



2019  
2020

# Management Development Programmes

Imparting Knowledge for Exploring New Horizons



**FORE School of Management, New Delhi**



## Management Development Programmes

FORE School of Management has been designing, developing and conducting innovative Management Development Programmes (MDPs) for professionalizing management for working executives in India for over 32 years. The globalized business environment demands that managers leverage the most advanced approaches to keep abreast of the latest developments. Hence, it becomes essential for managers to continuously update themselves about the changes in business management practices to enhance the thinking process for better quality decision-making. Due to this growing need of training and development for corporate executives, FORE has been consistently imparting training on the current areas of interest to corporate executives at all levels through open Management Development Programmes as well as customized in-company programmes. The programmes are designed to provide innovative and practical solutions to critical management challenges.

## Customized Training Programmes

FORE conducts customized training programmes for a large number of organizations for their executives at different levels, and offers unique programmes to suit the business and developmental needs of client organizations. Standard Modules from regular MDPs are also combined and adapted, wherever necessary, to suit the requirements of client organizations.

A customized programme benefits the organization directly by injecting new skills and insights. It also develops executives for world-class business opportunities, career growth and helps to:

- **Develop and retain talent pool:** retain most valuable employees by helping them fulfill their potential and increase their contribution to the future success of the organization.
- **Create and implement strategy:** give executives the skills to make sense of the future, make difficult decisions and build an execution culture to implement these new initiatives.
- **Accelerate management innovation:** in line with company's management principles, and challenge traditional management beliefs about change, motivation, leadership and organizational behavior.

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## Calendar of Management Development Programmes (April 2019-March 2020)

S. No.	Programme Title	Dates	Fees (Rs.)*		Programme Director (s)
			Non-Residential	Residential	
Communication Area					
1	Developing an Intrapreneurial Mindset for Effective Leadership	29-30 July 2019	16,000	28,000	Prof. Anita Tripathy Lal
2	Enhancing Assertiveness & Positive Attitude	12-13 December 2019	16,000	28,000	Prof. Anita Tripathy Lal
3	Effective Communication and Presentation Skills	12-13 September 2019	16,000	28,000	Prof. Anita Tripathy Lal
4	Effective Communication for Women in the Workplace	8-9 August 2019	16,000	28,000	Prof. Sriparna Basu & Prof. Reeta Raina
5	Enhancing your Personal Brand	16-17 January 2020	16,000	28,000	Prof. Reeta Raina & Prof. Sriparna Basu
Economics And Business Policy					
6	Aligning CSR with Sustainable Development Goals : Strategy Formulation, Implementation and Impact Assessment	18-19 November, 2019	16,000	28,000	Prof. Shallini Taneja
Finance Area					
7	Enterprise Risk Management	30-31 January 2020	16,000	28,000	Prof. Vinay Dutta
8	Finance for Women Executives	26-27 August 2019	16,000	28,000	Prof. Vinay Dutta
9	Financial Strategies for Value Creation	21-22 November 2019	16,000	28,000	Prof. Himanshu Joshi
10	Retirement Planning for Middle Level and Senior Executives	4-5 November 2019	16,000	28,000	Prof. Vinay Dutta
Information Technology					
11	Deep Learning-Foundation and Advances	9-11 December 2019	24,000	40,000	Prof. Ashok Kumar Harnal & Prof. Lalit K. Jiwani

12	Leveraging Social Media for Business Intelligence	29 April 2019	8,000	16,000	Prof. Shilpi Jain
Marketing Area					
13	Marketing Analytics	14-15 November 2019	16,000	28,000	Prof. Nirmalya Bandyopadhyay & Prof. Lalit K. Jiwani
14	The New Indian Consumer: Winning Concepts and Practices	29 November 2019	8,000	16,000	Prof. Anupam Narula
15	Understanding Sales and Distribution Analytics	10-11 June 2019	16,000	28,000	Prof. Asif Zameer & Prof. Shilpi Jain
Organisational Behavior & Human Resource					
16	Building leadership potential of Women Professionals	7-8 November 2019	16,000	28,000	Prof. Sanghamitra Buddhapriya
17	Effective Negotiation Skills	18-20 September 2019	24,000	40,000	Prof. Prachi Bhatt
18	HR Analytics	22-23 July 2019	16,000	28,000	Prof. Subir Verma & Prof. Chandra Sekhar
19	Managerial Leadership and Team Building	16-17 December 2019	16,000	28,000	Prof. Sanghamitra Buddhapriya
20	Performance Management-Current Trends and the Future	6 May 2019	8,000	16,000	Prof. Neeraj Kumar
21	Train the Trainer	8-9 July 2019	16,000	28,000	Prof. Subir Verma
Quantitative Techniques & Operations					
22	Advanced Excel Training	27-28 June 2019	16,000	28,000	Prof. Sumeet Kaur
23	Decision Making Techniques for Managers	2-3 September 2019	16,000	28,000	Prof. Hitesh Arora
24	Effective Purchasing Skills and Strategic Sourcing	23-24 May 2019	16,000	28,000	Prof. Mohita G. Sharma
25	Project Management	21-22 October 2019	16,000	28,000	Prof. Hitesh Arora & Prof. Mohita G Sharma
Strategic Management					
26	Introduction to Intellectual Property Rights	14 October 2019	8,000	16,000	Prof. Muqbil Burhan



International Business						
27	Data Analytics for Expanding Markets	18-19 July 2019	16,000	28,000	Prof. Savita Gautam	
28	ISO 27001:2013 Lead Implementer Course	9-10 January 2020	16,000	28,000	Prof. Sudeep S	

**Venue: FORE Campus, New Delhi**

**\*GST @18% on fee amount, as applicable, is payable extra**

- Notes:**
1. Detailed information on each programme (Introduction, objectives, contents, methodology and for whom) as well as faculty profile is available at FORE Website ([www.fsm.ac.in](http://www.fsm.ac.in)).
  2. The dates, venue, fee etc. are indicative and subject to change. Detailed brochures for individual programmes will be available roughly 2 months before the start of each programme.
  3. Organizations concerned must obtain confirmation of acceptance of nomination from FORE before sending participants to programme venue.
  4. The above programmes can also be customized according to the requirement of an organization.

For registration/enquiries, please contact:

**Executive Education Office  
FORE School of Management**

“Adhitam Kendra”

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# FORE School of Management, New Delhi

## Modules of In-Company Programmes offered by FORE

### General Management

- Advanced Management Programme for Senior Executives
- Certificate in Business Management Programme
- Corporate Governance
- Corporate Social Responsibility
- Developing Entrepreneurship Acumen
- General Management Programme for Middle Executives
- Knowledge Management
- Managing Change for the Senior Executives
- Strategic Management

### OB/HR

- Achievement Motivation Training
- Aligning Team with Organizational Goal
- Assertiveness through self development
- Being an Effective Team Player
- Building Competencies for Leadership Roles
- Building High Performing Teams
- Competency Mapping
- Contract Labour & Labour Issues
- Developing Emotional Intelligence
- Developing Gender Sensitivity at Workplace
- Developing Leadership Capabilities for Business Success
- Disciplinary Proceedings & Domestic Enquiry
- Enabling Women professionals for Leadership Roles
- Enhancing Assertiveness & Positive Attitude
- Enhancing Managerial Skills
- Excellence through Creativity and innovation
- HR for Line Managers
- Improving Interpersonal Skills
- Improving Negotiation Skills
- Individual Excellence for Organizational Effectiveness
- Interviewing Skills
- Labour Laws and Statutory Compliances
- Managerial Leadership and Team Building
- Managing Resources, Process & Performance
- Mentoring and Coaching
- New Trends in HR
- Organization Culture and Ethics
- Problem Solving and Decision Making
- Psychometric Testing & Applications
- Strategic Human Resource Management
- Strategic Leadership and Change Management
- Stress Management
- Team Building & Conflict Management
- Time & Task Management
- Training of Trainers
- Work Ethics & Culture
- Work Life Balance for Women Executives

### Sales & Marketing

- Accelerated Sales Force Performance
- B2B Marketing

- Brand Management
- Concept Selling
- Customer Focused Marketing Strategies
- Customer Relationship Management
- Digital Marketing
- Enhancing Sales Team Performance
- Integrated Marketing Communications
- Market Research
- Marketing Innovations
- Marketing Strategy in Competitive Environment
- Opportunities and Challenges in Contemporary Marketing
- Putting Customer First
- Social Media Marketing

### Finance

- Enterprise Risk Management
- Finance for Non Finance Executives
- Finance for Non-Finance for Women Executives
- Foreign Exchange Risk Management
- Letter of Credit for Effective Business
- Risk Management in Import-Export Business
- Spreadsheet Modeling for Business Analysis
- Superannuation Planning

### Communication

- Report Writing and Presentation Skills
- Business Etiquette
- Effective Communication Skills
- Effective Communication through Theatre Technique
- Developing Communication Competency
- Communication Strategies for Today's Managerial Leaders
- Communications and Presentation Skills

### Operations

- Advanced Excel Training
- Ware House Management
- Logistics of Air Freight and Warehousing
- Supply Chain Management
- Total Quality Management
- Inventory Management
- Effective Purchasing
- Effective Spares Management

### Information Technology

- Introduction to IT
- Introduction to E Commerce
- Software Project Management
- IT Governance & Contracting
- IT Business Case Preparation
- Introduction to SAS Analytics

### International Business

- Procedure & Practices in International Trade
- Legal aspects International Trade

# Mission

“To achieve and sustain Leadership in Management Education, Research, Consultancy and Development”

## About FORE

Foundation for Organizational Research and Education (FORE), a non-profit autonomous organization, was established in 1981 as a Center for Excellence for research, consultancy, training and management education by renowned professionals of global acclaim from Government and corporate sectors. With a view to meeting the needs of professional education of excellence in Management, FORE School of Management, New Delhi under the aegis of FORE was established in 1992. FORE has been working closely with industry and academia for developing contemporary new domains of managerial thought and education and contributing to the process of building leaders in today's global business environment. FORE has been setting benchmarks in management education for the last over 24 years. This is aptly reflected in the Top rankings by leading B-Schools surveys of the country and in a recent survey conducted by **CRISIL – a leading Ratings, Research, Risk and Policy Advisory Company in India – has rated FORE with A\*\*\* (the highest rating level) for the Delhi-NCR and A\*\* for the National level for both the two-year PGDM and PGDM (IBM) programmes.** Located in the heart of South Delhi, FORE provides contextual learning and helps in the development of students as thinking professionals, who have the ability to meet the upcoming challenges for tomorrow's corporate leaders. The programmes offered at FORE aim at developing multiple skills including managerial decision-making, problem-solving, analytical reasoning, communications, creativity and innovation. The Institute has a Board of Directors with representatives from Government, academic institutions and industry. The Institute has also an Academic Council consisting of eminent professionals from industry, government and other academic institutions. FORE takes pride in its professional and high-quality faculty in the fields of Communications, Economics, Finance, Human Resource Management, Information Technology, International Business, Marketing, Operations and Strategy. The faculty are drawn from leading national and international institutions and industries who are engaged in extensive research and consultancy, and possess a myriad of management skills. Eminent personalities and senior corporate professionals are invited from time to time to share their experiences and discuss real world managerial practices and market opportunities and challenges.



## The Executive Board at FORE

- **Mr. R.C. Sharma** President  
(Former Director - CBI, Govt. of India)
- **Dr. G.V.G. Krishnamurty** Chief Patron  
(Former Election Commissioner of India)
- **Dr. B.B.L. Madhukar** Vice President (Finance) & Treasurer  
(Former Chairman and  
Managing Director - MMTC Ltd.)
- **Dr. Vinayshil Gautam, FRAS (London)** Member  
Chairman, DK International Foundation;  
(Founder Director, IIM-K; 1st Head,  
Management Dept, IIT-D;  
1st Hony. Dean, KPMG Academy;  
Ex-Sr. Managing Director & Principal Economic Advisor,  
Protiviti (I) Member Pvt. Ltd.)
- **Dr. Yasho V. Verma** Member  
(Former Chief Operating Officer & Director - LG  
Electronics India Pvt. Ltd.)
- **Mr. T.C. Venkat Subramanian** Member  
(Former Chairman &  
Managing Director - EXIM BANK OF INDIA;  
(Former Chairman of the Board - INDIAN BANK)
- **Dr. Jitendra K. Das** Ex-Officio Member  
Director - FORE  
(Former Dean (Noida Campus), IIM Lucknow)



## From the Director's Desk...



Focusing on current potential for future performance, FORE School's Management Development Programmes (MDPs) aim at enhancing the competitiveness of Indian Business Managers across functional areas using global pedagogy.

FORE is a not-for-profit premier Business School with a standing of over 36 years providing quality training and executive education to Private, Public, Banking and Social Sectors. Our Board of Governors consisting of eminent professionals is the guiding force behind this effort ably supported by a committed group of highly capable and seasoned faculty members.

Businesses are truly global nowadays and have become more challenging and complex. Rapid changes in technology and related external factors have added to the uncertainty of the business landscape. Consumers have become more demanding and value conscious, Compliance is the order of the day, contributing to environment and society are a part of business objectives all in all, Business Executives these days are required to manage the present with an eye on the future as never before, nothing can be assumed or taken for granted. These challenges, however, are coupled with tremendous opportunities for business growth and expansion.

Entrepreneurship has found a totally new dimension in the Start-ups of today. Competition has given way to collaboration and cooperation resulting in a large number of M&As.

Continuous pursuit of knowledge and upgrade of skills is critical to an organization's success these days. Managers must regularly update themselves on various new management thoughts and business practices. FORE Open MDPs provide business executives with an opportunity to enhance their business knowledge with a broad portfolio consisting of OB/HRM/Leadership, Information Technology, Business Analytics, Marketing, Finance, Strategy, International Business, Operations, Communication and Business Policy. Our programmes follow a unique pedagogy encompassing collective experiential learning tools, global cases, interactive exposure to state-of-the-art concepts, experience sharing, presentations, application exercises, and special interactive sessions with practitioners.

Each year we prepare a bouquet of Open MDPs based on the current industry needs gathered through close interaction with practicing managers from across industries. I am happy to present our MDPs Corporate Brochure for the year 2019-20 to you and invite you to participate in our programmes. I am sure together we will keep exploring more and continue our quest for excellence.

Best wishes

**Dr. Jitendra Das**

## From the Chair - Executive Education's Desk...



I am delighted to share with you the philosophy of designing and delivering MDPs (Management Development Programmes) at FORE.

FORE was established to develop and improve Management thought and practice in India with a global outlook more than 36 years ago. Helping managers at all levels through diverse L& D initiatives has been an integral part of FORE's DNA right from its inception. Thus our MDPs are designed based on the current and future needs of the industry and delivered using an eclectic pedagogy where you learn by doing and engaging with the facilitators.

Our programmes aim to train your employees not only in a specific subject but also help develop business ideas that create a future for your organisation. This is a result of regular interaction of our highly qualified and experienced faculty with industry leaders to have a deep appreciation of the business challenges faced by the companies. Our MDPs therefore are strategic in nature and delivered with unparalleled passion to jointly seek solutions to grow together.

FORE strongly believes that MDPs are essential for the overall development of management education in India. Organisations that participate in FORE's MDP efforts, therefore, are not only

able to train their employees, but also contribute to the overall thoughts and concepts of present day management education.

We look forward to working with you in Open as well as Customized Management Development Programmes/Executive Education Programmes (EEPs) to help each other in developing unique solutions and new perspectives in various management domains and the growth of your talent pool.

Best Wishes

**Prof. Asif Zameer**



## Communication Area

- **Developing an Intrapreneurial Mindset for Effective Leadership**
- **Enhancing Assertiveness & Positive Attitude**
- **Effective Communication and Presentation Skills**
- **Effective Communication for Women in the Workplace**
- **Enhancing your Personal Brand**

## Developing an Intrapreneurial Mindset for Effective Leadership

<b>Duration</b>	: 2 days
<b>Dates</b>	: July 29-30, 2019
<b>Programme Director</b>	: Prof. Anita Tripathy Lal
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

### INTRODUCTION:

In the changing times to succeed in various leadership roles, employees need to exceed all expectations at workplace. This is possible by having an 'intrapreneurial mindset' which would make them innovative, adaptable and resilient to thrive in a changing workplace.

An 'intrapreneurial mindset is about taking ownership and responsibility of who you are and what you do. You take ownership of your work and job as if it was your company. This approach can certainly help the organization scale new heights. As It is based on being innovative, developing excellent professional habits and a strong sense of leadership and service. This would accelerate your brand and reputation in the workplace. Nothing is more important than building a legacy and reputation. It precedes you as well as follows you wherever you are and wherever you go. People want to work with people who are doers and movers, who are authentic and have a proven track record. An 'intrapreneurial mindset' in the workplace is the path to getting noticed, promoted and moving up in the corporate ladder!

