

Our other
Management Development Programmes

Sl. No.	Programme Title	Dates
1.	Leveraging Social Media for Business Intelligence	April 23, 2018
2.	Advanced Management Programme	May 7-9, 2018
3.	Geopolitical Risk and Business Preparedness	May 24, 25, 2018
4.	Data Summarization and Presentation for Non-Technical Executives	May 28-29, 2018
5.	Effective Purchasing Skills & Strategic Sourcing	June 4-5, 2018
6.	Training of Trainers	June 11-13, 2018
7.	Quality Analytics	July 16-17, 2018
8.	HR Analytics	July 23-24, 2018
9.	Advanced Excel Training	July 26-27, 2018
10.	Developing an Intrapreneurial Mindset for Effective Leadership	July 30-31, 2018
11.	Finance for Non-Finance Executives	August 6-7, 2018
12.	Data Analytics for Expanding Markets	August 9-10, 2018
13.	Effective Communication for Women in the Workplace	August 20-21, 2018
14.	Decision Making Techniques for Managers	August 30-31, 2018
15.	Effective Negotiation Skills	September 4-6, 2018
16.	Project Management	September 10-11, 2018
17.	Financial Management for Public Sector Enterprises	September 12-14, 2018
18.	Effective Communication and Presentation Skills	September 17-18, 2018
19.	Enhancing Personal Branding-Building Your Pathway to Professional Success	October 8-9, 2018
20.	Emerging Trends in Performance Management	October 10-12, 2018
21.	A Handshake with Disruptive Digital Technologies	October 15-16, 2018
22.	Crisis Communication	October 25-26, 2018
23.	Executing Strategies in World of Constant Disruptions	October 29-30, 2018
24.	Coaching & Mentoring for Personal and Professional Success	November 1-2, 2018
25.	Business Environment in the Middle East and Africa	November 15-16, 2018
26.	A Consultants Tool-Kit for Solving Strategic Problems & Enhancing Business Performance	November 19-20, 2018
27.	Making the Supply Chain Responsive	November 21-22, 2018
28.	Retirement Planning for Seeking Financial Freedom	November 26-27, 2018
29.	Nurturing the 5th Dimension of Leadership	November 29-30, 2018
30.	Managerial Leadership and Team Building	December 3-4, 2018
31.	Enhancing Assertiveness and Positive Attitude	December 10-11, 2018
32.	Creating Winning Sales Teams	December 17-18, 2018
33.	Digital Communication	January 10-11, 2019
34.	Enterprise Risk Management for Creating Risk Intelligent Organisation	January 14-15, 2019
35.	Strategic CSR: From Agenda Building to Impact Measurement	January 17-18, 2019
36.	Foreign Exchange Risk Management	February 4-5, 2019
37.	The New Indian Consumer: Winning Concepts and Practices	February 21-22, 2019
38.	Pricing and Application of Financial Derivatives	February 27-28, 2019

ABOUT THE INSTITUTE

FORE School of Management (FORE) has been established by the Foundation for Organisational Research and Education, a non-profit organisation, with a mission "To achieve and sustain Leadership in Management Education, Research, Consultancy and Development".

Programmes and Accreditations:

- The PGDM & PGDM (IB) courses at FORE are AICTE (All India Council for Technical Education) approved and accredited by National Board of Accreditation (NBA)
- The PGDM courses are equivalent to MBA. Equivalence permission is granted by Association of Indian Universities (AIU)
- FORE is rated as A*** by CRISIL in Delhi-NCR region and A** on national level
- FORE has been awarded "SAQS Accreditation" by Association of Management Development Institutions in South Asia (AMDISA)
- FORE has set up a state-of-the-art Studio at its Campus to conduct Online Executive Education Programmes for Working Professionals and has been successfully conducting variety of such online certification courses

Eminent academicians with many years of experience and experts from industry, recognized nationally and internationally, constitute faculty at FORE. FORE has in-house training facilitators in the field of Communication, OB & HR, Finance, Operations, Marketing, IT, International Business and Strategic Decision Making.

With a sharp focus on Management Education, Executive Education Programmes/MDPs, Consulting and Research, FORE stands amongst the Top Business Schools in the country.

FORE conducts MDPs to equip managers with knowledge, skills and attitudes required for effectively responding to global developments and competitive requirements. Our MDPs are designed with an appropriate blend of conceptual and experiential learning. Apart from open programmes, FORE conducts customized In-Company Programmes tailored to suit organisation's needs on topics/areas specifically required by an organisation. These Management Development Programmes (MDPs) are either custom-designed to suit client requirements or are offered by faculty on a specific theme to meet various client needs.

