





## *India At The Threshold Of Development Revolution*

Development leadership demands sustained education on a continuing basis. Such a learning experience would call for an intense theoretical and practical exposure at the ground level in addition to formal class- room orientation. India is at the threshold of development revolution. It has acquired global recognition on emerging social and technological map. Indian economy has been striving in spite of the global melt down. IDMAT's effort to give momentum to such an endeavour has gained wide acceptance in the recent past.

The concept of development learning has acquired one of the most striking agenda by the donors, corporate world and Government for planned career growth of their employees. Several social agencies have taken off the ground by their strategic development education focus yet the limited learning opportunities with poor exposure to ground experiences do not build right talent for the organizations. Many development support agencies have not paid adequate attention to this effect but growing development concerns with emerging socio-political agenda has aroused interest and motivation to learn the integrated development management science. IDMAT has been the pioneer on this movement and it has taken lead in building strong human resource foundation all over the country, particularly, in South Asian region for more than a decade. Long term teaching programme envisaged by IDMAT learning center has been initiated as an offshoot and extension of our short term courses being offered for the last one decade on different modular frames in the Asian region.



Policy makers must see such possibilities through innovative education policy that blend equity and growth together that adds creativity, tolerance, appreciation of diversity and social skills. For policy-makers outside the education sector, who may be tempted to see education in purely economic terms, the challenge is to recognize the primary purpose of education, should we attempt to provide everyone opportunity to achieve their fullest potential, both as individuals and as members of society. We may be living in the knowledge society but knowledge divide is glaring in the developing world. While we live in a knowledge economy, yet we fail to ensure that the world reaps all its benefits equitably. Development leadership would add value by having special focus of education and training that is employed in huge number by social, corporate and government development agencies.

The scenario of organisational turn-around has been posing challenges, to which organisations and employees have yet not geared up in order to face the new situation. It is estimated that more than three lac non government organizations in the country have least exposed development professionals. There has been no planned educational intervention as mid career plan except sporadic training through short term courses. A recent analysis revealed that such NGOs need more than 20 lac trained and qualified development professionals with strong pro-poor bias and concerns on annual basis in India. This demand is exclusive of Government, donors and corporate requirement with emerging thrust on corporate social responsibility.

Current resources of development agencies may not meet their talent demand but the need to address agenda has grown on a rapid pace. Our proposed IDMAT's education plan with practical insight would hasten the learning need of a large number of educated unemployed. If we do not encourage development education as a planned intervention of learning we might loose sight of the environment and changing scene around ourself. The new century will drive us to collapse and devastation. Social entrepreneurship and emerging food technology has assumed significance as sunrise sector where development leaders are likely to impact the change process.

IDMAT was the first agency in early 2001 to launch its series of distance learning programmes on related themes of integrated development management with back up of ASEED a lead non- profit and non government organisation with the support of several central and state government organizations. Cultural transformation in the society is at a faster pace than ever before. Family values are eroding like that of organisational values and belonging. People seem to use family tie for their personal ride in given business scene than to build it together for sustained growth. The proposed teaching course is a ground centric experiential model. It has strong development value driven initiative with special focus on integrated development management learning frame. We have limited seats to offer in the first batch with planned placement network well in advance Please get connected to our ambitious education project to build competencies and set mission towards development leadership for nation building.

Dr. Nagendra P Singh  
Director General, IDMAT

**A**n Institute that has evolved its own identity as an International body in the field of Development Management. IDMAT an associate of ASEED (Asian Society for Entrepreneurship Education and Development) started its mission as a capacity building division and graduated and established itself as a leading training and consulting body. It is involved in providing various capacity development activities at different levels of development, for the last 10 years. ASEED has evolved as an organization with more than two decades of rich experience with grass roots, multi-thematic orientation on varieties of development and social dialogue agenda. It has also moved to corporate linkage initiation and areas of social responsibilities over the years in different parts of North India.

IDMAT has trained till date more than 4000 professionals from around 60 countries through out the globe. IDMAT is closely working in the field of consultancy, training and research for the corporate world like GE, L&T, Bharti Telecom, Oberoi Group of Hotels, Jindals, Samtel, Proctor & Gamble, NTPC, IPCL etc. It has also developed its professional reputation in developing research and social audit functions by completing several development projects for SDC, UNDP, ILO, EU, Government of India, DFID, SIDBI, NABARD, WORLD BANK, to name a few in India and also in several South East Asian region (Nepal, Sri Lanka , Bangladesh, Malaysia , Vietnam , Myanmar , Philippines) in addition to African regions as well.

