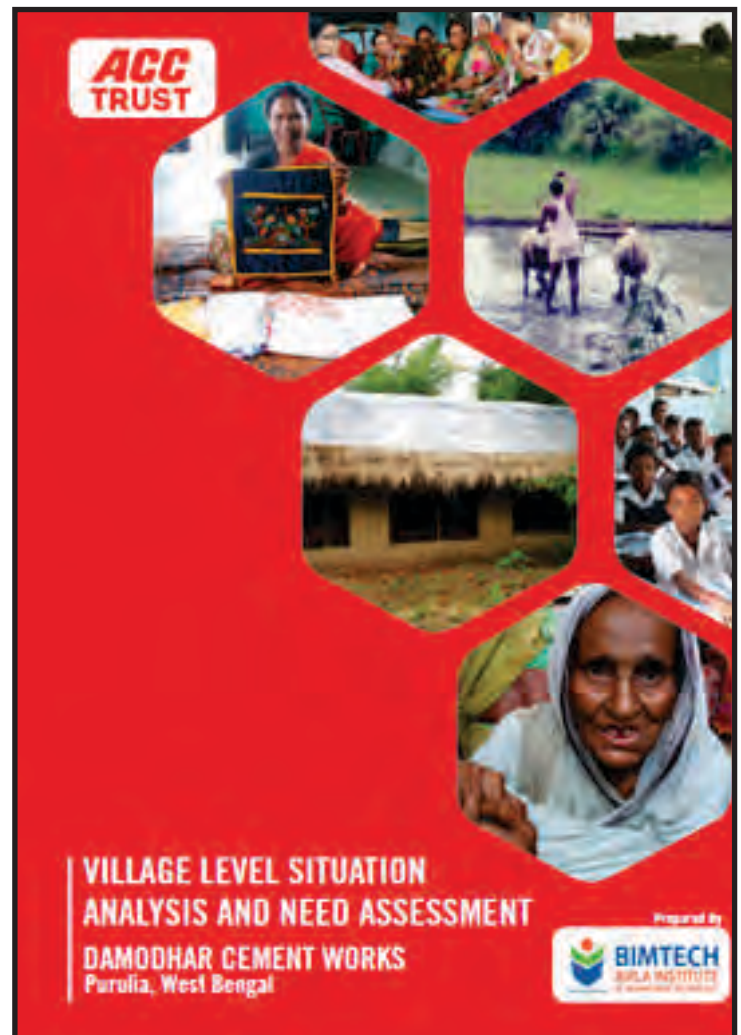
True knowledge, right understanding, wisdom and true awareness are synonymous.



## CONSULTANCY

# Situation Analysis and Need Assessment for ACC Limited

The Centre has conducted the Situation Analysis and Needs Assessment of six locations including villages, and hamlets near to Damodhar Cement Works, ACC Limited from 25 July 2018 to 02 August 2018. The assessment covered Mokra, Balitora, Dumdumi, Shunuri, Bakulia village and Kapasdanga Hamlet.



## CONSULTANCY

# Baseline Survey and Need Assessment for JSW Cement Limited

JSW Cement Limited has entrusted BIMTECH to conduct the Baseline Survey and Need Assessment of 35 villages located under its Direct Impact Zone (DIZ) in West Bengal and Odisha. Baseline Survey and Need Assessment has been completed in 28 villages near to company's cement plant in Salboni, West Bengal.



## CONSULTANCY

# Assessment of BMOs for the 5th Annual Award for Responsible Indian BMOs organised by the Foundation for MSME Clusters

Assessment of BMOs for the 5th Annual Award for Responsible Indian BMOs organised by the Foundation for MSME Clusters. The Centre, as Technical Evaluator, made evaluation of applications of industrial associations seeking award that excelled in advancing the agenda of Responsible Business instituted by MSME Foundation.





## CONSULTANCY

# Training programme on Need Assessment and Impact Evaluation for the executives of JK Organisation



This programme was organised by Birla Institute of Management Technology (BIMTECH), Greater Noida for the CSR professionals of companies of JK Organisation on 15-16th March 2019 at BIMTECH campus in Greater Noida. There were 24 participants from following companies /organisations.

- J.K. Fenner (India) Limited
- JK Lakshmi Cement Limited
- JK Paper Ltd.
- JK Tyre & Industries Ltd
- SPARSH, Odisha
- Udaipur Cement Works Limited
- Umang Dairies Limited

This programme was co-created by BIMTECH and J.K. Organisation represented by Shri Kapil Kaul, Advisor, J.K. Paper in response to needs of CSR professionals for acquiring tools and techniques for making their CSR interventions more effective, meaningful and sustainable.

The major topics covered were;

- Role and importance of Situation Analysis, Monitoring, Evaluation and Impact Assessment
- Overview of act related to CSR and rules
- Trends of CSR implementation after Companies Act 2013
- Major tools for Situation Analysis, Need and Impact Assessment
- Tools for aligning CSR intervention with mission, vision and priority of respective company

रुनस =; अरु कुरु & नुरु नुरुन; कुरु अुरुगुरुनुरु; दुरुसुरुनुरु-523  
One should learn these three-self-control, charity and compassion.

## CONSULTANCY

# HR TRANSFORMATION (Damodar Valley Corporation)



**Prof. K K Sinha** from BIMTECH was engaged with Damodar Valley Corporation as thier Advisor HR for a period of 1 Year. The scope of work which was delivered by Prof. Sinha as an Advisor was developing the following:

- HR Advisory Plan.
- Scope of Work.
- HR Vision and Mission for DVC.
- HR Strategy, Model, HR Building Blocks.
- DVC Training policy and processes.
- Executive Promotion Policy.
- Design for HR Annual Plan
- Design for PDR (Performance Management System and Processes).
- Cultural Themes and Core Values.
- Organization cultural Initiatives.
- Design for Internal Communication System.
- Design for Building Leadership Institution.
- Design for Governing Committee.
- Professional Development Policy.
- Professional Circle Policy.
- Buddy Scheme.
- Quality Circle motivational scheme.
- Merit Scholarship scheme.
- National Bal Bhawan Scheme.
- Participative Fora scheme.
- HR Ambassador Scheme.
- Mentorship Scheme.
- Reward and Recognition policy.
- Sparsh Scheme, sports promotion scheme.
- Knowledge Management Policy.
- Structure for Quiz Championship.
- Draft Scheme for constituting Executive Board.

He also extended advisory support to DVC in carrying forward the project in on organization transformation with M/S Deloitte and Sri Ram Centre (SRC).



## CONSULTANCY

# COMPETENCY ASSESSMENT & AUGMENTATION



## of SENIOR EXECUTIVE OF NTPC (KORBA & SIPAT)

Competency Mapping Workshop was conducted at NTPC, Korba for executives (AGM & DGMs- E6 level) in 2017. The workshop was conducted by Dr. Parameswar Nayak, Director, BIMTECH, Bhubaneswar & Dr. Manosi Chaudhuri, Associate Professor BIMTECH Greater Noida.

Competency Mapping Workshop was also conducted at NTPC, Sipat for executives (AGM & DGMs- E6 level) in 2018. The workshop was conducted by Dr. Parameswar Nayak, Director, BIMTECH, Bhubaneswar Duly assisted by Dr. Archana Choudhary, Assistant Professor(HR) and Prof. Bala Subramanian, Assistant Professor(OB & HR). The Individual Competency Assessment was made on 4 competencies i.e, Communication, Managerial Effectiveness, Team Building and Decision Making using various appropriate tools such as BEI, In-basket exercises, Case analysis, Group discussions, Business Games & Psychometric Test- FIRO-B. The detailed individual reports along with IDPs (Individual Development Plans) have been submitted to NTPC. The assessors have received excellent feedback from the participants.





## CONSULTANCY

# COMPETENCY ASSESSMENT AND IDP FOR SENIOR EXECUTIVES of NSPCL Project Shikhar (NTPC-SAIL Power Company Limited)



NSPCL (NTPC - SAIL Power Company Private Ltd.) a joint Venture of two Maharatna Public Sectors, NTPC and SAIL, awarded a consultancy Project "Shikhar" to BIMTECH on Competency Assessment and Developing Individual Development Plans (IDPs).



This Project work was undertaken with the following objectives covering the power plant of the SAIL in Bhilai, Rourkela and Durgapur.

- To identify strengths and areas of concerns in terms of competencies of each individual executive for meeting the current and future leadership challenges in NSPCL.
- To prepare individual development plans (IDPs) based on the identified gaps between required and existing set of skills, knowledge and attributes of each target executive for achieving performance improvement.

Under this Project, competency assessment of senior executives were systematically carried out through Assessment Development Centers (ADCs). Four ADCs of two days each were held at three locations - at Bhilai, Durgapur and Rourkela Plants using various tools like MBTI, FIRO – b. In Basket Exercises and Competency based interviews the reports of the assessment with details of analysis and Individual Development Plans (IDPs) have been submitted to NSPCL. BIMTECH is also developing some MDPs for supporting the IDPs. This project was facilitated by Prof. KK Sinha, Dr. Parameshwar Nayak, Dr. Manosi Chaudhuri & Mr. Pramod Joshi

## CONSULTANCY

# RE-ASSESSMENT OF COMPETENCIES OF E6-E7 LEVEL EXECUTIVES OF NSPCL



NSPCL, a joint venture company of NTPC Ltd. with SAIL, invited BIMTECH for the Re-assessment of Competencies of twenty of their E6-E7 level executives. The main objective was to carry out re-assessment of seven competencies including Communication Skills, Managerial Effectiveness, Team Building, Decision Making, Interpersonal Skills, Empowering and Motivational Abilities, and Leadership. The initial Competency Mapping exercise for these executives had been carried out in 2013 - 14 and they had undergone training/MDPs during the years 2014 and 2015. The re-assessment was conducted during March - May 2016, by a team of four assessors comprising Prof. K K Sinha, Dr. P Nayak, Prof. Pramod Joshi and Dr. Manosi Chaudhuri, who were duly assisted by Mr. Abhinav Kumar from BIMTECH, Greater Noida.

The re-assessment exercise was conducted using Assessment Development Centre (ADC) approach on 28-29 March, 2016 using ten different and appropriate methods/tools, which were similar or identical to those used during the Competency Assessment in the year 2013-14, as per the agreed re-assessment framework. As per the request of NSPCL, BIMTECH also ensured that the same set of four assessors was deployed for the re-assessment exercise too. To ensure the consistency and sanctity of the exercise, the roles and tools assigned to the four assessors this time were also kept identical. Assessment was represented on a 10 point scale and the scores were given in comparison to the individual scores of the Assessment of 2013-14 and the desired level scores.

