

MANAGEMENT DEVELOPMENT PROGRAMS

2017-18



Unleashing Potential...
Developing Ethical Global Leaders



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 5th among Private B-Schools
& 13th OVER ALL by NHRDN and People Matters B-School Rankings 2016



BUSINESS TODAY-MDRA SURVEY

November, 2015

BIMTECH 9th among
Private B-Schools



BUSINESS WORLD - Cfore SURVEY

December, 2015

BIMTECH 11th among
Private B-Schools



BUSINESS LINE

MBAUNIVERSE

December, 2015

BIMTECH 10th 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 has been Ranked 5th among the Top Private B-Schools & 13th over all by NHRDN-People Matters Best Business School Survey 2016.

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.

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 29 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-DEVELOPMENT



*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 2016-17 delivered around 70 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 Limited, NTPC Limited, NHPC Limited, ACC Limited, Neyveli lignite corporation Limited, 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
Dean-Development

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What cannot be achieved through determination and resolution?

FROM THE CHAIRPERSON'S DESK



Centre 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.

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It is a privilege for me to present to you our MDP Brochure 2017-18 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

Management Development Programmes Delivered During 2016-17

S.No.	Programme Name	Organization	No. of Programs
1	Attitude with Excellence for Specially Abled employees	Power Management Institute (NTPC - PMI)	1
2	Balanced Scorecard	National Hydroelectric Power Corporation Limited (NHPC)	1
3	Basic Management Program	National Hydroelectric Power Corporation Limited (NHPC)	1
4	Business Finance	Neyveli Lignite Corporation Ltd.	4
5	Capacity Building Program for Voluntary Organizations	Indian Social Responsibility Network	1
6	Career Progression Scheme	Kirloskar Brothers Limited	1
7	Career Succession Planning	National Hydroelectric Power Corporation Limited (NHPC)	1
8	Change Management	Gas Authority of India Limited (GAIL)	1
9	Core values Actualization	Power Management Institute (NTPC - PMI)	1
10	Corporate Etiquette & Personality Development	Power Grid Corporation of India Ltd.	2
11	Corporate Social Responsibility	Power Management Institute (NTPC - PMI)	1
12	Creativity & Innovation	Satluj Jal Vidyut Nigam Limited (SJVN)	2
13	Designing and Implementing Assessment and Development Centers (ADC)	National Hydroelectric Power Corporation Limited (NHPC)	1
14	Developing Meritocracy and Collaboration	National Buildings Construction Corporation Ltd.	1
15	Effective Business Writing	Power Grid Corporation of India Ltd.	1
16	Executing Strategy with the Balanced Scorecard	National Hydroelectric Power Corporation Limited (NHPC)	2
17	Foundation Course in General Management	National Thermal Power Corporation Limited (NTPC)	10
18	Foundation Course in General Management	Power Management Institute (NTPC - PMI)	1
19	General Management Program	National Hydroelectric Power Corporation Limited (NHPC)	2
20	Great Habits of Highly Effective People	National Thermal Power Corporation Limited (NTPC)	1
21	Great Habits of Highly Effective People	Power Grid Corporation of India Ltd.	1
22	Grooming & Etiquette	Power Grid Corporation of India Ltd.	2
23	How to say it at Work: Skills to Communicate with Superiors, Colleagues and External Customers	Power Grid Corporation of India Ltd.	14
24	Leadership & Change Management	National Thermal Power Corporation Limited (NTPC)	1
25	Leadership Development Programme	Indian Farmers Fertiliser Cooperative Limited (IFFCO)	1
26	Leadership Effectiveness Programme	National Thermal Power Corporation Limited (NTPC)	1
27	Managerial Effectiveness	Power Management Institute (NTPC - PMI)	1
28	Managerial Effectiveness	Indian Farmers Fertiliser Cooperative Limited (IFFCO)	1
29	Margdarshan	Sewagram Cements Works	1
30	Need Assessment	The Associated Cement Companies Limited (ACC)	1
31	Open Programme on Leadership Development	Leadership Development Programme	1
32	Project Margdarshan Final Review	Awarpur Cement Works	2
33	Psychometric Tests for Talent Recruitment & Development	National Hydroelectric Power Corporation Limited (NHPC)	1
34	Reassessment of Competencies	NTPC-SAIL Power Co. Pvt. Ltd. (NSPCL)	1
35	ROI for Training	National Hydroelectric Power Corporation Limited (NHPC)	1
36	Strategic Thinking and Execution	Gas Authority of India Limited (GAIL)	1
37	Technical Mentoring-Mines Business	Essel Mining & Industries Limited	1

CENTRE FOR MANAGEMENT DEVELOPMENT

FEE STRUCTURE

Centre for Management Development aims to create a training base which engages in management advocacy for general management and human resource development and aligns itself with the human resource practices, experiences with training and capability enhancement. Programs for the business houses and conglomerates, to develop professionals leading to increased output and productivity, marching towards inclusive growth. One of the prime objectives of Centre for Management Development at BIMTECH is to conduct training in various functional areas of management to provide quality inputs to national and international conglomerates, government, public and private sector organizations, donor agencies and international and national NGOs.

OVERVIEW

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

WHY ARE MANAGEMENT DEVELOPMENT PROGRAMS NECESSARY?

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

DIRECT BENEFITS

- Improves employee motivation.
- Helps in building strong linkages with 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 in the after grasping and analyzing 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

SALIENT FEATURES

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

1. Industry experts as faculty :

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

2. Interactive Training at corporate premises :

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

3. Case studies, workshops and presentations:

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

4. Outbound Training:

This is an added advantage provided in some training programs like Team Building, Leadership Development Programme, Executive Development Programme and Foundation Course in General Management provided through experienced partners.

5. Feedback Analysis:

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



CENTRE FOR MANAGEMENT DEVELOPMENT

SALIENT FEATURES

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

1.1 Location: Anywhere in Delhi/NCR:

- Program Director(s) / Faculty Fee: Rs. 35,000 per day for programme with maximum 25 participants.
- In addition there will be a kit charge @ 1000 per participant.
- 2-3 faculty members/trainers will be deployed by BIMTECH for a typical 3 days programme.
- The corporate would provide a venue for training with required equipments, meet all travel expenses like air fare, boarding, lodging for faculty and other miscellaneous administrative expenses.

1.2 Location: Anywhere in India (Outside Delhi/NCR)

- Program Director(s) / Faculty Fee: Rs. 50,000 per day for programme with maximum 25 participants.
- In addition there will be a kit charge @ 1500 per participant.
- 2-3 faculty members/trainers will be deployed by BIMTECH for a typical 3 days programme.
- The corporate would provide a venue for training with required training equipments, meet all travel expenses like air fare, boarding, lodging for faculty and other miscellaneous administrative expenses.

1.3 Location: BIMTECH Campus, Greater Noida

- Programmes can be organized at BIMTECH campus with its well equipped MDP hall and residential facilities available in/around campus. Program Director(s) / Faculty Fee - Rs. 35,000 per day of MDP.
- If held at BIMTECH Campus Rs. 5,000 per day per head will be charged for MDP hall facilities and training equipments, Breakfast, Tea, Lunch & dinner, Guest house accommodation, boarding and other infrastructure.

1.4 In Private Accommodations / Clubs in Greater Noida

Training and accommodation can also be organized in private accommodations like Hotel, Clubs, and Convention Centre near BIMTECH. If Private accommodation is chosen close to the BIMTECH campus in Greater Noida, then per day charges for each Individual will come approximately to Rs. 8,000-10,000, single occupancy and Rs. 5,000-7,000, Double occupancy for residential programmes. A fee of Rs. 4,000 per day for non residential programmes is chargeable. However these at times can be arranged based on actual in consultation with the Corporates.

2.0 OPEN Programs for Trainees from different Corporates/ Organizations

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

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

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



Communication for Organizational Development

Background

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

The program is designed

- To familiarize the participants with the concepts and significance of organizational communication.

- To help participants appreciate the strategic aspects of managing organizational dynamics through communication.
- To enable participants to develop an understanding of the close relationship between the communication process and organizational development.

For Whom

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



Duration:

3 Days

Program Director(s) / Faculty :

Dr. Archana Shrivastava,
Prof. Saloni Sinha

Cross-Cultural Communication

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.

The program is designed

- To familiarize the participants with the nature and process of Cross-Cultural Communication.

- To help participants appreciate various dimensions of Cross-Cultural Communication.
- To enable participants initiate the development of Cross-Cultural Communication skills.

For Whom

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



Duration :

2 Days

Program Director(s) / Faculty :

Dr. Archana Shrivastava,
Prof. Saloni Sinha

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.
Objective

The program will enable participants in

- Projecting the Right First Impression
- Polishing manners to behave appropriately in social and professional surrounding
- Enhancing the ability in personal grooming, dining and general etiquette
- Developing and maintaining a positive attitude and being assertive
- Handling difficult situations with grace, style, and professionalism

For whom

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



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Archana Shrivastava



Effective Presentation Skills

Background

Presentations are an integral part of all professional fields. Presentation skills, necessary to create and deliver informative and persuasive speeches, are vital to organizational communication, success and advancement. This MDP provides training in how to develop effective communication content for a prepared speech, how to develop and structure the content of informative presentations.

