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Complete HR Solutions

MANAGEMENT DEVELOPMENT PROGRAM

Proposal from

HUMAN RESOURCE DEPARTMENT

Globe Info Systems

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Below are the themes for <i>forthcoming / future</i> MDP programs	



Gravity lies here...

1. Human Resources Leadership for organizational excellence: Roles, Strategies and Choices
2. People First, Performance through value creation and Engagement.....
3. HR Measurement and Score card
4. The strategic Role of e-HR in HRIS
5. Global Human Resources Practices and Challenges for the Millennium.....
6. Linking Employee Engagement with customer Delight and Bottom line
- HR Specialist:
7. Clinical approach to Training Need Assessment.....
8. Customizing Performance Management System (PMS) for organizational excellence
9. Talent search through creativity and cost effectiveness: A strategic approach
- HR for Senior and Top Management.....
10. Competency based HR for Organizational excellence.....

Introduction

Methodology: Members from HR department did an initial screening on the MDP Calendars of few institutions to get an idea on trends and patterns in the courses available. The team then had a brainstorming session on various topics that can be offered for the MDP from Vshreyas Infotech (VSI). These topics were further, segregated into the 'contemporary' and 'need based' themes. Based on the themes, the team suggested the appropriate target audience / group who would find these titles interesting and beneficial.

A broad division of the target audience into groups is as below:

1. HR Specialist :
2. HR for Line managers : Middle Management
3. HR for Senior and Top management
4. General Management Program (on the pattern of Harvard and IIM's for Senior and top management)

Current proposal is for the group (1) and (3) i.e., HR Specialist and HR for Senior & Top Management. Themes and contexts are as below

- **HR Specialist:**
 - i. Psychometric Tests and the next generation selection tools
 - ii. Effective induction and on-boarding program for organization excellence
 - iii. Labour laws: An insight for practicing managers
- **HR for Senior and Top Management**
 - i. Aligning HR Strategies and practices to maximize innovation

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ii. Critical role of Leadership in Talent Management

HR Specialists:

Theme 1: Psychometric Tests and the next generation selection tools

Context:

'Well begun is half done.....' does this sound familiar??? Similarly, hiring right may be the prescription for many other anticipated organizational issues such as Talent management, Performance management, Attrition, to name a few.

Human Capital is one of the most important resources in today's competitive world. As we all know, the need for choosing the right mix of talented resources is a challenge. With the work place becoming more global, the work force more diverse and environment more uncertain, the demand from an average worker goes much beyond just the technical acumen that he / she naturally brings. Organizations additionally look for other qualities such knowledge, learning, unlearning relearning ability, attitude personality, ability to work in teams, behavioral patterns of the individual in various situations, etc.,

How do organizations ensure that they are taking the right people for right job? Can they minimize and ultimately eliminate the 'Go and Drop' errors? Are there ways to test these? Are there any prescribed check list(s)?

The answer is... Yes!

This program showcases wide range of next generation selection tools. We begin with the popular psychometric test and assist you to further discover the rest during the course of the program.

Objective:

The key objective of the program is to accustom the participants with the obvious and not-so obvious next generation tools. Further facilitate them to choose the appropriate blend of situation specific selection tools.

Who should attend?

[This program will be particularly beneficial for mid level HR professionals.](#)

Course Content - Tentative list

- Importance of Psychometric tests
- Tests for corporate processes
- Administration and interpretation of these tests
- Evaluation and linkage to interview process

Methodology

[An amalgamation of Lecture classes / Presentations / Cases Studies and other activities will form part learning methodology](#)

Facilitators

[Distinguished speakers from Academic world, Corporate, Consultants, will reflect with best of both the conceptual and operational focus through their diverse expertise and experience\(s\) in their respective fields](#)



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Theme 2: Effective induction and on-boarding program for organization excellence

Context:

Coming together of an employer and employee is like an arranged marriage. Once the initial ceremony is over, the onus is quite on the employer to ensure whether initial days of the employee turn out to be a 'honeymoon' or 'nightmare'. One of the most important concern but unfortunately, one of the least focused is the 'Induction and on-boarding' program. Employee's early days experience is critical. It influences the employee getting acquainted with organizational culture, and determines his/ her association with the organization. This is proven through research study as well.