In the competitive business environment, the shift in attitude demands that the 'intrapreneurial mindset' becomes a second nature to the new generation. Then how do you instill the 'intrapreneurial mindset'. Through training, employees can develop an 'intrapreneurial mindset' for effective leadership at workplace.

### OBJECTIVES:

- To enhance the level of innovativeness.
- To develop the sense of ownership.
- To enhance the intrapreneurial competencies.
- To succeed in achieving the organizational goals.

### CONTENTS:

- Importance of Intrapreneurial mindset at workplace
- Mapping of Intrapreneurial Competencies
- Creativity & Innovativeness and Alignment of Goals with the Vision of the Company
- Developing Sense of Ownership and Accountability
- Assessing the marketing initiatives
- Achieving operational excellence
- Understanding the financial implications of the business to mitigate risk
- Stimulating Positivity at Work place

### WHO SHOULD ATTEND?

The participants are expected to be a good mix of the Sales and Marketing Managers, Project Leaders, Team leaders, Senior Managers, Consultants from Public Sector, Private Sector, Multinational Organizations, Government Departments and other sectors like Tourism, Hotel, BFSI, Advertising and Hospitals etc.



“ Strategy is about stretching limited resources to fit ambitious aspirations. ”  
- C K Prahalad



## Enhancing Assertiveness & Positive Attitude

<b>Duration</b>	: 2 days
<b>Dates</b>	: December 12-13, 2019
<b>Programme Director</b>	: Prof. Anita Tripathy Lal
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: * Plus GST @18%

### INTRODUCTION:

Are you invisible? Do they listen to you? Do some of your best ideas hit the trash can because nobody cares to even hear them?

As a manager, there is a good chance you may have faced situations like the ones above. If you are a leader, it does not augur well for your organization if some of the best ideas or people are not heard! During these uncertain times, it's crucial that the precious commodities- 'Good Ideas and Good People' are heard or noticed and used!

This behavioral intervention will ensure that you are seen and heard. You will learn the ideal balance position between passivity and aggression. It will also help you to develop a positive attitude, as this can help you win in all areas of your life. You will see remarkable improvement in your relationships-personal and professional.

As a leader, one should encourage a positive attitude and assertiveness within the organization.

### OBJECTIVES:

- To learn the importance of attitude renewal
- To develop assertive behavior for better personal and professional life.
- To help others around to grow by giving direct honest feedback.

- To build positive relationships at workplace
- To develop a positive self- image.

### CONTENTS:

- Understanding and assessing the different behavioral patterns
- Responsibilities and risks in each type of behavior
- Managing difficult people and situations
- Techniques of practicing assertiveness at workplace
- Power of positive beliefs and attitude
- Art of relaxation for reducing anxiety when changing your behavioral patterns
- Discussing and applying the techniques of attitude renewal
- Developing an effective personal and professional action plan to enhance assertiveness and positive attitude.

### METHODOLOGY:

The training will be delivered through the use of interactive methods and be purely activity based. The programme provides insights through real-life experiences, case studies, interactive discussions, inspiring films, and simulation activities. Individualized coaching and feedback is offered through worksheets, checklists, and exercises through role plays-theatre, yoga & meditation.

### WHO SHOULD ATTEND?

The program will be useful for all those who want to improve their ability to influence, motivate, inspire by being positive and assertive with others. It will be of particular benefit to: Middle & Senior Managers, Project Leaders, Team leaders, Consultants from Public Sector, Private Sector, Multinational Organizations, Government Departments and other sectors like Tourism, Hotel and Hospitals etc.



“ Literacy is not an end in itself, but is a means to most other learning and social and economic empowerment ”

(ELL Position Paper, pg. 9). (January)



<b>Duration</b>	: 2 days
<b>Dates</b>	: September 12-13, 2019
<b>Programme Director</b>	: Prof. Anita Tripathy Lal
<b>Fees</b>	: Rs. 16,000 (Non-Residential)* : Rs. 28,000 (Residential)* * Plus GST @18%

### INTRODUCTION:

What does it take to succeed in one's career? Talent, good ideas, a good education, technical expertise, skills, hard work, motivation, initiative - all these are important. In addition to this, 'good communication skills' happens to be the most important of all, because every job requires to get things done through other people- co-workers, customers, managers, people in other departments in the company. One's career success depends to a large degree on how effectively one communicates across the different channels. Another need in today's times is the art of effective presentations, as these have become a necessary part of a Manager's job requirement irrespective of the function that a manager handles.

Numerous studies have also revealed how communication in the business organizations has become all the more important for today's managers given the complexity of business operations, across increasing locations, time spans and people. The ever increasing pressure on time and attention span has brought forth the importance of effective communication to lead and excel.

Keeping the above factors in mind, this MDP has been designed to enhance and hone the communication and presentation skills of managers working up in their career for leadership roles.

### OBJECTIVES:

- To create powerful first impressions
- To communicate in a clear, objective & systematic manner

- To deliver different types of presentations confidently
- To hone listening skills
- To improve interpersonal communication skills
- To appreciate the nuances of cross cultural values and communication.

### CONTENTS:

- Significance of Oral & Non-Verbal Communication
- Techniques to hone Listening Skills
- Effective Presentation Skills
- Informative and Persuasive Presentations
- Enhancement of body language and voice modulation
- Art of receiving and giving feedback
- Interpersonal communication at work place
- Business Etiquette with a cross cultural perspective.

### METHODOLOGY:

The programme is designed in a systematic manner to proceed from basic to advanced strategies and skills required by managers. The programme provides insights through real-life experiences, case studies, interactive discussions, inspiring films, and simulation activities. Individualized coaching and feedback is offered through worksheets, checklists, and exercises through role plays and theatre. Presentation skills session will be backed by video recording, playback and feedback.

### WHO SHOULD ATTEND?

The program will be useful for all those who want to improve their ability to influence, motivate, inspire and communicate effectively with others. It will be of particular benefit to: New Managers, Sales and Marketing Managers, Project Leaders, Team leaders, Senior Managers, Consultants from Public Sector, Private Sector, Multinational Organizations, Government Departments and other sectors like Tourism, Hotel and Hospitals etc.



“

The mind is everything. What you think you become.

- Gautam Buddha

”

<b>Duration</b>	: 2 days
<b>Dates</b>	: August 8-9, 2019
<b>Programme Director</b>	: Prof. Sriparna Basu & Prof. Reeta Raina
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

### INTRODUCTION:

Even though facts show that there is an increasing trend of women taking management positions, it is equally true that women are working for major corporations but in very few instances leading them. Women hold 16% of director positions at Fortune 500 companies, and according to Catalyst, a non-profit organization, and women only hold 4.6% percent of CEO positions as of 2013. Interestingly, Research indicates there are three must-have communication and leadership skills that women need in order to get the roles and positions best suited to their skills, interests, abilities and it is time this are debated and practiced to see what value they can yield.

### OBJECTIVES:

- Identify and analyse key issues and challenges for women in the workplace
- Understand how communication effectiveness can influence personal and professional behaviour
- Understand the different cultural and social perspectives on workplace behaviour for women
- How to audit one's own communication and set personal goals.

### CONTENTS:

- 1) Self-Image:  
Exploring how you view yourself and your abilities? exploring what others really think of you; building self-respect; identifying your comfort zones; emphasizing personal strengths; giving yourself credit; focusing on things you know you can do; applauding yourself for efforts rather than seeking out failures;
- 2) Understanding & Defining Assertiveness:  
The Key Concepts of Assertiveness and its Influence on Personal and Professional behavior; Different cultural and social perspectives on assertive behavior; Challenges of executing assertiveness as personal and workplace behavior; How to audit assertiveness and set personal goals
- 3) Intrapersonal and Interpersonal Behaviour:  
Aligning the intrapersonal and interpersonal; managing interpersonal equations at work; Building resilience in interpersonal relationships; Building a personal and professional behaviour competence roadmap
- 4) Action Planning:  
Participants plan and discuss what they will do on return to work.

### METHODOLOGY:

To involve participants in experiential exercises, role plays, case study analysis and roadmap building for various themes.

### WHO SHOULD ATTEND?

Middle level women executives of private and public sector companies.

<b>Duration</b>	: 2 days
<b>Dates</b>	: January 16-17, 2020
<b>Programme Director</b>	: Prof. Reeta Raina and Prof. Sriparna Basu
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

### INTRODUCTION:

The Personal image and interpersonal style of professionals can have a powerful influence on the development of any career. As we understand, it is tough to stand out in today's job market. There is no dearth of talent out there. The secret to standing out is to impress your employer with the unique and authentic she\he—in person, on paper, and online. A professionals' brand is their reputation. It's what they are known for and how people experience them. It's about bringing who they are to what they do and how they do it. Delivering their brand clearly and consistently will create a memorable experience in the minds of those they interact with and can open doors to new opportunities. This personal brand experience will provide an opportunity to the participants to learn more about themselves so that they can uncover and define their unique skills, strengths, and talents. These areas form the foundation of their personal brand and can help them chart a course for their career and can position themselves to reach their goals. "Build Your Personal Brand" provides guidance on making the right impact in any professional situation.

### OBJECTIVES:

To help the participants in uncovering and using their key competencies in creating a satisfying professional and personal life and also, in a way contributing towards the collective goals .

### CONTENTS:

- Creating self-awareness
- Identifying personal and professional goals
- Uncovering your strengths and weaknesses
- Improving upon your peoples' skill set
- Developing the art of dialoguing
- Interacting in heterogeneous groups and developing the ability to relate well to others
- The ability to cooperate and resolve the conflict
- The ability to assert ones' rights, interests, limits and needs.

### METHODOLOGY:

The training will be conducted majorly by using theatre techniques –an experiential methodology that leads to self-learning.



You can't cross the sea merely by standing and staring at the water



- Rabindranath Tagore







## **Economics and Business Policy**

- **Aligning CSR with Sustainable Development Goals: Strategy Formulation, Implementation and Impact Assessment**



## Aligning CSR with Sustainable Development Goals: Strategy Formulation, Implementation and Impact Assessment

<b>Duration</b>	: 2 days
<b>Dates</b>	: November 18-19, 2019
<b>Programme Director</b>	: Prof. Shallini Taneja
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

### INTRODUCTION:

Corporate Social Responsibility (CSR) measures for both public and private sector corporations in India have gathered a certain momentum due to economic reforms and globalization pressures. The formulation of the Companies (Corporate Social Responsibility Policy) Rules, 2014 (“CSR Rules”), by the Ministry of Corporate Affairs (MCA), GOI under section 135 of the Companies Act, 2013 schedule VII was a welcome Development. A holistic framework has been given to the industry in the form of the CSR legislation so that strategic planning of their CSR activities would help them to measure the impact of the deliverables at the end of the year. This has also ensured a gradual shift from the traditional model of social welfare to a more strategic CSR model that fits in with the long-term objective of the company. This new avenue of funding national development agenda believed as a new financing and PPP model for sustainable development to developing nations. Companies are strategizing their CSR investment to gain global competitive advantage. Third year of implementation of CSR legislation would be going to end on March 31, 2017. There are some companies who are doing exceptionally good work while some are catching up and some who are still struggling to understand the issues and challenges related to agenda building, operational issues, implementation and especially how to create their own parameters for impact assessment & measurement and reporting practices. Therefore, it is important to ensure that the investment in CSR initiatives must create ‘shared value’ both for the business and society at large.

### OBJECTIVES:

- To elucidate and review the gradual shift in the understanding of CSR practices and its significance to business strategy.

- To develop an in depth understanding of approaches, tools and techniques for CSR implementation.
- To develop insights for conducting the stakeholder engagement and materiality assessment.
- To develop insights into appropriate disclosure and reporting systems for CSR and Sustainability.
- To develop the understanding of various qualitative and quantitative tools to measure CSR monitoring, evaluation and impact assessment.

### CONTENTS:

- Overview of section 135, schedule VII of CSR Rules under the Companies Act 2013
- CSR agenda formulation process and content (Creating instrument for baseline study)
- Strategic Engagements with internal and external stakeholders (Collaborative frameworks; stakeholder engagement and materiality assessment)
- CSR implementation process and issues
- Evaluation of CSR projects: Monitoring, evaluation and impact assessment (qualitative and quantitative techniques)
- Sustainability: Disclosures & Reporting issues and post-2015 Development Agenda.

### METHODOLOGY:

Interactive mode of teaching which includes case studies, practical exercises and group discussions involving the participants.

### WHO SHOULD ATTEND?

Managers and executives from public and private sector organizations and MNCs. Also other agencies like government departments, Chambers of Commerce, NGOs, and organizations associated with social sector projects are welcome to participate.



“ There is only one ingredient for innovation and that is the power of the human mind. As long as a company is able to attract, enable, empower and retain the best of the brightest, it will have a play.

- Narayana Murthy

”



## FINANCE

- Enterprise Risk Management
- Finance for Women Executives
- Financial Strategies for Value Creation
- Retirement Planning for Middle Level and Senior Executives

<b>Duration</b>	: 2 days
<b>Dates</b>	: January 30-31, 2020
<b>Programme Director</b>	: Prof. Vinay Dutta
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	*plus GST @18%

### INTRODUCTION:

Exposure of business enterprises to risks is moving up on the ladder due to rapid pace of change, expanding business arenas, resource constraints, growing openness and accountability, continual organizational change, regulatory developments and well-publicized debacles of companies like Lehman Brothers, Satyam Computers, Enron and WorldCom. These events are adding new dimensions for creating risk awareness and managing risks among present day managers versus their counterparts a decade ago. Stakeholders today are demanding greater transparency on the subject of risks an enterprise faces and commensurate level of assurance about the robustness of the organization's risk-taking capabilities. That being the reality why is risk an unpleasant word? Why do businesses often interpret risk as impediment to growth and ignore risk taking? Why is risk not viewed as resource for value creation? Can business enterprises, private or public, profit making or non-profits, established or start-ups re-look at risk positively to embrace it for achieving competitive advantage and sustained growth? And what exactly is the potential of using integrated risk management in creating a risk-intelligent organization when the business environment is going through a turbulent phase?

This two-day intensive case study based program has been especially designed to resolve risk management issues at strategic as well as operational level and seek out solutions for risk management at an enterprise level. Organizations that can systematically identify potential exposures, take corrective action early, and proactively learn from those actions to achieve corporate objectives.

### OBJECTIVES:

- Giving an insight into the fundamentals and framework of risk management.
- Examining the present status of risk management and interrelationships between various risks assumed by businesses.
- Developing risk infrastructure and capabilities for managing business risks at an enterprise wide level.

### CONTENTS:

- Meaning, objectives & evolution of risk management towards enterprise risk management
- Money management versus risk management
- Identification of risks and developing risk registers
- Risk strategy and alignment of strategic decisions with operational capabilities
- Financial risk management
- Operational risk management
- Human resource risk management
- Business disaster management and contingency planning.

### METHODOLOGY:

The programme would be conducted in an experience-sharing mode, encouraging free interaction amongst the participants and faculty.

### WHO SHOULD ATTEND?

This programme is interdisciplinary. It is recommended that senior and middle level executives from cross-functional areas jointly attend the programme.

“

India conquered and dominated China culturally for 20 centuries without ever having to send a single soldier across her border.  
- Hu Shih (former Ambassador of China to USA)

”

<b>Duration</b>	: 2 days
<b>Dates</b>	: August 26-27, 2019
<b>Programme Director</b>	: Prof. Vinay Dutta
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	*plus GST @18%

### INTRODUCTION:

This programme is about financial prudence and knowing what the number really means in business. It is specially designed for the women executives who need to understand what is happening in their respective organizations from a financial perspective. Programme focuses on providing the practical financial management knowledge to women executives to make informed business decisions.

### OBJECTIVES:

- Giving an insight into the fundamentals of accounting and finance
- Examining and analyzing the common myths about finance and interface of finance and functional managers
- Learning what the numbers really tell
- Developing capabilities for using financial prudence in making day to day operational decisions.

### CONTENTS:

- Relevance of financial prudence for functional managers
- Basic concepts of financial and management accounting
- Understanding basics of financial statements in general and through latest annual report of a listed company in particular: Balance sheet basics, Income statement and Cash flow statement basics

- Role of functional managers in improving company's cash flows and profitability
- Financial ratio analysis
- Fundamentals of costing and capital budgeting, from decision making perspective
- Interpretation of economic and financial news
- Working capital management
- Financial markets and financial instruments
- Basics of personal financial planning.

### METHODOLOGY:

The course uses participative discussion, cases and practical assignments to achieve the learning objective. Participants are encouraged to bring their problems to the course with an objective to learn through discussion and experience sharing.