The re-assessment results showed that majority of the assessee had improved after the Competency Assessment of 2013-14 in all competency areas, especially in Interpersonal Skills, Empowering

and Motivation and Decision making. It was found that the majority of the assessee were either meeting the expectations or moderately above expectations of NSPCL's Performance standard, with scores ranging from 5 to 8 on a 10 point scale in all competency areas. They were comparatively higher on the scale of proficiency in Team Building, Interpersonal Skills, Decision Making and Empowering and Motivational abilities than in Communication, Managerial Effectiveness and Leadership. However, there is need for further development for some of them to reach the desired level of proficiency, as set by NSPCL. Accordingly, suitable remedial measures against all areas that need improvement have been suggested by the assessors in the individual development reports (IDPs) submitted to NSPCL. The IDP is intended to primarily assist the executive to develop the desired level of proficiency in identified competencies leading to improved performance.

The executives who participated in the Competency Re-assessment Process have given the general impression of being continuous learners, even while being highly committed and loyal to their professions and the organization. They also indicated substantial potential for building NSPCL as a more effective learning organization while expressing their felt needs of institutional support for their personal and professional development. The assessors appreciated the leaders of NSPCL for taking keen interest in the talent development of their senior executives and building a culture of a learning organization in true letter and spirit.

## CONSULTANCY

# STRATEGIC MENTORING

## Project Margdarshan (Essel Mining and Industries Ltd. & UltraTech –Aditya Birla Group)

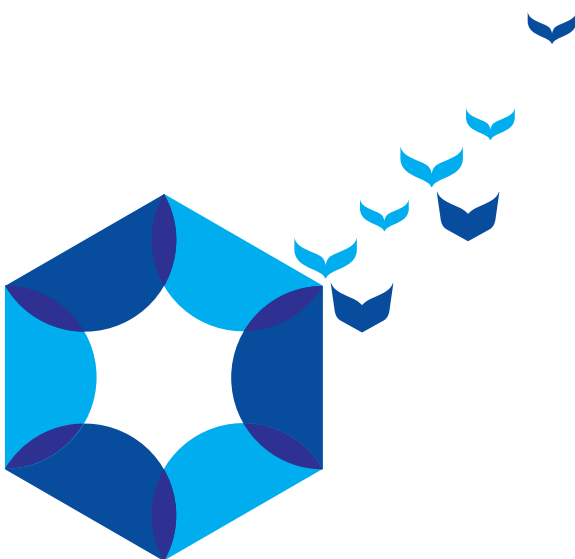
Encouraged by the widespread benefits of this intervention at UltraTech Cement Limited, the Margdarshan programme was also launched and replicated in two units of Essel Mining and Industries Limited, namely Essel Barbil and Rajmahal Coal Mining. Workshops were held to sensitize, build and facilitate the identified Dronas and Arjuns at these locations. Prof. KK Sinha & Dr. Manosi Chaudhuri were the resource person to deliver these consultancies.



Margdarshan Project is an intervention initiated by UltraTech Cement of Aditya Birla Group to facilitate 'Technical Mentoring' concept in a structured manner for their Field Level Engineers. Mentoring is an intrinsic part of the supervisor and subordinate relationship within every organization. Modern organizations, however, are creating additional mentoring support outside this relationship. At UltraTech, attempt is to institutionalize a mentoring culture within the organization, supported and nurtured by the immediate supervisor of the mentee and an internal trained mentor who stands beyond the periphery of this relationship. Therefore, in UltraTech Mentoring Program, every mentee is assisted by a mentor nominated for him by the Corporate and Unit HR, who may or may not be from his line of function.

With the objective to accelerate technical learning and enhance the learning curve for skill up-gradation, development of professional relationships, creating a culture of continuous learning and development, gaining better perspective of the culture and values of the organization/individual, and employee retention and engagement, this serves as a good HR strategy. The project helps in development of Senior Officers as Dronas in order to transfer their technical skills and knowledge to the junior officers (FLE's) as Arjuns.

BIMTECH draws immense pride in being associated with Aditya Birla Group on this "Project Margdarshan". It was conceived as a Pilot project with Aditya Cements, Chittorgarh, Rajasthan for a period of six months. This was conceptualized in the month of April, 2013 and was completed in the month of February 2014. From BIMTECH an expert team, consisting of four faculty- Prof. KK Sinha, Dr. Manosi Chaudhuri, Dr. Nitika Sharma and Dr. Rakesh Mehta.





# CONSULTANCY



facilitated the entire project. After the successful implementation of the project, it has been initiated in 11 more cement units of UltraTech namely- Vikram Cement Works, Rajshree Cement, Kotputli Cement, Rawan Cement, Jafrabad, Gujarat Cement Works, Reddipalayam Cement Works, Awarpur Cement, APCW and Hirni Cement Works.

Margdarshan intervention is based on a model, which works on the framework of Knowledge creation as well as knowledge dissemination, that requires various structural initiatives, along with the understanding of people dynamics. BIMTECH team along with the UltraTech Cement Core Team went through various process iterations to reach successfully to the objective of adding value in the unit through this process.

The entire project not only emphasizes on the development of technical skills and knowhow among the Engineers but also to the building of a culture of learning organization.

The Team BIMTECH supported the UltraTech Cement division in drafting and creating the Margdarshan Policy, SOPs (Standard Operating Procedures), Handbook, Institutional Structure, clarifying Roles and Responsibilities, Rewards and Recognitions Scheme, support in development of Knowledge Management Scheme and portal, Reporting systems, and various Review Systems including delivering Mid Term Reviews as well as Final Assessment, Communication Process, a robust

Sustainability system and continuously monitoring as a part of their Steering Committee, as it moves for 6 months. Many workshops are conducted to sensitize, build and facilitate identified Dronas and Arjuns for every unit into the Margdarshan process. Every step brings new learning and a new insight along with the challenges.

The entire Margdarshan is accepted and recognized as a structured and effective learning process, where knowledge, skills and experiences of the Dronas (Area Experts) with the valuable inputs from Subject Matter Experts, are easily captured by the Field Level Engineers (Arjuns). It is observed and assessed that there is improvement in not only Technical skills, but it also leads to the development of conceptual and cognitive skills- ultimately leading to improvement in problem solving, critical analysis, networking ability, peer-peer & peer to superior communication skills and spirit of team working in the unit.

It was targeted to roll out Project Margdarshan in all the 12 Cement Plants by this March end. It has already engaged more than 700 Arjuns (Field level Engineers) and has completed delivering more than 5000 learning hours in the Plants. The total estimated value of the Project Margdarshan was approximately Rs. 1 Crore. BIMTECH is very grateful to Ultratech (Aditya Birla Group) for being associated on this wonderful opportunity of further Learning and Development.

## CONSULTANCY

### CSR ASSIGNMENT FOR ACC LTD.



BIMTECH has completed Situation and Need Assessment of 28 villages near to four plant locations of ACC Limited spread across Chhattisgarh, Himachal Pradesh, Odisha, and Uttar Pradesh for evolving strategies and identifying CSR interventions to improve quality of life and socioeconomic conditions of the community. The objective of the assignment is to make a comprehensive assessment of existing situation, needs, and aspirations of the community and bring out priorities of the community in those villages. These assessments are to form the first building block for identifying CSR activities to be taken in those villages. The work is in progress in the remaining villages. The consultancy was provided by Prof. N.N. Sharma.

### QUALITY CIRCLE FORMATION (Rural Electrification Corporation)



REC Invited BIMTECH for assisting them in formation of Quality Circles (QC). – A Quality Circle is a small group of staff that meets regularly to solve problems relating to their job scope or work place. Each QC was to have a Coordinator, Quality Circle Members, Facilitator and Leader/Dy. Leader.

In this project BIMTECH conducted workshops at Headquarters and Hyderabad. The workshop enabled participants to identify volunteers for forming Quality Circles, identification of the projects to be executed for Quality Circles. In each workshop certain projects were also identified to be taken by Quality Circles after the formation. BIMTECH also suggested hand holding based on the inputs from the participants. This consultancy was by our experts Prof. KK Sinha & Prof. R.K. Rustagi.

### HR COMPETENCY MAPPING (Adani)



Adani Invited BIMTECH to carry out HR Functional Competency Assessments of senior HR Executives, in the Adani Group, who were in the level of Sr. VP/JVP. The following Competencies which were seen by BIMTECH for Assessment for these people are listed below:

- Understanding of Performance Management Process and Drivers.
- Integrated Talent Management
- Top Talent Management
- Talent Acquisition Planning & Strategy
- Learning Needs Assessment
- Understanding of the financial aspects of Business & Business Environment
- HR Policies
- Compensation & Benefits - Structure & Design
- Negotiations & Influencing
- Service Delivery
- Change and Culture

Reports of the assessment with details of analysis along with some IDPs and were submitted to Adani. Prof. KK Sinha facilitated this consultancy.

## CONSULTANCY

### Assessment of BMOs for the 4th Annual Award for Responsible Indian BMOs

organised by the Foundation for MSME Clusters

The Centre for Sustainability and CSR assessed the Business Membership Organisations (BMOs) to shortlist for the 4th Annual Award for Responsible Indian BMOs organised by Foundation for MSME Clusters' on 8th February 2018 at India International Centre, New Delhi. The award is aimed at felicitating the responsible work done by the BMOs' under two categories including the Environment and Social. The BMOs were assessed according to their levels - Country/State, District & Cluster/SPV level. The consultancy was assisted by Prof. N.N. Sharma.



### STUDY OF CUSTOMER SATISFACTION (PEC Associates)

**P**EC is a public sector undertaking under Ministry of Commerce and Industry, Department of Commerce, Government of India. The company's primary business thrusts are in exports, imports, deemed exports, third country trading, arranging financing, logistics, project exports and management.

Centre for International Business & Policy (CIBP), BIMTECH was engaged by PEC in the year 2014-2015 to carry out an assessment of the satisfaction of their nationwide associates with their services provided for financing and facilitating international trading. This project was conducted by Dr. Anupam Varma, Dr. Anuj Sharma, Prof. Rajeev Sharma, Dr. Ritu Srivastava and Prof. Gaurav Tripathi. The primary outcome of the project was to provide a roadmap to PEC for providing a differentiated service experience to their associates.

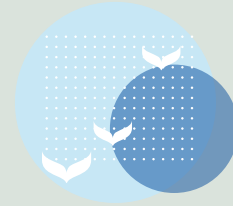
The project was conducted in two stages. Firstly, focus group discussions were organized both with the associates (exporters & importers) and the senior PEC officials to develop a framework to measure the satisfaction levels across the divisions of PEC i.e. bullion, commodity and projects. In the second stage, the framework was used to collect primary data using a structured questionnaire from the associates having existing business relationship with PEC. The data was used to rate the service quality at PEC in terms of the hard, soft, output and potential quality aspects. Comparative scoring with a benchmark trading house was also done for better assessments. The project was aimed at identifying the areas of concern and future action to improve the overall satisfaction of the associates with the PEC.