Typically first day of new employee would begin with a long wait at the reception with chaos all around and culminate with a pile of forms to be filled up. Most of the times induction programs are not so well planned, that may lead to fruitless and at time unpleasant experience for a new joinee.

This program revisits a very important but almost forgotten zone of induction and on-boarding programs dishing out a roadmap for greater effectiveness.

Objective:

Broad objective of this program is to help HR Professional(s) appreciate the importance of Induction and on-boarding programs. Specifically the program aims to concentrate on designing effective induction training programs and provide an exhaustive checklist of Do's and Dont's to every HR profession which has to be further cascaded to their business and other counter parts.

Who should attend?

[This program will be particularly beneficial for mid level HR professionals.](#)

Course Content - Tentative list

- Revisiting Induction and On-boarding process
- Induction: Honeymoon or Nightmare
- Induction & On-boarding - A process orientation
- Bench marking - best practices in various sectors

Methodology

[An amalgamation of Lecture classes / Presentations / Cases Studies and other activities will form part learning methodology](#)

Facilitators

[Distinguished speakers from Academic world, Corporate, Consultants, will reflect with best of both the conceptual and operational focus through their diverse expertise and experience\(s\) in their respective fields](#)

Theme 3: Labour laws and insight for practicing managers

Context

'All that is raw does not go with the law....'

Labour practices that companies follow and the labour laws that judiciary prescribes have many times been at logger heads primarily because of the inability of the former



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to appreciate the latter. The inability has not been much because of lack of ability but more stemming out of unintentional ignorance towards labour laws.

Traditionally, labour laws have been stereotyped with manufacturing industry, but the reality is far from the popular perception. Labour laws apply uniformly to every industry with certain industry specific customization. However, the emergence of new industries especially knowledge based ones like IT, ITES, bio tech etc, have led to a pattern of following a best HR practices model and not necessarily focusing on labour law prescription. The new age HR professional is very competent, but generally doesn't have a fair exposure to the provisions and intricacies of labour laws. This has led to failure of alignment of HR practices with labour laws and tricky situations have always put an immense pressure on these professionals which they find difficult to cope up. This program plans to provide a thorough insight to the labour laws focusing on provision, context and application.

Objective:

The objective of this program is to provide a sound practical knowledge into labour laws for the new age HR professional. This would lead to better alignment of HR practices with labour laws resulting in better and legally correct policies with broad spectrum application. The program also aims to equip today's HR professional with the legal armory.

Who should attend?

[This program will be particularly beneficial for mid level HR professionals.](#)

Course Content - Tentative List

- Evolution of Labour Law
- Fundamentals of Labour Laws
- Journey and Challenges in changing business scenario
- Latest High Court and Supreme Court judgments

Methodology

[An amalgamation of Lecture classes / Presentations / Cases Studies and other activities will form part learning methodology](#)

Facilitators

[Distinguished speakers from Academic world, Corporate, Consultants, will reflect with best of both the conceptual and operational focus through their diverse expertise and experience\(s\) in their respective fields](#)

HR for Senior and Top Management

Theme 1: Aligning HR Strategies and practices to maximize innovation

Context:

'Innovate or Perish' - appears to be the thumb rule for sustenance in the globally cut-throat competitive world of business. A popular mobile company came out with the punch line 'Next is what?...' which means nothing short of innovating continuously. But the question is - How to innovate on continuous basis? Or for that matter, how to innovate in first place?

Innovation of any type, be it product, process, delivery or paradigm innovation, is not random. It is a well entrenched, constructive and planned initiative. The key to

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innovating and, on a continuous basis, lies in cultivating a pulsating and vibrant culture of innovation within the organization. People are the key to creating, nurturing and sustaining such a culture. This is why; HR professionals have an important role to play in aligning and orienting people towards breeding a culture of innovation.

This program focuses on the role of HR strategies and practices in maximizing innovation within the organization, for the long term harmony and prosperity.

