

MANAGEMENT **D**EVELOPMENT **P**ROGRAMMES

Inculcating 'Dynamism' and 'Attitude of Creativity'
among Owners, Managers and Executives of Organisations



ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA
Ahmedabad, Gujarat

Management Development Programmes

Executives and Managers need to constantly innovate and evolve practical ideas about critical management issues. In the ICE- age (Information, Communication, Entertainment), it is mandatory for all to think beyond the confines of one's discipline and administrative responsibilities. These ideas can be evolved through carefully structured developmental initiatives.

In this context, **Management Development Programmes (MDPs)** provide a chance to; compliment natural skills with new knowledge, identify opportunities for growth and build individual strengths. The idea is to incorporate broader strategic considerations into management decisions.

Given this unique set of demands, **Entrepreneurship Development Institute of India (EDI)** has evolved some strategic MDPs to help the drivers of business become more effective in running the unit, department, organisation or institution.

These MDPs would provide ideas to spend quality time on forward thinking and leadership which would translate into both tangible and intangible benefits for the organisation and the individual.

Counselling in Work Situations

January 2 - 4, 2003

FOR : Department Heads of SME organisations and Performance Appraisal Coordinators.

DURATION : 3 days

OBJECTIVES : Managers of the future need to be effective team players especially in the era of techno savvy business and should be in a position to understand the needs of the organisation in perspective. Accessing business opportunities is a challenge in the context of the individual / team performance.

The objective of the programme is to enhance awareness and understanding of the counselling process for effective team results.

CONTENT :

- Self Awareness
- Team Roles
- Coping with Team Dynamics
- Employee Counselling - Approach & Methods
- Competencies for Counselling
- Role Plays on Counselling

FEE : Residential - Rs.6500/ & Non-residential - Rs.5300/- per participant

CO-ORDINATORS : BB Siddiqui (Ph.D., Gujarat University)
Mauli Patel (Ph.D., M.S.University)

Transformational Leadership

January 16 - 17, 2003

FOR : Senior and Top Level Managers from small and medium scale organizations, institutions and voluntary agencies, which are in the stage of growth and consolidation.

DURATION : 2 days

OBJECTIVES : Organisations constantly face great challenges in day-to-day operations and existence. Meeting such diverse challenges need innovative and creative bent of leadership. Individuals at responsible positions across the organization need to acquire these transformational leadership skills to constantly provide new directions and destinations in the changing environment. This programme intends to equip the participants to bridge the crucial gap between routine survival management and transformational leadership.

CONTENT : • Values, Mission and Vision
• Strategies, Goals & Standards
• Benchmarking - Role Model
• Leadership Styles
• Transactional vs Transformational Leaders
• Organisational Structures that create Leaders

FEE : Residential - Rs.4500/- & Non-residential - Rs.3700/- per participant

CO-ORDINATOR : Venkatesh Pamu (MBA, IIMB)

Intrapreneurship Development

February 3 - 7, 2003

FOR : Middle to Senior Level Executives in planning, decision making and implementing critical decisions.

DURATION : 5 days

OBJECTIVES : The process of developing entrepreneurial traits among employees of an organisation is termed as 'intrapreneurship'. The latent entrepreneurial skills and talents of the employees can strategise and redefine practices that deliver promising results. The programme intends to develop a spirit of enterprise through appropriate motivation and vision.

CONTENT : • Intrapreneurship - Needs, Stages, Barriers
• Entrepreneurial Environment, Possibilities of Product / Service Innovations
• Coalition Building and Resource Mobilisation
• Personal Effectiveness and Transactions
• Increasing Role Efficacy
• Self Awareness through Feedback on Instruments
• Entrepreneurial and Managerial Competencies
• Social Perception
• Change Management, Vision and Values
• Intrapreneurial Plans

FEE : Residential - Rs.10500/- & Non-residential - Rs.8500/- per participant

CO-ORDINATOR : Sunil Shukla (Ph. D., Utkal University)

Enhancing Organisational Performance

January 8 - 10, 2003

FOR : Middle & Senior Level Managers from organizations, institutions and voluntary agencies, which are in the phase of vision building for the next 5-10 years.

DURATION : 3 days

OBJECTIVES : Organisations essentially conduct self-analysis and self-assessment surveys to understand their performance and to address their strategic issues for improving their overall performance. Organisational assessment is often used as a starting point for organisations implementing internal change or strategic planning / growth process. This programme intends to provide an approach to organisational diagnosis in which the participants (organisations) have some measure of control over the assessment.

CONTENT : • Setting the Stage for Organisational Assessment
• Carrying out the Assessment
• Performance Evaluation Framework & Diagnostics
• Learning Organisations
• Seven Essentials of Organisational Intelligence
• HRD Audit

FEE : Residential - Rs.6500/- & Non-residential - Rs.5300/- per participant

CO-ORDINATORS : Sunil Shukla (Ph.D., Utkal University)
Venkatesh Pamu (MBA, IIMB)

Conflict Management

February 19 - 21, 2003

FOR : Operational / Implementation Managers / Executives at Front and Middle Level who operate within the organization on internal customer concept.

DURATION : 3 days

OBJECTIVES : The ultimate goal of an individual is to be accepted by people at all levels in the organisation. One of the reasons for the emergence of conflict management as a major tool in modern business is the need to integrate individual needs into the organisational goals. The programme would equip the participants with conflict management skills, which would, boost team productivity, improve employee interpersonal interactions and smoothen out difficult situations.