## CONSULTANCY

### STRATEGY AND INNOVATION



BIMTECH has significant experience and expertise in enabling clients skillfully develop superior Strategy Execution capabilities by using the principles of building a Strategy Focused Organization (SFO) using the Balanced Scorecard (BSC). Our faculty has been part of 'Kaplan and Norton's' consulting team in India whereby he has successfully led several SFO-BSC implementations in India in companies ranging in size from 150 employees to 6000+ employees. He has also led similar implementations at several companies of the Al Zawawi Group (OMZEST) in Oman.

**The approach used to help organization:**

- Refine strategy
- Articulate the strategy in clear and simple terms through a Strategy Map
- Operationalize strategy through a Balanced Scorecard
- Align the organization to the strategy
- Review and renew strategy by putting in place structured review mechanisms.

Our philosophy is to enable client organizations develop the internal capability of sustaining the initiative even after the client has finished his engagement and moved on. This is built into the approach whereby client teams roll up their sleeves and work in a hands-on manner on building an effective strategy execution framework. Creating buy-in is engendered in the process thereby leading to better outcomes.

Our faculty also has significant experience in enabling clients enhance their capability to Innovate by using various battle-tested processes.

**Resource Person : Prof. Sunil Sangra**

### TAILOR-MADE CONSULTANCY

We can provide consultancy as per the requirement of the client.

Our highly skilled and experienced resource persons have provided consultancy to the clients, in areas like Competency Assessment, Design Thinking & Innovation, HR Transformation, Re-assessment of Competencies, Quality Circle Formulation, HR Competency Mapping, Executive Coaching, Study of Customer Satisfaction, Strategy, Operations, etc.



## CORE FACULTY

Our highly skilled and experienced resource persons have provided consultancy to the clients, in areas like Competency Assessment, Design Thinking & Innovation, HR Transformation, Re-assessment of Competencies, Quality Circle Formulation, HR Competency Mapping, Executive Coaching, Study of Customer Satisfaction, Strategy, Operations, etc.

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. H. Chaturvedi**

*Professor and Director*

*Email: director@bimtech.ac.in*

Dr. H Chaturvedi is Professor and Director at Birla Institute of Management Technology (BIMTECH), Greater Noida, India and Alternate President of Education Promotion Society for India (EPSI). He has more than 42 years of experience in teaching, research and academic administration. He has been Director at All India Council for Technical Education (AICTE), a statutory body under MHRD, Government of India. Being a renowned management educationist, he has been deeply involved with national bodies like AIMA, NHRDN, AIMS and the Indian Management Conclave (IMC), organized by the MBA Universe.com. Dr. Chaturvedi is a Member of Board of Governors, Indian Institute of Tourism & Travel Management (IITM), Gwalior (under the Ministry of Tourism, Government of India, Special Invitee Member, Board of Governor, United Nations Global Compact Network India, New Delhi, Member, Advisory Board, Asia Pacific Centre for CSR Sustainability, UNGCNI, New Delhi, Member, Advisory Board of ABES Institute of Technology, Ghaziabad, Member, Board of Governors of the Global Research Foundation for Corporate Governance (GRFCG), Board of Governor, Birla Global University, Bhubaneswar, Member, Board of Management, Birla Global University, Bhubaneswar, Member, BOG of DIT University, Dehradun.



Dr Chaturvedi is the Trustee and the Executive President of the Education Promotion Society for India (EPSI), Academic Council Member, Manav Rachna University, Faridabad and also the Founder President of the Alumni Association of Agra University (AAAU), BIMTECH Foundation and Ranganathan Society for Social Welfare and Library Development (RSSWLD), Uttar Pradesh. He is also Main Trustee of the Atal Incubation Centre BIMTECH. Dr Chaturvedi has authored and edited five books relating to various challenges before Indian Business, economy and Higher education and his latest book is titled "Quality, Accreditation and Ranking – A Silent Revolution in the Offing in Indian Higher Education".



### **Dr. Anupam Varma**

*Professor, Deputy Director & Dean (Academics)*

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His fields of specializations in Teaching and Research area are International Business and International Trading, designing and conduct of Management Development Programs for executives of public and private sector in international trading areas, guiding through consultation international trading houses in their trading operations. Dr. Varma has worked with the public and private sector companies in the area of International trade at very senior and Chief Executive level positions for 30 years.

He has a strong educational background of a M.Sc., D. Phil., Fellow, Indian Society of Agricultural Chemists and was recipient of junior and senior fellowships of UGC. He has also been the recipient of 'Scientist of Eminence' Award in 1997 by ISAC. At BIMTECH Dr. Anupam Varma is Deputy Director and Dean-Academics.

## CORE FACULTY

### **Dr. K.C. Arora**

*Professor and Registrar*

*Email: kc.arora@bimtech.ac.in*

His fields of Specialization in teaching and Research are Financial Accounting, Management Accounting, Financial Markets, Products and Services, Corporate Financial Management, Management of Banks and FIs, Retail Banking Operations, Banking Laws and Operations, Treasury Management, International Trade Finance and documentation. He has completed his Ph. D in Business Management (Finance). He has more than two decades of Experience in Corporate Sector including at Singapore as a Financial Controller of a company, at Hong Kong Centre as a Senior Manager (International Trade Finance), at UCO Bank, New Delhi as a Senior Manager (Corporate Finance) and 10 Years in other branches over three states in Managerial Capacities at UCO Bank. He Participated at Shanghai, China, in Global Advanced Management Program, jointly conducted by AIMA and INSEAD, Singapore 8-16 Jan 2010. Chaired Half day session at Singapore at International Conference on Accounting and Finance – 2011 organized by Global Science and Technology Forum, Singapore on May 23-24, 2011. He was a Discussant at 3rd World Finance Conference held on 2-5 July, 2012 at Rio De Janeiro, Brazil. He has conducted Several Management Development Programs for Organizations like NTPC, IFCI, and 10000 Women Entrepreneurs Programme of ISB-Goldman Sachs etc.



### **Dr. A. Sahay**

*Professor and Dean-Research*

*Email: arun.sahay@bimtech.ac.in*



Dr. Arunaditya Sahay, Professor of Strategic Management, is a hard core business executive, an innovator and a corporate entrepreneur. He turned into an academician of repute in the later part of his career becoming a champion of both the corporate and academic world. Starting his career as an academician, he turned to the corporate world early in life and wading through both public and private sectors, he made to the top and became the Chairman and Managing Director of Scooters India Limited. Returning to academics at Management Development Institute, he bagged the best researcher award and was responsible for establishing Strategic Management as an area of specialization besides introducing General Management and Board level MDPs. He has written four books and 121 articles including cases. His present areas

of interest are Corporate Strategy, Innovation, Entrepreneurship, Sustainability and CSR.

He has worked with many reputed companies in India and abroad like Tata Steel, Lakshmi Machine Works, George Fischer and Moravske Zelezarny 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 reputed companies both in private and public sectors besides being in the Task Force of Govt. of India. In addition, he serves on the Boards of International Research Organisations.



## CORE FACULTY

### **Prof. Kishore K Sinha**

*Professor and Dean – Executive Education*

*Email: kishore.sinha@bimtech.ac.in*

Prof. K K Sinha is a Graduate with Honors in Economics and Post Graduate in Personnel Management / LSW (Gold Medalist, University of Patna). He has worked in HR for more than 45 years and held leadership positions in organizations like Steel Authority of India (SAIL), NTPC, Reliance Energy, Reliance Infocomm and Reliance Industries Limited and as the Group Director, Human Resource, Jindal Steel & Power. During his tenure in 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.



He has received extensive training in Human Resources from Harvard Business School, Templeton (Oxford), Michigan Business School, Tata Management Centre, IIM, Ahmedabad, IIM, Kolkata and ASCI, Hyderabad, Global Leadership Programme, Shanghai. On his retirement from active Corporate world after 42 years of sojourn, "in his new avatar, currently, he is working as Dean - Executive Education, in the leading business school, BIMTECH, in Greater Noida, sharing corporate perspective and experiences. His book "My Experiments with Unleashing People Power" published by Bloomsbury India was launched in February 2014 by Mr. T K A Nair Advisor to the Prime Minister of India and has been ranked in Top 5 of "The Strategist - Business Standard". He also edited two Books "MANTHAN: Art & Science of Developing Leaders" and "Return of the Surya- The Ever rising and Transforming Human Resource" published by Bloomsbury, in 2017 and 2019 respectively.



### **Prof. Kumanduri Ranga Chari**

*Professor, Operations Management*

*Dean-Students' Welfare & Support Services*

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Prof. K.R. Chari is Professor of Operations Management area and 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.

He visits abroad quite often in connection with case study/presentation/consultancy. He was also invited by: The United Nations Environment Programme (UNEP) to present implemented case study on "Waste agricultural biomass to energy through gasification technology" at Phnom Penh Cambodia, San Jose, Costa Rica and Osaka, Japan; The Asian Productivity Organization (APO) as a subject expert on "Green Energy" in Asian conference held at Taipei (ROC). He has also delivered a large numbers of MDPs.

## CORE FACULTY

### Dr. Rajiv R. Thakur

Dean-Development and Professor of Strategy

Email: [rajiv.thakur@bimtech.ac.in](mailto:rajiv.thakur@bimtech.ac.in)

Dr. Thakur has been teaching PGDM and Executive programmes at the leading institutions in India and at universities overseas in the Europe, Australia and the Middle-east.

He has been actively involved in research and publication and has published/presented research papers in international/national journals and presented papers in international conferences. He is a Blog writer and articles are published in magazines and national dailies. His website and blog respectively can be reached at [www.rajivrthakur.com](http://www.rajivrthakur.com) ; <https://rajivrthakur.wordpress.com/>



Dr. Thakur has been regularly holding international conferences and conducts MDPs for senior and middle level executives. Dr. Thakur is widely traveled to the US, UK, Europe, South East Asia, Australia and the Middle East and has gained extensive international exposure.

In today's globalized and challenging times with high demand on relevant skills and expertise, institutions need multi-skilled professional with strong sense of changing industry needs which Dr Rajiv R Thakur most effectively delivers. Having pulse of the changing expectations and profile of students, business environment and policies, strategic thinking and ability to learn from success stories from allied and other sectors are few traits which Dr Thakur strongly practices and professes.

Dr. Thakur has done his Ph.D. and Post Graduation in Economics and MBA from IIT-Delhi. Dr. Thakur was awarded Junior Research Fellowship by University Grants Commission and has passed the National Eligibility Test for Lectureship.