### Genesis

The organization has launched its ambitious education programme that is specifically focused to multi thematic development sector. Educational exposer to cross cutting development theme has been initiated after Aseed's rich experience of multi dimensional social innovations in different parts of India. Thousands professionals who have been trained globally by IDMAT do substitute our belief that development education is all together a different ball game compared to traditional rural development and business management teaching programme. Change of development is rooted in building imprecation to managing sustained change.

### Our Vision of the Course

Helping individuals, organizations and society towards integrated development and learning for sustainable development and setting a standard of social achievement.

### Mission

Integrating individuals, organizations and society to move towards efficient, effective and value driven accomplishment for meeting world-class standards on development learning to stimulate sustained development

### Programmes offered

1. Post-Graduate Programme In Food Process Technology and Entrepreneurship Management (FPTEM) 1 Year
2. Post Graduate Programme In Organisation Development And Change Management(ODCM) 1 Year
3. Post Graduate Programme In Integrated Development Management (PIDM) 1 Year
4. Post Graduate Certificate In Social Entrepreneurship (SE) 6 Months



Dr. Jean D Cunha, UNIFEM, Dr. Nagendra P. Singh, DG-IDMAT during the International Workshop at Bangkok January 2010

### General Eligibility Criteria:

- ? Candidates should have acquired at least Bachelor's Degree in Science/Art/Home Science/ Food Technology while applying for any of the above courses .Field experience in social & Government sector will be given weightage by admitting the candidate . Candidate should be below the age of 35 years on 31<sup>st</sup> July, 2010. Age is relaxable by 5 years for SC/ST/Women candidates. Aptitude for development sector work and orientation to move toward social innovation and social enterprise will be encouraged.
- ? Candidates awaiting their final results of their qualifying degree can also apply for the prescribed courses, but they should have secured their mark sheet for Final semester before the GD, PI session.

### How to Apply:

- ? The application form and prospectus for admission can be downloaded from the IDMAT official website that is, [www.idmat-services.org](http://www.idmat-services.org), [www.aidmat.com](http://www.aidmat.com)

- ? The downloaded application should be printed in A4 size paper .
- ? The filled in application form may be submitted to the progame director, C-8/8007, Vasant Kunj, New Delhi-110070, Ph.: 91-11-26130780 along with processing fee of Rupees 500 (Rs. 300 for SC & ST) drawn in favor of IDMAT Services Pvt. Ltd., payable at New Delhi so as to reach on or before 6<sup>th</sup> September 2010
- ? Copies of proof of educational qualification, date of birth, caste certificate if applicable are to be attached with the application form.
- ? Migration certificate from the qualifying university has to be submitted in original.

### Selection Process:

- ? After screening of candidates , eligible candidates would be called for admission Test and interview
- ? A written test would be conducted at Patna, Delhi and Lucknow centers of IDMAT followed by GD , PI round
- ? The list of selected candidates will be declared by 15<sup>th</sup> of September, 2010
- ? Admission fee should be submitted on or before 20<sup>th</sup> of September
- ? Session would commence from 27<sup>th</sup> of September

### Fee Structure :

Course	Total
FPTEM , ODCM	Rs. 30,000 for general candidates
PPIDM	Rs. 24,000 for SC &ST
SE	Rs. 14,000 for general candidates
	Rs. 11,000 for SC &ST

### Pedagogy:

A range of capacity building programs like :

Method of teaching will be driven by conceptual learning support with action learning mode & field visits. Classroom teaching programme will be heavily designed with latest multimedia tools, in addition to case work simulation & presentation. Self analysis value classification & special focus on development t intervention will be embedded in all the courses proposed below.

### Faculty:

The institute has a core faculty group that is strongly supported by eminent visiting faculty team. Their diverse backgrounds and immense experience provides valuable insights into many facets of development sector. Experienced guest speakers from Industries, business organizations, institutions and professional bodies are also invited to share their experiences.