Objective:

The objective of this program is to facilitate the HR professionals link the role of HR Strategies and Practices in ensuing culture of innovation within the organization. Specifically, it also focuses on the role that they need to play, to see that innovation does not become a 'once in blue moon picnic'; rather it becomes an enjoyable and voluntary ritual in the organization.

Who should attend?

This program is designed specifically for the Senior and Top Management who are key strategists in driving new practices - taking the organization to a different altitude

Course Content - Tentative list

- Need for Innovation - Parable of a boiled frog
- Innovation pays - 'Best-in-class' practices
- Creating and sustaining a Culture of Innovation

Methodology

Presentation / Discussions / Sharing Success stories of some of the truly innovative companies and other activities have been incorporated to enrich the learning experience

Facilitators

Distinguished speakers from Academic world, Corporate, Consultants, will reflect with best of both the conceptual and operational focus through their diverse expertise and experience(s) in their respective fields

Theme 2: Critical role of Leadership in Talent Management

Context:

HR special survey (2008) by Business World on Employee Engagement in India had some interesting findings. The survey showed that the career development opportunities are the Number One expectations of the Indian workers. It also revealed that an employee being fully engaged is less of a guarantee of retention.

The challenge is right up there. How do you manage talent in your organization in such a way that not only you nurture them (and meet their expectation of career development) but also see that you do not lose them on the way.

The culture that prevails in any organization could be the cradle for building talent inventory but, the phenomena which really rocks this cradle is 'LEADERSHIP'. Leadership has a critical role to play in managing talent effectively since it provides a direction, commitment, framework and a roadmap towards mapping Talent management activities at various stages of individual and organizational progression.

This program focuses on providing a dynamic platform to share and appreciate the role of Leadership in managing talent effectively, spread on a large corporate canvas

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Objective:

Macro objective is to focus on 'the' most critical component in Talent management i.e., LEADERSHIP, rather than beating about the bush. The program is positioned to serve as a self discovery journey towards understanding - how leadership actually influences inertia, to set in motion - 'Talent management' through out the length and breadth of the organization

Who should attend?

This program is designed specifically for the Senior and Top Management, who are instrumental in building, nurturing and retaining talented workforce under their leadership

Course Content - Tentative list

- De-mystifying talent management
- Harnessing talents through leadership
- Engaging employee and retaining them

Methodology

Presentation / Discussions / Success Stories / Cases Studies and other activities have been incorporated to enrich the learning experience

Facilitators

Distinguished speakers from Academic world, Corporate, Consultants, will reflect with best of both the conceptual and operational focus through their diverse expertise and experience(s) in their respective fields

Below are the themes for forthcoming / future MDP programs

1. Human Resources Leadership for organizational excellence: Roles, Strategies and Choices

The business environment is increasingly competitive, leadership by HR has to ensure that all the practices, tools and processes result in performance improvement and to facilitate the role as a partner with line management.

2. People First, Performance through value creation and Engagement

The improvement in employee satisfaction and engagement results in improved customer delight as per research findings, This programme helps to understand the methods of maximizing performance through value creation through Human Resources as a strategic Asset.



3. *HR Measurement and Score card*

The effective management is possible through correct measurement and how the Human Resources contribution can be measured in metrics not in abstract terms. This programme helps HR Functionaries to gain recognition by enabling the line and senior managers to measure their contribution to improve the profitability and growth of enterprises.

4. *The strategic Role of e-HR in HRIS*

This programme offers an overview of the major technological trends in e-HR based on recent research in designing and delivering HRIS to enhance business performance

5. *Global Human Resources Practices and Challenges for the Millennium*

We will talk about the best global HR practices like Engagement Model, Mentor System, Talent management System and the current challenges in terms of culture, technology and changing employee perception and values.

6. *Linking Employee Engagement with customer Delight and Bottom line*

HR Specialist:

7. *Clinical approach to Training Need Assessment*

8. *Customizing Performance Management System (PMS) for organizational excellence*

9. *Talent search through creativity and cost effectiveness: A strategic approach*

HR for Senior and Top Management

10. *Competency based HR for Organizational excellence*