He has had an illustrious career both in academia and industry having worked in leadership roles and as faculty in institutions like IIM Jammu, IMT Ghaziabad, Jaipuria Institute of Management, Noida/Jaipur and others. He worked over a decade with The Times of India, Delhi and The Statesman, Delhi



### Dr. Parameswar Nayak

Director, BIMTECH, Bhubaneswar

Dean, School of Management, Birla Global University, Bhubaneswar

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Dr. Nayak is an ardent Professor of Human Resource Management and a corporate trainer, well known for his participative style of teaching, a management consultant, an academic administrator and a professional social worker.

He has about 29 years of experience in teaching, academic administration, training, research and consultancy (in India and overseas). Prior to joining BIMTECH, Bhubaneswar as Director, he has worked in many important positions such as Dean at KIIT University, Director (Academics) at Amity University, Noida, Director, I.T.S-Institute of Management, Greater Noida (NCR-Delhi), Project Director of the DFID funded Social Safety Net Programme of the Govt. of Odisha, Director of

the Nodal Centre for Indian states of Odisha, Chattisgarh & Jharkhand for CRR Programme of the Public Enterprise Department of Govt. of India besides his services at XIMB, IIMHR and Delhi University.

He has been invited by some Universities and institutes of repute, both in India and abroad (Europe, Tanzania, USA, Oman and Nepal) as visiting Professor, keynote speaker/speaker/delegate in conferences.

He is a trained trainer. He has conducted about 260 training and MDPs in more than 30 public and private sector companies and 25 NGOs, both in India and overseas (such as NTPC, NSPCL, NLC, NHPC, Reserve Bank of India, JSPL, JPL, SMS India, IFFCO, NBCC, NIPM, RSP(SAIL), THDC, PowerGrid, GAIL, SJVN, FCIL, HZL, Prashar Bharati, UCO Bank, Allahabad Bank, UNICEF, Indian Red Cross). Dr. Nayak has got his Ph.D. in Personnel Management and Industrial Relations from Utkal University. He has done his Master of Social Work (MSW) from Delhi University and PG Diploma in Personnel Management and Industrial Relations from Rajendra Prasad Institute of Communication & Management, Mumbai. As a professional social worker Dr. Nayak has been instrumental in setting up of two rural hospitals, one each in Rajasthan and Odisha, and provided consultancy services to a number of NGOs in India for their rural development projects. He has completed 25 consultancy projects funded by the National and International organizations. He has received 'Elvina' - the Luke Award of Delhi University and a doctoral fellowship from ICSSR, UGC's Junior Research Fellowship with NET qualification. His publications include two books and several research papers besides his doctoral guidance. He is a Life member of professional bodies like ISTD, ISTE, SSAI, SACH. He is a member of Knowledge Committee of PHD Chamber of Commerce, New Delhi and a member of Executive Committee (Academic Council) of NHRDN, Bhubaneswar Chapter and the ISTD's Testing & Certification Committee.

## CORE FACULTY



**Dr. Abhijit K. Chattoraj**

*Professor and Chairperson -Programme For Insurance Business Management*

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Prof (Dr.) Abhijit K. Chattoraj - is currently Professor and Chairperson Programme For Insurance Business Management Birla Institute of Management & Technology (BIMTECH)- He is also Goodwill Ambassador of Chartered Insurance Institute and Honorary –Vice President -Risk Management Association of India.

Before joining BIMTECH, Dr. Chattoraj headed Amity Business School, Amity University Mumbai. Prior to that, he was associated with National Insurance Academy, Pune as a faculty member and also as chairperson PGDM and students' welfare. He worked in a well-known public sector insurance company for more than 20 years in various capacities. He has extensive experience in management (Marketing & Insurance) teaching and training. His forte lies in organising high end

management development programmes in Health insurance and other streams of General Insurance business like automobile, Fire, reinsurance liability, Service and Brand Marketing,

He also organised several MDP programmes for senior insurance officials in several countries. He is co-author of highly acclaimed and appreciated books- "Basics of Health Insurance", "Health Insurance Claims Management" and "Health Insurance Operation". As a consultant, he played a pioneering role in designing the bid document of a Health insurance Scheme for Government of Maharashtra –popularly known as Rajiv Gandhi Jeevandai Arogya Yojana (RGJAY) –one of the biggest health insurance schemes launched in India for BPL & APL population in 2010. Drawing upon 25 years of professional experience, Dr. Chattoraj created two powerful models – "Rural Health Insurance Penetration Model" and "Rural Health Claims Management model" in his PhD thesis.

He has been a visiting faculty at IIM Indore, National Insurance Academy, Pune, Insurance Institute of India, Mumbai, Armed Force Medical College, Pune, ILS Law College, Pune, Xavier Institute of Social Services (XIIS), St. Xavier's College, Department of Management, Pune University, Symbiosis Healthcare centre. Dr. Chattoraj graduated in Commerce from St. Xavier's College, Ranchi, received his Master Degree in Business Administration from Birla Institute of Technology, Mesra, and Diploma from the Chartered Insurance Institute, U.K. He is a Fellow of Insurance Institute of India and also holds Certificate in Health Insurance Fraud from North American Training Group and Helpmate services. He also holds Post Graduate Diploma in Human Resource Management from IGNOU, India. He received his PhD in Health Insurance Marketing from Department of Management, University Of Pune, India.

Dr. Chattoraj has many research articles and papers in his name. He is a member of Research Advisory Committee (RAC) of PhD scholars of Symbiosis International University, Pune. Dr. Chattoraj also made a mark as an active journalist. He has also been a panel speaker at several seminars and conferences. Dr. Chattoraj is also a recognised PhD. Guide.

**Dr. A.K. Dey**

*Professor, Supply Chain and Operations*

*Email: ak.dey@bimtech.ac.in*

Dr. Ajoy K. Dey is a Physicist and Management expert with M. Sc., MBA & D. Phil degrees. A University Rank holder, Dr. Dey has a blend of corporate, consultancy and academic experience. After gaining 21 years of valuable experience in Indian Corporate Sector and 12 years of consultancy, Dr. Dey turned to management education in 2004. In 2009 Star Group of Industries and DNA, Mumbai had awarded Dr. Dey as Most Innovative Professor of Management.

Dr. Dey has conducted many training sessions, seminars and workshops in India and abroad. Conducted a course (2011) on Supply Chain Management – an Indian Perspective at College of Business, Eastern Michigan University, Ypsilanti, MI, USA. At IMT, Dubai delivered a course on Managerial Decision Modeling with Spreadsheet. The interest areas of Dr. Dey includes Supply Chain Management, Operations Management, Operations Research, Decision Modeling with Spread Sheet, Consumer Decision Making Styles, Lean Systems & Growth Strategies. He has many research papers published in International Journals to his credit.





## CORE FACULTY

### Prof. Akhil Pandey

*Professor and Chairperson - Centre for Management Development & Consultancy*

*Email: akhil.pandey@bimtech.ac.in*

With a career spanning more than 49 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 Tata Power Delhi Distribution 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, TPDDL IT implementation is being considered as a bench mark. His Last role was as an advisor to Managing Director and mentoring TPDDL on strategic and human resource matters.



He 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. 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. He has also served as visiting professor for XLRI; IIT, Kharagpur; Deptt of Computer Science, NIT, Jamshedpur and as moderator of the Technical Education for School of Mining & Applied Geology, Dhanbad. At CMDC, he has delivered many management development programs. He has authored a book "Eurodash'79: The Quest", published by Bloomsbury, 2018.



### Dr. Amarnath Bose

*Professor, Operation & Decision Science*

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Dr. Amarnath Bose is a Professor of Decision Science. He teaches Business Statistics, Research Methodologies, Operations Research, Business Modeling & Simulation, Actuarial Science in various 2 years PGDM programs which are offered by BIMTECH.

He has corporate work experience of over 28 years in IT. He worked with Tech Mahindra as the Principal Architect, HCL Perot Systems (currently Dell Computers) as Project Director and other companies since 1982. He has experience of end-to-end IT project management for big US clients, and was also involved in Account Management, Project Management, Software Architecture, Quality Assurance, Feasibility Studies and Critical Information Systems Planning.

### Dr. Arvind V. Shukla

*Professor (Marketing) and Chairperson (Doctoral Programmes)*

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Dr. A V Shukla has done MBA and Ph.D. in management. He is an Accredited Management Teacher by the All India Management Association. Before joining BIMTECH, he was the Director and Professor of the Department of Business Administration at Amravati University in Maharashtra. He has authored three books and many research papers/cases. His areas of teaching include Services Marketing and Customer Relationship Management and his research interest includes retailing, retailing of services (particularly e-tailing), Search Engine Marketing (SEM) and employer branding. He is associated with a number of reputed universities and institutes in India as a recognized doctoral guide and visiting faculty.



He has organized several Faculty Development programs and offered consultancy in the area of recruitment and staff development and training in marketing to some corporate and cooperative institutions.

## CORE FACULTY

### **Prof. Ashok K. Malhotra**

*Professor of Finance*

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He holds a bachelor's degree in Science from the University of Delhi with Mathematics as the main subject and completed his professional qualification as a Chartered Accountant in May, 1976. He is a seasoned senior level finance and accounts professional with an outstanding track record. He has been on the Board of Directors on a couple of companies of the STG Group. He has managed public issue of the company. Prior to STG he worked for eleven years with HCL Infosys Ltd. He was honoured with the forerunner award, an award given to members of staff who consistently performed exceptionally well over a period of five years. He is an active resource person for corporate training and development programmes and has conducted a number of workshops in the finance and accounts area for institutions like NTPC, NLC, ONGC, 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. Dhruva Chak**

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Prof. Dhruva Chak is an MA in Political Science from Lucknow University and an MBA from the Indian Institute of Management, Ahmedabad. He has been educated at La Martiniere College, Lucknow and St Joseph's, Allahabad. He has held Top Management positions including heading the Hyderabad – based Gati Ltd. (a cargo major). His literary interests have translated into 6 published books spanning fiction, fantasy, short – stories and poetry.

Currently, he is the chairperson of the Centre for Faculty Development of BIMTECH, Greater Noida. He teaches the Core Marketing Management Course and Services Marketing Courses and has also taught the Product and Brand Management elective in the flagship MBA programme. He has lectured in the MBA programme at the University of Hertfordshire and mentored an award winning cross - cultural collaboration between BIMTECH and the University of Hertfordshire. He has also mentored a Consultancy project in collaboration with the Robert H Smith School of Business as part of the International CIBER programme.

He has been a keen sportsman, having Captained both his University and IIM Ahmedabad at Lawn Tennis and has also represented his State (Uttar Pradesh) at the same game. He has also been a member of the La Martiniere College Cricket First Eleven.

