

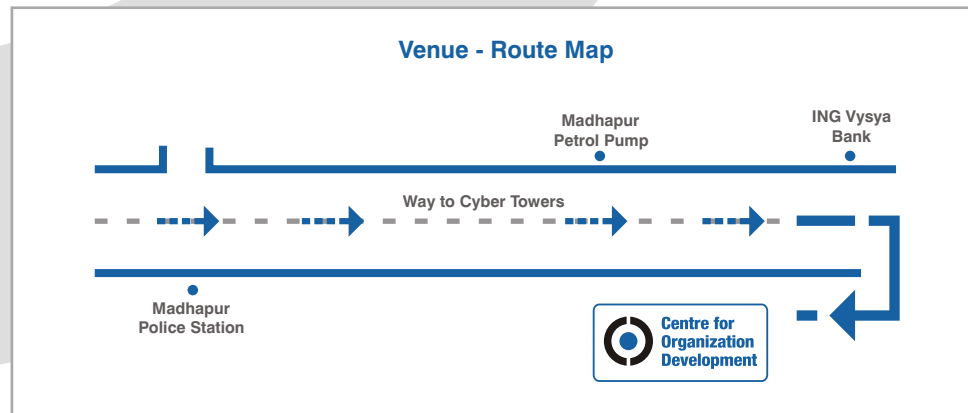
ABOUT COD

Established in January 1980, as a non-profit registered society. The Centre for Organization Development (COD), Hyderabad is engaged in Training Consultancy and sponsored Research on various aspects of organization development, including strategy, structure, culture, HR and behaviour. It has recognition as a centre for doctoral research by the Osmania University and as a scientific research institute by the Department of Scientific and Industrial Research (DSIR), Government of India.

In the last 30 years, the Centre has conducted executive education programs for executives of various Public and Private Sector Organizations and Government Organizations. The COD has carried out Problem solving Consultancy and Research Assignments for large number of Organizations.

The centre has a self-contained campus spread over 5 Acres, with conference facilities, a specialized library containing large volumes covering a wide gamut of the Management and allied subjects and subscribes various national and international journals.

Recreation facilities at the centre include full access to lush green garden and health club, along with play area. An executive hostel, spacious and well-furnished accommodation with 40 air-conditioned rooms; kitchen and A/C dining facilities. The campus is well connected with Wi-Fi facility.



For any further details please contact :

Program Director: **Prof. Umeshwar Pandey**

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For any further details & registrations please contact

Programme Coordinator: **Mr. Madan Mohan C**

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Program on

Strategic Human Resource Management

A way forward for Aligning HR Processes

(January 24th to 28th, 2011)

Program Director | Prof. Umeshwar Pandey



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 **Centre for
Organization
Development**
EXECUTIVE EDUCATION AND RESEARCH
Since 1980

CONTEXT

Organizations, which believe that Human Resource Management is most crucial, have built their competitive capabilities by aligning Human Resource Management with the Corporate Strategies. Gearing up to the emerging opportunities and staying in a competitive business environment requires more responsive and innovative approaches to Human Resources Management. Strategic human resource management emerged out of the parent discipline of human resource management with the aim of optimizing organization objectives. It emphasizes the strategic importance of formulating HR objectives, strategies, and policies with a view to developing the skills and abilities for the achievement of competitive advantage.

OBJECTIVES

The ultimate aim of the program is to enhance the understanding of aligning Human Resource Processes and integrate them with other business processes. This will be achieved by providing an opportunity to study various aspects of:

- (a) Human Resource Management, including Human Resource Planning, Human Resource Development, Competency Management, Performance Management etc., in the light of Changing Business Environment.
- (b) Drawing from shared experience, to reinforce the learning process on practices and strategies in Managing Human Resources.

