



ACADEMY OF HUMAN RESOURCES DEVELOPMENT

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“The comprehensive Management Development Program (MDP) equips middle-level managers with the necessary competencies to implement their organizations’ strategic objectives. Furthermore, the program helps to develop a basic understanding of the different fields of management to ensure that managers do not perform their management functions in isolation. The MDP provides a broader understanding of management and leadership to bring real business benefits to participants and their organizations.”

In the past decade, the Academy of HRD has conducted a large number of MDPs to upgrade the HRM skills of Indian managers at all levels. A few of the innovative MDPs are briefly described below:

Instruments in HRD and OD

This workshop focuses on the assessment and development of competencies at the personal, interpersonal and organizational levels. This includes familiarizing participants with instruments relating to personnel and role effectiveness, development of personality, leadership, team building, and organizational culture and climate. The workshop aims at building skills to develop and use instruments that can measure these in the organizational context. Additionally, it equips participants to interface successfully with external consultants in developing appropriate instruments for the organization. The objective is to get familiar with a wide range of instruments used in HRD, learn to select and administer contextually appropriate instruments, become a facilitator of valuable tools, explore personal, interpersonal and organizational orientations, and assess managerial potential, competencies and leadership.

“This workshop has helped me in the better understanding of “ME” including my grey areas and strengths. I will put it to use for better understanding of teams, leadership style, and in the selection process.” - Mr. Prateek Agnihotri (Bank of Baroda).

Appreciative Inquiry

Appreciative Inquiry is an alternative approach, framework, or mind-set that focuses on illuminating and affirming personal success factors or forces within an organization to use with existing organizational development interventions such as strategic planning, organizational design or restructuring and project evaluations. AI workshop can change an entire organization/community and can be used in very small teams as well as large. Its applications include productivity improvement, innovation, strategy, development, organization renewal, customer service, business process redesign, safety and quality, corporate planning, institution building (mission and values), mergers, diversity, evaluation, organization culture, team building, management audit, social reconstruction, etc. The objectives are aimed at experiencing the power of Appreciative Inquiry in action, learning the concepts, practices and processes of AI, and creating an AI approach to actual organizational change opportunities.

“Liked the way very relevant examples were cited and how AI was grilled into each of us.” - D. Naidu

Creative HRM

AHRD has been introducing several new themes to meet emerging gaps in effective human resource management. This program fills another gap, which is the need for creative HRM for corporate excellence. The objective of the program is to alert people managers to the benefits of a creative and innovative approach to people management, to share with them various tools, techniques and organizational design fundamentals that can help them make the organization much more innovative, competitive and entrepreneurial, and to focus on creativity in various HR systems for meeting corporate objectives.

“Every single session was exciting. To set the context, I’m carrying several hours of sleep deprivation accumulated over the week, but still I was wide awake all the time. “Force Field Analysis’ set the tone of creativity context well.” - Anonymous

Research Competencies in HRD and OD

The Human Resource Function – teaching or practice – which of late has been recognized as a strategic partner in business, calls for a new genre of professionals trained in such specialized activities as HR interventions, research techniques in HRD, and Organization Behaviour. Such competencies add to overall credibility and effectiveness. The workshop aims at sharpening crucial research competencies for enriched learning, teaching and management of human resources. The objective is to impart sound knowledge of research approaches in HRD and Organization Behaviour, latest techniques of qualitative and quantitative research, and to apply the right tools and techniques when conducting research, and to sharpen the research competencies of HR/OB faculty and other professionals.

“Excellent sessions on research design, implementation, beyond research. Almost everything from design, execution, analysis etc. and in particular what are the mistakes made during research.” - Anonymous

Becoming an effective team-player and team-leader

This workshop provides experiential learning for managers to become better team players and team leaders. The objectives are to expose participants to different roles, issues and challenges faced by teams; to provide extensive exposure on macro and micro aspects of team working; to experience the process leading to being an effective team player, and team leader behavior; motivating participants to utilize new HRM knowledge; and to encourage faith in the values of effective team management.

“Developing creative teams; it threw light on the subject in such a way that it can be developed, like any other trait of human characteristic.” - Renu Pandey

Modified Personality Type Indicator (MPTI)

MPTI is an instrument developed, tried and tested in the Indian context. It is based on Jungian theory. The basic assumption of MPTI is that people differences are not only inherent but also valuable. It is similar to the Myers-Briggs Type Indicator (MBTI). It explains different personality types to understand, appreciate, and predict human interactions that can enrich the quality and efficiency of individuals, dyads, teams and organizational processes. Professionals interested in understanding MPTI instrument and in the personality analysis, applications and development areas, would find the program very useful. The MDP on MPTI helps one to understand unique personality types and their strengths and challenges. It helps one to develop competencies of observation, recording, classification and evaluation using MPTI, giving feedback using MPTI to enhance management effectiveness and performance and effective HR processes.

“I thoroughly enjoyed the Professor’s sessions which gave me great learning both personally and professionally.” - Anonymous

For more details on the MDPs conducted by the Academy, please feel free to call on 079-30482224/25 or you can send your queries to seena@academyofhrd.org