### **Dr. G. N. Patel**

*Professor, Operations and Decision Science*

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Dr. G.N. Patel is currently Professor of Operations and Decision Science at BIMTECH. He has 35 years of teaching, research, and consultancy experience. He is a Ph.D. from Sambalpur University in Operations Research and has done his M.Phil from IIT, Dhanbad in Applied Mathematics. He is also an alumnus from IIM, Ahmedabad. His interest lies in Mathematical Programming, Efficiency Measurement. He has more than 150 papers published in both National and International journals of repute. He has successfully guided eighteen scholars for their Ph.D. in Management, Mathematics, Statistics, etc. He is a visiting professor for many institutes in India and abroad. He is a regular paper presenter of International Conference of Data Envelopment Analysis and AHP. He has conducted more than 50 workshops in his research areas. He has enjoyed in taking his research to class room. He is a regular paper presenter of international conference of data envelopment analyses.



## CORE FACULTY

### **Dr. Jagdish Shettigar**

*Professor of Economics and Advisor*

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Dr. Jagdish Shettigar is Prof. of Economics and advisor. 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 has also guided 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. K. K. Krishnan**

*Professor, Insurance and Risk Management*

*Chairperson, Centre for Corporate Relations*

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Prof. K. K. Krishnan is Professor of Insurance and risk management and also Chairperson of Centre for Corporate Relations, prior to commencing his teaching assignments in BIMTECH in 2002-03, had a diverse and enriched career. His major career had been with LIC for over 33 years, across all zones in the country, starting from the cadre of Junior Officer and retiring as Executive Director. Prior to and before BIMTECH, he has seen service in the Hindustan Times, New Delhi, USIS & GDR Trade Representation, New Delhi, Radio TV & Commercials, Mumbai as a CEO and New field Advertising, New Delhi as Creative Director.

Prof. Krishnan is a post-graduate in Economics from the Banaras Hindu University and a PG Diploma holder in Advertising and Public Relations from Bombay University. His tenure as the India representative for the U.S. Life Insurance educational services provider LOMA brought him in touch with BIMTECH. He started his teaching assignment at BIMTECH as a visiting faculty in 2002-03 from the Pushp Vihar campus and later joined as a permanent faculty at the Greater Noida campus in 2004. Prof. Krishnan has been engaging with BIMTECH's insurance students over the years on various facets of life insurance discipline such as Principles and Practice of insurance, Company Operations, Underwriting, Services Marketing & CRM, besides Business Environment. He has created new courses for BIMTECFH on Personal Financial Planning (PFP), Global Perspectives in Insurance and Management of Investment in Insurance Companies. His research interest is in the area of regulatory oversight of financial institutions and emerging frontiers in risk management. "We don't teach you what to think, but how to think" is Prof. Krishnan's recurring message. In his administrative duties as Chairperson, Centre for Corporate Relations, Prof. Krishnan has been spearheading the placement activity for the last seven years, which has seen the establishment of systems and procedures, expended food print of recruiters to the campus, a regular annual one day workshop for first year students on the eve of summer internship, besides introduction of many skill-enhancing initiatives for students like KPMG Six Sigma Green Belt programme, IIBA Canada Certification, encouragement of Coursera/EdX courses among students etc. Prof. Krishnan has also been instrumental in BIMTECH entering into a strategic partnership with Swiss Re and signing of MoUs with LOMA, IIBA, KPMG and SEWA. Prof. Krishnan and his dedicated team of student volunteers over different years have created INMOS (a 3000 membership-strong interactive platform for students, faculty, and insurance industry practitioners), Majlis (a debating forum inspired by the Oxford University's debating society), QCB (Quiz Crazy BIMTECHians, a club for quizzers), ECOCHAMBER (a platform for debates on economic subjects) and NOESlaS (BIMTECH's own gaming club).

He has been a frequent participant in many debates on current economic affairs and insurance topics in TV channels like the Lok Sabha TV, CNBC, CNN IBN7, BloombergTV, News Nation TV etc. on behalf of BIMTECH.



## CORE FACULTY



**Dr. L. Ramani**

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Dr. L. Ramani is 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 23 years. His research interest includes banking and finance. He has done many MDPs for corporates at various levels. He has also written and presented papers in international conferences.

**Dr. Manosi Chaudhuri**

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Dr. Manosi Chaudhuri is Professor and Head, Organizational Behaviour and Human Resource Management at Birla Institute of Management Technology, (BIMTECH), Greater Noida, India. 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, India, her research interests include Occupational Stress and Health, Employee Engagement, Management of Organizational Change and Organization Development. Many of her research papers have been published in edited books and reputed journals. Apart from conducting Management Development Programmes (MDPs) in the areas of Emotional Intelligence, Leadership, Motivation, Team Building and Human Resource Management for leading Indian organizations like NTPC, THDC, NHPC, PowerGrid and JSPL, to name a few, she has also been involved in Consultancy Assignments with NSPCL and in Aditya Birla UltraTech.



**Dr. Pankaj Priya**

*Professor (Marketing and Retail Management) & Area Head*

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Dr. 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 has a PhD from IIT Delhi in the area of Retail Branding. He has published 15 articles in various national journals, has one published article in international Journal (Market Intelligence and Planning), 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 is a reviewer for Journal for Retailing and Consumer Services (Elsevier Publications) & Marketing Intelligence & Planning. He has presented four papers in national seminars at various forum. He got recognition as a teacher in Marketing when he was bestowed with best teacher award

in Marketing Management by Dewang Mehta Foundation at the national level in 2009. He is a member of course advisory council for B.Voc course in Retail Management of Ambedkar University, Delhi.

He has been a resource person in the MDPs conducted at Central Warehousing Corporation (for their warehouse managers), Construction Industry Development Centre and AMUL Dairy products Ltd. (for their distributors), Sleepwell Mattresses (for their front line sales supervisors), MMTC (for their staff on floor sales), Women Entrepreneurs Programmes of Goldman Sachs and NTPC (for their corporate communication team) 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 Graw Hill Publications for training young professionals for floor sales in Organised retail. He has supervised a report on Stake Holder's views on Impact of FDI on Multi Brand Retail in India, which was submitted to Government of India in July 2010 and appeared on the website of DIPP, Ministry of Commerce, Government of India. He has delivered a talk on the same at seminars organized by WASME. He has taught in visiting assignment at IMT Ghaziabad and Pokhara University Nepal. Areas of Interest are Retailing, Sales and Distribution, Brand Management Advertising and Sales promotion.

## CORE FACULTY

### Dr. Rahul Singh

*Professor - Strategy and Globalization*

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Prof. Rahul Singh is Professor of Strategy and Globalization, and Chair of Strategy, Innovation and Entrepreneurship Area at Birla Institute of Management Technology. Dr Singh is also Chair of the executive education master's program. His primary areas of researches are in Strategic Management, Globalization, Emerging Markets and Sustainability. Dr Singh is Board Members at DDU college, University of Delhi, SS foundation and 3 companies in India. He is also European Higher Education Experts (EHEE) by European Union and visiting professor at FH Joanneum University Austria and KEDGE Business School, France. He is worked as external resource to SAIL, NTPC, JSPL, UGC Nepal, GAIL, THDC, NHPC AND many other organizations. Dr Singh has received first ever 'Best Research Professor' award of Birla Institute and many 'Best Research Paper' awards for his research papers. He has published in top-tier journals including Journal of Business Research, Journal of Brand Management, International Journal of Emerging Market, Journal of Global Scholars of Marketing Science, Journal of Applied Economic Research, Journal of Business Perspectives. He has also been founding editor-in-chief of two international journals. He has contributed in Higher Education and represented different organizations to chambers, government, and parliamentary committee on related issues. His research and consultancy assignments by Confederation of Indian Industry, European Union, British Council and USAID. Prof. Singh has received large funding for various research projects. His noted contributions include framing market principles for Micro Insurance industry of India, preparing Vision@2022 for three states of India, and first Think Tank survey of India. He is also founder of WRDF and Innovant International.



### Prof. R J Masilamani

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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.



### Prof. Sanjiva Shankar Dubey

*Professor, Information Technology*

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He specializes in IT Strategy, Innovation and management. A former Asia Pacific Service Delivery Executive of IBM, he has authored Nine books including award winning Innovation with IT (Mc Grawhill) and IT Strategy and Management (PHI, 4th edition). He was a Visiting professor at IIM Lucknow, IIM Indore, BIMTECH, IMT and MDI Gurugram, for the last 30 years. He has also led 200+ IT led transformation consulting assignments for global corporations.

He is PGDBM(XLRI), BE (NIT) and PGDSPM(SNTI) Jamshedpur. An IBM certified Management Consultant and Project Executive; He was also a member of IBM Academy. Some of the books written by Prof Dubey:

Innovation with IT by Mc Graw Hill Education, Best Management Book Award First Prize 2009 by Indian Society of Training and Development (ISTD); IT Strategy and Management by PHI learning; Winning in the Global Economy, McGraw Hill education, 2010; IT Services Business management by PHI learning Feb. 2012, Management and IT consultancy by Tata McGraw Hill 2012, Cloud Computing and Beyond, by IK International 2012, Life is Limited Live Unlimited. Bloomsbury 2015, Corporate Employability Skills: 2016 CEGR publication; Technology and Innovation Management by PHI learning; MIS for Managers by PHI learning.



## CORE FACULTY

### Prof. Sunil Sangra

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MBA from IIM-Lucknow (a top-5 B-school in India), Sunil's passions are Innovation, Creativity and Strategy. He has over 30 years of rich C-Suite experience across functions and sectors. He has worked/consulted with leading organisations in India and the Middle East such as EXIM Bank of India, World Bank, LMW, OMZEST, the Future Group, Nomura, CRISIL, The Aditya Birla Group and Essar to name a few. He has played multiple stints as an entrepreneur and has led the most successful IPO ever, in the Indian media industry, with subscriptions exceeding US \$ 1 billion - book built by Merrill Lynch. Sunil has co-designed and facilitated a Design Thinking workshop with Prof. Srikant Datar of Harvard Business School which included participation by senior faculty members from leading B-Schools and senior executives from the corporate sector in India. Sunil has been a keynote speaker at a NHRDN (the most respected national level HRD association in India) summit with 'Building Diversity - Driving Innovation' as the theme, and a faculty and mentor for the Goldman Sachs '10,000 Women Entrepreneurs Program'. In addition, he has been teaching Innovation and Design Thinking at leading Business Schools in India. He offers Consulting, Training and Coaching services in the areas of Innovation, Creativity, Design Thinking and Strategy.

Sunil has conducted over 130 Design Thinking workshops in 5 continents: Asia, North America, Europe, Africa and South America and has trained over 2,500 business leaders in Design Thinking & Innovation.



### Dr. Abha Rishi

*Associate Prof. in International Business,*

*CEO, Atal Incubation Centre, Chairperson of CIED,*

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Dr. Abha Rishi, CEO for the Atal Incubation Centre, BIMTECH is also the Chairperson for the Centre for Innovation and Entrepreneurship Development (CIED) at BIMTECH & a senior faculty in International Business. She has 24 years of experience in the field of international trade- in industry and academics. She is a PhD, an EEC Honors from STVP, Stanford University, PGDIBO, MFT and MIB. She is a CRISP 2014 (Chevening Rolls Royce Science and Innovation Leadership Programme) scholar at Said Business School, University of Oxford. She is also 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 was the Programme Director from

BIMTECH for UP and Orissa for the BIMTECH ISB Goldman Sachs 10000 Women global project.