The program is designed

- To develop a more confident and persuasive vocal style.

- To use body language effectively to build rapport and maintain the motivation of the audience.
- To use language techniques to ensure that your key message is understood.
- To plan and structure your presentations creatively for maximum impact.

For Whom

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



Duration:

3 Days

Program Director(s) / Faculty :

Dr. Archana Shrivastava,
Prof. Saloni Sinha

Interpersonal Communication

Background

Communication is not restricted only to the usage of good language. It also requires strategic planning. For an effective interpersonal communication one needs 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.

The program is designed

- To understand the concept and importance of interpersonal

communication skills

- To enhance the ability to think creatively and analyse critically
- To manage the inter-cultural communication strategically
- To develop assertive and persuasive skills
- To deal with criticism (both positive and negative) effectively

For whom

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



Duration:

3 Days

Program Director(s) / Faculty :

Dr. Archana Shrivastava,
Prof. Saloni Sinha

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.

The program is designed

- To improve written communication skills
- To critically analyze and comprehend business messages for specific audience
- To learn to write effective e-mails, memos and detailed business reports and proposal

For whom

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



Duration:

3 Days

Program Director(s) / Faculty :

Dr. Archana Shrivastava,
Prof. Saloni Sinha



FINANCIAL MANAGEMENT

Capsule Course for Newly Recruited Officers in Public Sector Banks

Background

In the interconnected world of today, forces of competition, consolidation and convergence are exerting continual pressures on organizations and individuals alike to deliver best value. Today, the confluence of market forces and technology has made business highly competitive. Integration of global markets, thinning profit margins and fast changing consumer preferences are forcing organizations to redefine their businesses and adopt different strategies.

These trends have a more dominant impact on service industry like banking where money market dynamics further compound the nature of competition.

The program is designed

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

For Whom

Newly recruited officers for public sector banks.



Duration:

3 Days

Program Director(s) / Faculty :

Prof. Ashok Malhotra
Dr. Girish Jain

Finance for Non Finance Executives

Background

Finance is the life blood for any organization. Finance integrates all other functional areas of management. Today managers understand that their decision is going to have a serious impact on profits and earning potential of the business yet they find it difficult to comprehend the financial aspects and take a holistic view of the business. The programme on Finance for Non Finance executives aims to facilitate the managers in developing understanding on the critical issues of finance for a better decision making.

The program is designed

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

For Whom

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



Duration :

5 Days

Program Director(s) / Faculty :

Dr. L. Ramani,
Prof. Ashok Malhotra
Dr. Girish Jain





FINANCIAL MANAGEMENT

Financial Inclusion and Role of Banks

Background

Financial inclusion or inclusive financing is the delivery of financial services at an affordable cost to sections of disadvantaged and low income segments of society. Unrestrained access to public goods and services is the essential element of an open and efficient society.

The program is designed

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

For Whom

Managers and senior executives involved in rural banking



Duration:

2 Days

Program Director(s) / Faculty :
Prof. Ashok Malhotra

Investment Management

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.

The program is designed

- To get an overview of the current investment scenario.
- To understand the process of financial planning and its importance.
- To appreciate the debt instruments and other asset classes.
- To be familiar with the mutual funds & equity market.
- To have knowledge of tax implications of investment options.

For Whom

Executives in all type of businesses



Duration:

3 Days

Program Director(s) / Faculty :
Dr. Meena Bhatia
Dr. Girish Jain

Personal Financial Planning, Wealth and Tax Management:

Achieve Life Goals Through Prudent Financial Management

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.

This course particularly focuses on

- Tax Planning
- Investment Planning
- Insurance Planning
- Retirement Planning
- Estate Planning

The course will focus extensive application of financial planning concepts using case studies. One of the major features of this course is use of real life.



Duration:

2 Days

Program Director(s) / Faculty :
Prof. Arindam Banerjee,
Dr. Girish Jain



Personal Financial Planning, Wealth and Tax Management:

Achieve Life Goals Through Prudent Financial Management

Learning outcomes from the course are listed below:

- Understanding of financial planning process.
- Understanding the different components of financial planning, viz. Insurance Planning, Investment Planning, Retirement Planning, Tax Planning, and Estate Planning
- Preparation of comprehensive financial plan using MS Excel.

For Whom

This course is particularly 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.
- Also middle-aged employees, with specific interest in personal tax management.



Duration:

2 Days

Program Director(s) / Faculty :

Prof. Ashok Malhotra
Prof. Arindam Banerjee,
Dr. Girish Jain

Strategic Cost Management: Making Organization Cost Conscious

Background

Strategic cost management (SCM) a tool to set guiding principles that represent the ground work of a continuously improving bottom line of the business and organization. The SCM stresses on increased productivity, efficiency, effectiveness, of process systems and internal control and reporting methods. This program will present the various SCM frameworks, concepts, and cost control & improvement tools necessary for implementing the cost culture that characterizes world-class organizations.

The program is designed

- To generate the idea and relevance of SCM in individual & organizational context.
- To develop organizational leaders and business leaders.
- To equip participants with the attitude to challenge status quo and stir their minds towards improvements and better outcomes.
- To generate awareness among the participants about Costs associated with business process.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :

Prof. Rajeev Sharma

Workshop on Retail Banking

Background

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

The program is designed

To understand various types of retail assets and liabilities products.

For Whom

Newly recruited officers for public sector banks.



Duration:

3 Days

Program Director(s) / Faculty :

Dr. K C Arora



GENERAL MANAGEMENT

Economics for Executives

Background

This course has been designed to help participants make practical sense of many complex economic terms, concepts and trends in the world today. The course objective is to help executives understand what many of the major economic indicators measure. The programme on Economics for Executives aims to facilitate the managers in developing an understanding of the various nuances of economic environment for better decision making.

The program is designed

- To provide the participants with conceptual foundations of productivity and efficiency.

- To show how one can use real life data from the actual operations of private and public sector firms to measure and compare performance of different firms from an industry.
- To interpret and comprehend the key macro economic variables.
- To understand the government's fiscal and monetary policies and how they impact the firms' domestic business environment.
- To set up a benchmark for evaluating the performance of a firm.

For Whom

Executives in the middle management in all types of businesses.



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Jaya Gupta

Dr. Pooja Misra

Executive Development Programme

Background

The Executive Development Programme is designed with an aim to develop people from functional level to the Executive Level. For this successful transition the programme is designed to explore their knowledge base across different functional disciplines and develop a holistic management perspective by integrating key functional disciplines participants enhance their capability to in vision, control, influence the strategic direction of the firm. The pedagogy adopted is participatory. Case studies, role plays, outbound training, group work and

discussion is brought to enhance the learning of the participants.

The program is designed

- To increase the efficiency of performance of existing employees by developing their managerial skills.
- To provide opportunity to learn as well as advance in their career- as a motivational tool.
- To manage self and others.

For Whom

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



Duration :

5 Days

Program Director(s) / Faculty :

Prof. K.K. Sinha



How the tree bends down when it bears fruit; Clouds hang low when they are full of water. The truly noble become humble when they attain heights.

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



GENERAL MANAGEMENT

Foundation Course in General Management

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.

The program is designed

- To familiarize the participants with the nature and process of Cross-Cultural Communication.
- To help participants appreciate various dimensions of Cross-Cultural Communication.
- To enable participants initiate the development of Cross-Cultural Communication skills.

For Whom

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



Duration:

12 Days

Program Director(s) / Faculty :

Prof. K.K. Sinha

Land Acquisition R & R and CSR

Background

Singur, Bhatta Parsaul, etc. are examples of land acquisition blues. The design of this program is to strengthen the capability of managers for positively influencing land acquisition plans. Hence, this program focuses on issues related to acquiring of land for industry and implementing effective strategies in terms of policies adopted on Rehabilitation and Resettlement and Role of Corporate Social Responsibility to ensure a mutually beneficial solution for the concerned parties.

The program is designed:

- For land procurement for public purposes.
- For Rehabilitation and Resettlement policy, emerging trends and best practices.
- For a comparative analysis of R&R policies: National vs. Multilateral.

For Whom

Mid level executives in all types of businesses



Duration :

5 Days

Program Director(s) / Faculty :

Dr. L. Ramani,
Prof Navin Shrivastava



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In adversity, financial trouble or when there is a fear of risk to life, a strong willed person applies his mind and does not come to grief.



HUMAN RESOURCE MANAGEMENT

Coaching, Counselling and Mentoring

Background

This insightful workshop explores the core skills and attitudes needed by managers in providing support for growth and performance. It defines the requirements of a person-centered approach to building a learning team. Organizations today thrive on top performers who know how to learn, adapt, and stretch, people who solve, rather than create problems.