Target organizations/Target Participants

This is a "fundamental" programme specially designed for:

Senior and Middle level Non-Finance Women Executives.

### WHO SHOULD ATTEND?

*No prior knowledge or background in finance/ accounting required.*

- *Women running own businesses/ Women entrepreneurs*
- *Business women who wish to update their knowledge on basics of Finance and Accounts.*

“ So far as I am able to judge, nothing has been left undone, either by man or nature, to make India the most extraordinary country that the sun visits on his rounds. Nothing seems to have been forgotten, nothing overlooked. ”

– Mark Twain



<b>Duration</b>	: 2 days
<b>Dates</b>	: November 21-22, 2019
<b>Programme Director</b>	: Prof. Himanshu Joshi
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: *plus GST @18%

**OBJECTIVES:**

Ultimate goal of a modern corporate organization is to create value for its stakeholders. Value creation involves concerted efforts of various corporate teams working in different functional areas like marketing, product development, strategic business units, and of course finance. Value created by corporate and functional strategies is measured predominantly in financial terms. Therefore it is imperative for a progressive corporate executive to understand interaction between finance and strategies for corporate value creation. This program will help corporate executives to upskill themselves with the concepts of corporate finance and financial strategies, giving them ability to identify and operationalize value enhancing projects and activities.

**OBJECTIVES:**

- Appreciate the concept of corporate value creation

- Grasp the skills to strategize about profit opportunities.
- Global expansion opportunities and challenges.
- Developing internal capital market
- Transforming internal capital market for competitive advantage.

**CONTENTS:**

- Financial Analysis and Strategic Management
- Strategizing for profitable growth
- Global Opportunities and Challenges
- Managing Financial and Strategic Risk.

**METHODOLOGY:**

Interactive mode of teaching, including case studies, practical exercises and group discussions involving the participants.

**WHO SHOULD ATTEND?**

Professionals, bankers, and executives engaged in diverse roles in public, private, and consulting organization who want to upskill themselves to take strategic or leadership role. Executives from Strategic Business Units, Marketing and Finance Professionals will especially benefit from this program.



“ Teachers open the door, but you must enter by yourself. ”  
– Chinese Proverb

<b>Duration</b>	: 2 days
<b>Dates</b>	: November 4-5, 2019
<b>Programme Director</b>	: Prof. Vinay Dutta
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: *plus GST @18%

### INTRODUCTION:

Increased level of wealth created by individuals and brighter yet uncertain future economic conditions has substantially augmented the demand for sound professional advice on superannuation planning, commonly referred as retirement planning. Superannuation planning essentially entails setting financial and non-financial goals to live happily in retirement. However, to be sure that your life is full of enjoyment, you must have an understanding of the basic financial principles for managing personal finances in general and specifically on superannuation. This two day programme has been designed to prepare Oil India Limited executives for critically and logically analyzing the process of making independent financial decisions for seeking financial freedom during matured phase of life. Programme also aims at empowering the participants to develop strategies for managing personal finances on trans-generational basis.

### OBJECTIVES:

To enable the participants to improve and develop a deeper understanding of their finances through:

- Extending their present knowledge with current insights from wealth Management perspective;
- Empowering the participants to develop capabilities to assess their pre and post superannuation financial needs;
- Providing framework of wealth accumulation, wealth preservation and wealth distribution.

### CONTENTS:

- 1) Fundamentals of personal finances: Purpose of money, money and happiness
- 2) Emotional and financial aspects of personal financial planning: Life situation and personal values, economic, emotional and social factors affecting financial planning
- 3) Financial planning process- Determining current financial situation, developing personal financial goals, identifying alternative courses of action, evaluating alternatives, implementing financial action plan, reviewing and revising financial plan
- 4) Goal setting: Financial and non-financial goals, goal-setting process, monitoring goals
- 5) Retirement planning: Basics of retirement planning, retirement options, planning for retirement cash flows, adjusting retirement living expenses, preserving and rebalancing of portfolio on retirement
- 6) Investment options at pre and post retirement phase, factors affecting choice of investments, and
- 7) Estate Planning: What is estate planning? Nomination versus Will, Will versus Gift, Types of Will, Drafting sample will.

### METHODOLOGY:

An interactive mode of teaching by engaging the participants through use of case studies, practical exercises and group discussions.

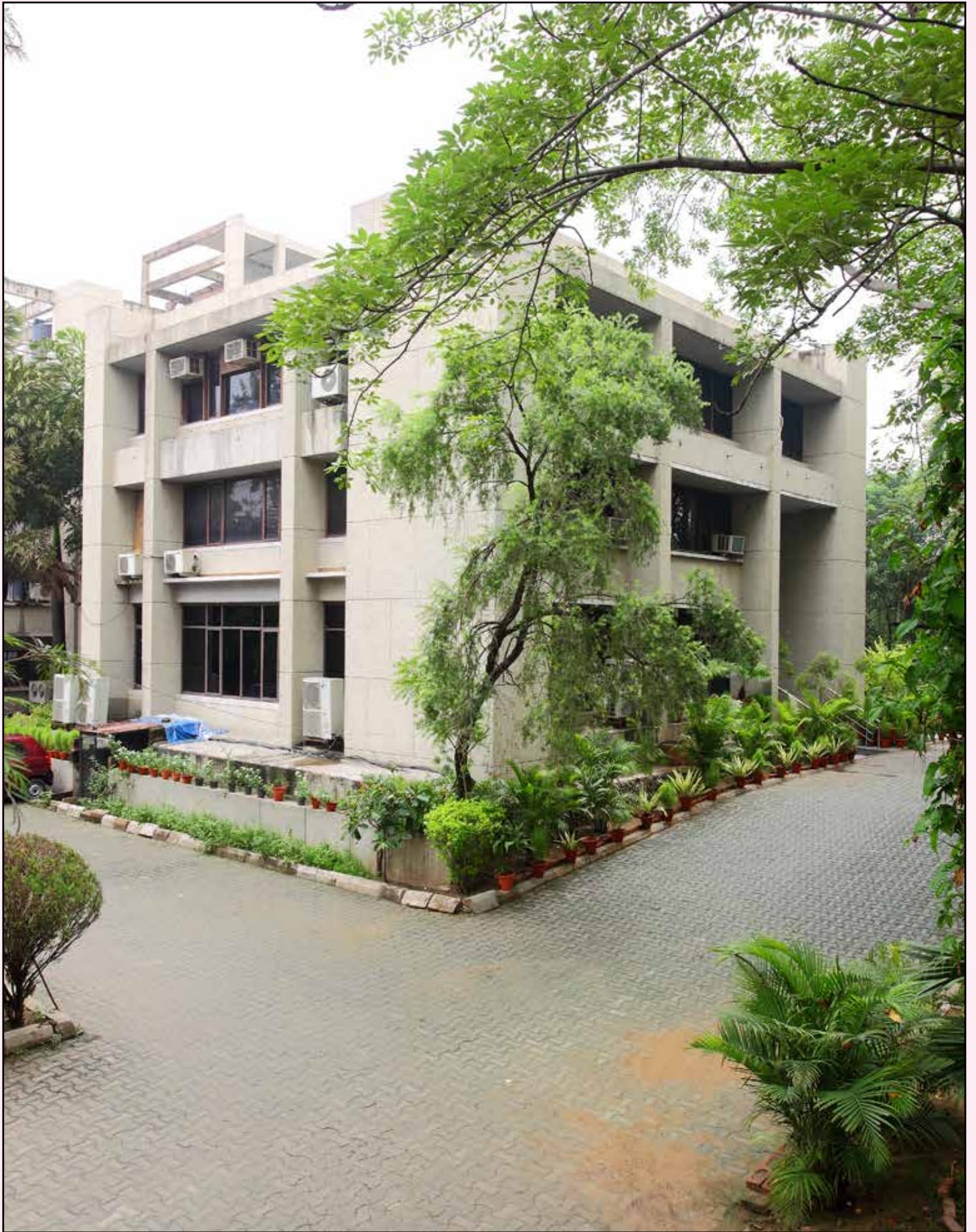
### WHO SHOULD ATTEND?

Officials in pre-retirement phase, seeking voluntary retirement and officers having interest in developing capabilities for managing personal finances



“ Impossible is a word to be found only in the dictionary of fools. – Unknown ”







# INFORMATION TECHNOLOGY

- Deep Learning-Foundation and Advances
- Leveraging Social Media for Business Intelligence



<b>Duration</b>	: 3 days
<b>Dates</b>	: December 9-11, 2019
<b>Programme Directors</b>	: Prof. Ashok Kumar Harnal & Prof. Lalit K. Jiwani
<b>Fees</b>	: Rs. 24,000 (Non-Residential)*
	: Rs. 40,000 (Residential)*
	* Plus GST @18%

### PROGRAM OBJECTIVES:

Artificial Intelligence and Deep Learning is revolutionizing technology, business, services and industry in a manner not seen before. This has been possible due to the rapid progress and strides made in the computing and graphic processor technologies and the widespread use of internet and mobile devices. This has led to increased generation and availability of data to exploit. Not only most of the bigger multinational corporations but also the many startups are exploiting these data to offers products and services hitherto unheard and requires skilled people in this niche arear. It is the objective of this program to expose the audience to this important area of Artificial Intelligence i.e. Deep Learning. Applications of Deep Learning ranges from Computer Vision to Speech and Language understanding & translation to marketing and to drug discovery. The objectives of the present program are:

1. To expose the target audience to issues and challenges in Deep Learning.
2. To help them start working in the Machine Learning framework.
3. To address key issues in Deep Learning and Associated technologies for Learning and Decision making applications in variety for data sets – speech, text, images and videos.
4. Deep learning, Reinforcement Learning and transfer learning.
5. Practical implementation of each of the major technologies.
6. How to choose specific technology for variety of problems at hand.

### CONTENTS:

1. Artificial Intelligence (AI), Machine Learning (ML) and Deep Learning (DL)
2. Introduction to basic data and operations in Python – Examples
3. Neural Networks and applications with an introduction to Keras, Tensorflow and Theano tools.

4. Developing Machine Learning Algorithm – features, overfitting and under fitting and applications, Reinforcement Learning.
5. Deep Learning – fundamentals, covnets, data augmentation, Recurrent Neural Network(RNN) and The Long Short- Term Memory (LSTM) algorithm, and application to computer vision, text and sequences.
6. Deep Learning and Natural Language Processing: Bag of Words, Word2Vec, Vec2Word
7. Deep Learning – Best Practices.

### METHODOLOGY:

Looking at the expected diversity of audience, we fill follow a balance of practical approach and intuitive theoretical explanation. Each of the concept introduced will be explained and the tasks at hand will be carefully executed in the Python and Keras. The code will be given to participants with detailed explanation of the code itself in the code. Each of the participant and the instructor are using executing the same code, so that concepts can be deeply explained. The data set for each of the exercises are made available to participants in advance. Our e-learning platform has a wealth of material and articles reflecting latest developments in this field; it is frequently updated. Students are assured of continued access to e-learning site even after the program has finished. We believe that sessions will be interactive and there is enough upgradation both in skills and intellectual ability in the fascinated area of Deep Learning.

### TARGET ORGANIZATIONS:

This program is ideally suited for product and services companies where the core business is in Artificial Intelligence or are using Artificial Intelligence for analytics and decision making. It is also useful for executives of marketing and market research companies.

### WHO SHOULD ATTEND?

The course is especially designed for working professionals like managers, engineers, faculty and senior graduate students, who are keen on developing skills in both fundamentals and application in the area of Artificial Intelligence and Deep Learning. An analytical background and/or bent of mind would be preferable.



<b>Duration</b>	: 1 day
<b>Dates</b>	: April 29, 2019
<b>Programme Director</b>	: Prof. Shilpi Jain
<b>Fees</b>	: Rs. 8,000 (Non-Residential)* : Rs. 16,000 (Residential)* * Plus GST @18%

### PROGRAMME INTRODUCTION & OBJECTIVES:

Gone are the days when business experts perceived social media as a key marketing tool for products and services. With the emergence of intelligent social media platforms and analysis tools, organizations are gearing up to leverage social media for a variety of purposes such as “Identifying the skilled workforce whose goals are aligned with organization’s goals”, “to monitor social media for compliments and complaints, engaging consumers and providing proactive support” and “networking with talented individuals who may someday be interested in changing jobs, consulting or partnership”. With the help of these tools, a business can interpret the activity feeds from various social media networks and analytics engines, and analyze visits, clicks, conversions, likes, shares, tags, timing and, also the underlying demographics and geographies of the participants. This analysis will help the business to understand the popularity of a topic or product, and the demographics and geographies of the potential audience, and to track various activities and campaigns to goal conversions.

This one day executive program draws together technology and business perspectives in order to understand the implications for social-media enabled businesses. The program is especially designed for managers and executives to understand the integration of social media platforms, tools and business intelligence in theory and practice for new business opportunities.

#### In this workshop, the following topics will be covered in brief:

1. Overview of various social media channels and their business models
  - a. Channels: LinkedIn, Glassdoor, Facebook, Twitter, Instagram, Pinterest etc.

- b. Data Analysis tools: social harvest and socio board
- c. How organizations use social media data for business benefits – Applications of google analytics and google trends
- d. Business case study to showcase the positive and negative impact of social media on business enterprises and global economies

#### 2. Social Media Trends

- a. Crowdsourcing
- b. Sentiment Analysis
- c. Social Network Analysis
- d. Big data Analytics
- e. Word cloud
- f. Business case study to showcase the applications and impact of the above

#### 3. Introduction to various social media planning, implementation and analysis tools

- a. Social media content planning with tools like hootsuite, sprout social etc.
- b. Monitoring and management of social media posts
- c. Social media dashboards
- d. Business case study.

#### METHODOLOGY:

Simple and easy to perform hands on exercises, Videos and Business Case Studies.

#### WHO SHOULD ATTEND?

Corporate Executives & Managers from any domain and any background.









# MARKETING

- **Marketing Analytics**
- **The New Indian Consumer : Winning Concepts and Practices**
- **Understanding Sales and Distribution Analytics**



<b>Duration</b>	: 2 days
<b>Dates</b>	: November 14-15, 2019
<b>Programme Directors</b>	: Prof. Nirmalya Bandyopadhyay and Prof. Lalit Kumar Jiwani
<b>Fees</b>	: Rs. 16,000 (Non-Residential)* : Rs. 28,000 (Residential)* * plus GST @ 18%

**OBJECTIVES:**

- Sensitizing the participants about the importance of marketing analytics for developing effective marketing strategy.
- Facilitating the participants to learn how to use computing language Python, one of the most widely used language for data analytics and the associated tools for analyzing and evaluating performance of marketing initiatives.
- Facilitating the participants to learn various data analytics techniques such as predictive modelling, cluster analysis, sentiment analysis etc. widely used in the industry to maximize the effectiveness of the marketing performance.

**CONTENTS:**

1. Metrics for Marketing Management and the Role of Analytics
2. Preparing for Data Analysis: Introduction to Python
3. Predictive analytics using Python
4. Factor analysis using Python

5. Cluster Analysis for market segmentation
6. Market Basket Analysis using Python
7. Sentiment Analysis using Python
8. Industry trends in Marketing Analytics

**METHODOLOGY:**

This program is intended to offer insight into using state of the art analytical methods for marketing management. The program will follow a highly practical and intuitive approach about marketing analytics framework and will be using Python for that. Each of the concept will be intuitively explained and will be applied to variety of data in python framework and analyzed and key insight brought out in this process will be discussed. Each of the codes used to analyze the data will be commented for easy explanation. The code and analytical tools framework will be shared with participants for their future use.

**TARGET ORGANIZATIONS:**

This program is ideally suited for product and services companies. It is also useful for executives of marketing and market research companies.

**TARGET PARTICIPANTS:**

This program is ideally suited for mid-level executives, practicing marketing managers, faculty members of different business schools and graduate students.



Mind is everything. You become what you think.



– Gautam Buddha

<b>Duration</b>	: 1 day
<b>Dates</b>	: November 29, 2019
<b>Programme Director</b>	: Prof. Anupam Narula
<b>Fees</b>	: Rs. 8,000 (Non-Residential)* : Rs. 16,000 (Residential)* * plus GST @18%

### INTRODUCTION:

The one - day program will focus on training the participants in the processes for development of customer centric and market-focused business strategies and shift the strategy development process from “inside-out” to “outside-in”. The scope has been decided to include the basic understanding of consumer behavior and integrating it with changing buying patterns of consumers in present context. Further, there will be a focus on the role of technology and digital media and how it is altering spending patterns in order to uncover new opportunities and generate additional business.