CONTENT

This comprehensive Program on Strategic Human Resource Management deals with

- Aligning HR processes with changing Business Environment
- Human Resource Planning with emphasis on Training and Development
- Performance Management
- Competency Management
- Strategic Leadership
- Mentoring & Coaching
- Management of Change
- Managing Employee Redundancies
- Building Competitive Capability on Employee Relations
- Cases In Managing People
- Strategic Action Plan

METHODOLOGY

The subjects in the program will be dealt with through an appropriate mix of group discussions, case studies, exercises, team presentations and lectures. The sessions will be dealt by Internal Faculty team and Guest Faculty from industry would be invited to share industry experiences. In addition to the basic concepts of Human Resource Management, participants will work in small teams and go through the process of developing strategic action plans to improve Human Resource Management.

DATE AND VENUE

The program will be held from 9:00 am on Monday **24th January**, 2011 to 5:00 pm on Friday **28th January**, 2011 at the campus of COD, Madhapur, Hyderabad.

ELIGIBILITY

Senior and middle level executives connected with the responsibility of Managing Human Resources including those dealing with HRD, Employee Appraisal, Manpower Planning, Employee Relations, etc. Owner managers and entrepreneurs will also find this Programme useful in formulating their HR Strategies.

PROGRAM DIRECTOR

Prof. Umeshwar Pandey has experience of over 37 years in the field of management. Prior to taking up the responsibility as the Director, Centre for Organization Development (COD) he has worked with ASCI in the capacities of Dean of Consultancy, Director, Centre for Management Studies and Chairman, Human Resource Management. He was also IPCL Chair Professor in Strategic Human Resource Management.

He has provided consultancy support to a large number of organizations in India and Abroad including United Nations in the areas such as Human Resource Policies & Planning, Manpower Assessment, Performance Management System, Human Resource Development, Assessment of Training Needs, Organizational Restructuring and Development of Systems & Procedures, etc.

He has designed and directed several Training programs in the areas of Strategic Human Resource Management, Performance Management, Industrial Relations Management, Human Resource Audit, Train the Trainers, Effective Trade Union Management, in addition to a large number of General Management Programs for HPCL, ONGC, NHPC, ISRO, IFFCO, Punjab National Bank (PNB), DRDO, Nuclear Power Corporation India Limited (NPCIL) etc.

PROGRAM FEE

A demand draft/ cheque of ₹ 35,000/- ; (US\$ 900, if foreign) in favor of Centre for Organization Development, Hyderabad. Program fee is also payable along with the nomination form. In case of administrative delay in processing the fee, please ensure early registration of participant names, with the fee following later. Service Tax of 10.3% to be added.

Last date for receipt of nominations **January 17, 2011.**

Last date for withdrawal of nominations **January 20, 2011.**

Nominations received on or before 31st December 2010, can avail a concession of 10 % per Participant.

10% concession can be availed by organizations for 3 or more Nominations.

CERTIFICATION OF PARTICIPATION

The COD issues a certificate of participation on conclusion of the program.

NOMINATION FORM

Programme on
Strategic Human Resource Management
A way forward for Aligning HR Processes

Venue:
COD, Hyderabad

Date: January 24th to 28th, 2011

Program Director: Prof. Umeshwar Pandey

NOMINATION DETAILS

Company Name: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

No.	Name of the Participant	Designation
1		
2		
3		

REGISTRATION FEE PER NOMINATION

A demand draft / cheque of ₹ **35,000/-**; (US\$ 900, if foreign) in favor of Centre for Organization Development, Hyderabad. Program fee is also payable along with the nomination form. In case of administrative delay in processing the fee, please ensure early registration of participant names, with the fee following later. Service Tax of 10.3% to be added.

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REGISTRATION DETAILS

Total Fees enclosed: ₹ _____ (in words) _____

DD / Cheque No: _____ Dated: _____ in favour of Centre for Organization Development payable at Hyderabad.

Signature: _____

Send in nominations along with Cheque/ Draft at the following address:

For Registrations please contact
Programme Coordinator: **C. Madan Mohan**
Centre for Organization Development, PO Cyberabad, Madhapur, Hyderabad - 500081.
Ph: 040-23118889 / 23118903. Fax: 040-23117703. Cell: 09701531767.
E-mail: madan@codhyd.org / info@codhyd.org