She has published and presented papers in various domestic and international forums. She has traveled extensively across 17 countries, in 4 continents, as part of her work and research. She has been selected as one of the semi- finalists in the GDN Japanese Award for Outstanding Research in Development Work in 2011. She has been conferred the Entrepreneurship Education Champion's Award from the Ministry of Skill Development and Entrepreneurship (MSDE), along with NEN, EDII, the British Council and Intel in 2015. She has received the Accenture I&D Award in 2017, for her work with the underprivileged sections of society. This award was given to only 5 other people from across the country. Dr Abha Rishi was also conferred the 'NEN Educators of the Decade' award in February 2018.

### Dr. Anuj Sharma

*Associate Professor and Chairperson, Centre for International Business & Policy*

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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 15 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.





## CORE FACULTY



**Dr. Archana Shrivastava**

*Associate Professor*

*Head - Business Communication Area*

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Dr. Archana Shrivastava is an Associate Professor & Head - Business Communication Area. Worked at various universities and colleges, she holds 20 years of rich teaching and training experience.

Dr. Shrivastava earned her Ph.D in English literature. She is a Thomas certified professional and can perform Personal Profile Analysis (PPA) and Human Job Analysis (HJA). She holds a diploma certificate in NLP (Neuro linguistic Programming) and believes that leveraging people's potential can be a true driver for individual and organisational success. She is trained to teach "Business English Certificate Course" by British Council and is also an active member of ABC

(Association for Business Communication), Communication Institute of Greece, and Eastern Association of Communication.

Her current research and publishing is in the area of Communication, leadership, team building, skill development and Cross Cultural Communication. She has participated and presented papers in various conferences held in India and abroad. She has authored numerous case studies and research papers which got published in reputed publishing houses like IVEY, Emerald, and Case Centre (European Case Clearing House). She is a recipient of travel grant awarded by AICTE in 2015 for presenting her research work at Columbia University in New York. She is the recipient of the best paper award in 2017 at the conference in Oxford University & in 2018 in the international conference at Teri University.

Dr. Shrivastava has more than 20 years of academic experience to teach/train a variety of courses including, Business Communication, Soft Skills, Business Etiquettes, Handling Interviews, Presentation Skills, Non Verbal Communication, Audience Analysis, Crisis Communication, Conflict management, Negotiation Skills, Intercultural Communication, and Empathic Listening. She has been conducting trainings and Management Development Programmes (MDPs) for senior executives of several renowned organizations and PSUs in India like NTPC, NHPC, GAIL, IFFCO and Power Grid to name a few. She has also been mentoring and developing students in the area of Soft Skills especially People Skills.

**Dr. Gagan Katiyar**

*Associate Professor, Marketing & Marketing Communication*

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Presently, he is an Associate Professor at Birla Institute of Management Technology and teaches Marketing and Marketing Communications. He is a PhD in Business Administration and an MBA in Marketing & Finance. He holds an additional diploma in Exports Marketing, a Diploma in Information & Systems Management and a Master Degree in Organic Chemistry. He has worked for more than 23 years in Industry and academia. 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, Federation of Indian Exporters Organization among others. He is also a behavioral and a sales trainer. He has earlier been on the panel of Symbiosis, Pune for their corporate sessions on management for executives at King Fisher Airlines, WIPRO, EXL, Computer Science Corporation, Infosys, Dr. Reddy's Lab and Hindalco Industries. He has also been their faculty for open sessions on management organized in Delhi for many years. In addition to this, he has served as Academic Consultant for Mountbatten Institute (UK) for their establishment in India. He has also been appointed as the Brand Ambassador for Delhi by Reliance Energy (BSES).



**Dr. Girish Jain**

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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 twenty 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. He is currently heading Finance area. He has delivered many MDPs to employees of leading organizations.

## CORE FACULTY



**Dr. Jaya Gupta**

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Dr. Jaya Gupta is an Assistant Professor in Organizational Behavior and Human Resource Management at BIMTECH. She has over 19 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. Kamal Kalra**

*Associate Professor Finance*  
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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 doing research in "Student Evaluation and Analysis of Linkages from Admission to Placement.". He is fond of swimming, marathon participation, badminton and reading.



**Dr. Krishna Akalamkam**

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Dr. Krishna Akalamkam is an Associate Professor at Birla Institute of Management Technology (BIMTECH). His main focus areas include marketing, marketing research and consumer behavior with a special focus on Digital Marketing. Prior to joining academics, he has worked for more than seventeen years in the corporate sector, including fourteen years in marketing research industry and over two and half years in manufacturing as Engineer. He has worked with leading research agencies like AC Nielsen, Indian Market Research Bureau and Research International, a WPP group company. He handled a variety of assignments including communication research, new product development, brand health, usage and attitudes, pricing research, customer satisfaction measurement and worked with several clients from different industries. Some of the clients he has worked with include Nestle India Ltd., Hindustan Unilever, Reckitt Benckiser, Nokia,

Radico Khaitan, Coca Cola, ICI Paints. He has published and presented articles and cases at various conferences. He has also conducted MDPs for corporates and mentored entrepreneurs under Goldman Sachs "10,000 women entrepreneurs" initiative". Dr. Krishna has done his bachelor's degree in Chemical Engineering from Andhra University College of Engineering and Ph.D & MBA from Faculty of Management Studies (FMS), University of Delhi.

## CORE FACULTY



**Prof. Manoj K Pandey**

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Prof. Manoj K Pandey holds master degree in Management from BHU and is an Associate Member of Insurance Institute of India. He has over 23 years of professional industry experience in Life&Medical insurance sector Prof. Pandey served in LIC of India for 17 years in different position including a tenure in Sultanate of Oman as Country Manager. He was working as Head of Life & Medical division of a leading private insurance company in Oman before joining BIMTECH as faculty in year 2011.

He had served as Research Associate in IIMA during 1991-92 before joining LIC as a direct recruit office. Prof. Pandey has his teaching & research interest in life insurance, distribution channel & digital marketing. He is pursuing his doctoral studies from BIMTECH.

**Prof. Manoj Kumar Pant**

*Associate Professor, Retail Management*

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Prof. Manoj Pant Joined BIMTECH in 2012 as Assistant Professor. He has a blend of significant corporate experience with Aircel, Reliance Retail Ltd, Blow Plast Ltd.(VIP luggage), Berger Paints etc. He has conducted many MDPs for corporates like UCO bank, Mentoring candidates for Goldman Sach's 10000 women entrepreneurs programme etc. He is specialized in: category management and private label, Marketing management, mall management & rural retailing. He has also guided students in establishing retail start up like 'Froosh'. He has also mentored students in Retail, Marketing and Operations, Telecom sales, Channel sales, Distribution, Retail store operations & Roll out, Supply Chain Management. He is an Engineer and Post Graduate in Management from XIM, Bhubaneswar. He is also pursuing Ph.D from AIMA – AMU.



**Dr. Meena Bhatia**

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Dr. Meena Bhatia has over 21 years of experience which includes both corporate and academic experience. She has taught at post graduate management programmes of BIMTECH, IIFT, IMT, Bombay Stock Exchange Institute and many other B Schools in NCR. Besides this she has also taught at University of Bradford, UK.

Her research interest and contribution include topics covering financial markets, disclosures and financial reporting. She has presented her research work at internationally acclaimed institutions such as, Harvard University (Boston USA), University of London, IIM (Ahmadabad), IIM (Lucknow), IMI (Delhi), etc. Dr Bhatia has publications in national and international journals of repute.

She is also providing research guidance to PhD scholars. She is on the Editorial Board and on reviewers' panel of many well known journals. Dr. Meena Bhatia is passionately involved in Management development and training programs. She routinely conducts training & development programmes in costing, finance, accounting, analysis and investments for managers of Private and Public sector enterprises in India. She has a PhD in Finance, besides being FCMA, CFA, MBA and B.Com (Hons) from Delhi University. She is a merit holder of Institute of Cost Accountants of India, and scholarship holder of Institute of Chartered Financial Analyst of India.



## CORE FACULTY



**Prof. Nagendra Nath Sharma**

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Mr. Sharma has worked for more than 31 years in social development sector. He has been working with government institutions like UP Financial Corporation, Central Leather Research Institute (CLRI), Footwear Design and Development Institute (FDDI). He was also Managing Director of Rajasthan Consultancy Organisation (RAJCON) set up by All India and State Financial Institutions, Commercial banks and support organizations and its mandate was to provide consultancy services to Micro, Small and medium industries in state of Rajasthan. He was appointed as the first General Manager of U.P. Minorities Financial and Development Corporation set up by the Government of UP for ensuring all round development of minorities in UP.

He was with UNDP and UNIDO in their livelihood related and cluster development projects and associated with livelihood projects funded by the World Bank and Department for International Development (DFID), UK.

During his stint at BIMTECH, he was instrumental in designing and launching of PGDM (Sustainable Development Practices) programme and teaching modules related to Corporate Social Responsibility; Social Entrepreneurship and Innovation; and Public Policy. He is also regularly conducting executive development programmes in the above areas and also undertaking consultancy assignments.

His areas of interest are i) livelihood promotion ii) cluster development iii) corporate social responsibility and iv) ant-poverty programmes, v) social enterprises and innovation and vi) Microfinance and financial inclusion.

**Dr. Pooja Misra**

*Associate Professor, Economics*

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Dr. Pooja Misra, Associate Professor has a work experience of 22 years+ in academics and the Corporate industry. She has spent 12+ years in the Industry with organizations such as American Express, Standard Chartered Bank and Lazard Creditcapital.

She shifted to the Academic world in 2008 and has completed her Ph.D in Management from Gautam Buddha University in the area of Compensation Components and its effect on Employee engagement and turnover intent.

Her research interests include Macroeconomic dimensions of an economy, Corporate Strategies, Compensation, and Current trends in Business Environment. She has published several research papers and articles in international and national journals and has presented papers in various national and international conferences.



**Prof. Pratik Priyadarshi**

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General Insurance professional of the Direct Recruits Batch of United India Insurance Co Ltd, 1989 batch. Has a vintage of over 28 years in the Insurance arena. He has had a varied experience in different positions in Underwriting, Product Development, Business Development and Risk Management in both Public Sector and Private sector companies. He has served at various positions in Tata AIG, IFFCO Tokio, L&T Insurance.

With a post graduation from Delhi University, he has been actively involved in consultancy work, training and advisory functions related to activities in the General Insurance Industry.