The program is designed

- To broaden awareness of performance improving techniques.

- To explore motivations and barriers and broaden participant's awareness of performance-improving techniques.
- To practice the core skills of coaching, counselling and mentoring.
- To cultivate strong interpersonal skills.
- To recognize and deal with problems in the mentoring relationship.

For Whom

Senior management, HR managers, functional/ departmental heads.

**COACHING
COUNSELING AND
MENTORING**

Duration:

3 Days

Program Director(s) / Faculty :

Dr. Nitika Sharma,
Dr. Manosi Chaudhuri

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.

The program is designed

- To understand the conflict in objectives of corporate vis a vis unions and how to bridge the gap.
- To understand the genesis of participative management.
- To 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 can benefit greatly from this training program.

**collective
bargaining**

Duration :

3 Days

Program Director(s) / Faculty :

Prof. Navin Shrivastava





Competency Mapping

Background

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

The program is designed

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

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Dr. Parameswar Nayak

Conflict Management

Background

Conflict can have a positive effect, but if left unchecked, the dangerous result of conflict can include damaged relationships, destroyed creativity and productivity, lost commitment and wasted resources. By taking a number of conflict management tools, techniques and theories and putting them into practical situations, this conflict management training course aims to turn conflict into a productive force.

The program is designed

- To identify what conflict is, why it arises and how it can be used for maximum benefit.
- To recognize various stages of conflict and preventing them from escalating.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Dr. Nitika Sharma

Developing Meritocracy and Collaboration

Background

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; and unleash their real potential for the desired purposes through competency framework.

The program is designed

- To create a stretch opportunities for empowering people.
- To build a high performance culture for Excellence.

- To understand the development needs and give feedback effectively.
- To develop an understanding of self and others.
- To promote an environment of effective communication and develop attitude and skills for effective learning.
- To foster collaboration with internal and external networks in an organization.

For Whom

Senior and middle level corporate executives.



Duration:

3 Days

Program Director(s) / Faculty :
Dr. Manosi Chaudhuri
Dr. Nitika Sharma



HUMAN RESOURCE MANAGEMENT

Enhancing Managerial Effectiveness

Background

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

The program is designed

- To develop a strong organizational culture.

- To help the participants develop their strength and overcome their weaknesses and improve their psychological well being.
- To help the participants face the upcoming challenges.
- To develop a basic understanding of the roles and responsibilities of a manager.
- To develop the required competence and skill set to perform the role successfully.

For Whom

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



Duration:

3 Days

Program Director(s) / Faculty :

Dr. Manosi Chaudhuri
Dr. Nitika Sharma

HR for HR Professionals

Background

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

The program is designed

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

For Whom

Senior management, HR managers, functional/ departmental heads.



Duration:

3 Days

Program Director(s) / Faculty :

Prof. K K Sinha
Prof. Akhil Pandey

Measuring Corporate Performance

Background

Shareholders always look for indicators to know, if their investments in the company, is safe and will multiply in future. Hence it has become very crucial for the managers to have an understanding of how company's performance is measured.

The program is designed

- To identify the key drivers of the corporate performance.

- To know 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

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



Duration:

2 Days

Program Director(s) / Faculty :

Dr. L. Ramani
Prof. Rajeev Sharma



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.

The program is designed

- To understand 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.
- To learn how to improve their level of motivation, commitment and positive attitude towards the team.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Dr. Parameswar Nayak

Performance Evaluation for Bench Marking

Background

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

The program is designed

- To provide the participants with conceptual foundations of productivity and efficiency.
- To show how one can use real life data from the actual operations of private and public sector firms.

For Whom

Executives from public and private sector organizations.



Duration:

2 Days

Program Director(s) / Faculty :
Prof. A Bose
Dr. Sourabh Bishnoi

Stress Management in the Workplace

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.

The program is designed

- To discuss and understand the impact work/life balance has on employees.
- To discuss and recommend steps that truly support work/life benefits.

- To encourage the organization culture, starting with senior management that sincerely endorses work/life benefits.
- To Review the human resources strategy to see if it supports the company's mission.

For Whom

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



Duration:

3 Days

Program Director(s) / Faculty :
Dr. Nitika Sharma
Dr. Manosi Chaudhuri



HUMAN RESOURCE MANAGEMENT

Team Building

Background

An organization is a place where men, material and machine all are synthesized for the fulfillment of organization objectives but, the essence of its success depends on efficient and effective contribution derived from its workforce, through their concerted efforts and approaches. There is always an existing need for training and development in such areas of team and group dynamics for achieving overall quality performance of the organization.

The program is designed:

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

For Whom

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



Duration:

3 Days

Program Director(s) / Faculty :

Dr. Manosi Chaudhuri
Prof. Navin Shrivastava





Business Modeling Using Excel

Background

Excel is arguably the single most important tool and is all pervasive in academics and business. A good knowledge of excel makes one more proficient with analysis of data. The level of excel knowledge can be easily improved as most are familiar with the tool at the basic level.

The program is designed

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

- To explore the aims and outlines governing model design and construction, how to design and build in accuracy from the outset, best practice modeling techniques.
- To understand and avoid common pitfalls and running sensitivities and what-if analysis to gain information about performance.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Prof. A Bose

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 understand changing scenario leading to optimization of resources.

The program is designed

- To synchronize their business strategy with its IT strategy
- To govern digital resources
- Manage IT infrastructure and implement IT projects

For whom

Senior executives and managers and involved in crafting and implementing IT and business strategies



Duration:

2 Days

Program Director(s) / Faculty :
Prof. Akhil Pandey
Prof Nimisha Singh

Information Systems Security, Cyber Security & Cyber Law

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.

The program will cover

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

For whom

Senior executives & managers responsible for framing and implementing security policy



Duration:

3 Days

Program Director(s) / Faculty :
Prof Akhil Pandey
Prof Nimisha Singh



INSURANCE & RETAIL MANAGEMENT

Basic Insurance Concepts for Corporate Executives

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.

The program is designed

To impart the basic concepts and features of all corporate related insurance policies / programmes marketed in India.

For Whom

Managers / executives looking after the insurance related portfolio in corporate sector (HR / finance dept.)



Duration:

2 Days

Program Director(s) / Faculty :
Prof. M.K. Pandey

Claim Management for Insurance Brokers

Background

Recently IRDA has proposed brokerage houses to take up insurance claim settlement as a fee based activity to augment their income and help clients. This course input will help executive of the brokerage house to prepare for this opportunity.

The program is designed

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

For Whom

Executives working in insurance broking houses.



Duration :

2 Days

Program Director(s) / Faculty :
Prof. M.S. Rawat
Prof. M.K. Pandey





Insurance for All

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.

Life Insurance

- Term insurance
- Benefit insurance(saving)

- Unit linked plans
- Pension plan Non-life Insurance
- Motor Vehicle Insurance
- Personal Accident
- Health Insurance
- Property insurance, rescue the insured in the event of major loss due to fire, flood, earthquake, etc.

Home Insurance

Package policy covering House, its contents including valuables, computers; PA, health and liability insurance.



Duration:

2 Days

Program Director(s) / Faculty :
Prof. M.S. Rawat

Managing Risk Associated with the Industries

Background

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

The program is designed

- To identify the common hazards that often plague the manufacturing as well as service industry alike.

- To deliberate upon the simple loss mitigating methods which can prevent or at least reduce the impact of the possible losses arising out of these hazards.
- To take steps to tackle the wrath of the natural catastrophes.
- To get an insight into financial risk management.

For Whom

Middle level with responsibility of managing commonly encountered hazards consultants brokers and financial advisors academicians and students.



Duration:

2 Days

Program Director(s) / Faculty :
Prof. Monika Mittal

Sales Training for Front Line Executives

Background

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.

The program is designed

- To explain the significance of 'Servitude' in modern retail.
- To equip internal customer with essential skills for providing superior customer experience.

- To understand the effective HR practices in modern retail.
- To impart direction and orientation to customer relations.
- For improved self management.

For Whom

Front line sales force retail management.



Duration:

3 Days

Program Director(s) / Faculty :
Prof. Pankaj Priya



INTERNATIONAL BUSINESS

Export Import Procedures & Documentation

Background

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

The program is designed

To lay emphasis on understanding the entire process of international trade,

importance and relevance of each document.

For Whom

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.



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Anupam Varma,
Prof. Abha Rishi,
Dr. Anuj Sharma

Export Marketing and International Trade Operations

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.

The program is designed

- To understand the complexities associated with international marketing.
- To participants to develop a robust international marketing plan.

For Whom

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



Duration :

3 Days

Program Director(s) / Faculty :

Dr. Anupam Varma,
Prof. Abha Rishi,
Dr. Anuj Sharma





Getting Started in Exports

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.