CONTENT : • Personal / Group Encounters
• Individual Differences
• Understanding & Persuading Abilities
• Transactional Analysis, Ego States
• Conflict Analysis Skills & Alternative Assessment
• Organisational Influence on Conflicts

FEE : Residential - Rs.6500/- & Non-residential - Rs.5300/- per participant

CO-ORDINATORS : BB Siddiqui (Ph.D., Gujarat University)
Venkatesh Pamu (MBA, IIMB)

Emotional Intelligence and Beyond

February 26 - 28, 2003

FOR : Middle & Senior Level Managers who are handling high-pressure jobs with internal and external interactions

DURATION : 3 days

OBJECTIVES : This programme aims at developing the emotional side of management, human mechanisms and intuitive processes involved in decision-making. The programme helps managers and professionals understand their emotional intelligence and its effects on business. Individuals are exposed to discovering the forces behind their authority and power. The programme will also help them understand related developments in the field like, spiritual intelligence.

CONTENT : • Psychological Pressures & Coping Behaviour
• Defense Mechanisms
• Regressive Behaviour in Organisations
• Managing Rationality in the Face of Emotions
• Emotional Traps
• Developing Emotional Quotient
• Understanding Spiritual Intelligence

FEE : Residential - Rs.6500/- & Non-residential - Rs.5300/- per participant

CO-ORDINATORS : Sunil Shukla (Ph.D., Utkal University)
Venkatesh Pamu (MBA, IIMB)

CoRT Thinking

March 3 - 4, 2003

FOR : Front and Middle Level Executives from the functional areas of management

DURATION : 2 days

OBJECTIVES : Individual, technological and organisational effectiveness & upgradation do not materialise merely by imparting training to employees but also depend on the desire to create the burning attitude for creativity.

In a change - oriented business scenario, the enterprising and creative bent of mind needs to be provided the razor edge for sustaining this desire for innovation and the efficacy of work. This could be incorporated through programmed instructions.

This concept originally developed by the great management guru, Dr. Edward De Bono, Founder of Cognitive Research Trust (CoRT), intends to provide the participants with an insight into their abilities and application of abilities to professional and personal situations.

CONTENT : • Broadening Perceptions
• Organising Thinking
• Argumentative Interaction
• Changing Concepts & Patterns
• Information Analysis & Feelings
• Visualisation of Actions

FEE : Residential - Rs.4500/- & Non-residential - Rs.3700/- per participant

CO-ORDINATOR : Mauli Patel (Ph.D., M.S.University)

Registration :

Nominations along with cheque / DD for the full amount of fees drawn in favour of EDI payable at Ahmedabad may be sent to :

Dr. Sunil Shukla
Programme Director - MDPs.
at EDI Head Office
e-mail : sunilshukla@ediindia.org

For further details, Contact :

Dr. Sunil Shukla
Programme Director
e-mail : sunilshukla@ediindia.org

or

Mr. Venkatesh Pamu
Programme Co-ordinator
e-mail : venkatesh@ediindia.org

THE INSTITUTE

Entrepreneurship Development Institute of India (EDI), set up in 1983, is an autonomous institution, sponsored jointly by the Industrial Development Bank of India (IDBI), Industrial Finance Corporation of India (IFCI), Industrial Credit and Investment Corporation of India (ICICI), State Bank of India (SBI) and the Govt. of Gujarat.

The Institute is a National Resource Centre governed by its own Board. Committed to education, research and training, it has earned a great deal of national and international recognition for its efforts as reflected in the support it has received from the World Bank, International Labour Organisation, UNIDO, Commonwealth Secretariat and several other international agencies.

As a partner in the European Union - India Economic Cross-Cultural Exchange Programme (ECCP), EDI is responsible for removing cultural barriers and information asymmetries between Indian and West European Entrepreneurs. In collaboration with partner institutions from UK, Germany, and Austria, EDI attempts to establish networks among European and Indian enterprises through forging a variety of linkages.

Through a variety of projects and programmes, EDI has progressively focussed towards holistic and sustained growth of existing entrepreneurs. The Institute has been conducting In-company Executive Development programmes to develop Intrapreneurial Managers. As of now, the Institute has conducted more than 35 programmes for various corporate houses, thus imparting training to around 800 officials.

The EDI has been spearheading entrepreneurship movement throughout the nation with a belief that entrepreneurs need not necessarily be born, but can be developed through well-conceived and well-directed training. This in turn has led to the design of several training programmes around strategic thrust areas like New Enterprise Creation, Performance Improvement of Existing Enterprises etc. Besides organising some other programmes for executives and existing entrepreneurs like 'Intrapreneurship Development' and 'Growth cum Counsellors' Programme / respectively, the Institute has also contributed towards introducing entrepreneurship-oriented curricula in schools and colleges in various parts of the country.

ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA

P.O. Bhat 382 428, Dist. Gandhinagar, Gujarat

Tel : (91) (079) 3969163, 3969161, 3969162, Fax : (91) (079) 3969164

E-mail : ediindiaad1@sancharnet.in

Visit us on website : <http://www.ediindia.net> & <http://www.ediindia.org>

EDI Regional Offices :

Bangalore Office:

No. 133, XI 'A' Cross, I Road, II Stage,
West of Chord Road, Bangalore-560 086.
Telefax : (080) 3496580, 3490384
E-mail : ediro@glasbg01.vsnl.net.in

Lucknow Office :

432/36, Kala Kankar Colony,
Old Hyderabad, Lucknow - 226 007.
Phone : (0522) 780820 Fax : (0522) 780856
E-mail : edinro@sancharnet.in

EDI Branch Offices :

Guwahati Office:

Maniram Dewan Lane, G.S. Road
Ulubari, Post Box No. 42, Guwahati-781 007.
Phone : (0361) 453797
Fax : (0361) 459112
E-mail : ediner@india.com / ediner@sify.com

Cuttack Office :

Friends Colony, Bajraka Bati Road,
Cuttack - 753 001

