

Talent Management

for the
Twenty-First Century

March 10-14, 2019



Executive Education
Indian Institute of Management Ahmedabad

Talent Management for the Twenty-First Century

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“When people go to work, they do not leave their insecurities and fear at home”

The programme integrates the psychology of an employee and HRM systems as the nucleus of talent management in 21st Century. Knowledge about HRM systems and practices are incomplete if practitioners do not understand how HRM systems interact with people who are executing it and how its impact on employee who is an end user of HRM systems of an organization. At macro level organizations can significantly improve the systems and process of the organization by understanding the psychology of people. At a micro level employees struggle with issues such as managing power, mobilizing social resources, managing significant others at workplaces such as bosses, subordinates, and peers.

Objectives

- To understand and design a well-integrated talent management systems that are built around a company's strategic priorities and organizational values.
- Develop skills to manage the lack of integration between HR systems and practices borne out of selective perception, interpersonal dynamics, and biases.
- Equips participants with methods and techniques required to build their career and manage effective execution of HR systems.
- Develop, modify, and moderate behaviour of self and others (supervisors, subordinates, and peers).
- To understand working styles, personalities, affective reactions, and emotional processes.
- Examines the challenges of leading and working in cross-functional teams of professionals.
- Develop an understanding of Technology and Data Analytics to design talent management systems for the 21st century.

Who should attend?

The programme is designed for middle to senior level employees. Participants must have a minimum three years of experience.

Methodology

The Programme will use a mix of pedagogical tools such as cases studies, experiential exercises, simulations, role plays, presentation and discussion.

Core Team

The programme is offered by a team of faculty members with functional and cross-functional expertise. All faculty members have a high-quality academic track record, including teaching, research, case writing as well as extensive consulting experience in a variety of industries.

- Agarwal, Promila (Faculty Co-Chair)
Email: promila@iima.ac.in
- Moses, Aditya (Faculty Co-Chair)
Email: adityam@iima.ac.in



Nominations and Inquiries

Nominations should reach the Executive Education Office latest by **February 25, 2019**. The last date for early bird discount is **February 18, 2019**.

Organizational sponsorship is generally required, but can be waived in case the participant is likely to gain significantly from the programme for personal improvement or greater job effectiveness.

All nominations are subject to review and approval by the programme faculty (usually after the due date for receiving nominations). A formal acceptance letter will be sent to selected nominees accordingly. Nominees are requested to make their travel plans only after receiving the acceptance letter.

For nomination forms and more information, please contact:

Executive Education

Indian Institute of Management Ahmedabad
Vastrapur, Ahmedabad 380 015.

Phone: +91-79-6632 4461 to 69 and 4472 to 77

Fax: +91-79-2630 0352 (ExEd)/2630 6896 (General)

Email: exed@iima.ac.in

Website: www.iima.ac.in/exed

Certificate

A certificate of participation will be issued to the participants at the end, subject to their having attended all the sessions of the programme.

Venue and Accommodation

The programme will be held at the Indian Institute of Management Ahmedabad. Participants would get full board and air-conditioned single room accommodation on the Institute campus.

IIMA norms do not allow participants to have guests staying with them during the programme.

Programme Fee and Payment

INR 1,30,000 plus 18% GST per person for participants from India and its equivalent in US Dollars for participants from other countries. The fee includes tuition fees, programme materials, boarding and lodging.



The programme fee should be received by the Executive Education Office latest by **February 25, 2019**. In case of cancellations, the fee will be refunded only if a request is received at least 15 days prior to the start of the programme. If a nomination is not accepted, the fee will be refunded to the person/organization concerned.

The programme fee can be paid in one of these two ways:

[A] Electronic Fund Transfer:

1. Name of Beneficiary:

Indian Institute of Management Ahmedabad

2. Savings Bank A/c No. 9369EEP, YES Bank Limited, C. G. Road Branch, Ahmedabad (IFSC: YESB0000007, SWIFT Code: YESBINBB)

3. Name of Remitter: _____ (Please mention the name of the sponsoring organization)

4. Purpose of Remittance:

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5. IIMA Permanent Account Number (PAN):
AAATI1247F

6. IIMA Tax Deduction Account Number (TAN):
AHMI00189A

7. IIMA GST Registration Number:
24AAATI1247F1Z4 (SAC: 999293)

After making the payment, please email us the complete transaction details immediately so that we can link your remittance with your nomination.

[B] Payment Gateway

For more information, please visit the respective programmes listed on our website www.iima.ac.in/exed.

Discount

Early Bird Discount: Nominations received with payments on or before **February 18, 2019** will be entitled to an early bird discount of 7%. Early submission of fee and nomination does not, however, guarantee acceptance of the application.

Group Discount: Any organization sponsoring four or more participants will be entitled to a discount of 7% on the total fee payable provided that at least four participants actually attend the programme. Organizations can avail themselves of both the discounts subject to a maximum overall discount of 10%.

Any organization sponsoring 25 or more participants across all the programmes in one academic year will be entitled to an overall discount of 15% on the programme fee payable.

The above discounts will be applicable only when the requisite numbers of participants actually attend the programmes.

Alumni Association

Participants who are attending short-duration Executive Education Programmes for the first time, on or after April 1, 2012, will have to attend for a total of 21 days in one or more programmes in order to be eligible for alumni status and alumni identity card, both of which will be awarded on the payment of a one-time alumni fee of INR 10,000.

Indian Institute of Management Ahmedabad (IIMA)

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting and research facilities in management.

Major Programmes Offered by IIMA

- Two-Year Post Graduate Programme in Management (equivalent to MBA)
- Two-Year Post Graduate Programme in Food and Agri-business Management (equivalent to MBA)
- Fellow Programme in Management (equivalent to Ph.D.)
- One-Year Post Graduate Programme in Management for Executives
- Executive Education offers short duration programmes through open enrollment, customisation and online for various levels of experienced professionals across industry
- Faculty Development Programme for teachers in universities and colleges
- Two-Year, e-Mode (online + campus) Post Graduate Programme in Management (ePGP)

Kasturbhai Lalbhai Management Development Centre (KLMDC) located on the IIMA main campus and the **International Management Development Centre (IMDC)** located on the new campus, provide an academic and learning environment for participants of the Executive Education Programmes. All rooms at KLMDC and IMDC are air-conditioned and have internet connectivity. They have separate dining halls, a reading lounge, classrooms and auditorium (with audio-visual and computer projection facilities), syndicate rooms and computer lab. The campus is Wi-Fi enabled. Recreation facilities exist for indoor and outdoor games (badminton, basketball, billiards, carrom, chess, cricket, football, squash, TT and volleyball). Participants can also take advantage of the Institute's library.

The Institute has 97 faculty members working in the following management areas and centres:

Disciplinary Areas and Groups

- Business Policy
- Communications
- Economics
- Finance and Accounting
- Human Resource Management
- Information Systems
- Marketing
- Organizational Behaviour
- Production and Quantitative Methods
- Public Systems Group

Interdisciplinary Centres

- Centre for Gender Equity, Diversity and Inclusivity
- Centre for Innovation, Incubation and Entrepreneurship
- Centre for Management in Agriculture
- Centre for Management of Health Services
- IIMA-Idea Telecom Centre of Excellence
- India Gold Policy Centre
- Ravi J. Matthai Centre for Educational Innovation



कार्यकारी शिक्षा

भारतीय प्रबंध संस्थान अहमदाबाद

Executive Education

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