The program is designed

- To make entrepreneurs and businesses to understand the intricacies involved in export/import business.
- To make them aware about initial procedural formalities to be complied with.
- To make them aware of the benefits announced by the government for export

of different products, helping them to choose the right product and appropriate market methodology adopted for location of buyers and successfully execute the export order.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Anupam Varma,
Prof. Abha Rishi,
Dr. Anuj Sharma

Global Business Strategy for SME's - Today & Tomorrow

Background

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

The program is designed

To focus on deciding and choosing appropriate behavioral and marketing

strategy required for remaining competitive and profitable in this constantly changing global market and world economy.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Anupam Varma,
Prof. Abha Rishi,
Dr. Anuj 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.

The program is designed

- To help the participants to get awareness

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

- To learn 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:

2 Days

Program Director(s) / Faculty :

Prof. Rajeev Sharma



International Shipping and Chartering

Background

Recently IRDA has proposed brokerage houses to take up insurance claim settlement as a fee based activity to augment their income and help clients. This course input will help executive of the brokerage house to prepare for this opportunity.

The program is designed

- To enhance the knowledge of the participants in the area of ocean transportation where the shipping industry provides vital logistics support to the trading community in terms of

shipping services for the movement of export/import cargo.

- To help them to understand 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 and service agencies, clearing and forwarding agents.



Duration:

2 Days

Program Director(s) / Faculty :
Dr. Anupam Varma

Logistics of Airfreight

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.

The program is designed

- To get the basic introduction to logistics management and brief history of air cargo business.
- To understand how to set up TACT construction and combination of rates, consolidation of consignments.
- For usage and application of terms like delivery, fact of Airway bill.
- For understanding custom clearance procedures in India for cargo freight.
- To know what are third party logistics services.

For Whom

Executives in air cargo industry.



Duration:

1 Day

Program Director(s) / Faculty :
Dr. Anupam Varma,
Prof. Rajeev Sharma

Managing Export Business in Turbulent Times

Background

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

The program is designed

To understanding of areas where further improvements are required and developing an overall strategy to face the existing situation successfully.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Dr. Anupam Varma,
Prof. Abha Rishi,
Dr. Anuj Sharma



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.

The program is designed

- To know what is the cold chain infrastructure regime in India.
- For understanding the procedure of insurance of perishable goods.
- To understand what are the cold chain protocol in transportation and what are the 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(s) / Faculty :

Dr. Anupam Varma,
Prof. Rajeev Sharma

Trade Finance, Risk Management and Methods of Payment

Background

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

compliance, but also how contracts for sales utilizing letter of credits should be written.

The program is designed

To understand the procedure and documentation for obtaining pre-shipment finance against a given export order to discount / negotiate export documents with bank for post-shipment finance. It shall also allow them to understand the measures an exporter can take to manage risks involved in export business.

For Whom

This program is best suited for executives in the trade & industry engaged in export import business.



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Anupam Varma

Warehousing Management

Background

This program is designed to develop warehouse management expertise. Executives managing manufacturing distribution centers, export/import warehouses, e-commerce warehouses, courier and packaging centers, cold rooms, bulk storage, 3PL services, agri-warehouses, CFS/ ICDs, who would like to gain a better understanding of warehouse operations, design, and management, will potentially benefit from this programme.

The program is designed

To understand 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 centers, export/import warehouses.



Duration:

1 Day

Program Director(s) / Faculty :

Dr. Anupam Varma,
Prof. Rajeev Sharma



LEADERSHIP MANAGEMENT

Developing Winning Edge for Leaders

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.

This program is designed :

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

For Whom

Managers and Chief Managers.



Duration:

3 Days

Program Director(s) / Faculty :

Prof. K K Sinha,
Prof. Akhil Pandey

Leadership Development Program

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, vigor and determination towards achievement of desired goals.

The program is designed:

- To infuse participants with the traits that a leader must possess for organizational development.

- To facilitate participants in building up better learning of leadership qualities for present day organizations.
- To develop leadership traits to synergize personal and organizational needs for effective transformation of the organization and for its overall growth and development.

For Whom

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



Duration :

4 Days

Program Director(s) / Faculty :

Prof. K. K. Sinha,
Dr. Parameswar Nayak





BOUQUET OF OFFERINGS
2016-17

LEADERSHIP MANAGEMENT

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

Background

The program examines the science of emotional intelligence and the compelling business case for its relationship to leadership success. It is designed to equip participants with the dynamic emotional skills that distinguish outstanding leaders from the average.

The program is designed:

- To emphasize on the significance of EQ as an essential ingredient of leadership for empowering others efficiently to engage in their work.
- To understand the importance of EQ for developing personality & managing relationships.

For Whom

Junior and middle level managers.

LEADING THE WAY



Duration:

2 Days

Program Director(s) / Faculty :

Prof. Rajeev Sharma,
Prof. Himanshi Tiwari

Managing Diversity and Change

Background

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.

The program is designed:

- To capitalize diversity for effective decision making.
- To manage Conflict for better negotiation.

- To lead and manage change.
- To understand the need for driving innovation.
- To understand the sense of urgency and liability.
- To create openness to new ideas and alternative ways of working.

For Whom

Senior and middle level corporate executives.



Duration:

3 Days

Program Director(s) / Faculty :

Prof. Sunil Sangra,
Dr. Nitika Sharma,
Dr. Parameswar Nayak

Managing Gen Y

Background

In today's economy, it is essential for all organizations to attract, retain and manage Generation Y employees in order to maintain competitive edge in their businesses. 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 Y employees to a job vacancy, the new generation of workers places high priority on other employee benefits, which potential employers should keep in mind, among others to retain Millennial employees.

The program is designed:

- To understand the different characteristics, principles, skills, styles and expectations of Gen-Y employees.
- To learn about the important ways of connecting to and managing Gen-Y for achieving competitive edge in business.
- To critically analyze 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

Officers of public and private sector organizations.



Duration:

2 Days

Program Director(s) / Faculty :

Dr. Parameswar Nayak
Dr. Jaya Gupta



Corporate Entrepreneurship

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.

The program is designed

- To understand entrepreneurship issues and why it is urgent for the companies.

- To understand how can entrepreneurial culture survive and thrive within a corporation.
- To understand what models of corporate entrepreneurship have been successful /unsuccessful.
- For the development of corporate culture that nurtures high performance teams.

For Whom

CSR/ sustainability professionals working at all levels.



Duration:

2 Days

Program Director(s) / Faculty :

Dr. A. Sahay,
Prof. N N Sharma

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.

The program is designed

- To generate the idea and relevance of creativity & innovation in individual & organizational context.

- To examine the significance of creativity & innovation at workplace and at the individual level to develop organizational leaders and business leaders as well.
- To equip participants with the attitude to challenge status quo and stir their minds towards better outcomes.

For Whom

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



Duration :

2 Days

Program Director(s) / Faculty :

Prof. Sunil Sangra
Prof. Rajeev Sharma





Mergers and Acquisitions

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&R and environmental issues.

The program is designed

- To understand the application of mergers and acquisitions (M&As) as a form of corporate-level strategy.

- To learn about target identification, due diligence, business valuation and striking the deal.
- To get sensitized to the human face of M&As and to learn about what can go wrong with the strategy if M&As are not carried out with due diligence and rigor accorded to this aspect.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Dr. A. Sahay

Research Methodology Using SPSS

Background

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

The program is designed:

- To make use of available statistical software packages like SPSS.
- To describe a number of different data analysis methods and examples of how they may be applied to solve and explain management research problems.

For Whom

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



Duration:

2 Days

Program Director(s) / Faculty :
Prof. G N Patel

Strategic Thinking and Innovation

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.

The program is designed

- To understand the concept of delivering results and meeting business expectations.
- To understand the importance of entrepreneurial and commercial thinking.
- To analyze the ways of performance excellence.
- To understand the role of continuous improvement in process excellence.
- For self assessment.

For Whom

For middle level managers.



Duration:

2 Days

Program Director(s) / Faculty :
Prof. Sunil Sangra,
Prof. Rajeev Sharma



STRATEGIC MANAGEMENT

Superior Strategy Execution Through Mapping, Translating & Aligning Strategy

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.

The program is designed

- To identify barriers and drivers for successful strategy execution.
- To articulate strategy by building a strategy map.
- To plan strategy by developing a balanced scorecard.

- To develop measures and targets for identified strategic objectives.
- To align all elements of the organization to its mission and vision.
- To review the execution of strategy and adapt as needed.
- To communicate the strategy across the organization.
- To build the framework for a robust performance management system.
- To organize for effective strategy execution.

For Whom

Senior management from any business organization from any functional area.



Duration:

2 Days

Program Director(s) / Faculty :
Prof. Sunil Sangra

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.

The program is designed

- To understand the role that strategy can play in creating enduring value.

- To understand the role of vision, mission and values in developing strategy.
- The meaning and value of competitive position and competitive advantage.
- To develop the ability to understand your competitors and their moves.
- To identify ways for growing businesses.
- To realize the hyper competitive nature of markets and the need to innovate.
- Issues in implementing strategy.