India is on the minds of business leaders everywhere and is a big growth story. Even assuming conservative GDP growth of 6-7% a year, consumption expenditure will rise by a factor of three to reach \$4 trillion by 2025. Succeeding in India therefore requires to understand the complex buying behavior of new evolving consumer and its spending patterns. These shifts have big implications for companies to position themselves in evolving Indian market. If you can win in India, you can win everywhere.

### OBJECTIVES:

The programme focuses on understanding the shift which is happening in consumer psychology and its application in developing marketing strategy in Indian context. It examines the critical factors shaping a growing complex Indian market and to develop an understanding of changing consumer attitudes and spending patterns. This hand-on programme helps you to explore leading marketing practices to be designed for dealing with evolving new Indian consumer and substantial impact of digital technologies in altering consumer spending.

### CONTENTS:

- Emerging Challenges for global firms in understanding Indian buying.
- New Indian consumer and its understanding in business strategy development.
- Role of consumer/customer decision process insight and understanding the changing internal and external influences in business strategy development
- Quantitative and qualitative research tools for understanding new Indian consumer and designing effective business strategy
- Understanding customer psychology of new India and creating value in the eyes of customers.
- Personalization on websites
- Selecting the right Social media platforms for customer engagement.
- Discuss the applicability of the above in diverse business contexts market with Case Studies.

### METHODOLOGY:

The Programme will be highly experiential and interactive, comprising case studies, exercises, classroom lectures, articles and video presentations. The programme is designed on the participant centric learning approach.

### WHO SHOULD ATTEND?

This program is of great interest, if you are a senior management executive, entrepreneur, and marketing professional who are responsible for developing and implementing marketing strategies, both domestically and in Emerging markets. It is designed for Indian domestic companies and Multinational companies seeking to penetrate further into Indian and emerging markets.

Participants who have not gone through a formal course in consumer psychology.



“ There is no other teacher but your own soul. ”  
- Swami Vivekananda



<b>Duration</b>	: 2 days
<b>Dates</b>	: June 10-11, 2019
<b>Programme Director</b>	: Prof. Asif Zameer & Prof. Shilpi Jain
<b>Fees</b>	: Rs. 16,000 (Non-Residential)* : Rs. 28,000 (Residential)* * Plus GST @18%

### INTRODUCTION:

Sales and Distribution is the key to success in a country like India. Sales force is the face of the organization at the front end of the business. It is at the epicenter of the rapidly changing customers, competitors, products, channels, technologies and markets. This makes the job of sales personnel more challenging than their counterparts in other functions in the organization. A core challenge in front of a sales manager is to enhance the sales force performance under demanding and rapidly changing environment. This programme is designed for executives to understand how to analyze the performance of their sales and distribution function and enhance the sales force performance.

### OBJECTIVES:

- Explore the key issues in developing a go-to-market strategy.
- Understand the advantages and challenges of Multi-channel distribution systems
- Develop a framework for a sales force diagnosis.
- Understand how technology enhances sales force performance.
- Fundamentals of Data Analytics

- Design the metrics for Sales management and Distribution Management
- Dissect the factors influencing Distributors' performance.

### CONTENTS:

- Market coverage.
- Multi-channel distribution structures
- Movement towards Omni-channel marketing.
- Technology and Sales force.
- Data preparation, cleansing, visualization and data-driven decision making
- Performance Metrics for Sales management and Distribution management
- Sales analysis by – territories, products, team members etc.

### METHODOLOGY:

Discussions, case studies, role plays and exercises are the key sources of interaction and learning. The programme is designed on the participant centric learning approach.

### WHO SHOULD ATTEND?

The programme is targeted at the sales managers and channel managers of various industries who are actively involved in handling internal or external teams and looking to improve their data-driven decision making skills.







# ORGANISATIONAL BEHAVIOR & HUMAN RESOURCE

- **Building Leadership Potential of Women Professionals**
- **Effective Negotiation Skills**
- **HR Analytics**
- **Managerial Leadership and Team Building**
- **Performance Management – Current Trends and the Future**
- **Train the Trainer**

<b>Duration</b>	: 2 days
<b>Dates</b>	: November 7-8, 2019
<b>Programme Director</b>	: Prof. Sanghamitra Buddhapriya
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: * Plus GST @18%

### INTRODUCTION:

Last few decades have witnessed gender diversity at workplace in India, in both public and private sectors, with corporate leaders realizing that this not only helps in creating an unbiased work environment, but it has also had proven business impact. To keep the momentum going, corporate India and the government agencies have taken measures to make the participation of women workforce more productive. In spite of the fact that there has been an increase of women in the lower and middle managerial level, their participation at senior management as well as leadership positions are very low. There may be multiple reasons behind the under-representation of women at the senior leadership positions like glass-ceiling, work-life balance, absence of a clear career path, lack of mentoring, lack of networking opportunities, lack of transparency in roles and expectations, unavailability of relevant platforms to upskill their expertise and exclusion from informal male-dominated networks. Hence, it is quite pertinent for the women professionals as well as their employers to understand the reasons behind low participation at the leadership positions and to come up with measures to build up the leadership potential of women professionals so that they can handle leadership roles and responsibilities well.

While the onus lies on women to realise their leadership potential to the fullest extent and not consider their gender as an impediment to their career growth, a lot more needs to be done by the organizations to sustain and accelerate this impact. Organisations would do well to initiate and undertake a number of steps, over the long and short term, to ensure an equal environment for their women workforce.

### OBJECTIVES:

- To make the women professionals understand about the roles and responsibilities of an effective leader in the corporate world
- To make the participants aware of the challenges women professionals usually encounter while moving to leadership positions and how to address these challenges effectively.
- To develop leadership competencies for managing personal and professional life effectively.

### CONTENTS:

- Leadership roles
- Self- knowledge
- Challenges of women leaders
- Managing work-life issues
- Influencing team members
- Learning to delegate
- Managing emotions
- Building leadership qualities
- Managing multiple responsibilities.

### METHODOLOGY:

Training will be delivered through the use of interactive methods. These will include:

- Self-assessment inventories.
- Case study
- Group discussion
- Simulation
- Lecture.

<b>Duration</b>	: 3 days
<b>Dates</b>	: September 18-20, 2019
<b>Programme Director</b>	: Prof. Prachi Bhatt
<b>Fees</b>	: Rs. 24,000 (Non-Residential)*
	: Rs. 40,000 (Residential)*
	: * Plus GST @18%

### INTRODUCTION:

People come across situations that involve winning over people and influencing them. One is faced with negotiating challenges every day whether with colleagues, customers or with friends. Critical to the success in such situations from personal to professional, small to large, daily to extraordinary, is the ability to prepare and undertake negotiation process to mutual advantage. Negotiation is one of the key business and personal skills that fuel success.

### OBJECTIVES:

This training program has been designed with an aim to help participants identify one's own negotiation styles and acquire skills of effectively working through negotiations (difficult) and negotiators. It aims to instill appropriate attitudes for highly effective negotiators and develop skills and capabilities to influence decisions in negotiation situations professional and personal, to forge better deals.

### CONTENTS:

- Understanding Negotiation Process and Structure
- Preparation for Negotiation
- Strategies & Skills of Negotiations
- Influence and persuasion in Negotiation
- Impact of culture on effective negotiation
- Complexities of negotiating in teams.

### METHODOLOGY:

Program would be delivered through a combination of:

- Role plays
- Case Discussion
- Industry interaction.

### WHO SHOULD ATTEND?

The program will be useful to the managers in sales, marketing, purchase and human relations functions in public and private sector organisations. All those who conduct negotiations within or outside the organization will benefit most from the program.

“ Money is like manure. It stinks when you pile it; it grows when you spread it. ”

– JRD Tata

<b>Duration</b>	: 2 days
<b>Dates</b>	: July 22-23, 2019
<b>Programme Directors</b>	: Prof. Subir Verma & Prof. Chandra Sekhar
<b>Fees</b>	: Rs. 16,000 (Non-Residential)* : Rs. 28,000 (Residential)* * Plus GST @18%

### 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 organization's "people metrics" has grown in order to steer business performance. But the 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 A also tries to sync the talent activities and the organization as a whole.

Research has shown that high performing organisations are more likely to understand and use HR analytics. This program would help understand the basic underpinnings of HR analytics, the process, and application of an effective HR analytics program. 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 program 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 organizations 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.

<b>Duration</b>	: 2 days
<b>Dates</b>	: December 16-17, 2019
<b>Programme Director</b>	: Prof. Sanghamitra Buddhapriya
<b>Fees</b>	: Rs. 16,000 (Non-Residential)* : Rs. 28,000 (Residential)* *Plus GST @18%

### INTRODUCTION:

Leaders play an important role in bringing organizational success in a highly competitive business environment. However, leadership development continues to be one of the most challenging and intriguing issues facing organizations. These days organizations need leaders who can set vision for the organization and transform it with a view to achieve high performance and provide opportunity for personal success. In other words, leaders can build high performance organizations.

Team building is an integral part of managerial leadership. The effectiveness of a leader depends on his followers. The more productive the followers are, the more effective the leader is. Therefore, a leader has to devote a good deal of his time in building his team and developing team members. He needs to understand the dynamics of group behavior and use the same to boost employees' productivity and increase business results. A leader also engages his people in decision making and implementation by using different methods depending upon task and team member characteristics.

The programme is focused on the role of team building and leadership in making an organization effective. It is important to understand the dynamics of team work for achieving the goals of the organization. The leadership skills in developing and communicating the vision throughout the organization have assumed high importance in the highly competitive environment now.

### OBJECTIVES:

The programme has been designed to:

- provide an insight into team building and leadership skills through conceptual and experiential learning sessions
- help assessing the gap between self perception and group perception regarding their team working
- develop a plan of action for improving team building and leadership skills.

### CONTENTS:

- Team Leadership competencies
- The Role of a Team Leader
- High Performing Teams
- Leader-follower-situation interaction
- Building effective Teams through Leaders
- Decision making in teams
- Resolving conflict.

### METHODOLOGY:

Our approach in the programme would be to help the participants gain insights by providing hands-on real-life assistance through case studies, simulation exercises, worksheets, checklists, experiential sharing etc. besides lecture method.

### WHO SHOULD ATTEND?

The programme is suitable for senior and middle level managers of public and private sector organizations, MNCs, banks, financial institutions, Government Departments and other organizations/institutions.

“ Whatever action a great man performs, common men follow. Whatever standards he sets by exemplary acts, all the world pursues. ”

- Bhagavad Gita



<b>Duration</b>	: 1 day
<b>Dates</b>	: May 6, 2019
<b>Programme Director</b>	: Prof. Neeraj Kumar
<b>Fees</b>	: Rs. 8,000 (Non-Residential)*
	: Rs. 16,000 (Residential)*
	* Plus GST @18%

**INTRODUCTION:**

Surveys after surveys point out the priority that leading organisations worldwide are attaching to revamping and redesigning all aspects of the performance management system. An overwhelming number of organisations cutting across nations and continents have either revamped their system or are in the process of doing so within the next few years. The evolving nature of both work and workforce is driving this urgency to reinvent Performance management. CEOs, CHROs are increasingly trying to find alternatives to systems that are burdensome to implement and, do not seem to impact individual development or organizational effectiveness. This programme focuses on changes that organisations have carried out in design and implementation of performance management.

The best known MNCs in the world have started to move away from the traditional annual, rating based performance review model. The leading Indian organisations have also either followed or are looking for alternatives that are focused on development yet able to differentiate performance through sophisticated calibration. The dynamic business environment and changing demographics are driving organisations to look at more effective ways to manage performance.

This fast paced program will look at the fundamentals of performance management as it exists today, explore state of the art in current practices and then outline the possible directions that performance management might take in the light of current challenges.

**OBJECTIVES:**

After attending this program you should be able to:

- Clearly explain the main components of Performance Management System that are in vogue currently
- Compare the industry best practices in the areas of goal setting, linking performance to development, having candid feedback and calibration
- Articulate the current challenges and future direction that performance management is headed towards

**CONTENTS:**

- Understanding Performance Management System
- Performance Planning, Performance Review, Performance Counselling and Performance Development
- Challenges with the traditional system – ranking/rating, linkages with rewards, ritualistic processes, ownership
- Recent changes by some of the leading organisations in the world
- Challenges, dilemmas and future directions.

**WHO SHOULD ATTEND?**

The program is designed to appeal to middle to senior level managers, heads of departments, functions or organisations. HR professionals from all levels will find the programme thought provoking and useful.

<b>Duration</b>	: 2 days
<b>Dates</b>	: July 8-9, 2019
<b>Programme Director</b>	: Prof. Subir Verma
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

**INTRODUCTION:**

In the present era of globalization, competitive pressures are intensifying and organizations are under tremendous pressure to enhance their performance. Core competencies and expertise give the organizations an edge over their competitors and training plays a pivotal role in developing and strengthening these competencies. Modern organizations are spending almost 4 to 5% of their annual gross turnover on training with an objective of providing the latest skills, knowledge and a global outlook. Some statistics indicate that every dollar spent on training delivers thirty dollars in productivity gains within three years.

No one doubts the positive contribution of training yet the benefits from training is a question mark in many organizations. The training apparatus and its sustenance costs have multiplied over the years. Nevertheless benefits accruing from training are still suspect in the minds of many. How to make the training really result oriented and how to reposition the training and development function as the strategic business partner is a question that torments every training head.

The answer lies in integration of training objectives, policies with the business plan of the organization. The HRD professionals and training specialist have to handle training like any other business function and equip themselves with competencies of systematically planning and executing training and development interventions for enhancing effectiveness of the training.

**OBJECTIVES:**

The two-day programme is designed to equip the HRD professionals and line managers with necessary knowledge and skills to enable them to effectively plan, design and manage staff learning and development function with a view to enhance employee and organizational productivity.

**CONTENTS:**

- Overview of current and emerging organization context of training and development
- Systematic Approach to training
- Assessment of Training and Development Needs
- Designing a Learning Module
- Selection of appropriate Training Methods
- Planning & Implementing Training and Development
- Transfer of Learning
- Evaluating the Training effectiveness
- Devising training strategy in alignment with organizational strategy
- Creation and management of learning culture at work place.

**METHODOLOGY:**

The program will be a dynamic event where participants and faculty will engage in discussion and debate and the programme contents would be mainly delivered through experiential learning.

**WHO SHOULD ATTEND?**

Trainers, Training Managers, Faculty of B-Schools, HR Managers, Line Managers, Executives/ Managers from all functional disciplines.

“ Live as if you were to die tomorrow. Learn as if you were to live forever. ”  
– Mahatma Gandhi



## **QUANTITATIVE TECHNIQUES & OPERATIONS**

- **Advanced Excel Training**
- **Decision Making Techniques for Managers**
- **Effective Purchasing Skills and Strategic Sourcing**
- **Project Management**

Duration	: 2 days
Dates	: June 27-28, 2019
Programme Director	: Prof. Sumeet Kaur
Fees	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: * Plus GST @18%

**INTRODUCTION:**

For many people, **Microsoft Excel** is the technology upon which they rely on a daily basis, covering a multitude of workplace applications. **You can use Excel to access**, process, analyze, share, and display the information with which you work. Applications for Microsoft Excel have expanded far beyond the accounting and finance departments, to include users in virtually every aspect of business operations..

**OBJECTIVE:**

This Excel 2016 advanced training course, is much more than a quick way to add up numbers. In this course you will learn advanced features. By the conclusion of this advance course, you will master the advanced features and functions of this software.

**CONTENTS:**

Microsoft Excel 2016 Advanced

1. Essential worksheets operations
2. Working with cells and ranges
3. Introducing Tables
4. Removing Duplicate Rows
5. Sorting &Filtering Tables
6. Filtering tables with slicers
7. Creating Subtotals
8. Understanding data with conditional formatting Charts
9. Introducing Formulas and Functions
10. Text Function
11. Date & Time Function
12. The IF Function: what it is, and how to use it
13. COUNTIF, COUNTIFS, COUNTA COUNTBLANK Function
14. SUMIF, AVERAGEIF, SUMIFS, AVERAGEIFS Function
15. Introducing array formulas
16. Vlookup, Hlookup
17. Match function
18. Index function
19. Goal Seek
20. Using Solver
21. Tracking and Reviewing Changes
22. Text to table

**METHODOLOGY:**

100% hands on

**WHO SHOULD ATTEND?**

All analysts, decision makers and managers who would like to improve the ability of using Excel for taking decision under uncertainty.

Duration	: 2 days
Dates	: September 2-3, 2019
Programme Director	: Prof. Hitesh Arora
Fees	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: * Plus GST @18%

**INTRODUCTION:**

Managers face decision making situations subject to various restrictions placed on them. The dynamic operating environment makes decision-making complex. Intuition and guess work, generally used by managers, are insufficient in solving complex problems.

Decision making techniques encompass a logical, systematic and scientific approach to business problem solving. They help managers take better decisions and have been credited with increasing efficiency and productivity of business firms.