He has also been involved in imparting knowledge by virtue of being Visiting Faculty at B Schools and other educational institutions in Delhi NCR. His last assignment before joining BIMTECH, was that of Principal Officer and Director of the Broking Firm which he had established in Delhi in March 2015.

## CORE FACULTY



**Dr. Rishi Tiwari**

*Sr. Librarian and Proctor- Students Welfare*

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Dr. Rishi K. Tiwari has a Master's and Doctorate degree in Library and Information Science from Jiwaji University, Gwalior (M.P.) and Commonwealth Professional Fellowship in 2014 from University of East London. HE has vast experience of more than 15 years in handling and managing of library services. Dr. Tiwari joined Birla Institute of Management Technology (BIMTECH), Greater Noida (U.P.) as librarian in the year 2005. Under his supervision the library of Bimtech has evolved a lot and now has a fully automated and fully air-conditioned environment with a collection of around 40,000 books. Dr. Tiwari is a well-known name in the Library Science professional circle has organized various conferences and workshops. Besides organizing he has also attended many National and International conferences and workshops. He has published various papers and has a book to his credit as an editor. He is also guiding and supervising scholars of Library and

Information Science in their research work. He has visited Sri Lanka, Bhutan, Nepal and Muscat as a SAARC member. His areas of interest are Leadership, Team Building, Library Automation and Digitization. He is also very actively involved in the promotion of Open Source Software's of Library Automation and Digitization. Dr. Tiwari is an active member of various organizations such as Indian Library Association (ILA), Management Library Network, Royal Institute of Management (RIM), Bhutan, etc. He is office bearer of ILA with the capacity of Member of Executive Council and Treasurer for the period of 2013 to 2015. He is also member of around 25 organizing committee for National and International Conferences. He has 1 book and 24 research papers on his credit published in International and National Journal and Conferences. Dr. Rishi Tiwari has also been awarded the ILA S.M. Ganguly Best School Library Award for 2003, ILA Promoter Award for 2008, SATKAL Young Librarian Award 2013, AIMS International Outstanding Librarian Award 2014 and Vishwalaxmi Best Management Librarian Award 2015.

He is also acting as the Secretary of Ranganathan Society for Social Welfare and Library Development. Under the umbrella of this organization he is very actively involved in the all round development of the people of rural areas. Under this mission various rural and other community libraries and computer center have been opened. Among the most popular of them all "BIMTECH Pustakalaya" in Dasna Jail, Ghaziabad and Lucknow Jail, Lucknow of Uttar Pradesh.

**Prof. Somonnoy Ghosh**

*Associate Professor, Operations*

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Somonnoy Ghosh has a rich experience spanning over two decades working in the manufacturing and the education & training sector, in organizations such as Maruti, eGurucool, NIIT, Career Launcher, IIM Lucknow, IMT Dubai and IMI Delhi.

He has been teaching mid-level to senior executives in various programmes and has trained hundreds of managers working with NTPC, HAL, ONGC, IOC, KPMG, Hero Motocorp, etc. Somonnoy's core expertise lies in the area of Operations Management, Supply Chain Management, Quality, Business Process Improvement, and related areas. He has held key leadership positions at various organizations. As a core member of the Strategic Initiative Group at Maruti, he was instrumental in restructuring of the Plant organization at Gurgaon. He spearheaded product design, development and delivery at NIIT as the Head of eGurucool business. At Career Launcher, he led the founding of the Indus World School of Business and managed its affairs till 2010. In a more recent assignment, as the Chief Creative Officer at Aristo, he led the creation of the bouquet of their products. Somonnoy is an alumnus of IIT Kanpur and IIM Lucknow.



**Dr. Sourabh Bishnoi**

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Dr. Sourabh Bishnoi is an Associate Professor at BIMTECH, since March 2009 teaching Statistics, Operations Research and Research Methodology. His areas of interest are Statistics and Mathematical Modelling. He has conducted many programmes in data sciences. He holds a B.Sc. (Statistics, Mathematics and Physics) degree from Aligarh and M.Sc. (Statistics) degree and PhD (Statistics) from Dr. BR Ambedkar University, Agra. He has also completed MBA and a professional diploma in Computer Applications. His research interests are broadly in the area of Operations Research, Theory of Probability, Quantitative Techniques, Statistics, Research Methodology and Mathematics.

He has 21 years of rich experience in the field of teaching and has vast administrative experience as Registrar, Dy Registrar, Program Coordinator and Controller of Examinations. He has enhanced his knowledge by attending number of workshops related to Data Analysis, Research methodology, Statistical process control and Knowledge Management. He is a published author of articles and research papers on current statistical issues and concepts. He is an independent and self-motivated professional with excellent research and teaching skills; enjoys learning new skills and quickly adapts to organizational changes.

## CORE FACULTY



**Dr. Vineeta Dutta Roy**

*Associate Professor, CSR*

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Vineeta Dutta Roy (PhD, Business Administration, Aligarh Muslim University) is Associate Professor and Lead-Corporate Social Responsibility at the Birla Institute of Management Technology (BIMTECH). Her work with the British Council in India after receiving its study support at the University of Bath, the UK in 2004, started her academic engagement in the area.

She has contributed research articles in journals and served on the Editorial Board of "The Journal of Corporate Citizenship", Greenleaf Publishing, UK. Her book titled "Demonstrating Responsible Business" has recently been published by Bloomsbury India, which apart from contemporary understanding on Responsible Business brings forth case studies of CSR and Sustainability of some of India's biggest and best companies.

Vineeta has been experiencing first-hand, CSR and Sustainability practices of companies, as Lead assessor for FICCI CSR Awards for the past seven years now, an involvement that gives her deep understanding and knowledge of CSR in India. She frequently speaks at industry events and has been academic counsel to organisations such as AIMA, National HRD Network, FICCI, UN Global Compact Network and the IICA. She was conferred the IPE Corporate Excellence Award for CSR in 2013.

**Dr. Amrendra Pandey**

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Dr. Amrendra Pandey is a faculty of Economics area at BIMTECH. He has published mainly in the area of monetary economics. Currently he is doing research in the field of text mining, machine learning, time series econometrics. He is also certified Financial Risk Manager (FRM) from Global Association of Risk Professionals, USA. His research interests lie in macroeconomics, financial risk, financial econometrics and text mining techniques.



**Prof. Ankur Kulshrestha**

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Prof. Kulshrestha started his corporate career with Suzuki India through campus placement in 2005. He moved to one of the world's largest consulting organization, EY, in 2009 specialising in Automotive sector consulting. The role gave him rich exposure to handling international clients on strategic issues. His total industry experience is close to 10 years.

He completed his Chartered Accountancy in 2005 securing All India ranks in all three stages, a milestone rarely heard-off in the 70-year history of ICAI. Interested in finance, he aced CFA program by CFA Institute, USA and soon thereafter got his CFA charter. He was a 3rd rank holder in his graduation from Shri Ram College of Commerce, Delhi University. He has Financial Risk Manager® and Certified Financial Planner® as other global certification.

He is the lead CFA trainer for FINSTUDYCLUB. 3rd in India and 20th globally, he is a member of the prestigious Approved Prep Provider Program of the CFA Institute, USA. His training sessions are webcast in more than 15 countries. He, with his mobile App which has downloads in more than 60 countries, was the first in India to pioneer the concept of 'M-question bank' for CFA training.

He is a fellow member of the Institute of Chartered Accountant of India. He is one of the empanelled trainers for Reserve Bank of India. In addition, he is a certified evaluator with immense experience in the field of valuation specializing in Corporate Restructurings. He has been a part of various panel discussions on strategic topics on the economy, taxation, management, etc. He runs a small family fund and manages a portfolio with long term calls on the economy and sectors.

Having learnt management and strategy from IIM Calcutta, he has presented several papers in national conferences and different industry forums/academic conferences.



## CORE FACULTY



**Dr. Archana Singh**

*Assistant Professor, Operation & Decision Science*

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Dr. Archana Singh is an Assistant Professor at BIMTECH, Greater Noida in the area of Decision Sciences. She has done her Masters and PhD from Department of Statistics, University of Rajasthan, Jaipur. She has done a certificate course in Lean Six Sigma from KPMG.

She has 14 years of experience of teaching in higher education and has taught in different Programs of Management, Engineering, Science, Computer Applications, Commerce, Social Sciences and Life Sciences. Her research interests are in the area of Marketing Research and Quality Control.

**Dr. Arindam Banerjee**

*Assistant Professor, Finance and Accounting*

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Prof. Arindam Banerjee is a fellow of The Institute of Cost Accountants of India (FCMA), a Certified Financial Planner (CFPCM), and a partly qualified Actuary by qualification. He has done his PhD from National Institute of Technology (NIT), Durgapur (an institute of national importance). His research topic for PhD dissertation is linked to behavioral finance. He possess around 12 years of industry experience along with 11 years of academic experience. Prof. Banerjee took active participation as trainer and resource person in MDP programmes for organizations like National Foundation for Corporate Governance (NFCG), Principal Mutual Fund, NIS Sparta Ltd., Indian Navy (on behalf of ICAI), and PEC Ltd. among others. Prof. Banerjee's research articles are published by reputed publishers and journals e.g. The Management Accountant, Macmillan, Bloomsbury, IIM Ahmadabad, IMT case journal to name a few.



Prof. Banerjee is editor of 'BIMTECH Business Perspectives'. In recent past, he also acted as editor of 'Asia-Pacific Journal of Management Research and Innovation', published by Sage publications, UK. The important areas of training interest for Prof. Banerjee are i) Finance for non-finance executive ii) Personal Financial Planning and Wealth Management iii) Risk Management iv) Cost Management v) Financial Modeling using MS-Excel vi) Life Insurance, and vii) Stock market and Investment Management etc.



**Prof. Chanchal Kushwaha**

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He is an MCA with Advance Diploma in Software Technology and System Management from National Institute of Information Technology along with MCSD (Microsoft Certified Solution Developer) from Microsoft corp., having over 19+ years of experience in IT Training, Business Development, Service Operations and running successful business processes with proven ability of achieving service delivery and targets.

In past he has worked at Managerial position with NIIT and APTECH, leading Global IT Training Companies. He has done IT Training & Management Development Programs for Goldman Sachs - Ten Thousand Women Entrepreneurs, Jindal Steel and Power Ltd., Federation of Indian Export Organizations, Handicrafts and Handlooms Exports Corporation of India Ltd., PEC Ltd. and Bank Professionals. His interest areas of teaching and training are E-commerce, E-Tailing, Social Media Marketing and IT Tools used for Business Data Analysis using MS-Excel.