For Whom

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



Duration :

2 Days

Program Director(s) / Faculty :
Prof. Sunil Sangra





Certified Supply Chain Manager

Background

Certified Supply Chain Manager training program provides the knowledge that helps to achieve profitability through supply chain efficiency and responsiveness. The time-tested principles allow you to fit your supply chain strategy with the overall business objectives and extend the scope throughout its partners and channel members.

The program is designed

- Learn the concepts and terms associated with SCM.
- To find out about the supply chain drivers and obstacles.
- To learn about supply chain channel members and strategic partners.
- To explore Lean, Six Sigma and theory of constraints.

For Whom

Professionals from all business functions.



Duration:

4 Days

Program Director(s) / Faculty :
Prof Rajeev Sharma

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.

The program is designed

- To generate the idea and relevance of TQM in individual & organizational context.
- To generate awareness among the participants about Costs associated with quality and their distribution over the process of quality management.
- To discuss the business Excellence model to highlight the implication of Quality mindset on business goals.

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 Director(s) / Faculty :
Prof Rajeev Sharma





Global Supply Chain Management

“Working Towards Synchronized Supply Chains”

Background

To address the contemporary concern of working executives as to how to equip your supply chain for a downturn before it happens and respond effectively when it does. This program is designed to focus the middle and lower level executives, to cultivate the understanding of recession and its supply chain reactive aftermath.

The program is designed

- To generate the idea and relevance of supply chains as critical success factor for the business performance.

- To examine the significance of Inventory management, customer relationship management & vendor relationship management in the growing competition scenario.
- To equip participants with the understanding for supply chain dynamics, performance matrices and latest trends.

For Whom

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



Duration:

1 Day

Program Director(s) / Faculty :
Prof. Rajeev Sharma

Process Improvement

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

The program is designed

- Analysing processes to understand simple flow concepts, bottlenecks, and capacity
- Understanding how variability affects process outcomes
- Using simple simulations to make process related decisions
- Exploring real world examples of process improvements that have led to significant improvement in performance



Duration:

3 Days

Program Director(s) / Faculty :
Dr. A. K. Dey,
Prof. Somonnoy Ghosh

Quality, Lean Systems, and 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

The program is designed

- The multiple dimensions of quality from the perspectives of multiple stakeholders
- Statistical process control and process capability
- The concept and rationale behind six sigma
- The virtues of the Toyota Production System



Duration:

3 Days

Program Director(s) / Faculty :
Dr. A. K. Dey,
Prof. Somonnoy Ghosh



BOUQUET OF OFFERINGS
2016-17

SUPPLY CHAIN LOGISTICS & OPERATIONS MANAGEMENT

Supply Chain Management

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. Facilitated by experts who have years of experience both in the industry and in teaching, this programme will expose participants to

The program is designed

- Supply chain strategy, its linkage with business and operations strategy, and how to structure supply chain drivers to support the supply chain strategy
- Tools to design the supply chain network that optimize the value delivered to customers
- Practice-oriented approach to inventory management
- Tools to optimize total logistics costs and last mile delivery



Duration:

3 Days

Program Director(s) / Faculty :

Dr. A. K. Dey,
Prof. Somnnoy Ghosh

Supply Chain Management

"Supply Chain a Critical Success Factor"

Background

Total Quality Management (TQM) is a tool to set guiding principles that represent the groundwork of Indian economy is growing at a pace, with leaps and bounces, past, now and future is growth bound, FDIs, emergence of retails industry, shift of power from manufacturers to retailers, competition has chosen a new reason in growth by focusing supply chains as strategies, and logistics as the must support to supply chains, emergence of supply chain solution providers, logistics service providers and of-course the opportunities to the people to seek carriers, growth and stability.

The program is designed

- To generate the idea and relevance of supply chains as critical success factor for the business performance.
- To examine the significance of inventory management, customer relationship management and vendor relationship management.
- To equip participants with the understanding for supply chain dynamics, performance matrices and latest trends and logistical management.

For Whom

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



Duration :

2 Days

Program Director(s) / Faculty :

Prof Rajeev Sharma





Corporate Social Responsibility

Background

The concern about the impact of business on society is a global one. It is driven by a gamut of dynamic societal expectations. In this context, the concept of Corporate Social Responsibility (CSR) has acquired newer dimensions. Philanthropy is significant but limited in its efficacy and scale to achieve the desired strides in sustainable and inclusive development.

The program is designed

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

For Whom

CSR/ sustainability professionals working at all levels.



Duration:

2 Days

Program Director(s) / Faculty :

Prof. N.N. Sharma,
Dr. Vineeta Dutta Roy

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.

The program is designed

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

For Whom

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



Duration :

1 Day

Program Director(s) / Faculty :

Dr. Rahul Singh,
Prof. N. N. Sharma





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, inclusiveness would deem strategic networking of the organizations with no spat with government and society. Sustainability has been captured from the perspectives of sustainable and inclusive development. In an emerging market, organizations need to view both to avoid consequences of economic inequality.

The program is designed

- To develop the strategic correlation of sustainability and Inclusiveness.
- To capture all terminals of sustainable development and inclusive development.
- To develop the concepts of sustainability and inclusiveness and help align the business accordingly.

For Whom

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



Duration:

1 Day

Program Director(s) / Faculty :

Dr. Rahul Singh,
Prof. N. N. Sharma

Project Design & Management for NGO Managers

Background

The role of Non Government organizations (NGO's) is supplementing the government actions for social development assumes greater importance today. Both national and international bodies are investing a huge amount of resources, both financial and human for implementation of several development projects both in rural and urban location. 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.

The program is designed

To help the participants update, acquire knowledge and get practical guidance to hone their skills for designing and managing social development projects effectively and efficiently.

For Whom

Persons working at the project level, managers of NGOs, development agencies, MSW, rural development professionals.



Duration :

7 Days

Program Director(s) / Faculty :

Prof. N.N. Sharma,
Dr. Vineeta Dutta Roy





CORE FACULTY

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**Birla Institute of Management Technology**Email: director@bimtech.ac.in*

Dr. Harivansh Chaturvedi is professor and Director of the Birla Institute of Management Technology (BIMTECH) since 1999. Dr. Chaturvedi has positioned Birla Institute from a very small business school to top 10 private b-schools of India. He obtained Masters Degree in Commerce and Doctorate in Business Management from Agra University, Agra. He has more than three decades experience in teaching, research and academic administration. As former Director in All India Council for Technical Education, New Delhi, a statutory body under MHRD, Government of India, he has been associated with formulation of policies, planning, regulation and control of Management Education as well as other disciplines under technical education. While working with the National Board of Accreditation (NBA) and the Board of Studies in Management of AICTE, he contributed in the application of various quality concepts in Management Education.



Dr. Chaturvedi has initiated many activities to build research profile of business education and he is associated with several journals nationally and internationally. He has also contributed to the launch of four reputed refereed journals and a national report for India.

For his contributions, Dr. Chaturvedi was conferred Honorary Professorship by the St. Stevan University of Hungary in 2007. He is regularly invited by leading electronic channels and news papers to present his views on contemporary issues. He has several books, research papers, and articles in his credit. Dr. Chaturvedi has been invited in national and international conferences as speakers. Dr. Chaturvedi has acted as a thought leader for higher education in India. He has been the concept maker of "Education Promotion Society for India (EPSI)" a national association of education institutions to facilitate development of education sector. He also sits in the Board of several business schools and engineering colleges and universities, and companies and NGOs. He has been invited to be part of the committees by Ministry of HRD, Government of India for higher education; AIMA council, Ministry of Petroleum, Government of India, AICTE etc. in addition to the responsibility of Alternate President of EPSI.

**Dr. Anupam Varma***Professor and Deputy Director & Dean (Academics)**Email: anupam.varma@bimtech.ac.in*

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

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

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.





MANAGEMENT DEVELOPMENT PROGRAMS 2016-17

Dr. A. Sahay

Professor and Dean-Research

Email: arun.sahay@bimtech.ac.in

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



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



Prof. Kishore K Sinha

Professor and Dean - Development

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 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 - Development**, 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 recently launched 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"

Dr. Rishi Tiwari

Sr. Librarian and Proctor- Students Welfare

Email: rishi.tiwari@bimtech.ac.in

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.



MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



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.

Prof. R J Masilamani

Professor, Strategic Management

Email: rj.masilamani@bimtech.ac.in

Prof Masilamani has worked for thirty five years in industry mainly with the TATA group of companies and with J.Vs the group was associated with, including the Pepsico J.V. and the Timex J.V. He was the Managing Director of Timex Watches Ltd. from 1991 to 2000. He served as the Director General, Fertilizer Association of India from 2001-2002 and has been a consultant to several companies in the Automobile, Power and the Retail sectors. Prof. Masilamani completed his BE (Mechanical) from Anna University and PGDM from IIM Ahmedabad. A Rank holder in IIMA, he was selected for the Tata Administrative Service, considered as one of the most prestigious industry cadres. He has taught various courses in Strategic Management and other general management courses in several leading business schools including IMT Ghaziabad, BIMTECH, Delhi University, and Fore School of Management. He was the Programme Director for MBA Telecom Management at Amity University and has conducted many Management Development programmes at leading corporates including NTPC, ONGC and Cognizant.