**OBJECTIVES:**

This MDP offers a broad spectrum of knowledge of the mechanics of Decision Making Techniques and the types of problems to which these techniques can be applied.

In particular, objectives of the MDP are to:

- expose the participants to a variety of business problems that can be solved successfully using Decision Making Techniques;
- equip the participants with the necessary skills needed for solving decision making problems using computer aided tools (Excel Spreadsheet);
- demonstrate various softwares for solving real world problems.

**CONTENTS:**

- Essentials of Decision Making Techniques (Optimization)
- Assignment Model (Travelling Salesmen Problem)
- Transportation Model (Routing Problem)
- Markov Chains (Brand Switching and Market Share Problem)
- Zero Sum Game Strategies
- Decision Tree Analysis
- Simulation (Demand Prediction and Inventory Management).

**METHODOLOGY:**

The programme covers the contents in simple terms with step-by-step procedures in interactive sessions.

**WHO SHOULD ATTEND?**

Managers at all levels involved in Decision Making and having knowledge of basic mathematics and MS-Excel will be an added advantage.

“ Cleanliness is the Hallmark of perfect standards and the best quality inspector is the conscience. – JRD Tata ”



<b>Duration</b>	: 2 days
<b>Dates</b>	: May 23-24, 2019
<b>Programme Director</b>	: Prof. Mohita Gangwar Sharma
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: * Plus GST @18%

### INTRODUCTION:

Effective purchasing is important for any enterprise – manufacturing or service, public or private. Over the last few decades, the nature of this function has radically changed from just buying cheap to procuring right. From being just a support function it has matured into a profit centre that plays a strategic role in achievement of organizational objectives.

With this backdrop, we at FORE have specially designed this two-day programme to highlight the changed role of the procurement function in the modern operations and the immense potential Right Purchasing offers to the enterprise in improving its operational performance. Purchasing today is not just a support activity but binds together all the organs of the enterprise namely manufacturing, operations, services, finance, stores besides the suppliers and customers.

### OBJECTIVES:

To understand the changing role of purchase function

- To learn the contemporary tools related to the procurement function

- To appreciate that purchasing today is a strategic management tool
- To be able to measure the effectiveness of the existing purchase function.

### CONTENTS:

Purchasing – A Profession in transition

- Purchasing Organization
- Source identification, development and evaluation
- Reverse auction and e-purchasing
- International procurement
- Contract management
- Purchasing – A Profit Centre

### METHODOLOGY:

Training will be delivered through the use of interactive methods. These will include:

- Case studies
- Interactive exercises
- Experience sharing
- Conceptual presentations

### WHO SHOULD ATTEND?

Entry Level and Middle level procurement managers and decision makers from cross-functional areas would benefit from this programme.



“ We owe a lot to the Indians, who taught us how to count, without which no worthwhile scientific discovery could have been made. – Albert Einstein ”

<b>Duration</b>	: 2 days
<b>Dates</b>	: October 21-22, 2019
<b>Programme Directors</b>	: Prof. Hitesh Arora & Prof. Mohita G. Sharma
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	: * Plus GST @18%

### INTRODUCTION:

Complex, technically demanding projects in terms of scope, technologies and regulatory requirements are generally delivered to customers through contractual arrangements involving clients, project management consultants, contractors and sub-contractors. Since these projects are developed in an increasingly challenging environment, a solid understanding of the tendering/contracting process is critical for proper management of projects. The various phases of project management cycle are: project formulation, negotiation, design, documentation, implementation, tracking, monitoring, control and closure.

Many of the projects have failed not due to lack of technical expertise but due to inaccuracies, ambiguities or inconsistencies in the design of project and coordination failure by the team leaders and managers. Understanding the legal underpinnings of projects and managing risks to both technical and contractual delivery is critical to success. Effective project planning, monitoring and control can reduce costs, minimize risks and ensure timely completion of the project. This course is designed to impart necessary skills in managing small and large projects (e.g. turnkey and lump-sum turnkey projects) in different domains like construction, infrastructure, power plants, irrigation, industry, etc.

### OBJECTIVES:

The objective of the program is to acquaint the participants with practical, in-depth guidance for carrying out vital responsibilities of project management and handling uncertainties that typically arise during the

life of the project This course exposes participants with various effective approaches for analyzing project initiation, project planning, project execution and smooth project termination along with behavioral aspects of project management.

### CONTENTS:

- Project Portfolio Management System
- Scheduling, Concepts, Network Techniques (CPM/PERT)
- Resource Allocation, Project Budgeting, Cost versus Time Trade-Off Analysis
- Project Management Information Systems
- Contract Management
- Project Risk Management
- Leadership: Being an Effective Project Manager
- Managing Project Teams, Managing Conflicts and the Art of Negotiation
- Critical Chain Project Management

### METHODOLOGY:

The methodology would include an appropriate mix of lectures, experience sharing, discussions, case studies and group activities.

### WHO SHOULD ATTEND?

Decision makers, senior and middle level managers involved in planning, implementing and monitoring of projects in power plants, refinery sectors, infrastructural sectors, technology, etc. would benefit from this program.



“ The conviction that the best way to prepare children for a harsh, rapidly changing world is to introduce formal instruction at an early age is wrong. There is simply no evidence to support it, and considerable evidence against it. Starting children early academically has not worked in the past and is not working now ”

- David Elkind



# STRATEGIC MANAGEMENT

- Introduction to Intellectual Property Rights



<b>Duration</b>	: 1 day
<b>Dates</b>	: October 14, 2019
<b>Programme Directors</b>	: Prof. Muqbil Burhan
<b>Fees</b>	: Rs. 16,000 (Non-Residential)* : Rs. 28,000 (Residential)* * Plus GST @18%

**OBJECTIVES:**

The program will enable participants to learn and understand different types and concepts of intellectual Property Rights. The program will help the participants grasp the idea behind IPRs and the role they play in giving competitive advantage to the companies. The participants will learn how to use patent databases and exploit them for their advantage, apart from understanding the difference/importance of different types of IPRs. The program also intends to help the participants with the art of drafting a patent document. Therefore it will lead to;

- Understand the importance of different types of intellectual property rights.
- Use various patent databases for landscape, validity, invalidation, prior-art studies.
- Ability to analyze a patent document and draft its claims.

**CONTENTS:****Session I.****INTELLECTUAL PROPERTY RIGHTS: INTRODUCTION**

Patents, Copyrights, Trademarks, Geographical Indications, Trade secrets, Traditional Knowledge, Importance of Patents, Introduction to Patent Laws with focus on Indian Patent Act 1970. What is patentable/ not-patentable?

**Session II.****PATENTABILITY ANALYSIS**

Patent document and its analysis, Analysis of Patentability, Patent Search, Patent Classification, Patent Landscape with a focus on energy sector patents. Use of keywords, paid and unpaid databases and patent classification in finding relevant patent data.

**Session III.****PRIOR ART SEARCH AND FREEDOM-TO-OPERATE STUDY**

Prior Art Search for Patents, Freedom-to-operate (FTO) studies for patents, Patent Invalidation Studies and their importance in managing innovations.

**Session IV.****BASICS OF DRAFTING PATENT APPLICATIONS AND PATENT PORTFOLIO MANAGEMENT -**

Fundamentals of Patent Drafting. Claims and body of patent, Scope of claims and their importance. Invalidation of one or more claims in a patent and its implications. Fundamentals of managing patent portfolios, Understanding IP Portfolios at ONGC and ways to managing them for Competitive Advantage. Patent Portfolio Models.

**METHODOLOGY:**

The methodology will include lectures, discussions and hands on practice with databases.

**TARGET ORGANIZATIONS:**

Organizations interested in protecting their intellectual property

**TARGET PARTICIPANTS:**

Researchers; Scientists; Managers



“ You’re never too old, too wacky, too wild, to pick up a book and read to a child ”  
– Dr. Suess



## **INTERNATIONAL BUSINESS**

- **Data Analytics for Expanding Markets**
- **ISO 27001-2013 Lead Implementer Course**

<b>Duration</b>	: 2 days
<b>Dates</b>	: July 18-19, 2019
<b>Programme Director</b>	: Prof. Savita Gautam
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

### INTRODUCTION:

The world is getting flat. Countries have thrown open their borders resulting in increased international trade and free flow of investments. The international business scenario has become dynamic and highly competitive. Off late, the world has also seen protectionism across countries and this results in reduction of the market access. In business, we come across situations in which we need to make decisions to go international or in which direction to expand the markets? These are some of the situations in which we have to make crucial decisions. Ideally, the decisions based on data analytics would be the most obvious choice.

The MDP on 'Data Analytics for Expanding Markets' would have an in-depth introduction to the Market Analysis Tools of the International Trade Center, Geneva and Trade data available on the Ministry of Commerce Website. Few of the trade indicators like the Revealed Comparative Advantage and Export Intensity will be introduced which will help the decisions of going international.

In the case of developing and expanding markets or making a decision on a product launch or to just simply sourcing a product, one should know where to extract data from and use it for making effective decisions. The course will introduce you to some of the important sources of data used in international trade and its retrieving methods, analysis of the data and its interpretation. Basic Knowledge of excel will be handy but not necessary.

### OBJECTIVES:

The Key objective is to use authentic data understand the same and then use it for analysis. The analysis will be able to help the learner to understand the markets base and use the information for effective decisions. The programme therefore aims to achieve the following objective:

- Understanding of the Indian Foreign trade policy
- Understanding of International trade data of Products and Services
- Familiarisation to the International Trade data and its sources
- Use of the International Trade data
- Keeping the essence of the programme in mind, it will comprise of a compact group size of maximum 20 participants so as to respond to individual query effectively.

### CONTENTS:

The Programme will spread over two days and will cover the following aspects,

Introduction to the Foreign Trade Policy and how its learnings is useful for anyone who is dealing in international Business. The Concept of Harmonised System of Classification (HSN) and an introduction to World Customs Organisation (WCO). How these have brought about the harmonisation across countries with respect to countries and the 'How and Why' of its number of revisions.

Introduction to the export – Import Data Bank of the Ministry of Commerce. Introduction to the Directorate General of Commercial Intelligence (DGCIS) and its functions.

Introduction to The International Trade Center (ITC) And The Market Analysis Tools. The tools will be introduced in- depth with cases in order to know how to download which type of data depending upon the usage. All participants given individual computers so that they can try and familiarise themselves with the analysis tools.

### METHODOLOGY:

Participative Discussions. All participants will be provided with a computer so that they can get a hands on experience about the International trade data.

### WHO SHOULD ATTEND?

Senior to middle managers who are interested in learning about International Business perspective of a company. Anyone who is interested to know how exploring international markets is done through data.

“ We owe a lot to the Indians, who taught us how to count, without which no worthwhile scientific discovery could have been made. – Albert Einstein ”



<b>Duration</b>	: 2 days
<b>Dates</b>	: January 09-10, 2020
<b>Programme Director</b>	: Prof. Sudeep S.
<b>Fees</b>	: Rs. 16,000 (Non-Residential)*
	: Rs. 28,000 (Residential)*
	* Plus GST @18%

### INTRODUCTION:

“Information Security” is the main buzz word among CEOs, CIOs, IT Managers, Employees and other stakeholders of any Company right now. With increasing reliance on Information Technology for the conduct of business, every Company is very much concerned with the - Confidentiality, Integrity and Availability” of “Information” it handles. Systematic management of information requires implementation of a proper Information Security Management System (ISMS) in an organization. The ISO/IEC 27001:2013 Standard brought out by International Organization for Standardization in the year 2013 provides a robust framework for implementing ISMS in an organization. Implementing world-class ISMS in the organization, and get it certified are definitely a competitive advantage. This course is designed for an information security specialist or IT professionals who are looking for the details of the ISO/IEC 27001:2013 and a how-to guide for implementing ISMS effectively.

### COURSE BENEFITS:

Learning the skills to become a successful ISO 27001:2013 implementation specialist is not an easy task for a person with no prior knowledge of ISMS or ISO implementation process. The focus of this course is to introduce this complex topic by adopting the “learning-by-doing” pedagogy. The participants are encouraged to learn the practical aspects of ISO 27001:2013 implementation process by involving them in solving a series of “hands-on” assignments. By adopting this approach, the participants could pick-up lot of practical knowledge and useful insights which they could apply during their ISMS implementation process.

### OBJECTIVES:

- Proven and practical techniques based on ISO/IEC 27001 ISMS implementation and certification experiences.
- Comprehensive coverage of the managerial and technical aspects of ISO/IEC 27002.

- Detail explanations of the ISO/IEC 27001 ISMS components and the PDCA cycle.
- In-depth discussions on the necessary skills to implement, maintain and audit an effective ISMS.

### TARGET AUDIENCE :

- IT Managers
- Information Security Professionals
- Business Managers/Analysts
- Networking & Security professional
- Aspirants of professional certifications like CISA/CISM/CISSP

### COURSE CONTENT:

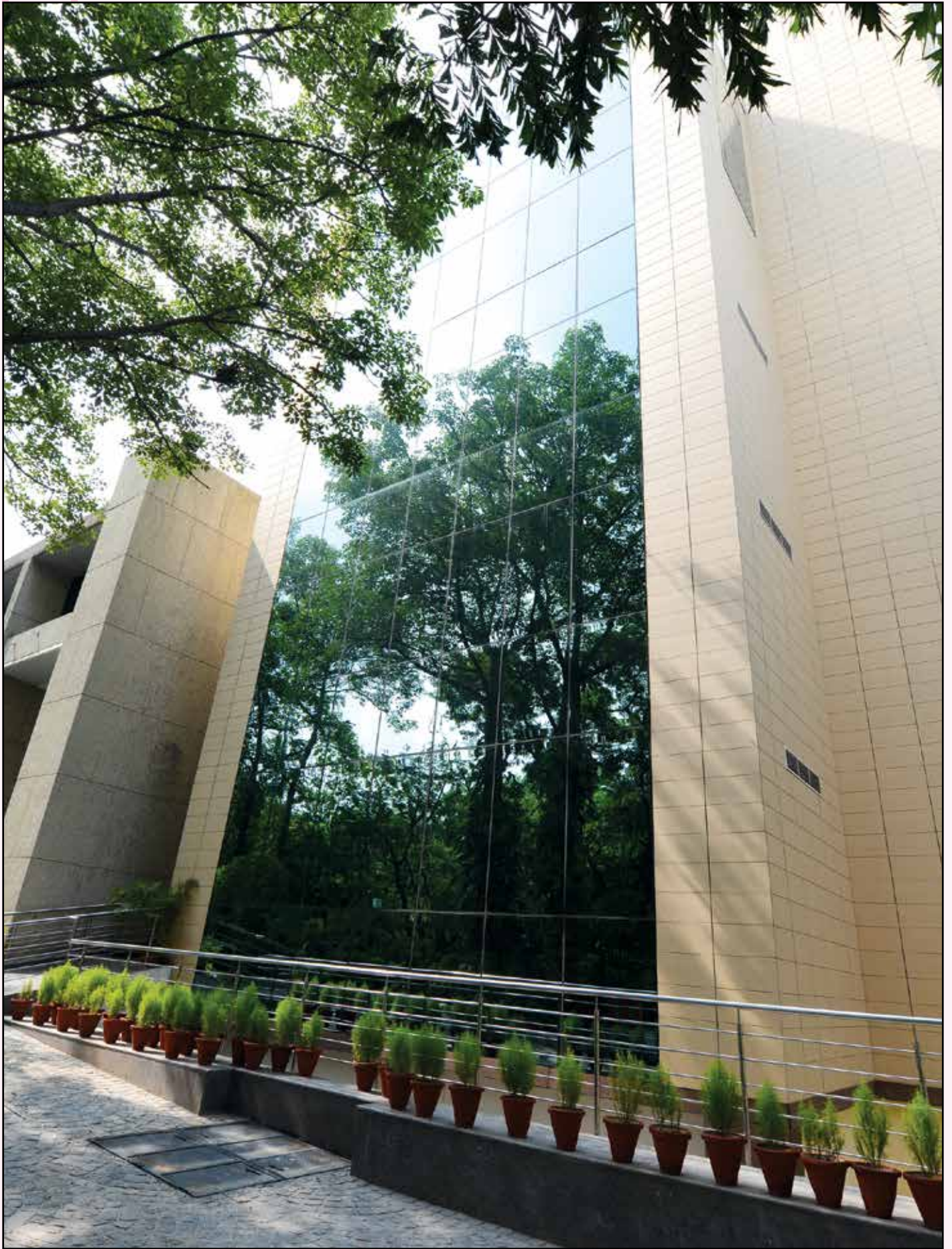
- 1 The Importance of Information Security
- 2 Introduction to Information Security Management System
- 2 Requirements of a Formal ISMS and Establishing a Management Framework
- 3 Dissecting ISO/IEC 27001 Security Controls
- 3 Determination of Scope of Information Security Management System
- 4 Identification & Classification of Information Assets
- 4 Determination of Values of Information Assets
- 4 Identification, Assessment and Treatment of Risks
- 5 Determination of Policies & the Degree of Assurance Required from Controls
- 5 Select Appropriate ISO/IEC 27001 Control Objectives
- 6 Development of Relevant Polices, Standards & Procedures
- 6 Implementation of Policies, Standards and Procedures
- 6 Completion of ISMS Documentation Requirements
- 7 Audit and Review of ISMS
- 8 Course Review & Exam



Live as if you were to die tomorrow. Learn as if you were to live forever.