### Award Of Certificate:

Candidates who qualify in examinations, project studies and other evaluation will be awarded a postgraduate certificate in FPTEM, ODCM, PPIDM, SE IDMAT'S Academic Council charge respectively.

The following medals will be awarded for excelling in academics:

1. Aseed Chairman's Gold Medal to the best candidate.
2. Professor Emeritus silver Medal to the second best candidate.
3. India Green Entrepreneur Award to third best student.



Dr. Nagendra P. Singh, DG-IDMAT (Center) and participants during National Seminar on Managing Change, October 2009 at IIC, Delhi

### Progress and Evaluation:

The progress of each candidate will be monitored through examination, quiz, exercises, project work and practical training. Incase of poor performance, indiscipline, misbehavior, lack of interest, poor conduct, etc. training may be terminated without assigning any reasons. In case of excessive absence, the training may also be extended.

- ? Every trimester would conclude with written tests
- ? Projects , case studies, presentations, attendance shall add up for the marks of trimester
- ? No candidate can proceed to next trimester if there is a backlog in the previous trimester.

### Details About The Courses Offered

#### 1. Post Graduate Programme in FPTEM:

Enterprisingly process in sunrise sector is a challenging initiative. Enterprises are green enterprise that are going to impact sustainable development process of the country to a great deal. Food Process technology is a set of methods and techniques used to transform raw ingredients into food or to transform food into other forms that can be consumed by humans either at their home or by food processing. It typically takes clean, harvested crops and uses these to produce attractive, marketable and often long shelf life food products. Mass production of food costs much less than the overall individual production of meals from raw ingredients.

Therefore, large profit potential exists for the manufacturers and suppliers of processed food products. Individuals may see a benefit in convenience, but rarely see any direct financial cost benefit in using processed food as compared to home preparation. Poor quality ingredients and sometimes questionable processing and preservation methods detract greatly from the overall benefit gained by individual consumers

Food Process Technology and Entrepreneurship Management possess all the aspects of methods, and techniques, assessments of market, technology, latest trends and modern techniques of packaging & available export potential. Together with national market we need to organize our entrepreneurial sprits, update information available from research laboratories, like CSIR, NRDC, CFTRI, etc. so that a lot of opportunities are available with entrepreneurs for exploitation. Enterprisingly spirit of the society would hasten the process of a strong food security nation.

### Objectives of the programme :

Enterprisingly food processing sector is a promising area in the field of job creation. It helps in growth of National income together with overall socio-economic position of producer and provides convenience to consumer respectively. The market has been growing over the years and is estimated to continue growing at a rapid pace.

1. To fully equip & enable the youth for taking up challenging assignments as enterprises and consultants in Food Processing & Preservation industry.
2. To facilitate Food Manager in Industries, Central/State units of food processing plant and also set up their own enterprises.
3. To evolve suitable strategy for creating efficient food processing management and supply trained human resource skill.
4. To take up micro-level food processing and preservation surveys, prepare data base, and work out models and programmes for wide application, awareness etc. through entrepreneurship management programme.
5. To prepare young minds toward entrepreneurial journey and help set up a viable green enterprise, green and decent jobs.

### Duration and Structure of the programme :

It is a full time course with duration of 1 year, split into 4 trimesters. Each subject would be of different credit units (1 credit unit = 2hrs.in a day).

#### FPTEM 1<sup>st</sup> Trimester

Subject	Credit Unit	Marks
Entrepreneurship motivation and innovation	4 = 8hrs per week	100
Quality orientation and strategic planning	3 = 6 hrs per week	100
Scanning & strategic management opportunities in Business Sectors	3 = 6 hrs per week	100

#### FPTEM 2<sup>nd</sup> Trimester

Subject	Credit Unit	Marks
Food chemistry and microbiology	4 = 8hrs per week	100
Principles and practices in food processing industries	3 = 6 hrs per week	100
HRD Entrepreneurship leadership	3 = 6 hrs per week	100

#### FPTEM 3<sup>rd</sup> Trimester

Subject	Credit Unit	Marks
Food technology laws and standards	4 = 8hrs per week	100
Industrial relations and labor laws	3 = 6 hrs per week	100
Entrepreneurship management and green jobs	3 = 6 hrs per week	100

FPTEM 4<sup>th</sup> trimester Project Work/Internship Field Project work for 2 months Internship with organizations 1 month.