Dr. G.N. Patel

Professor, Operations and Decision Science

Email: gn.patel@bimtech.ac.in

Dr. G.N. Patel is currently heading the area of Operations, IT and Decision Sciences at BIMTECH, India. 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 Indian School of Mines, Dhanbad in Applied Mathematics. He is also an alumnus from IIM, Ahmedabad. His interest lies in Mathematical Programming, Efficiency Measurement. He has more than 120 papers published in both National and International journals of repute. He has successfully guided fifteen 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. He has conducted more than 50 workshops in his research areas.

He has also conducted numbers of Executive Development and Faculty Development Programmes on Performance Measurement, Data Envelopment Analysis, Analytic Hierarchy Process and Research Methodology both in India and abroad. He is also a resource person for many academic staff colleges, workshops and conferences.

Dr. Jagdish Shettigar

Professor, Economics and Chairperson, Centre for Retail Management

Email: j.shettigar@bimtech.ac.in

Dr. Jagdish Shettigar is a Prof. of Economics and an advisor International Centre for Public Policy. He is associated with BIMTECH Since September 2007. He did his Ph.D from IIT Delhi in the Year 1998 and did MA Economics from Banagalore University in the Year 1973. His research interests include Policy related issues, International economic relations, Assessment of economic situation and infrastructural sectors. Dr. Shettigar's selected publications are R & D Efforts by Indian Industry, Energy Conservation and its effects: Case Study of Indian Industry and Impact of pollution control initiatives by Indian industry. Dr. Shettigar is guiding Dr.Vineeta Dutta Roy in her research project on: Special Economic Zones.-A Strategy to Speedy Economic Development.



Dr. Shettigar started his carrier as a senior research officer, commerce research bureau Mumbai from 1979 to 1980. He worked as a Senior Economist ASSOCHAM from 1980 to 1989, He did consultancy work from 1991 to 2006. He also worked as a Member, Prime Minister's Economic Advisory Council 1999-2004 and National Security Advisory Board 2000-2002. He was a Director in Boards of Directors, MTNL and IREDA from 2000-04. Dr. Shettigar was also a member of Advisory Board, Khadi and Village Industries Commission from 1998-2000 and worked as a trustee New Mangalore Port Trust from 2003-05. He was a member of MOU-Taskforce, Dept. Of Public Enterprises, Govt. of India from 2010-11, and a member of Board of Governors, IIT-Madras.



MANAGEMENT DEVELOPMENT PROGRAMS 2016-17

Dr. Arvind V. Shukla

Professor (Marketing) and Chairperson (Admissions)

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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.



Prof. Dhruva Chak

Professor and Area Head, Marketing and Business Communication

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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, Chairperson of the Centre for Faculty Development, till recently Prof Chak was Head of the both the Marketing and Business Communication Areas at the BIMTECH, Greater Noida. He teaches the Core Marketing Management Course and Services Marketing and Product and Brand Management electives 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 UH. 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. His literary interests have resulted in the writing of five books spanning fiction, poetry and short stories.

Prof. Ashok K Malhotra

Professor and Chairperson Centre for Business Management

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



Dr. B K Das

Professor, Finance

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Dr. B.K. Das, a Ph.D. in Economics, holds a Law degree and also CAIIB and Dip in Business Management. He is a career banker working in a leading Public Sector Bank for 36 years which include 3 years with Govt of India and 2 years with State Govt. As General Manager of the Bank he has worked in almost all departments like Credit, Personnel, Vigilance, General Adm, Recovery and Priority Sector. He visited Bangladesh under UNDP sponsorship to study Bangladesh Grameen Bank under the guidance of Prof Yunus, the nobel laureate. Dr Das joined the BIMTECH in 2009 as Professor and Advisor and at present he is also the Director of Birla Global Institute. He has also worked as Chairman of the Recruitment Board for recruitment of Probationary Officers by all the Public Sector Banks for the last 3 years.

**Prof. K. K. Krishnan***Professor, Insurance and Risk Management**Email: kk.krishnan@bimtech.ac.in*

Prof. K. K. Krishnan, Chairperson, Centre for Corporate Relations and Professor of Insurance, 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 NOESIS (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, Bloomberg TV, News Nation TV etc. on behalf of BIMTECH.

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

Prof. Sunil Sangra has 27 years of diverse experience working with leading business organizations in India, in the banking, media, and consulting sectors. He has also played an entrepreneurial role in helping grow a small partnership firm to a publicly listed company with the distinction of issuing the most successful IPO in the Indian media sector ever, with subscriptions exceeding US \$ 1 billion. He was also part of the Palladium Group's consulting team in India as Principal Consultant where he guided companies in their strategy management processes. He was also part of a World Bank funded team that worked with numerous Indian companies, across sectors, in helping them develop overseas markets with a focus on the Triad countries. Prof. Sangra now balances his time between teaching and consulting. He teaches Strategy, International Business and Innovation Management to MBA students At BIMTECH and other leading business schools in India. He is also a faculty and a mentor for the Goldman Sachs "10,000 Women Entrepreneurs

Initiative". He continues to consult in strategy for companies in India and the Middle East. He is active in conducting executive education programs. He is also a Principal at the IXL-Center, a Cambridge (Boston) based firm engaged in consulting and training for Innovation. Prof. Sangra has trained extensively with Arthur D. Little at Cambridge, Massachusetts, USA, in International Business Strategy. He has also practiced and trained extensively with Kaplan and Norton's (Harvard Business School) Balanced Scorecard Collaborative in the area of Strategy Execution. He has a full-time MBA from the Indian Institute of Management at Luck now and Bachelors-Honours in Economics.

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

Prof. N. N. Sharma, Professor of Community Development and Livelihood, is a Mechanical Engineer and carries over 37 years of rich experience with the government, UNIDO and other organizations. Throughout the span of his career Professor Sharma has also been involved as consultant for several International and National Organizations such as Coffey International development, UK/ Australia and UNIDO.





MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



Prof. Akhil Pandey

Professor and Chairperson-Centre for Management Development & Consultancy

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With a career spanning more than 48 years with the TATAs, Prof. Akhil Pandey has been an architect of IT reforms and benchmark implementation for several leading Indian corporates such as Tata Steel, Essar Group, Tata Consultancy Services and TCG Software etc. Since April 2003, he has been associated with North Delhi Power Limited for spearheading the IT reforms in the power distribution sector. The pioneering initiatives implemented under his stewardship have brought a sea change in Power distribution business and as a result, NDPL's IT implementation is being considered as a benchmark. His last role was as an advisor to Managing Director and mentoring NDPL on strategic and human resource matters. 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.

Dr. Parameswar Nayak

Professor (OB/HR) and Director, BIMTECH - Bhubaneswar

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Dr. Nayak has done Post Graduation and Ph. D in Personnel Management and Industrial Relations and MSW (Labour Welfare & HR) from Delhi University. He has over 27 years of experience in teaching (both in India and overseas), training, research and consultancy. Besides being in the position of a full Professor for last 15 years, he has served in the capacity of Dean, Director(Academic), and Director of a few B-Schools and Universities in India.

He has conducted over 200 training for corporate executives of Neyveli Lignite Corporation, NTPC, NSPCL, NHPC, JSPL, Jindal Power Ltd., IFFCO, PowerGrid, SJVN, SAIL-RSP, UCO Bank, Allahabad Bank, Red Cross, UNICEF etc. Areas of his training expertise include Leadership Development, Team Building, Conflict Management, Change Management, Competency Mapping and Development, Creativity and Innovation, Learning Organization, Performance Management, Values, Attitudes & Ethics, Time Mgt., Employee Engagement, Talent Management, Stress Management & Employee Motivation, HR Redundancy Management, Inter Personal Skill Development, OD & HR Restructuring, Corporate Governance, Planning & Management of Development Projects. His publications include two books and several research papers besides his doctoral guidance. He has been invited by institute/university of repute, both in India and overseas, as visiting professor to teach HR & OB courses as well as speaker/Key Note speaker in conferences. He is associated with a dozen of professional bodies. He is a member of Knowledge Committee of PHD Chamber of Commerce, New Delhi and member of ISTD's Testing & Certification committee. He has received Elvina The Luke Award of Delhi University in the year 1989 for his academic achievement and received doctoral and other research fellowship from ICSSR and UGC.



Prof. Pankaj Priya

*Associate Professor (Marketing and Retail Management) and
Chairperson-Centre for Retail*

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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 12 articles in various national journals, has one published article in international Journal (Market Intelligence and Planning) and co-edited one book on Communications and reviewed another book on Retail Management by Oxford publications. He has written chapter on Merchandising in a book published by Czech University in 2010. He is a reviewer for Journal for Retailing and Consumer Services (Elsevier Publications). He has presented two papers in national seminars, which were sponsored by AICTE. He got recognition as a teacher in Marketing when he

was awarded as the best teacher in Marketing Management by Dewang Mehta Foundation at the national level in 2009.