– Mahatma Gandhi





## Faculty at FORE\*

1. Dr. Jitendra K. Das
2. Prof. Alok Kumar
3. Prof. Amrish Gupta
4. Prof. Anil Kumar Singh
5. Prof. Anita Tripathy Lal
6. Prof. Anupum Narula
7. Prof. Ashok Kumar Harnal
8. Prof. Basant Kumar Potnuru
9. Prof. Chandra Sekhar
10. Prof. Faisal Ahmed
11. Prof. Freda Swaminathan
12. Prof. Gagan Sharma
13. Prof. Harshita
14. Prof. Himanshu Joshi
15. Prof. Hitesh Arora
16. Prof. Lalit Kumar Jiwani
17. Prof. Mohita Gangwar Sharma
18. Prof. Mukul Joshi
19. Prof. Muqbil Burhan
20. Prof. Neeraj Kumar
21. Prof. Nirmalya Bandyopadhyay
22. Prof. Payal Shrivastava Kapoor
23. Prof. Prachi Bhatt
24. Prof. Qazi Asif Zameer
25. Prof. Rajneesh Chauhan
26. Prof. Rakhi Tripathi
27. Prof. Reeta Raina
28. Prof. Sanghamitra Buddhapriya
29. Prof. Savita Gautam
30. Prof. Shallini Taneja
31. Prof. Shilpi Jain
32. Prof. Somayya Madakam
33. Prof. Sriparna Basu
34. Prof. Subir Verma
35. Prof. Sudeep S.
36. Prof. Sumeet Kaur
37. Prof. Sunita Daniel
38. Prof. Vinay Kumar Dutta
39. Prof. Vinaytosh Mishra

\* As on April 18, 2019

## THE FACULTY

### Dr. Jitendra K. Das (Director)



**Dr. Jitendra K. Das, Director, FORE School of Management** has been a Professor of Marketing and the founder Dean (Noida Campus) of the IIM Lucknow. With a B.Tech. and M.Tech. both from the IIT Delhi, and a doctorate from the University of Toronto, he has to his credit many national and international publications. He has a wide-ranging experience in industry in the development of customer interface and sales systems at WIPRO. He has been a consultant to the World Bank, IDRC (Canada), GWB (for GTZ Germany), Coal India Ltd., GlobeCast India (a division of France Telecom), various ministries of the Government of India, etc., and member of a few policy committees of the Government of India. In academics he has been associated with teaching at IIM Ahmedabad, Kozhikode and Lucknow, and at Danube Business School, Danube University Krems, Austria. He has organized National Conferences and Management Development Programs, and has addressed distinguished gatherings at national and international forums. Through research initiatives he actively contributes to the body of knowledge in the marketing area, particularly in the Customer Relationship Management area. He can be reached at <j.das@fsm.ac.in>.

### Prof. Alok Kumar



Ph.D. (University of Delhi); M.A. (Operational Research), University of Delhi; B.A. (Hons.) (Mathematics), University of Delhi

Experience: Over 5 years

Prof. Alok Kumar's area of research interest is developing mathematical models in the field of inventory management and has published numerous research papers in refereed journals of national and international repute in the field of developing models for integration of innovation diffusion theory with Inventory Management. He has several years of teaching and research experience. Prior to FORE he has taught many papers in the area of business management such as Business Statistics, Operations Research, Business Research Methods and Operations Management in different management colleges. There are 15 articles which have been published (accepted for publication) in international Journals of high repute, several articles are published in conference proceedings, numerous articles are published as book chapters, three articles are published as working papers and few articles have been communicated in different international journals of high repute. Dr. Kumar has also conducted MDP in the area of decision making through quantitative techniques and FDP on Machine Learning & Data Analytics.

### Prof. Amrish Gupta



Ph.D., M.Com., FCA, CCIT (IBFD, The Netherlands)

Experience: Over 35 years

Possesses over 35 years of top level experience (Board Director, Country Head) in investment banking, primary capital market, management



teaching, research and academic administration. Recipient of 'Distinguished Management Teacher' and 'Rashtriya Gaurav' awards. Authored three books: 1. Financial Accounting for Management: An Analytical Perspective (Pearson Education), 2. Project Appraisal and Financing (PHI) 3. Inflation Accounting: The Indian Context. Edited 1 book: Gaagar Main Saagar-Self Realization towards Fulfillment.

Published 28 papers in leading journals/other publications of repute, 4 case studies with The Case Centre UK/USA, 12 working papers under the aegis of FORE, 4 papers in the proceedings of international conferences in Germany, Macau (China), Thailand and India, 6 chapters in edited books. Presented 4 papers in international conferences. Member of the editorial board of 3 refereed international and 5 refereed national journals. Ph.D. degree of 1 scholar from Jamia Hamdard University completed under his supervision. Member of Doctoral Committee, Department of Management, Jamia Hamdard University and Capital Market Committee, PHD Chamber of Commerce and Industry.

### Prof. Anil Kumar Singh



Ph.D. (University of Lucknow); UGC-NET; PGDBM (Marketing); MBA (Finance); M.Phil. (Labour Studies), LL.B. (General), Kanpur University

Experience: 24 years

Experience of around 24 years is a Ph.D. from University of Lucknow. His 7 years were spent in industry and from December 1999 got full time involved in teaching at master's level. Has attended eight management teachers programme (MTPs) under the aegis of Strategic Management Forum (SMF) from various IIMs. He has also successfully completed six months course on Small Industrial Enterprise Management course from IIT Kanpur and is also a certified assessor from Joint Accreditation system of Australia and New Zealand. With two edited books he has more than 15 publications in National and International Journals. Area of interest- Strategic Change, CI, Strategist Toolkit.

### Prof. Anita Tripathy Lal



Prof. (Dr.) Anita Tripathy Lal  
Ph.D. (IIT-Kanpur)  
Certified Mentor (London Business School)  
Professor (FORE School of Management, New Delhi)  
Head- Centre for Entrepreneurship, FORE

Prof. Anita Tripathy Lal is a Professor at FORE School of Management, New Delhi. Her expertise lies in the areas of Business Communication, Leadership & Entrepreneurship. She is a PhD from IIT Kanpur and has about 23 years of work experience in the areas of teaching, training, research and consultancy. She also has the experience of teaching for three years as visiting faculty at IIT Delhi and IIT Kanpur. Besides this she has also taught at IIFT- Delhi, IIM- Ranchi and IIM-Rohtak. She has been a part-time consultant for two years to NTPC's World Bank funded projects on Environmental Impact Assessment.

Connecting with the corporate is her forte. She has also conducted number of Management Development Programs and workshops in the areas of her expertise Business Communication, Entrepreneurship and Leadership for corporate professionals from Private & Public sectors, MNCs & NGOs along with numerous officials from State Trading Corporation, Indian Statistical Service,

Indian Forest Service and Indian Administrative Service. Her MDP's and workshops are in the areas of 'Overcoming stage fear for Public Speaking; Effective Communication Through Theatre Techniques; Interpersonal Relationship, Communication & Presentation skills, Assertiveness, Positive Attitude, Level 5 Leadership, Entrepreneurial Mindset and Competencies, Opportunity Evaluation and Business Model & Plan'. She has keen interest in personality development and research related activities. She has national and international research papers to her credit.

In 2011-12, she has received certification on 'Mentor Development Program for Entrepreneurs' jointly from London Business School and National Entrepreneurship Network. Being a certified mentor she has been successfully mentoring entrepreneurs. Her passion though, remains 'Student Start-ups'. She has been felicitated by TiE New Delhi for her contribution as a Mentor to the TiE Young Entrepreneurs (TYE 2014-15). She has also been on the 'Mentoring Board' of IIT Kanpur Entrepreneurship Cell and Amity University. Prof. Lal is able to create an ideal blend of Leadership, Entrepreneurship and Communication in her training programs, few of the most potential skills critical to creating success stories for Organizations in today's uncertain times.

### Prof. Anupam Narula



Prof. Anupam Narula, is Ph.D (Eco), M.A (Eco), PGDBM (Marketing) and brings with him more than two decades of rich experience in teaching, research, consulting and industry. He is silver Medalist in PGDBM. He held the position of Area Chairman Marketing, Professor-in-Charge Alumni Relations and

member of Director's Advisory Committee at FORE. Prior to joining FORE, he held various position of Director, Dean, Officiating HOD, Founder and Coordinator for many new management education programs. He has presented papers in various reputed international and national conferences and published research papers and articles in reputed journals, magazines and edited books. He has travelled extensively all around the globe as part of his research work. He has been invited as external expert member for Academic Advisory and Consulting services by various universities and premier management B-schools in India. He regularly conducts MDPs, FDPs, Online executive education programmes in the area of his expertise and can be reached at: anupam@fsm.ac.in

Area of Interest: Consumer Behavior, Service Marketing, International Marketing.

### Prof. Ashok Kumar Harnal



M.Phil, (Social Sciences), Punjab University Chandigarh; MA (Economics); Diploma in Project Management, Punjabi University, Patiala; B.Tech, IIT Delhi; Diploma in Project Management, Punjabi University, Patiala

Experience: 31 years

Expert in Big Data and Data Analytics.

Extensively taught faculty and students on the subject of big data technology and analytics. Participated in various machine learning competitions with real world data in areas of business, environment, marketing and advertisement. Have set up fully functional Big-data laboratory. Long experience in working with Opens Source Systems. Have published two books: one Linux Applications and Administration and the other Techniques of Game Programming; both published by

Tata McGrawHill. Conceived, planned & implemented in Defence Estates three country-wide information systems: RakshaBhoomi to computerize land records; Knowledge Management of landtitle related files/ maps in all Defence Estates offices; and Setting up of a Disaster Management organization, Archival Unit and Resource Center, at Delhi for safe storage of land-title related records in paper, digital & microfilm forms.

### Prof. Basant K. Potnuru



Ph.D. (JNU, Delhi); M.Phil, JNU; M.A. (Economics), Berhampur University; B.A. (Hons.), Berhampur University

Experience: 14 years

Dr. Basant Potnuru has 14 years of work experience in teaching and research both in the Government and private institutions. He has worked with the India Centre for Migration, a leading Think-tank of the Government of India on International Migration of people. As Head of Projects Division, he had conceived and implemented 2 prominent research and capacity building projects on India-EU migration. He authored the first-draft of the Common Agenda on Migration and Mobility (Camm), which the Government of India signed with the European Union in 2016. He has authored many policy briefs and published research papers on the economic growth, demonetization, health and International migration of people in the national and international peer-reviewed journals and books.

### Prof. Chandra Sekhar



Assistant Professor (OB & HR Area)

Educational Qualifications: PhD ABV-IIITM Gwalior, MBA (HRM & Finance) ABV-IIITM Gwalior, BBA (HONS) SHIATS Allahabad

Contact: chandra@fsm.ac.in; 011-41242474

Research Interest Areas: Strategic Human Resource Management, Human Capital,

Sustainable HRM, Employee Stock Options, Management Innovation.

Consulting Interest Areas: High performance work system, SMEs international expansion, HR flexibility, Management Innovation.

Brief description of Experience:

He has a Ph.D. in the area of Human Resource Management where he studied the Human Resource Dimensions and Firm Performance. His research aims to develop insights about the role of mediators viz. Management innovation, Employee Stock Options, HR flexibility etc. in the relationship between HR dimensions and firm performance. He has published his work in International Journals and conferences of repute and doctoral consortium - COSMAR (IISc Bangalore), Society of Operation Management conference, Indian Academy of Management Conference, to name a few. He has attended many academic writing workshop, MHRD Sponsored QIP short-term course, faculty development programme (FDP) and management development program at institute of national repute ranging from Indian Institute of Management, Ahmedabad, Indian Institute of Technology, Kharagpur, ABV-Indian Institute of Information Technology and Management Gwalior, India, to name a few. He has received 'University Gold Medal' in academics for my outstanding performance at graduation level. Additionally, he is a recipient of 'Best Management Article Award' for article of the month at IBS Hyderabad, and 'Best Poster Presentation Award' at ABV-IIITM Gwalior.

### Prof. Faisal Ahmed



Ph.D. (MLSU, Udaipur); MIBM, AMU, Aligarh; Executive Certification in Geopolitical Analysis, Geneva

Experience: 15 years

Prof. Ahmed's research and consulting areas include economic integration, least developed countries, WTO issues, and trade & geopolitics of Indo-Pacific. He held the position of consultant to the United Nations Economic and Social Commission for Western Asia and other organizations, and has also led projects supported by the Ministry of Commerce & Industry, Govt. of India. He has published several research papers, book chapters, and monographs. He is the author of the textbook Business Environment: Indian and Global Perspective published by Prentice-Hall (PHI) publications. Dr. Ahmed's numerous articles have appeared in The Financial Express, Bangkok Post, Business Standard, South China Morning Post (Hong Kong), The Economic Times, and The Straits Times (Singapore). Also, he has appeared as expert and panelist on Times Now TV, Vietnam TV and the BBC.

### Prof. Freda Swaminathan



Professor, Marketing, PhD (Business Management), MS-Communications, (Illinois State University, USA), MBA (IIMA), BA(Honours) Economics (Lady Shri Ram College)

Dr Freda Swaminathan has a unique mix of 25 years of industry experience and over twelve years of academics. Her corporate

experience includes 18 years of working for ad agencies viz. LINTAS, JW Thompson and also profit-center responsibility, as Vice-President of Advertising & Sales Promotion (ASP – a CK Birla group). She was Head Marketing Communications at Goodyear India Ltd. for 3 years, and was also the Senior General Manager-Marketing at DSS Mobile Communications (a Dalmia Company).

She is a faculty in Marketing, Brand Management, Integrated Marketing Communications and Creativity and Innovation in Marketing. Her areas of interest include the study of creativity and culture in brands and advertising. She has published papers and undertaken a number of workshops and seminars.

### Prof. Gagan Sharma



Prof. Gagan Sharma has worked for over 3 years at Hewlett Packard Global Analytics in as business consultant for Personal Systems Group division. Earlier he has also worked as an associate Technical Analyst for Indian financial markets, within the equity domain.

He has presented his research papers at many prestigious domestic finance conferences and his papers have also been shortlisted at global conferences. He has also worked on research consulting projects for corporates and other institutions like Alpha Capital, Agriwatch, YStart Innovation Labs among others. He has conducted student trainings and workshops on Technical Analysis (NSE Certified Capital Market Professional Programme) and entrepreneurship. He can be reached at gagan@fsm.ac.in



## Prof. Harshita



She is certificate holder of CFA Institute's Investment Foundations programme and has qualified UGC NET with JRF. Her Alma Maters are IIT Delhi (PhD), Shri Ram College of Commerce, DU (M.Com) and Daulat Ram College, DU (B.Com.(Hons.)). She was awarded CBSE Merit Scholarship for her outstanding performance in the XII

Board examination and has secured first position at the district level in the CBSE X Board examination. She has published journal articles with publishers of international repute and has presented papers at prestigious institutes and societies. She received financial assistance from the Research Promotional Fund at IIT Delhi for paper presentation at an international conference. Prior to joining academics, she was associated with Tata Power Delhi Distribution Limited and Satat. Her interest areas include Asset Pricing, Market Efficiency and International Finance. She can be reached at: harshita@fsm.ac.in.

## Prof. Himanshu Joshi



Prof. Himanshu Joshi, Associate Professor in Finance holds MBA (Finance) and Ph.D degrees. He has been into teaching, training and research for more than 18 years. He has published several research papers in highly ranked national and International journals and presented research papers in national and international conferences.

He has also successfully developed and executed Open and in company Executive Education Programs in the area of Spreadsheet Modeling for Business Valuation, Financial Analysis using Excel, Enterprise Risk Management, Foreign Exchange Risk Management, Pricing and Application of Derivatives, and Strategies for Financial Value Creation for companies like ONGC, MMTC, Sentiss, Astra Zeneca, Relaxo, and MRPL.

His areas of research are International Equity Markets, Global Asset Allocation, Corporate Finance and Risk Management.