## 2. Post Graduate Programme in ODCM

Today's world is a place of rapid and constant change and the business is changing dramatically more than ever before. Globalization and rapid technological change is a reality for today's organizations. News is constantly filled with stories on the latest mergers, acquisitions, downsizing, and globalization and so on. All this leads us to a new challenge. Theories that snugly fit into one framework today become obsolete the next day. Today, intense competition and increasing end use assertiveness force businesses to drastically cut down on their response time.

An ordinary MBA degree does not prepare oneself adequately for handling the internal processes of the organizations arising from associated changes as their major thrust is external focused. With this overview in mind IDMAT is launching Post Graduate Programme in Organization Development and Change Management which aims at grooming the professionals to make them not run of the mill managers but leaders who can meet and measure up to the emerging inbound challenges in the organization and

1. External 60, internal 40

enhancing their ability to link the management theories to action plans.

The program is highly flexible to appropriately respond to the varying needs of the professionals, further the design is based on real life contents and processes. It combines the practical “how- to” techniques with opportunities to gain a fresh perspective on organization issues.

### Objectives of the programme :

1. Encouraging and inculcating ODCM skills and facilitative strategies to address process of multi thematic convergence and change management.
2. Enabling and empowering potential change leaders with skills and strategies of an OD facilitator
3. To reinforce skill and concept of contracting, negotiating and consulting skills to address change management process.
4. Encouraging innovation, self management and responsibility for the delivery of quality services in the organization.
5. Enhancing a culture of continuing professional development and help build learning organisations.

### Duration and Structure of the programme :

It is a full time course with duration of 1 year, split into 4 trimesters. Each paper would be of different credit units (1 credit unit = 2hrs.in a day).

#### ODCM 1<sup>st</sup> Trimester

Subject	Credit Unit	Marks
Organization change and development process	4 = 8hrs per week	100
Principles of management & business ethics	3 = 6 hrs per week	100
Group dynamics and organization behavior	3 = 6 hrs per week	100



#### ODCM 2<sup>nd</sup> Trimester

Subject	Credit Unit	Marks
Organization structure design & HR Management	4 = 8hrs per week	100
Strategic management and planning for development intervention	3 = 6 hrs per week	100
Corporate social responsibility and environmental management	3 = 6 hrs per week	100



#### ODCM 3<sup>rd</sup> Trimester

Subject	Credit Unit	Marks
Change management and leadership skills	4 = 8hrs per week	100
Culture and workforce Diversity	3 = 6 hrs per week	100
Training and development process	3 = 6 hrs per week	100



#### ODCM 4th Trimester : Project Work/Internship

### 3. Postgraduate programme for integrated development management(PIDM)

The focus of the post graduate programme on integrated development management has acquired momentum in the emerging socio-technical challenge of economy. The cross cutting theme of multiple social roles. Social dialogue and multi thematic social support role has demanded critical attention for current development intervention. The emerging global scenario has been forcing the development of support education programme as an integrated cross cutting design of learning. Integrated development management education is a process of collective learning experience from different thematic insight on various aspects of social challenge.

Sustainable development process demands convergence of various thematic issues at the grass root level. Integrated district planning in order to address change management programme has assumed importance in order to steer the coordinated mechanism of development intervention. The development inertia has been rooted due to lack of disintegrated learning process where various thematic issues never converge on the common agenda of sustainable change. Integrated development drives us on the process of enabling ,stimulating and reinforcing the process of sustainable change management programme at the ground level. Government initiative on development process has never been well integrated

### Objectives of the Course:

1. To help encourage students develop integrated insight of cross cutting multi thematic development learning insight.
2. To enable the learners of develop critical insight on integrated development experiential insight from stage of social dialogue,

human process and several other technical areas of social competencies.

- To stimulate the concept of development economics, integral resource planning, monitoring and evaluation in addition to ICT to inculcate the principles and practices of integrated development learning.