He has been a resource person in the MDPs conducted at Central Warehousing Corporation (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 appears on the website of DIPPI, Ministry of Commerce, Government of India. He has delivered a talk on the same at seminars organized by WASME. Areas of Interest are Retailing, Sales and Distribution, Brand Management Advertising and Sales promotion.

**Prof. Shylaja Iyengar, FII***Associate Professor, Business Communication**Email: s.iyengar@bimtech.ac.in*

Prof. Shylaja Iyengar has a career span of more than two decades in the corporate (Insurance and General Industry) as well as the Education Sector.

Currently, she is with BIMTECH, Bhubaneswar as Assoc. Professor, and teaching Business Communication. Prior to this she was the Chairperson of Business Communication Area and also a faculty with the Centre for Insurance and Risk Management at BIMTECH, Noida. She has been with the institute since 2006. Her teaching experience has seen her handle assignments in General Insurance, Business Communication and Soft Skills.

A Science Graduate from Bangalore University, Prof. Shylaja is a PGD in Business Administration, an MBA (Education Management) and also a Fellow of The Insurance Institute of India, Mumbai. Prof. Shylaja interacts with the Industry very actively.

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

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

**Dr. L Ramani***Associate Professor Finance**Email: l.ramani@bimtech.ac.in*

Dr. L Ramani is an Associate Professor with Birla Institute of Management Technology Greater Noida. He holds PGDBM from Institute of Management Technology Ghaziabad and doctorate in Finance from VMOU Kota. He has been teaching for more than 18 years. His research interest includes banking and finance. He has done many MDPs for corporates at various levels. He has written and presented papers in international conferences.

Dr. Manosi Chaudhuri*Associate Professor and Head – OB/HR Area**Email: manosi.chaudhuri@bimtech.ac.in*

Dr. Manosi Chaudhuri is presently Associate 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, her research interests include Occupational Stress and Health, Employee Engagement, Management of Organizational Change and Organization Development. She has attended and presented papers at many national and international conferences. Many of her papers have been published in edited books and reputed journals. Prior to her assignment with BIMTECH, Dr. Chaudhuri was actively engaged in academic research and teaching at the University of Allahabad, Allahabad and G B Pant Social Science Institute, Allahabad in the areas of Organizational Behaviour and Human Resource Management and Development. As a Research Officer at G B Pant Social Science Institute, she has undertaken projects for evaluation related to social and community development.



During her tenure with BIMTECH since 2004, Dr. Chaudhuri has initiated and adroitly convened three national level conferences under the banner of 'The India HR Summit'. She has conducted Management Development Programmes in the areas of Emotional Intelligence, Leadership, Motivation, Team Building and Human Resource Management for leading organizations like NTPC, THDC, NHPC, Power Grid, EdCIL, NBCC, Jindal Steel and Power Limited (JSPL), Jindal Power Limited (JPL), IFFCO, UCO Bank, Amar Ujala and NIESBUD. She has also developed and elucidated these themes with the help of a case, based on a popular movie. One of her recent assignments was with Jindal Shaded Iron and Steel in Oman where she conducted MDPs on Team Building and Executive Development. She has also been involved in Consultancy Assignments with NSPCL and in Aditya Birla UltraTech.



MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



Prof. Somonnoy Ghosh

Associate Professor

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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. 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 14 years of teaching experience at post graduate level at various University departments and institutes. In last two years has conducted 15 Management Development Programs (MDP) in the area of International Business across all parts of the country. This includes both open and in-company programs for reputed government organization like State Trading Corporation (STC), PEC, Handloom and Handicraft Export Corporation (HHEC) and private organizations like GPI. His current areas of interest are international marketing, international trade operations and sector specific export strategies. He has attended and presented papers at various national and international conferences.



Dr. Abha Rishi

Associate Professor in International Business

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Prof. (Dr.) Abha Rishi is an Associate Professor in International Business. She has 22 years of experience in the field of international trade- in industry and academics. She is an EEC Honors from STVP, Stanford University. Her other qualifications in the field of International business and management are a PhD, M. Phil, 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 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 in Zambia, Russia, Zimbabwe, Kenya, Colombia, Dubai and USA as part of her work and also for research. 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 March 2015. Presently she is also the Chairperson for the Centre for Innovation and Entrepreneurship Development (CIED) at BIMTECH.

Dr. Girish Jain

Associate Professor, Finance

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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.



**Dr. Vineeta Dutta Roy***Associate Professor and Lead CSR**Email: drvineetaduttaroy@bimtech.ac.in*

Dr Vineeta Dutta Roy, Associate Professor and Lead CSR at BIMTECH has 17 years of experience in academics. She has done her post graduations in Chemistry and Business Management respectively and her doctorate in Business Administration from Aligarh Muslim University, Aligarh. She was selected and supported by the British High Commission for a study in CSR and represented India at the University Of Bath, UK in 2004. She has been associated as a consultant in the area of CSR with the British Council for the last 8 years now. Her area of work involves teaching, researching and conducting training programmes and workshops for public and private sector companies. As a corporate trainer, she has been associated with companies like Aditya Birla Cements, SAMTEL, GCMF (Amul), NTPC and SAIL and has also delivered trainings to IAS officers and management educators across the country.

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

Prof. Kamal Kalra*Associate Professor Finance**Email: kamal.kalra@bimtech.ac.in*

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

**Prof. Manoj K Pandey***Associate Professor, Insurance & Risk Management**Email: manoj.pandey@bimtech.ac.in*

Prof. Manoj K Pandey holds master degree in Management and is an Associate Member of Insurance Institute of India. He has over 22 years of professional industry experience in life insurance sector. Prof. Pandey was with LIC of India for 17 years and served in different functional area. His last assignment was as Country Head for the Sultanate of Oman. He served for three in private sector in life & medical insurance in Gulf before joining BIMTECH as faculty in year 2011.

Prof. Pandey has his teaching & research interest in life insurance & marketing area. He is pursuing his Doctoral studies from BIMTECH.

Prof. Krishna Akalamkam*Associate Professor,**Marketing Research & Consumer Behavior*

Prof. Krishna Akalamkam is an Associate Professor at Birla Institute of Management Technology (BIMTECH). Prof. Akalamkam's main focus areas include marketing, marketing research and consumer behavior with a special focus on consumer online shopping behavior. He teaches an elective course on Digital Marketing to second year PGDM students at BIMTECH. Prior to joining academics, he has worked for more than seventeen years in the corporate sector, including fourteen years in marketing research industry and three 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. Prof. Krishna has done his bachelor's degree in Chemical Engineering from Andhra University College of Engineering and MBA from Faculty of Management Studies (FMS), Delhi University.





MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



Dr. Meena Bhatia

Associate Professor Finance

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Dr Meena Bhatia has over 19 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.

Prof. Himanshi Tiwari

Assistant Professor HR

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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 academicians 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. One of the recent case studies written by her has been awarded under the Best Case Award by The Case Centre UK.



Prof. Rajeev Sharma

Assistant Professor, Supply chain and Operations

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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 15 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 BIBCOLD to name few. His areas of expertise are operations, quality, inventory, supply chains. He also has flair for entrepreneurship, creativity and Innovation.



Dr. Pooja Misra

Associate Professor, Economics

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Dr. Pooja Misra, Associate Professor has a work experience of 21 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.

Dr. Archana Shrivastava

Associate Professor & Head, Business Communication

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Dr. Archana Shrivastava joined Birla Institute of Management technology in 2008. She is Associate Professor & Head- Business Communication Area. Worked at various universities and colleges, she holds 17 years of rich teaching and training experience.

Dr. Shrivastava earned her Ph.D. and M.A. 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 peoples' 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) & ELTAI (English Language Teachers Association of India).

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 journals like Emerald, and Case Centre (European Case Clearing House).

She is a recipient of travel grant awarded by AICTE in 2015 for presenting her research study at Columbia University in New York.

Dr. Shrivastava has more than 18 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 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. Jaya Gupta

Associate Professor, OB and HR

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Dr. Jaya Gupta is an Associate Professor in Organizational Behavior and Human Resource Management at BIMTECH. She has over 18 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.



MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



Prof. Chanchal Kushwaha

Asst. Professor, IT

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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.

Prof. Nimisha Singh

Assistant Professor- Decision Science, Operations & IT

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Nimisha Singh holds a degree of Bachelor in Applied Science from Delhi University and MCA from SNDT University, Mumbai. Currently she is pursuing FPM. She is also the Head of Centre for International Affairs looking after the collaboration and academic engagement with foreign universities.

She has published and presented papers in national and international conferences. Her area of interest for teaching and research are ERP, software project management, information management and cyber security. She has conducted training programs for information management, e-commerce and social media marketing.