## CORE FACULTY



**Prof. Himanshi Tiwari**

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Prof. Himanshi Tiwari has done MBA with specialization in Human Resource Management & Industrial Relations, from University of Lucknow and cleared the coveted exam of UGC-NET in 2001. In the career span of more than a decade; she has worked as consultant for 02 years in social sector and handled monitoring & evaluation programs for WORLD BANK, Oxfam & Care India and has been a significant member of the team which prepared training modules for JFM (Joint Forest Management) project for Forest Department, Lucknow and planned a 10 days training program for CAPART Lucknow. During her early days as an academican she has been a visiting faculty with University of Lucknow, Lucknow.

During her tenure in BIMTECH, she has served as the resource person for MDPs in the area of, Emotional Intelligence, Employee Motivation & Personal effectiveness, Creativity and Innovation, Decision Making for Managers, Performance Management, Managerial Effectiveness, Stress Management and General Management to the organizations like, NTPC, IFFCO, NBCC, UCO Bank, Power Grid etc.

Her research interests are Strategic HRM, Emotional Intelligence and Emotional Labour, Spiritual Intelligence and Dynamics of Organizational Change & Development. She has successfully completed a research project, under, BIMTECH Research Grant Scheme 2009 titled, Effect of Emotional Labor Profile of Employees on Service Quality and Customer Relationship in Selected Service Organizations. Proving her credentials as an avid researcher Prof. Himanshi has presented papers in many National and International Conferences and Seminars.

Presently she is a member of the Editorial Board of Business Perspectives (ISSN 0972-7612), A Bi-Annual Journal of the Institute. She is also a regular reviewer of Tata McGraw Hill Publications. Two of the recent case studies written by her has been awarded under the Best Case Award by The Case Centre UK for two consequent year. Recently a research Paper written by her got Best Paper Award in 5th International HR Conference jointly organized by K J Sommaiya Institute of Management Studies and Research & California State YUNNAN University and AMDISA..

**Dr. Itilekha Dash**

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Dr. Itilekha Dash has around 19 years of industry and academics experience. She has graduated in the discipline of Personnel Management and Industrial Relation. She has done her doctoral study in the area of 'Organizational Values' from MTWU, Kodaikanal in 2013.

She has done Diploma in Training and Development from ISTD, New Delhi. She is a certified HRD Auditor from TVRLS, Ahmedabad and an Instructional Designer too. Apart from all these, she is a NLP practitioner, certified by NLP Coaching academy and a wellness certified coach with ICF approved content.



Besides teaching and research, she is passionately involved in conducting the training programs for the corporates in the area of Emotional Intelligence, Team Building, Being Effective, HR Analytics, Conflict management, Negotiation, Creativity, ROI on Training, Boss Management, Leadership, Coaching and Counseling, Time Management, Empowerment etc. for the Organizations like NTPC, NHPC, Maruti Udyog, IBM, IFFCO, Viom, POWERGRID, NFL, LIC India, Banks of Punjab, Solar Energy Corporation and many more.



**Dr. Kapil Garg**

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Prof. Kapil Garg has over 16 years of experience which includes both corporate and academic experience. Before joining BIMTECH in year 2008, he also worked with C-DAC, Noida in Training and Development area. He has taught MIS, Statistics, E-commerce, ERP, and Online Service Quality in various post graduate management programmes of BIMTECH. Besides this he has publications in national and international journals of repute. He has pursued his PhD from IGNOU and submitted the same in 2017 in the area of E-Tail Quality of Insurance Web Aggregators, besides being M.Phil. from JNRV, Rajasthan, MBA from GGSIP University and B.Sc. (Hons) from Delhi University.

## CORE FACULTY



**Prof. Monica Mittal**

*Assistant Professor, Insurance and Risk Management*

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

**Dr. Navin Shrivastava**

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Dr. Shrivastava is an academican and currently associated with Birla Institute of Management Technology, (BIMTECH), Greater Noida. He holds a PhD, MBA, and LL.M. with strong interpersonal communication skills, having more than 16 years of experience in Management teaching and consultancy.

He has a rich experience of both government and private sectors. He has been honored for his academic excellence by law department, DAVV, Indore. He has been felicitated with Coal India scholarship for academic excellence. His doctoral work is in the area of Employer Branding.

He has conducted management development programmes at Government and Non-Government Organizations including leading PSUs, Armed Forces, Postal department, etc. As a behavioral trainer he was also associated with Armed Police Training Centre and Special Armed Forces, Indore. He has also represented academia as an expert in a high powered national seminar on Internet Governance under the aegis of NSCS (GOI) organized by VIF (Vivekananda International Foundation).

He has published papers in national and international journals and edited books. His areas of interest are building value based institution, work ethics, rewards and recognition, corporate governance and developmental HR. A strong propounder of value driven systems, he has been invited by various forums for his expertise. His earlier deliberations primarily included themes like institution building, great place to work, affirmative unionism, etc.



**Dr. Nimisha Singh**

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Dr. Nimisha Singh is Assistant Professor of Information Technology at Birla Institute of Management Technology (BIMTECH), India. She holds a degree of Bachelor of Applied Sciences from Delhi University, Master of Computer Applications from SNDT University and FPM from BIMTECH.

Prior to joining BIMTECH, she worked at Tata Consultancy Services as Software Programmer and WSI, USA as web developer later on moving to internet marketing.

Her area of interest for teaching and research are information systems management, software project management, cyber security and privacy, digital empowerment and design thinking. She has presented and published papers in the area of Cyber security and privacy, technology management, digital empowerment and cross cultural issues. She is the faculty mentor for IBM Global Remote Mentorship Program.

She is designated as EURAXESS India ambassador to promote European Commission's initiative on research and innovation. She received the ERASMUS+ grant mobility grant in 2016 and 2018. She was one of the team members working on the project UNIQUE- University Quality Exchange, a European Union funded project.



## CORE FACULTY



**Prof. Rajeev Sharma**

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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 16 years of experience as an industrial practitioner and over 11 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.

**Dr. Ruchi Mishra**

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Dr. Ruchi Mishra is a faculty in the area of Operations & Decision Science at BIMTECH, Greater Noida. Before joining BIMTECH, she was associated with Institute of Management, Nirma University, Ahmedabad as an Assistant Professor in Operations & Quantitative Area. She holds her PhD in Manufacturing Flexibility area from NITIE, Mumbai and Master of Business Administration from Banasthali Vidyapeeth, Rajasthan. Before joining to NIRMA University, she worked at IIM Ahmedabad as an Academic/Research Associate.

She has published in peer reviewed international journals (International Journals like Business Process Management Journal, Journal of Manufacturing Technology Management, International Journal of Quality and Reliability Management, Benchmarking : An international journals, Management Research Review, Global Journal of Flexible System Management) and conferences (IITs, & IIMs). She has served as a reviewer for journals such as International Journals and Conferences, such as European Management Review (Wiley Publication), International Journal of Production Research (Taylor and Francis Publication), Management Research Review (Emerald Publication), Journal of Strategy and Management (Emerald Publication), International Journal of Operational Research (Inderscience Publication), Benchmarking: An international journal (Emerald Publication), IEEE – International Conference on Industrial Engineering and Operations Management (IEOM).



**Prof. Saloni Sinha**

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She is a post graduate in Linguistics from Jawaharlal Nehru University, New Delhi. She is a gold medalist in MA (Linguistics) and has also qualified UGC-NET. She received an A+ in her dissertation on aspects of Santhali Linguistics, which was a first in the department. Presently enrolled for a PhD at JIIT, Noida, she is in pursuit of realizing issues in Bilingualism and Semantics in science communication. Her research is on aspects of semantics and translation in the development of a comprehensive bilingual glossary of technical terms. She has about 20 +years of academic, research, reviewing and training experience in the field of English Language Teaching, etc. in JNU, MHRD, IGNOU, Amity University, UPTU, & Ranchi University. She has to her credit ESP curriculum implemented in several reputed organizations like TERI University, UGC (Add-on courses) etc. She is also an Expert Advisor in Commission for Scientific and Technical

Terminology, MHRD, GOI. She has participated and published in several national and international forums. Ms. Sinha holds Dale Carnegie Certification for Communication Skills training. She has also qualified basic and Advanced Level Cambridge Teachers Certification. She is a key resource person in the field of Soft Skills & Communications Skills, and has to her credit several Linguistic empowerment Practicums for embassies, corporates and universities.

Apart from this she has the Membership of Academy of Management, ILLINOIS. She has also been empanelled with PMO as a translator of Prime Minister Speeches.

## CORE FACULTY



**Dr. Veenu Sharma**

*Assistant Professor, Retail Management*

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Veenu Sharma joined Birla Institute of Management Technology in 2012. She is Assistant Professor in Retail & Marketing Area. She earned her Fellowship from BIRLA Institute of Management Technology, Greater Noida.

She has participated and presented papers in various conferences held in India. She has authored case studies and research papers which got published in reputed journals like Inderscience and The Case Centre (formerly ECCH, European Case Clearing House). She is a recipient of many awards for her research work. She received BIMTECH –STOUGH, Young Scholar Award by BIMTECH in the year 2014. Award by Case Centre UK in 2017 and G D Sardana, young Scholar award in year 2018.

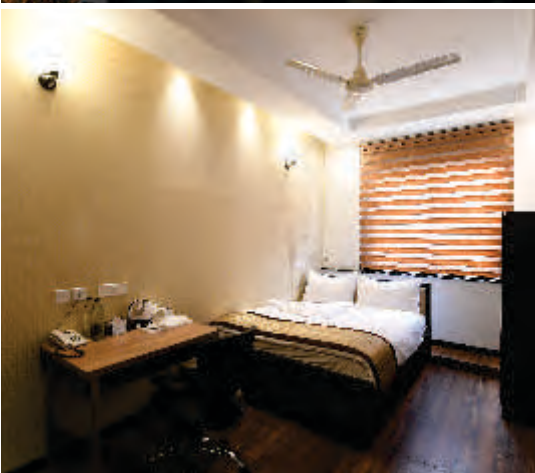
Veenu Sharma has more than 12 years of industry and academic experience to teach/train a variety of courses including, Retail Concepts, Retail Store Management, Luxury Retailing, Consumer Behaviour and Customer Relationship Management. She has also been mentoring and developing students in the area of developing research papers and reports.



# वैरागलेशोव

## LEADERSHIP CENTRE

### Launch of Vikramshila Leadership Centre



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Yoga is but all around excellence in action.






# National HR Summit For **ENERGY SECTOR** **EMERGING HR CHALLENGES**

## National HR Summit 2019



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As you think, so shall you become.





# National HR Summit For ENERGY SECTOR EMERGING HR CHALLENGES

## National HR Summit 2019



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Yoga is but all around excellence in action.





## HR Roundtable 2018-19





## Glimpse of Leadership Development Programmes (LDPs)





## Glimpse of Management Development Programmes (MDPs)





## Glimpse of Management Development Programmes (MDPs)





## Glimpse of Books Launch







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.

- Rigved



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