For any other information, please contact:

Executive Education Office

FORE School of Management

Adhitam Kendra

B-18, Qutub Institutional Area, New Delhi 110016.

Phone: (011) 2685 6301 (Direct), 4124 2424-33 (Extn. 471 & 498)

E-mail: exed@fsm.ac.in, Website: www.fsm.ac.in

Management Development Programme

on

HR Analytics

July 23-24, 2018

FORE Campus, New Delhi

Programme Directors:

Prof. Subir Verma, Prof. Prachi Bhatt & Prof. Bishakha Majumdar



Imparting Knowledge for Exploring New Horizons



DESIGNED BY: ALPS PRINTERS



**FORE School of Management
New Delhi**

Introduction

Recently, organisations of all sizes and geographical representation have been trying hard to manage the challenges of the human capital issues. Hence the need to be adept at planning and interpreting your organisation's "people metrics" has grown in order to steer business performance. Challenge then is to understand the HR analytics in order to uncover meaningful insights and improve decision making about people. At the same time linking these insights with the overall strategies of an organisation is equally important. Here HR Analytics also tries to sync the talent activities and the organisation as a whole.

Research has shown that high performing organisations are more likely to understand and use HR analytics. This programme would help understand the basic underpinnings of HR analytics, the process, and application of an effective HR analytics programme. Also, given their promising potential, the interest in using data from social media in HR analytics has gained importance recently. Hence it would be relevant to explore some key applications and discuss challenges involved therein.

This programme will help the participants to understand the underlying meaning and importance of HR analytics and to equip themselves with the knowledge of the techniques and tools of HR analytics, and their application.

Objectives

- Understanding the relevance of the emerging field of HR Analytics
- HR Analytics and using their insights impactfully
- Understand the crucial role of HR Analytics for leveraging HR activities
- Aligning HR Analytics and Business Strategies
- Linking social media and HR Analytics for business performance

Contents

- Evolution and Conceptual understanding of HR Analytics
- Developing insights from HR Analytics
- Data sources, statistical tools and techniques
- Leveraging and aligning HR activities with HR Analytics
- Social media as a data source for HR Analytics
- Linking HR Analytics with the HR strategies to business outcomes

Methodology

A blend of interactive discussions, case studies, individual and group exercises, and experience sharing.

Who Should Attend

Senior and middle level executives of public and private sector organisations largely in HR domain, HR Heads, HR Managers, Strategic Planners, Consultants, or independent practitioners. However, the programme will also be useful to other managers who are facing people related challenges and interventions.

Duration & Venue

Dates: July 23-24, 2018

Venue: FORE School of Management, B-18, Qutub Institutional Area, New Delhi 110016

Fee

Non-residential: Rs. 16,000 per participant (plus GST @18%) covering professional fee, programme kit and tea/lunch.

Residential: Rs. 28,000 per participant (plus GST @18%) covering professional fee, programme kit and boarding and lodging (air conditioned single room) at Hotel Residency Resorts (P) Ltd./Qutub Residency, New Delhi or equivalent from **noon of July 22, 2018 till noon of July 25, 2018.**

Discounts

- Early bird discount of Rs. 2,400 per participant for nominations received on or before July 16, 2018
- One complimentary nomination on non-residential basis for every group of three nominations from the same organisation, i.e., 3+1 participants for the fee of 3 participants

Fee is payable in advance by way of Local Cheque/DD in favor of "FORE School of Management" payable at New Delhi. You can also make online payment of fees by logging on to FORE website http://www.fsm.ac.in/exe_openmdpcalendar20182019.html

Registration

The registration form duly filled in along with the Programme fee should reach us at least 7 days before the commencement date of the Programme. You can also register & pay online by logging on to FORE website http://www.fsm.ac.in/exe_openmdpcalendar20182019.html. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

Certificate of Participation

The Institute issues a certificate of participation on conclusion of the programme.

Faculty

The faculty members of the Institute will take the programme sessions, except for a few sessions that may be taken by guest speakers.

