

19th Certification Programme on Organisational Development Facilitator

29th September to ,3rd October 2011



Programme on HRD & Competencies based HRM for Social Sector

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International Institute of Development
Management Technology



Integrated Development Management
Technology Services (Pvt.) Ltd.

19th Certification Programme on Organisational Development Facilitator

GENESIS OF THE CERTIFICATION PROGRAMME

The OD programme has trained more than 300 people and 190 have been certified so far in India, South-East Asian regions like Nepal, Bangladesh, Myanmar, Sri Lanka, Malaysia and African countries, Reputed speakers of ISABS fame and corporate leaders from Samtel, Jindals, Whirl Pool, Indo-Rama etc., Have also contributed to the design of the programme at different point of time. Eminent speakers like Udai Pareek, Viren Sisodia, Parthasarathi, Kantha Rao, Jhurani and CN Kumar and Kakoli Saha have given their input in previous programmes conducted.

KEY OBJECTIVES OF THE COURSE

- ⇒ To help examine and build OD process skill and competence.
- ⇒ To help determine identification of the key priority areas of the, organizational purpose and evolve diagnostic tools.
- ⇒ To encourage the process of internal talent search to develop internal change leaders through enhancement process sensitivity and facilitation skills.
- ⇒ Enhancing clarity of mission, direction and value towards the organizational and individual learning goal.
- ⇒ Experimenting different facilitation skills, self-awareness, and positive mindset and help evolve strategic OD intervention.

DESIGN

It will have personal learners lab followed by organisational effectiveness module along with the tools and techniques of diagnosis and intervention.

Phase1: will have intense 5 days module.

Phase 2: On the job for 6 months (Back home setting)

Phase 3: 3 days intensive & reflective programme followed by certification.

Resource Lead Facilitator

Dr. Nagendra P. Singh- DG IDMAT, President ASEED, Ex-President ISABS, a veteran & eminent trainer, rich experiences and noted OD consultant in South-Asia. Visiting faculty & advisor to Cranfield School of Management UK, NTL Institute of Applied Behavioural Science, USA; World Bank; UNDP and is also attached to other premier Management Institute in India & abroad.

He will be supported by other practicing OD Consultants & Corporate HR Leaders at different time.

CONTENTS

- ⇒ Concept of OD
- ⇒ Tools for mapping OD
- ⇒ Developing a OD framework
- ⇒ Determine areas of organisational purpose and diagnostic tools.
- ⇒ Process to sensitize and facilitate skills
- ⇒ Creating a culture and value towards organisational learning.
- ⇒ Develop self awareness and positive mind-set.

For Whom

Person with the key role of internal change agents/facilitator/chief advisors/senior functionaries at different level.

Programme on HRD & Competencies based HRM for Social Sector

The dominant approach in human resource management and organizational behaviour has focused on designing organizations around job structures. This traditional approach involves identifying and operationalizing the knowledge, skills, abilities, and other characteristics that are required by employees for successful performance in specific jobs. Recently, a number of forces have converged to suggest that a competency based approach is often more appropriate in a global competitive environment. Rapidly changing market conditions have placed the focus on the capabilities that individuals must have, or must acquire, for success in the organization rather than in the job since jobs may become obsolete rather quickly in competitive environments.

KEY OBJECTIVES OF THE COURSE

- ⇒ To develop professional competence (knowledge and skills) to map the competencies for one's own role.
- ⇒ To design and conduct competency mapping exercise for a set of roles for one's own organization.
- ⇒ To learn designing various HR interventions based on competency mapping.
- ⇒ To increase your knowledge of systems and tools for competency-based human resource management.
- ⇒ To strengthen your interpersonal communication skills for an effective implementation of these systems and tools

DESIGN

The methodology will be process driven. It will also be participative and tools like one to one discussion, group meetings, exercise, instruments, and simulations role-play etc. will be used for intensive learning.

RESOURCE FACILITATORS

Our faculty team will be led by Dr. Nagendra Singh, Director General, IDMAT, former President ISABS, visiting faculty Cranfield UK, NTL USA and a veteran trainer of international fame.

CONTENTS

- ☞ Concept of HRD
- ☞ Concept of competency
- ☞ Tools for mapping competency & staff development
- ☞ Tools for performance indicator
- ☞ Developing a competency framework
- ☞ Conducting Behavioral interview
- ☞ Competency based recruitment & selection
- ☞ Competencies & Performance measurement system.

FOR WHOM

This program is ideal for NGO Head, HR professionals & line managers and all executive staff members who are instrumental in this regard.



ABOUT IDMAT

Our Moments Captured

IDMAT an institution 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 & Development) started its mission as a capacity building division and graduated and established itself as a leading training and consulting body.



IDMAT has trained till date, more than 3000 professional from around 60 countries through out the globe. IDMAT is closely working in the field of consultancy, training, 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 audit functions by completing several projects for SDC, UNDP, ILO, EU, Government of India, DFID, NABARD, WORLD BANK, Ministry of Sri Lanka, Nepal, Mauritius, Ghana, Nigeria to name few.