Prof. Manujata

Assistant Professor, Business Communication

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

She has over 7 years of experience in teaching and training and had been associated with Lovely Professional University, Jalandhar and NIMS, Delhi before joining BIMTECH. Her teaching interests include Business English, written and oral communication skills, voice and accent, and personality development.

Prof. Navin Shrivastava

Assistant Professor, OB/HR

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Prof Navin Shrivastava is an MBA (HR), LL.M. (Corporate Laws) and UGC (NET) qualified person with strong interpersonal communication skills, having more than 13 years of experience in Management teaching and consultancy. An ardent propounder of developing value based system for institution building, his areas of expertise are Human Resource Management, Institution Building, and Talent Management, Business Laws, Intellectual Property Laws, Industrial Relations and Labour Laws. He has actively conducted Management Development Programmes at Government and Non Government Organization.





MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



Dr. Nitika Sharma

Assistant Professor OB and HR

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Holds Master of Business Administration in Human Resources and Ph.D. degree in the area of Human Resource Accounting from Guru Gobind Singh Indraprastha University, Delhi. She is trained in experiential learning model for managing change through group processes and is a certified Assessor for Assessment and Development Centre (ADC).

She has more than 15 years of industry and academic experience. She takes papers in the area of Strategic Human Resource Management, and OB/OD for students at Postgraduate level. She has published several research papers in various national and international journals as well as presented papers at various national and international conferences.

With an interest in academics she is involved in conducting training programmes in the area of Employee Involvement and development with special reference to 'Team Building' and 'Leadership skills development'. She has done these programmes successfully with HERO Group, ConAgra India, NTPC, NSPCL, IFFCO, UCO Bank to name a few. She is actively involved in consultancy with special emphasis on SME'S and Medium Sized Organizations. Currently she is also involved in the Consultancy project- 'Strategic Technical Mentoring' with UltraTech, Aditya Birla Group. She is also associated with 'Goldman Sach's 10,000 Women Entrepreneurs', as mentor and trainer.

Prof. Saloni Sinha

Assistant Professor, Business Communication

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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 15 years of academic, research 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.



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. Pradipta Kumar Sanyal

Asst. Professor, Finance

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Dr. Pradipta Kumar Sanyal holds PhD in Business Management specializing in the area of Finance and currently pursuing his D.Litt. in Business Management. He has total 17 years of experience out of which 13 years in teaching MBA students at various Business Schools of repute across India and 6 years of Professional Experience as Tax Lawyer. Dr. Sanyal is also a member of Orissa Bar Council and provides consultancy related to Taxation and Finance. He conducts Management Development and Faculty Development Programmes on regular intervals in the area of Finance. He conducted several MDPs on "Finance for Non-Finance" and have always been well appreciated by organization like NALCO, IFFCO and other reputed organizations. His research interest includes Applied Financial Econometrics and particularly in the area of Time series Analysis. His book titled "India Stock Market Volatility" got published by Lambert Academic Publishing Germany. His research papers on Stock Markets Volatility, Stock Markets Integrations and Market efficiency got published in both National and International Journals.





MANAGEMENT DEVELOPMENT PROGRAMS 2016-17

Dr. Ritu Srivastava

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Dr. Ritu Srivastava has a Masters Degree in International Business Management and she is UGC -NET qualified in Management Studies. Her doctoral research work is in the area of cross border mergers and acquisitions. She has an experience of 14 years in the research and academic field. Her areas of academic interest are International Business Strategies, International Commodity Management and Global Geography of Trade. She has undergone training in International Logistics in Sri Lanka Ports Authority and has participated in several national and international conferences and seminars.

She is also the founder member of an NGO working towards rehabilitation of street children in Lucknow.



Prof. Arindam Banerjee

Asst. 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 is presently pursuing 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 10 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 Global Journal of Management (ISSN 2348-8581). He is also member of editorial board of 'Business Perspectives', research journal published by BIMTECH. 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.

Dr. Itilekha Dash

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Dr. Itilekha Dash has more than 16 years of work experience which includes industry and academics. She has graduated in the discipline of Personnel Management and Industrial Relation (PM&IR) from Utkal University, Odisha.

She has done her doctoral study in the area of 'Organizational Values' from Mother Teresa University, Kodaikanal, Tamilnadu.

Apart from this she has done Diploma in Training and development from ISTD, New Delhi. She is a certified HRD Auditor from TVRSL and an Instructional Designer.

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



Dr. Archana Singh

Assistant Professor, Quantitative & Operations Management

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Dr. Archana Singh is 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 13 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 of Marketing Research and Quality Control.



MANAGEMENT DEVELOPMENT PROGRAMS 2016-17



Dr. Eeshani Saraswat

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Dr. Eeshani Saraswat is an expert in the field of Business Communication, Communication skills, English literature and Event Management. She has been responsible for the overall personality development and soft skill enhancement of students as well as people from the corporates.

Her forte lies in possessing impressive soft skills, public speaking, image management and counselling.

A gold medalist and a university rank holder, she pursued her honors degree in English from St. Bede's college Simla, thereafter completed her post graduate degree in English literature from Panjab University Chandigarh followed by an M.Phil degree and a diploma in PR and Event management. Her doctoral research has been an interdisciplinary work of English Literature and Cinematic studies.

Apart from having a bright academic career, she has a few publications to her name which are published in National and International journals. Her interest also lies in attending and participating in International Conferences and Seminars and contributing to the field of research.

Along with being an assistant professor, she has been a host for a number of National and International events, hosted a few radio programs and has video recorded a number of lectures for the online courses. She has also been an avid trainer and has conducted soft skills/ English training for Ex-Army personnel, corporate managers, probationary officers and technical as well as non- technical staff from the industry.



Dr. Anindita Sahoo

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Anindita Sahoo is an Assistant Professor with Business Communication Area, BIMTECH, Greater Noida. She has obtained her PhD from the Indian Institute of Technology Delhi, India. Her primary research interests are in Language and Communication Studies, Linguistic Typology and Syntax. Anindita's current research focuses primarily on pragmatic aspect of copula constructions in Indo-Aryan languages.

She has collaborated with researchers from Hong Kong Polytechnic University, Hong Kong and Sun Yat-Sen University, China. As far as Anindita's research in Business Communication is concerned she tries to understand the nuances of intercultural communication which is used as a strategic tool for binding an organization. She has published papers in various national and international journals.

Since her PhD days in IIT Delhi, Anindita has been presenting papers regularly in different academic conferences in India and abroad.

She has been an invited speaker in prestigious universities like Hong Kong Polytechnic University, Hong Kong and BITS Pilani (Hyderabad Campus). With more than 9 years of teaching experience, Anindita has contributed in organizations like Amity University and Galgotias University.



Leadership Development Program, Puri

Glimpses of past MDPs



Foundation Course in General Management for
NTPC Ltd. Southern Region



Leadership Program - GAIL



NHPC Competency Mapping



Leadership Development Program, Delhi



Leadership Development Program, Mumbai



Leadership Development Program, Puri

Glimpses of past MDPs



Leadership Development Program, Chennai



Leadership Development Program, Patna



Leadership Development Programme at Puri



OBT for NHPC at Jaipur

Glimpses of past MDPs



MoU Signing with NTPC Ltd. at PMI, Noida



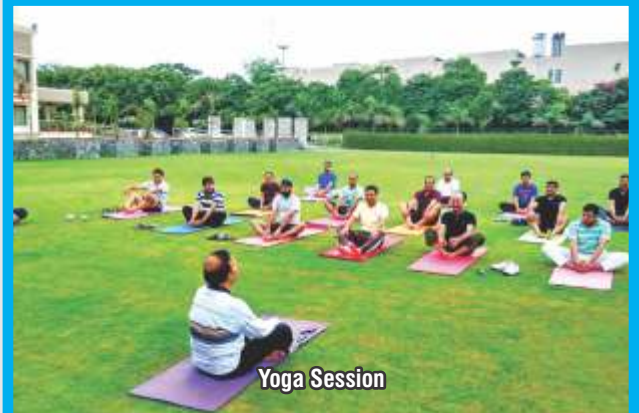
NTPC SR DL Visit 2



Leadership Development Program, Puri



OBT for NTPC Ltd. SR Bhimtal



Yoga Session



MoU with Power Grid

Glimpses of past MDPs



Leadership Program - GAIL



Leadership Development programme Inauguration by
Padamshree Dr. Pritam Singh



Glimpses

HR-Round table Series





General management programme at BIMTECH for NHPC



Foundation Course in General Management for NTPC Limited-Northern Region, 12-23 December, 2016 (Batch-III)



HR Summit for Energy Sector

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HR-Round table Series



NHPC Team Building Games



HR Summit for Energy Sector

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



Basic Management programme at BIMTECH for NHPC



HR Summit for Energy Sector - 2



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HR-Round table Series



HR Summit for Energy Sector - The Organizing Team



Foundation Course in General Management - NTPC Ltd. DBF



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- Consistency and good past academic performance.
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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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