## Prof. Hitesh Arora



Prof. Hitesh Arora is a Professor in the area of Quantitative Techniques/ Operations Management. A graduate in Mathematics and a post graduate in Operational Research from University of Delhi, he has earned his Doctorate in Mathematical Programming from Department of Operational Research, University of Delhi. He has qualified National Eligibility Test (NET) conducted jointly by CSIR & UGC for Lectureship with Junior Research Fellowship (JRF) in Mathematical Sciences. Prof. Arora has also worked as an Actuarial Consultant with a UK-based MNC. He has over eighteen years of experience in academics and industry. He has also conducted various Management Development Programmes (MDPs) in Decision Making Techniques for Managers. His present areas of research interest are measurement of Productivity, Service Quality and effect of information technology in Indian banking sector. He has to his credit, a number of research papers in national and international journals of repute.

## Prof. Lalit K Jiwani



Prof Lalit K Jiwani: PhD, IIT Delhi (Signal Processing) and M.Tech. (Integrated Electronics and Circuits) from Department of Electrical Engineering, IIT Delhi. Experienced academician and researcher having worked both with leading academic institution and technology industry. His primary thrust is in the creation and application of Information

Technology for Business and Management. He has teaching and research interest in the area of Machine Learning, Deep Learning, Pattern Recognition, NLP, Statistics and Random Processes, Digital Signal Processing and Analytics, Visualization of complex data, Computational Intelligence, Image and Video Processing. He is specially interested in the role of technology in business and value creation. He is creating innovative analytic solution and strategy for Decision Science.

He has presented his work in leading conferences of IEEE and European Signal Processing Society in USA, Canada, Denmark, Singapore and India. He was the Session Chair for 2016 IEEE Region 10 Conference (TENCON 2016) Singapore. He is a member of IEEE and IEEE Signal Processing Society.

## Prof. Mohita Gangwar Sharma



FPM (IIM-Lucknow); MPIB (IIFT-New Delhi) B.Tech. (Electrical) IIT-BHU, Varanasi

Experience: Over 21 years

Prof. Sharma has more than 21 years of experience in the Industry and Academics. She is the recipient of the coveted Chevening Rolls-Royce Science and Innovation Scholarship at SAID Business School, University of Oxford and N.T.S.E scholarship. She has worked in BHEL (Transformers), Indian Airlines (Materials Management Deptt.). She has published widely in Reputed International Journals and case studies. She brings the rich experience of the industry and tough academic rigor to her research. Her current areas of research include Innovation, Technology Management, Service Operations, Operations Strategy, Product Service Systems, Humanitarian Supply Chain and Sustainable Operations.

## Prof. Mukul Joshi



Prof. Mukul Joshi has completed his Ph.D. in Entrepreneurship and Innovation area and MBA in General Management from IIT Kanpur. His goal is to develop deep insights about innovative new venture creation in variety of contexts through the narratives by practitioners and share the insights with the students.

He has presented his work at international conferences organized by reputed Strategic Management Society (SMS) and Australian Centre for Entrepreneurship Exchange (ACERE). He has qualified National Eligibility Test - Junior Research Fellowship (NET-JRF) conducted by the University Grants Commission (UGC). Prior to his Ph.D., he was an associate consultant with Infosys Limited.

Research Interest Areas: Innovative New Ventures, Entrepreneurship, Alternate Paradigms of Inquiry

Consulting Interest Areas: Strategic Entrepreneurship, New Age Business Models, Qualitative Research.



## Prof. Muqbil Burhan



Ph.D. (IIT Delhi); M.Sc (Bio-Technology) Jammu University; M.B.A. (I.B.) Madras University; NET (UGC-CSIR)

Experience: Industry (20 months); Teaching & Academic Research:- 5 years

He has a rich industrial experience as Intellectual Property Rights (IPR) expert. Worked on several projects in public and private sector and conducted various Management Development Programs for senior and middle level managers of various organizations like ONGC. He also worked with Chair Networking Industries at EPFL Switzerland on digitalization of postal sector. He has several National and International academic publications to his credit. Co-edited a book "Postal Services in the Digital Age", sponsored by United Nation's Universal Postal Union. He teaches Strategy Management, International Business Strategy, Mergers & Acquisitions, and Strategic Alliances. His research interest areas are Strategy Management; Technology Management; Intellectual Property Rights and Technology Innovations. His consulting interest areas include Technology Management; Intellectual Property Rights and Innovations; competitiveness in SME; Strategic Change.

## Prof. Neeraj Kumar



PG Diploma (Social Welfare), Calcutta University; PGDM, FORE School of Management; B.Sc. (Physics), Delhi University

Prof. Neeraj Kumar has more than 35 years' experience, 27 of those in industry and consulting and 10 years in teaching. As

AGM (Corporate HR), Neeraj handled functions like Strategic HRM, Performance Management and Organisation Development. He was actively involved in the design and implementation of initiatives for management of change in the larger organisation and the supporting systems such as Performance Management, Systematic Training etc. Prof. Neeraj Joined FORE School of Management as an Associate Professor in June 2008 and has been teaching subjects like HRM, Organisation Design and Change, Performance and Compensation Management, Training and Development, Employee Relations and Employment Related Law. He has co-authored a book on Employee Relations Management, published by Pearson Education.

Prof. Neeraj has designed and delivered a large number of training programmes in leading Indian organisations on topics related to leading, teaming, training, negotiating and HRM.

## Prof. Nirmalya Bandyopadhyay



Ph.D. (Bansathali University); Fellow in Management (XLRI-Pursuing); MBA (Marketing) Calcutta University; MSc (Marine Sciences) Calcutta University; ITP (HEC, Paris); BSc (Zoology) Calcutta University.

Experience :18+ years

After spending 6+ years in the corporate in the sales and marketing function he joined academics. He has 12 years of experience in academics major part of which was spent in Goa Institute of Management and IIM Rohtak. In 2012 he was awarded full scholarship by HEC Paris to pursue International Teacher's Program in France. He has in his credit a number of publications in reputed

National and International journals like Marketing Intelligence and Planning, International Journal of Bank marketing etc. He attended and presented his research in reputed national and international conferences like AMA Summer Educators (Boston, USA), Harvard Business School (Boston, USA), ANZAM (Melbourne, Australia), International Marketing Trend Conference (Venis, Italy), MARCON (India), NASMEI (India) to name a few.

Research Interest Areas: Impulse Buying, Service Quality, Green Marketing.

Consulting Interest Areas: Pharmaceutical sales management, Marketing research, Distribution Management.

## Prof. Payal S. Kapoor



Prof. Payal S. Kapoor has completed her Fellow Programme in Management (Ph.D.) from Indian Institute of Management Indore. She has over 10 years of experience. She has six years' experience in the industry handling various leadership roles in the function of Sales and Marketing and rest in academia.

Her last industry assignment was with Entertainment Network India Ltd. (Radio Mirchi, Delhi) as Group Manager (Corporate Vertical). Prior to that she has worked in Bharti Airtel Ltd and ICICI Bank. Her academic experience is over four years where she has taught several foundation as well as elective courses in Marketing. She has taught both post graduate program students as well as executive students. She has successfully completed several Management Development Programs for organizations on Digital Marketing, Social Media Marketing and Social Listening. Her research interest is understanding consumer online behavior, specially focused on brand-related consumer to consumer communication. Recently she presented her research article titled "Can you handle the truth? A study of the antecedents and post-behavior rationalization of deceptive eWOM" at the prestigious Marketing Management Association's 2018 Spring Conference held at Chicago, United States of America. Prior to this she presented her research article, titled "Impact of Anonymity and Identity Deception on Social Media eWOM", at the 15th IFIP conference the med - Social Media: The Good the Bad and the Ugly, September 2016, Swansea, United Kingdom. Her research thesis is centered around understanding electronic word-of-mouth behaviour on social media. She has presented her research work in prestigious national and international conferences and was presented with the "Best Paper- Entry Research Track" Award at 6th IIMA Doctoral Colloquium, Indian Institute of Management Ahmedabad (2013). She has published her research work in reputed national journals. She is also the recipient of the esteemed 'The Mike Davidson Shield for Leadership and Focused Approach' by Dr. S. B Majumdar, Dean Symbiosis International Education Centre (2004).

## Prof. Prachi Bhatt



Associate Professor in OB&HR, FORE School of Management, New Delhi. She is Ph.D., Masters in HRM (Gold Medalist). She has over 11 yrs. of research and training experience. Certified in Negotiation Research & Teaching from one of the world's best Business Schools- Kellogg School of Management, USA.

She has, research papers, "Best Paper" award to her credit

published in International refereed journals. Co-author of book titled "Riding the New Tides:Navigating the Future Through Effective People Management"(Emerald,India); book-chapters in books(Emerald,India; Bloomsbury Pub).Intrinsic Motivation, Negotiation Skills, Competency Mapping, Psychometric Research, Cultural studies, OB are her areas of research, consulting & training. Her experience cover projects with the corporate. She has designed and conducted MDPs for corporate executives from public & private sectors. She Heads Centre for Psychometric Testing & Research at FORE.

### Prof. Qazi Asif Zameer



Professor of Marketing at FORE School of Management, is a B.E.(Mechanical) from Delhi College of Engineering, MBA and Ph.D. He has more than 16 years of rich industry exposure and over 14 years of teaching experience. He started his career as an Engineer at BHEL, and later on worked in responsible positions in Marketing and

Business Development functions for diverse organizations like Gillette, Duracell, Heatly& Gresham, Geep Torchies and Amkette Computer Peripherals. His teaching and research interests include Advanced Marketing Research, Sales and Distribution, Retailing, Marketing Management, B2B Marketing, Mall Management, Supply Chain & Logistics and Consumer Behavior. He has published a number of research papers in reputed international and national journals and presented his work in various national and international forums. He regularly conducts seminars, MDPs, FDPs and Online Executive Education programmes in the areas of his expertise. He can be reached at <asif@fsm.ac.in>.

### Prof. Rajneesh Chauhan



Ph.D. NLU-IMT Ghaziabad; PGDBM, IMT Ghaziabad; B.Tech (Electrical), National Institute of Technology, Hamirpur

Experience: 23 years

He is a seasoned Industry veteran with 25 years of experience. For the past five years, he is with FORE where he is a Professor.

Prior to joining FORE he worked in Infosys Limited, At Infosys, he was the "Operations & Strategy" Head for Enterprise Solutions, a business unit with annual revenues of 1,000 Million USD, ten thousand employees and a CAGR of 33%. He was a part of Infosys Senior Management, was one level below the Infosys Executive Board and reported into the Board Member of Infosys China. With more than two decades in the area of Operations Management, Consulting and Technology, he has worked extensively with Fortune 500 clients across Asia-Pacific, Europe and Americas. His interest areas include IT Management, Consulting, Operations Management, AI/Machine Learning, Outsourcing, Program Management & ERP.

### Prof. Rakhi Tripathi



Prof. Tripathi is an expert of Digital Innovation and Technologies. Her PhD was on E-government from School of It, IIT, Delhi. She worked on prestigious research projects as well at IIT Delhi. Several research papers have been published in national as well as

international reputed journals and books. Currently she is working on international research project from The British Academy, UK. She is working with faculty from King's College London and London School of Economics UK. She can be reached at <skaur@fsm.ac.in>.

### Prof. Reeta Raina



Ph.D. (Thapar University, Patiala);M.Phil (Eng. Literature), Kashmir University

Experience: Over 31 years

Prof. Reeta Raina has over 31 years of teaching, training and research experience. She has publications majorly in top International refereed journals and she has 30 citations in top referred international journals. She has a research book to her credit titled "The Constitutive role of Communication in Building Effective Organizations" published by LAMBERT - an International publishing company. She has presented papers in various international conferences and has been given the best paper award as well as best presentation award. She is into corporate training as well and her forte lies in experimenting successfully with different pedagogical tools. Presently, she uses theatre based activities that should help future managers build distinctive skills. Her research is interdisciplinary that includes employee engagement, work engagement, organizational communication; nonverbal communication, Organizational effectiveness, listening skills etc. She is also the recipient of the Best Professor award in HRM by National Education Award sponsored by Headlines Today. Her earlier assignments were with MDI, Gurgaon and Thapar University, Patiala. She has been the visiting faculty at IIFT and IITM.

### Prof. Sanghamitra Buddhapriya



Prof. Sanghamitra Buddhapriya is a Professor and Area- chair in the Area of Organizational Behaviour and Human Resource Management at FORE School of Management. She has more than twenty three years of experience in research, management education, training and consulting. She is a PhD from Faculty of Management Studies, University of

Delhi. She received the Prestigious Shastri-Indo Canadian Faculty Research Fellowship and did her Post- Doctoral research from Mc Master University, Hamilton, Canada. She has authored two books. Many of her research articles are published in reputed national and international journals. She has also presented papers in many national and international conferences.

Prof. Sanghamitra successfully designs and conducts open and in-company management development programmes across level for leading public and private sector organizations like Engineers India Ltd, Powergrid, ONGC, IOC, OIL, NHPC, NTPC, MMTC, SAIL, THDC, NBCC, LNG Petronet, SentissPharma, ITD Cementation, Mitsui, Ummeed Housing Finance to name a few. She enjoys conducting management development programmes on wide range of topics like leadership, team building, motivation, emotional intelligence, work-life balance, gender sensitivity, mentoring and coaching, interpersonal skills, managerial effectiveness, organizational culture, problem solving and decision making, creativity and innovation. She was selected as a resource person for training women civil servant on gender issues in management. She can be reached at <sanghamitra@fsm.ac.in>.



## Prof. Savita Gautam



Ph.D. (TERI University); PGDIT (IIFT, Delhi)

Experience: Over 18 years

Prof. Savita Gautam, has corporate experience of over 18 years in the area of International Business.

She has worked with large conglomerates like M/s Carborundum Universal, Chennai.

She has also worked with couple of start-up companies and has successfully spearheaded their business in the international market. Her consultancy interests are on foreign markets, International marketing, export diversification & operations, and post export incentives. She has teaching and training experience at Chennai University, MMTC training Center, and JamiaMillialslamia, New Delhi. She has also conducted MDP Programs in Fore School of Management.

She has published work on environmental measures, particularly the health and food safety Regulations She also has publications in ARTNeT UNESCAP, Bangkok. Her areas of interest are WTO, Trade and Environment issues, Foreign Trade Policy & Non-Tariff measures. She can be reached at savita@fsm.ac.in.

## Prof. Shallini Taneja



Prof. Shallini Taneja, Associate Professor, FORE School of Management, New Delhi, FPM (PhD), M.Phil. (Economics), MBA, MA (Economics).

She is having 15 years of experience in teaching, research and industry. During her fellowship from MDI-Gurugram, she worked

as a senior research fellow in a project with her professors in AICTE sponsored National Research Project on “Corporate Social Responsibility (CSR). She is the recipient of sponsorships from ISDRS, Hong Kong and The Wharton School, USA for paper presentation and attending the conferences. She has taken lectures as guest faculty at St. Mount Mary’s University, USA and The Indian Institute of Corporate Affairs (IICA) under aegis of The Ministry of Corporate Affairs, GOI on CSR among others. Her research paper published in Journal of Business Ethics (Impact factor: 2.917) has more than 264 citations since 2011. She has conducted the MDP’s on CSR for the managers & the Executive Directors of the various companies like NHPC, GAIL, Power Grid, IRCTC, J.K Cement, SBI etc. She can be reached at: staneja@fsm.ac.in

## Prof. Shilpi Jain



Shilpi Jain is a Professor of Business Administration in the Information Technology Department at FORE School of Management, and the faculty chair of Computer Center Advisory and Purchase Committee. Her current research interests are primarily in crowdsourcing mechanisms, user behavior & engagement on social media, buying

behavior on mobile & e-commerce, digital inclusion at grassroots level, and adoption of disruptive technologies. She has been conducting programs and workshops for leading Public Sector and Multinational Organizations in various technology domains such

as Design Thinking, Sales & Distribution Analytics, Cyber Security, Data Summarization & Visualization and, Disruptive Technologies. A regular author in National Newspaper, she has presented and published several business case studies and research articles in International Conferences and Journals of repute.

## Prof. Somayya Madakam



FPM (NITIE), Mumbai; MBA (IT+HR) Andhra University; B.Tech (Computer Science and Systems Engineering); Andhra University, Visakhapatnam

Experience: 6 years

Qualified UGC-Junior Research Fellowship and Lectureship. He worked for Tata

Institute of Social Sciences (TISS), Mumbai, circa six years as a Systems Analyst-cum- Programmer. Due to keen interest in research and academics, in 2012 he joined in National Institute of Industrial Engineering (NITIE), Mumbai for doing Fellow Program in Management. His thesis titled on “Internet of Things (IoT) Technologies in Smart Cities: An Exploratory Study in India”. During his Fellow Program period, he presented his academic research work in both Inter/national conferences including at Bangkok (Thailand), Dubai (UAE), Alicante (Spain), Fairfax (USA) and Porto (Portugal). He also published more than 20 articles together with journals, book chapters and posters. He is upcoming evangelist on “The New Language of Publications”.