IDMAT has a unique blend of expertise, which caters to the need of volunteer sector as well as the corporate sector in the field of organization development and Institutional building. Highly experienced and competent Board of Governors guides IDMAT. The organization has known international professionals in the field of development management and institution building who are supported by a multi-disciplinary team of experts in development management.



IntegOrg HR Solutions is a support sister organization of ASEED-IDMAT and active body of IDMAT services Pvt. Ltd. which is specialised in innovating and experimenting. Competency driven integrated organisational support system both for corporate and social organisation. It has capitalised its strength currently on soft skills and process driven innovative interventions as a Mind & Soul Series gaining a ride.



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	India	International	In favour of IDMAT Services Pvt. Ltd.
1 year membership	Rs. 450	US\$25	C-8/8007, Vasant Kunj, New Delhi, India
2 year membership	Rs. 850	US\$40	Ph:- 91-11-26130242/26130635
3 year membership	Rs. 1250	US\$ 50	

OUTCOME OF THE PROGRAMMES

- ▶ To increase the effectiveness of the organization and competencies based HRM for social sector.
- ▶ Build a strong organizational competency based culture to support your company-wide competency programmes in HRM as well as in social sector.
- ▶ Heighten organizational commitment and promote a collective effort in making those programmes a success.
- ▶ The course is specifically beneficial for those who are intending or are new to HRM functions in the personnel department as well as social sector, who need to update their skills and knowledge in this important function.
- ▶ It is also great benefit to Line and Operations Managers, supervisors and facilitators who need to acquire the basic personnel and HRM functions and develop their skills in organizational development and competency based HRM in social sector.

SOME THOUGHTS FROM PASSIONATE HEARTS

- ☞ "It was an eye opener for my real self, helped in diagnosing myself, gave me an opportunity to develop myself. The greatest plus point of this programme was the design, which was more in the form of lab..... **HR Manager, Apollo Tyres & BASIX, Hyderabad.**
- ☞ "Attempts like this is just a drop in an ocean from building rags to riches, AIDMAT may have to move beyond its capacity to build others capacity" **World Vision, Delhi.**
- ☞ "Wonderful insight to go through the journey 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 but IDMAT team effort of this kind was unique experience" **Shikha Tripathy, BIRD, Lucknow.**
- ☞ "An in true sense journey to OD Certification on facilitation process and very rewarding experience." **Region Head, MCED, Nagpur & Pune.**
- ☞ "Wonderful experience to go through capsule OD workshop to help drive the leadership process" **Pawan Kapoor, CEO, Bharti Teletech Ltd.**

FEE STRUCTURE

Certification Programme on Organisational Development Facilitator	Programme on HRD & Competencies based HRM for Social Sector
Date: 29th Sept. to 3rd Oct.2011	Date: 29th Sept. to 2nd Oct.2011
Fees	Fees
Rs. 37,500/- per delegate	Rs. 32,500/- per delegate
1250 Euros	1150 Euros

NOMINATION FORM

1. Name of the Course:
2. Name (Nominee/Self):
3. Father's Name:
4. Nationality:
5. DOB: 6. Sex:
7. Passport No.:
8. Place of Issue:
9. Date of Issue:
10. Date of Expiry:
11. Permanent address:
- Tel: Fax:
- E-mail:
12. Occupation & Place of Work Address:
- Tel: Fax:
- Email:
13. Educational Background:
14. Experience:
15. Sponsor (Employee/Self):
- DD/Cheque No. Dated in
Words.....
only in favour of IDMAT Services Pvt. Ltd. payable
at Delhi

Date:

Signature



Dr. Nagendra P. Singh
Director General, IDMAT

"We belong to an organization that evolved with contemporary grassroot realities, building synergy with life of community and their concepts living. The power of passion transformed us to address social and organizational gaps which lead to evolve an independent vibrant entity as IDMAT."

Meanwhile 'IDMAT, an institution with a difference', closely following the path on multi dimensional research, monitoring and social audit, is continuing to cater to the needs of volunteer sector as well as the corporate sector in order to build the capacity and capabilities of individual, groups and institutions. Thanks to our experienced visionaries and faculties, who helped us in our effort to make a mark in the Asia Pacific as a reputed services provider in our related area.

- Dr. Nagendra P. Singh

OUR FACULTY TEAM

Our faculty team will be led by Dr. Nagendra Singh, Director General, IDMAT, former President ISABS, visiting faculty Cranfield UK, NTL USA and a veteran trainer of international fame.



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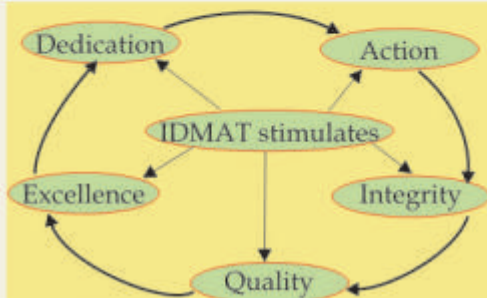
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