Programme Directors

Prof. Subir Verma is Professor of Organisational Behaviour & Human Resource Management. He is also Chair, Post Graduate Programme & International Accreditation Committee at FORE School of Management. He has more than 25 years of research, teaching, training and consulting experience at reputed institutions such as IMI, Delhi, IIM Ranchi (where he was its first Dean), MDI Gurgaon and Delhi University. He was also a visiting faculty at ESCP-Europe, Paris. He is a Fellow (PhD) from IIM, Ahmedabad, M. Phil and M.A (Gold Medalist) from Delhi University. Prof. Verma has carved a niche in the design and delivery of programme on mentorship development, change management and Outbound based experiential learning on Leadership and Team Building. He has facilitated such programmes for the Senior and Middle level managers of reputed banks such as Allahabad Bank, BOB, Corporation Bank, Dena Bank, PNB, SBI, UCO and RBI; CPSEs like ONGC, Indian Oil, Coal India, MRPL, GAIL, LNG-Petronet, National Insurance, NTPC, SAIL, POWERGRID etc. and private sector enterprises such as Microsoft, HP, Siemens, Maruti Suzuki, Nestle, Jaibharat, Maruti, GETIT, Kampsax, Lanco Infratech, Siemens Power Engineering, SMEC India, SMS Demagetc and also the Indian Postal Service Officers at the level of CPMG, PMG and Directors. Recently, he twice designed and directed the prestigious 45 day Leadership Development Programme for the 25 General Managers of ONGC in India and Europe and another 20 day Senior Management Programme for the DGMs and Chief Managers of ONGC in India and abroad. He has also designed and conducted customized workshops on Negotiations Skills for corporates such as Aviva, Baxter, BEL, Chambal Fertilizers, Coca Cola, HP, Indian Oil, Intel, Jindal Steel, Laxmi Bank (Nepal), NDDDB, PepsiCo, POWERGRID, SBI etc. Prof. Verma is also a well known consultant on Organisational Transformation and Competency Based Leadership Development and has worked for Jharkhand Government, World Bank, National Geographic Channel, National Insurance, Nestle, Siemens Power, GETIT, Kampsax, SMS DEMAG and SMEC India. He can be reached at: <subir.verma@fsm.ac.in>.

Prof. Prachi Bhatt: Associate Professor in OB&HR at FORE School of Management. She is Ph.D. and Masters in HRM (Gold Medalist). She has over 10 years of research and teaching experience. She is Certified in Negotiation Research and Teaching from one of the world's best B-Schools- Kellogg School of Management, Northwestern University, USA. Her research experience and corporate association covers projects with Zydus Cadila Healthcare Ltd, Ahmedabad, GCMMF Ltd, Anand, and Indraprastha Apollo Hospitals, New Delhi. She has designed and conducted training programs for corporate executives- across management levels in both public and private sector organisations such as IFCCO, EIL, GAIL, Petronet LNG Ltd., Power Grid, ONGC Videsh Ltd., THDCIL, Idea Cellular Ltd, and many more. Executive training programs conducted by her include topics (in OB and HRM) such as Effective Negotiation, Culture and Change Management, Enhancing Managerial and Team Effectiveness, Interpersonal Skills, Organisational Culture, Competency Mapping, Psychometric testing and applications; and the allied areas. She also heads the Center for Psychometric Testing & Research (CPTR) at FORE. She can be reached at: <prachi@fsm.ac.in>.

Prof. Bishakha Majumdar, Fellow, IIM Indore; Assistant Professor, OB & HR. Prof. Bishakha Majumdar has three years of experience in teaching and research in the areas of Applied Psychology and Organisational Behaviour. She has national and international publications in human resource management, psychology, and public health, and has received, among others, the WDI Case Competition Award 2018 (University of Michigan, USA), the Best Management Research Award 2013 (National Academy of Psychology), and the Young Scientist Award, 2011 (Indian Academy of Applied Psychology). She has conducted MDPs and workshops extensively, with organisations such as Coal India, Oriental Insurance, Airport Authorities of India, NHPC, Relaxo Footwear, and Sonic ZF, in the areas of HR analytics, mentorship, feedback, motivation, time management, harmonising self and others, and workplace communication. She can be reached at: <bishakha@fsm.ac.in>.

FORE School of Management Management Development Programme

HR Analytics

**July 23-24, 2018
Registration Form**

Name: _____

Designation: _____

Organisation: _____

Office Address: _____

Phone: Office _____

Mobile: _____

Email: _____

Fax: _____

Your expectations from the Programme: _____

Residential / Non Residential _____

Payment Options

Online Payment

Programme fees can be paid through credit / debit card / net banking. Please logon to FORE website http://www.fsm.ac.in/exe_openmdpcalendar20182019.html for online registration and payment.

Offline Payment

Programme fees can be paid through Local Cheque / DD
If attached please give details

Local cheque / DD No. _____ Date _____ Amount _____

Signature _____

(Please return the completed form by post
or email: exed@fsm.ac.in, to:

**Executive Education Office
FORE School of Management**
B-18, Qutub Institutional Area
New Delhi 110 016

Note: Please feel free to make copies of this form for additional registrations.