## Prof. Sriparna Basu



Ph.D. (University of Illinois, at Urbana-Champaign, USA); M.A. (Cultural Studies), University of Illinois, at Urbana-Champaign; M.A. Jadavpur University, Calcutta (Gold medalist)

Dr. Basu has been involved in research, teaching and consulting work for over 17 years.

She has presented research papers in 16 national and international conferences. She is widely published -- her contributions include research papers, cases, book chapters published in several national and international peer reviewed journals and books. She has also published numerous articles in the national dailies. Her current research contributes to the interdisciplinary scholarship on globalization by examining the multiple forms of globalization and evolving sociocultural identities exhibited by the emerging market multinational companies. She is also interested in exploring the interaction between cultural theory and organizational communication and the widening of reflexive practices in cross-border mergers and acquisitions. She has won a number of awards at prestigious international case study competitions for her contributions.

Her training interests span the domains of HR and Communication. She has conducted training workshops on change communication, crossfunctional team work, appreciative inquiry, change communication, crisis communication, leadership and ethics, cross-cultural communication, and issues of gender in the workplace.

She has been involved in training and consulting activities with a number of public and private sector organizations such as ONGC, NHPC, IFFCO, Indian Oil, Power Grid, Aviation Academy of India,



Punjab National Bank, Tata Motors, Food Corporation of India, Indian Institute of Public Administration, British Council, Relaxo, Indian Military Academy Dehra-dun, and also start-up organizations such as Unified Vision Capital and Adventure Private Limited. She has previously taught at IMI, Delhi, Indian Institute of Foreign Trade, Delhi (Visiting), IIT Kharagpur, and University of Illinois at Urbana-Champaign, USA. She also a visiting faculty with IIM, Sambalpur.

### Prof. Subir Verma



Prof. Subir Verma is Professor of Organizational Behaviour & Human Resource Management. He is also Chair, Post Graduate Programme and 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 Medallist) from Delhi University.

Prof. Verma has carved a niche in the design and delivery of programs 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, JaibharatMaruti, GETIT, Kampsax, LancoInfratech, 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), NDDB, PepsiCo, POWERGRID, SBI etc. Prof. Verma is also a well known consultant on Organizational 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.

Prof. Verma has authored 3 books viz, "Towards the Next Orbit" (2011), "Organizing and Managing in the era of Globalization" (2010) and "Towards boundary less HR (2009). Prof. Verma has presented his research papers in prestigious international conferences such as AOM, APROS, EGOS, IHRM, ISA. He is a Principal Member of the Bureau of Indian Standards (MDG-12), on the editorial board of "Management" the International Strategic Management Association's official Journal, the Executive Board of APROS, Board of Studies in Management of Central University, Jharkhand and BIT Mesra. He can be reached at subir.verma@fsm.ac.in.

### Prof. Sudeep S.



PhD, CUSAT; MIB, SMS, CUSAT; CISA, ISACA, US; ISO 27001 LA, IQMS, UK

Dr. Sudeep has fifteen years of experience in Information Technology & Management training domain. He has more than seven years of experience in teaching post graduate management students and nearly eight years in IT industry. His IT industry experience included software development, project management, information systems audit and information security consulting. He is a Certified Information Systems Auditor (CISA) and ISO 27001:2013 Lead Auditor. His current consulting work area involves design, implementation and auditing of Information Security Management Systems for leading companies. He has been part of ISMS implementation or auditing projects of some of the major Financial, Software and other sectors companies. His teaching interest includes courses like international marketing, international management and international economic organizations. He has published articles on information security related areas in leading journals & has presented papers on National Seminars. He is a member Association for Computing Machinery (ACM, US) & Information Systems Audit and Control Association (ISACA, US). He was a member of ISACA Cochin Chapter and had held many Board positions including the post of Vice President.

### Prof. Sumeet Kaur



Prof. Sumeet Kaur: Associate Professor, FORE is Ph.D, M Phil, M.Sc (Gold Medalist). She has over 14 years work experience. She has conducted Management Development Programs on topics like applications of qualitative techniques in competence mapping, simulation techniques and

assignment problems, operations excellence, supply chain management, advanced excel techniques for managers of public and private sector. She has also conducted Faculty Development Program on topics like SPSS and Research Methods, Multivariate Data Analysis, Machine Learning and Analytics using R. She has also been involved in case development with Maruti True Value, Blind People Association, Indraprastha Apollo Hospitals which are published in European Case Clearing House (ECCH). She teaches courses on Business Statistics, Business Analytics, Multivariate Data Analysis and Advance Business Statistics in Big Data associated with University of California, Riverside. She can be reached at <skaur@fsm.ac.in>.

### Prof. Sunita Daniel



Prof. Sunita Daniel, Associate Professor in IT Area has done her PhD in Mathematics from IIT Kanpur. She has been into teaching and research for more than 20 years. She has presented research papers in international conferences and published several research papers in highly ranked national and International journals.

She is at present guiding PhD students and has taught various

subjects such as financial modelling, biostatistics, statistical quality control etc. His present areas of research are Big Data and Big Data Analytics, Computer Aided Geometric Design and Mathematical Modelling of Non-Linear Dynamical Systems.

### Prof. Vinay Dutta



Contact: vinay@fsm.ac.in; 011-46485515 (D); +91-11-41242424 to 33 Extn. 515

Educational Qualification: B.Com (Hons), Shri Ram College of Commerce; M.Com; CAIIB (Certified Associate of the Institute of Bankers), PG Dip. IRPM

Experience/Profile: A banker turned academician and an alumni of Shri Ram College of Commerce with over three decades of experience in Banking, Corporate Sector, Teaching and Training. The recipient of Dewang Mehta Business School Award for Best Teacher in Financial Management. Felicitated with “Bharat Vikas Award” for outstanding performance in the field of finance and risk management by Institute of Self Reliance, Bhubaneswar in December 2018. Co-authored a book “Commercial Bank Management” published by McGraw Hill Education (India) Private Limited. Regularly invited by PHDCCI and other professional forums for sessions. Associated with Punjab National Bank and Allahabad Bank as external expert in the Interview Committee for promotion to senior executive (up to General Manager) levels. Member of the academic council of the Global Risk Management Institute, Gurgaon. Associated with over 300 MDPs conducted for senior and middle

level executives of public sector, private sector and MNCs. Regularly contributes articles to academic and business journals.

Teaching/ Research Area: Banking and Financial Services, Risk Management, Behavioural Finance and Wealth Management, Corporate Finance

Consulting and Training Interest: Enterprise Risk Management, Trade Finance and International Payment Mechanisms, Wealth Management, Retirement Planning, Commercial Bank Management and Management of Financial Services

### Prof. Vinaytosh Mishra



Prof. Vinaytosh Mishra is working as Assistant Professor (QT & OM) at FORE School of Management, New Delhi. He has more than ten years of experience in industries like Manufacturing, Financial Services, Software and IT and have worked with reputed companies like FIITJEE Edusoft, Religare, Rosenthal India,

The Comedy Store, and Jindal ISPAT. He has worked as founding team member for start-ups in healthcare, pharmaceuticals and IT. He was V.P Marketing in an education start up Edfora, a company engaged in creation of video learning platform for the K-12 segment. He has been a visiting faculty at IMT Ghaziabad, IMI Delhi, and CIMP Patna. His research interest includes supply chain management, operations management, operations research, e-commerce, and digital marketing.

## Partial List of Clients for Customized Programmes

### PUBLIC SECTOR

- Airport Authority of India
- Badarpur Thermal Power Station, NTPC
- BALCO, Korba
- Bhilai Steel Plant, SAIL
- Bongaingaon Refinery & Petrochemicals
- Central Electronics Limited
- Central Statistical Organization-GOI
- CSIR
- Directorate General Resettlements, GOI
- DRDO
- Educational Consultants India
- Engineers India Limited (EIL)
- GAIL
- HPCL
- HSCC (India)
- Indian Oil Corporation Limited
- KRIBHCO, Surat
- Mathura Refinery
- MMTC
- NACEN, Faridabad
- NALCO
- NHDC
- NHPC
- Northern Coalfields Limited
- NTPC
- NTPC, Korba
- NTPC-SAIL Co.
- Numaligarh Refinery

- Oil India
- ONGC Mangalore Petrochemicals
- Power Grid Corporation
- Power HR Forum
- REC
- State Trading Corporation
- TERI
- THDCIL

### MULTI-NATIONAL CORPORATIONS/ PRIVATE SECTOR

- Aga Khan Foundation (India)
- Astrum Sercon Pvt. Ltd.
- Bharti Infotel
- DFID
- Donaldson India Filter
- GCM Worldwide
- Golden Peacock Overseas
- Group 4 Securitas
- Hindalco Industries Limited
- Hindustan Sanitaryware
- Idea Cellular Limited
- IFFCO
- ISGEC
- Jaypee Cement
- Jaypee Rewa Cement
- Jindal Stainless Ltd., Hissar
- Jindal Steel & Power Ltd., Raigarh

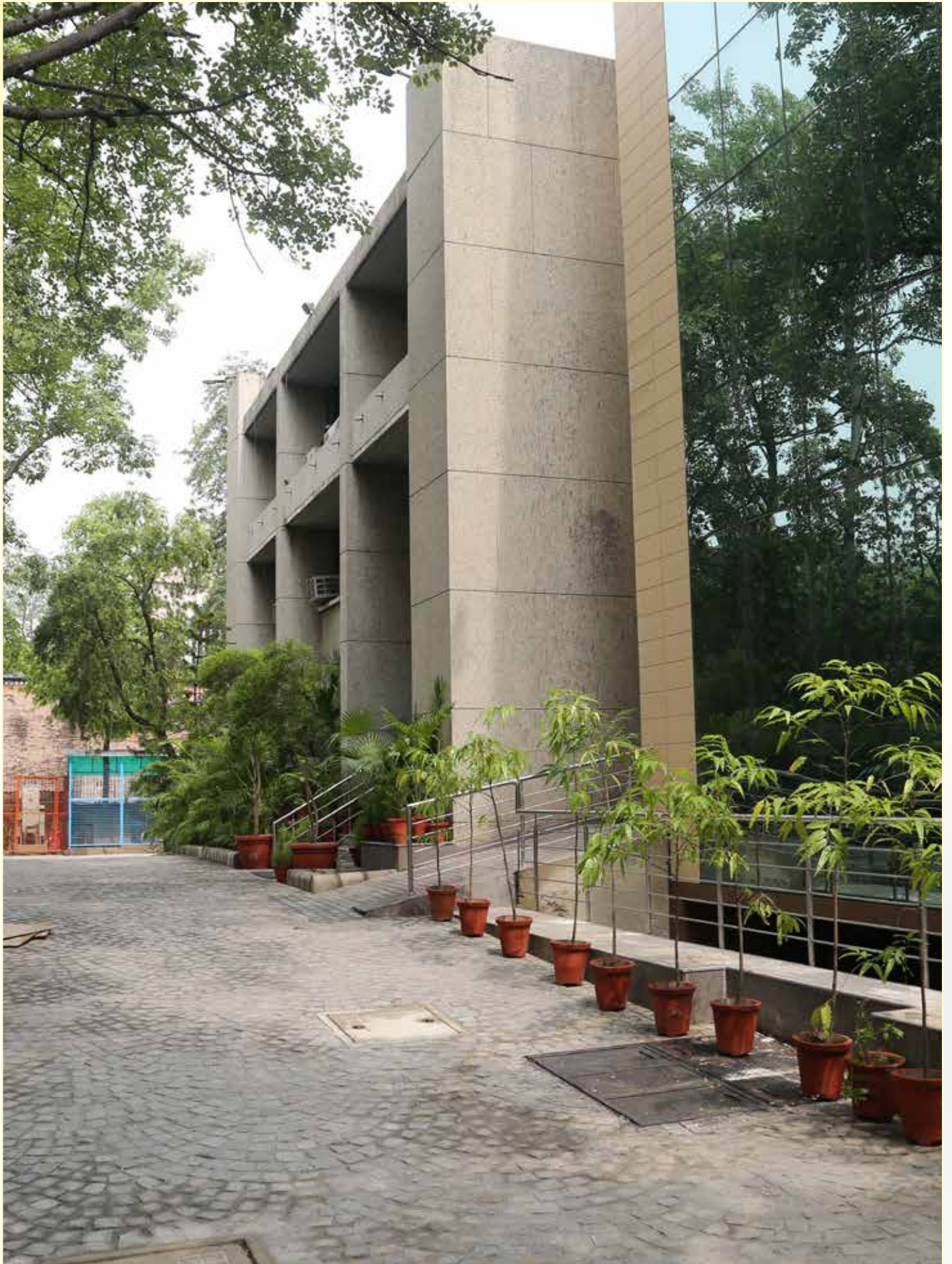
- JK Lakshmi Cement
- Jubilant Food Works Ltd.
- Kingfisher Airlines
- Lanco Infratech Ltd.
- Maruti Suzuki India
- Max Speciality Films
- Metlife Global
- Micromatic Grinding Technologies
- New Holland Tractors
- NFL, Naya Nangal
- Oberoi Group
- Panasonic India Pvt. Ltd.
- Parle, Neemrana
- Pearl Academy
- Pepsico India Holdings
- Petronet LNG
- Ployplex India Ltd.
- Royal Bank of Scotland
- Sentiss Pharma India Pvt. Ltd.
- Sony India Pvt. Ltd.
- SRF
- Star India Limited
- Taj Group of Hotels
- TATA Chemicals
- TISCO, Jamshedpur
- Vodafone Essar, Mohali
- Watson Wyatt India
- YKK India





## Partial List of Participating Organizations

- Aaruthal Foundation
- Agilent Technologies
- Airport Authority of India
- Apollo Tyres
- Bangalore Metro Rail
- Bank of Baroda
- Blue Dart Express Limited
- Canara Bank
- Centre for Development of Telematics
- Client Associates
- Coast Guard
- Confederation of Indian Industry
- Container Corporation of India
- D S Group
- Dakshin Haryana Bijli Vitran Nigam
- Damodar Valley Corporation
- Danieli Corus India
- Delhi International Airport
- Delhi Transco Limited
- DNDi
- Dredging Corpn. of India,
- EdCIL (India) Ltd.
- Edynamic Softech Solutions
- Engineers India Limited
- Fresenius – Kabi Oncology
- GAIL
- Gujarat State Fertilizers & Chemicals
- Gujarat State Petroleum Corporation Limited
- Gujarat State Petronet Limited
- Hindustan Petroleum Corpn.
- HT Media
- IFFCO
- IFFCO Tokio Insurance Services
- IL&FS Financial Services,
- India Infrastructure Finance
- Indiabulls Housing Finance
- Indian Oil Corporation Ltd.
- Indian Potash Limited
- Indian Railway Finance Corp.
- IRCON International,
- J&K Bank
- Jain Irrigation Systems
- Jammu and Kashmir Projects Construction
- JC World Hospitality
- JK Lakshmi Cement
- Joint Plant Committee, Ministry of Steel
- Jubliant FoodWorks Ltd.
- Kalindee Rail Nirman (Engineers)
- Kush Plastics Pvt. Ltd.
- LIC of India
- Mahanadi Coalfields
- Maharashtra State Electricity Dist.
- MANVIK CSR
- Marks and Spencer
- MetLife
- Minda Sai Limited
- Mosaic India Pvt. Ltd.
- National Aluminium Co.
- National Building Construction Corpn.
- National Housing Bank,
- National Power Training Institute
- NBCC India Ltd.
- NIIT
- NTPC Ltd.
- Numaligarh Refinery
- Obhan & Associates
- Oil India
- ONGC
- ONGC Tripura Power
- Petronet LNG Limited
- Power Finance Corpn
- Power Grid Corporation of India
- Punjab National Bank
- Quality Council of India
- RailTel Corporation of India Ltd.
- Residency Resorts
- RITES Limited
- Rural Electrification Corpn.
- SAIL
- Shriram Pistons & Rings
- SJVN
- SOS Children's Villages International
- SOS Children's Villages of India
- South Eastern Coalfields Limited
- SRF Limited
- Stock Holding Corporation of India
- Telecommunications Consultants India Limited
- The Rotary Foundation
- Triumph Motorcycles
- U.P. Raja Vidyut Utpadan Nigam,
- UCO Bank
- United Bank of India
- United India Insurance
- Walchand People First
- Western Coalfields Limited
- Youreka Campouts





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