### Design of the Programme

First Trimester	Second Trimester	Third Trimester
1. Integrated district development planning process	1. Development management and sustainable change	1. Community health and social dialogue only class room paper
2. Diversity and digital empowerment	2. Gender equity and development technology	2. Local self Governance and public and private partnership
3. Human process and community leadership	3. Micro finance and micro enterprise management	3. Skill building and social inclusion for sustained growth

### 4. Post Graduate Programme in Social Entrepreneurship (SE)

Just as entrepreneurs change the face of business, social entrepreneurs act as change agents for society, seizing opportunities others miss and improving systems, inventing new approaches, and creating solutions to change society for the better. While a business entrepreneur might create entirely new industries, a social entrepreneur comes up with new solutions to social problems and then implements them on a large scale. This is a comprehensive program that aims to develop sector professionals who aspire to excel in an increasingly complex and competitive scenario. The program is developed to prepare students for approaching public needs in their unique manner with a blend of entrepreneurial practices for various sectors like non-profit, profit and government sectors.

Social entrepreneurs and social enterprises share a commitment to furthering a social mission and improving the society. It is tough to define the degree to which social entrepreneurs or the enterprise can manage the toughest environmental and social issues. The course defines the efforts of citizens to create effective responses to social needs of the society. The course will also aim to create an insight about how social value is created and how social impact can be measured to create a blend of values in the society. The course will also make students aware of social ventures, business methods of NGO's, commercialization of NGO's. IDMAT aims to provide best entrepreneurial skills to craft innovative solutions to lead and fund social efforts to resolve social needs. IDMAT aspires to train potential students concerned about social change and to apply entrepreneurial approaches to social problems.

#### Objectives of the programme :

- To help students focus on roles of social entrepreneur who is concerned with increasing the social wealth by improving health care, education etc
- To make students effective and efficient to work in socio- development sector
- To acquaint students with relevant laws and procedures for launching and funding of social enterprises
- To help explore common strategies and pitfalls in creating stable, sustainable and successful social ventures.
- The course helps in crafting innovative solutions to lead and fund efforts to resolve social needs.

#### Duration and Structure of the programme :

It is a full time course with a duration of 6 months, split into 2 trimesters. Each subject would be of different credit units (1 credit unit = 2hrs.in a day).

##### SE 1<sup>st</sup> Trimester

Subject	Credit Unit	Marks*
Social development and introduction to social entrepreneurship	4 = 8hrs per week	100
Law, social work and human rights	3 = 6 hrs per week	100
Social Achievement Motivation and Excellence Orientation	3 = 6 hrs per week	100

##### SE 2<sup>nd</sup> Trimester

Subject	Credit Unit	Marks*
Strategic planning and management in social enterprise	4 = 8hrs per week	100
Training for social enterprise development	3 = 6 hrs per week	100
Project field visit	3 = 6 hrs per week	100

## Some Thoughts From Our distinguished learners of our difference organization

- ▶ **“It was an eye opener for my real self, helped in diagnosing myself. the greatest plus point of this programme was the design, which was more in the form of lab” .....**  
**Rama, BASIX Hyderabad**
- ▶ **“Attempts like these are just a drop in an ocean from building rags to riches, AIDMAT may have to move beyond its capacity to building others capacity” .....**  
**World Vision, Delhi**
- ▶ **“Wonderful insight to go through the journey of OD lab” .....**  
**Corporate (HR), Bharti Teletech Ltd.**
- ▶ **“ It was a wonderful experience to go through” .....**  
**Mr. Ravi Gupta, Samtel India Ltd.**
- ▶ **“I have been through ODI effort earlier but IDMAT team effort of this kind was a unique experience” .....**  
**Shikha Tripathy, BIRD, Lucknow**
- ▶ **“ A true sense of journey to OD Certification on facilitation process and very rewarding experience.” ....**  
**Sanjay Verma, Punjab National Bank.**
- ▶ **“Wonderful experience to go through capsule OD workshop to help drive the leadership process” ...**  
**Pawan Kapoor, CEO, Bharti Teletech Ltd.**
- ▶ **“It was an experience of living with every moment” ...**  
**Sangeetha, DHAN Foundation.**

Download the prospectus through our website fill it up and sent the hard copy through courier and attach a demand draft of Rs 500/- in favour of IDMAT Services Pvt. Ltd., payable at New Delhi towards processing the admission & screening process.  
Low income group (SC&ST) the cost is only Rs. 300/-



International Institute of Development  
Management Technology

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