



# Centre for Organization Development

Educate | Evolve | Empower



Program on  
**Strategic Human Resource Management**  
(With Specific Focus on Digital Transformation and Agile Working)  
(January 20-24, 2020)

**Program Director** : Umeshwar Pandey / PVS Prakasam



## **PERSPECTIVE**

Organizations, which believe that Human Resource Management is most crucial, have built their competitive capabilities by aligning Human Resource Management with the Corporate / Business Strategies. Gearing up to the emerging opportunities and staying in a competitive business environment requires more responsive and innovative approaches to Human Resource Management. Strategic Human Resource Management provides road-map to planning and management of resources in a changed business order that is constantly changing because of digital disruptions and agile working methods. It emphasizes the strategic importance of formulating HR objectives, strategies and policies with a view to developing the skills and abilities for the achievement of competitive advantage.

## **OBJECTIVES**

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

- Changing land-scape of HRM in an Era of Digital Transformation and Agile Working
- Human Resource Management, including Human Resource Planning, Human Resource Development, Competency Management, Performance Management etc., in the light of Changing Business Environment.
- Drawing from shared-experience, to reinforce the learning process on practices and strategies in Managing Human Resources.

## **CONTENTS**

- Digital Transformation and its impact on Management of Human Resources
- Agile Working Methods
- Aligning HR Processes with Changing Business Environment.
- Human Resource Planning with Emphasis on Training & Development.
- Performance Management
- Competency Management
- Strategic Leadership
- Mentoring and Coaching
- Management of Change
- Managing Differences
- Building Competitive Capability on Employee Relations
- Cases in Managing people
- Strategic Action Plan

## **METHODOLOGY**

The subjects in the Programme will be dealt with through an appropriate mix of group discussions, case studies, exercises, team presentations and lectures. In addition to the basic concepts of Human Resource Management, participants will work in small teams and go through the process of developing strategic action plans to improve Human Resource Management.

## **PARTICIPANT PROFILE**

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

## **DURATION**

Monday, **January 20, 2020** to Friday **January 24, 2020**. The programme starts at 0930 hours on January 20 and concludes on January 24, 2020 at 1715 hours. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the programme or in the morning of the following day.

## **VENUE**

The programme will be held at the Centre for Organization Development, Madhapur, Hyderabad. Residential participants will be accommodated in single air-conditioned rooms at its campus.

## **PROGRAM FEE**

The Programme fee is Rs.25,000/- + GST for Non-residential participants. The fee includes tuition, courseware and other facilities of the Centre like Internet usage, well equipped gym. Residential participants will be charged Rs. 1,000/- day for the duration of the program.

Cheque/DD drawn in favour of "Centre for Organization Development" payable at Hyderabad, along with the nomination form be sent to the Head, Programmes Office, Centre for Organization Development, Madhapur, P.O. Cyberabad, Hyderabad 500 081.

Organizations/Institutions nominating more than one person will be given a concession of 10 per cent in fee to the second nominee and onwards. A 10 per cent concession is also given to a woman participant. In either case, the maximum allowable concession is 10 per cent.

## **LAST DATE FOR NOMINATION**

January 13<sup>th</sup>, 2020

## **CERTIFICATE OF PARTICIPATION**

The Centre issues a Certificate of Participation on conclusion of the Program.

## **COD ALUMNI ASSOCIATION**

Participants of the program will become members of COD Alumni Association.

## **PROGRAM DIRECTORS**

**Prof. Umeshwar Pandey**, Director, Centre for Organization Development, before taking up the responsibility as the Director, was with ASCI in the capacities of Dean of Consulting, Director, Centre for Management Studies and Chairman, Human Resource Management. He was IPCL Chair Professor in Strategic Human Resource Management. He provided consultancy support to a large number of organizations in India and abroad including United Nations. He designed and directed a large number of announced programmes and customized in company programmes in the areas of General Management and Human Resource Management for Government, Public and Private Sector Organizations like HPCL, ONGC, NHPC, ISRO, IFFCO, PNB, DRDO, NPCIL, etc. He also delivered several customized programmes with foreign component for organizations such as SAIL, NABARD, Institute of Tourism and Travel Management, Indian Tourism Development Corporation, Ministry of Tourism, etc.

**Prof. P.V.S. Prakasam**, Professor – Strategy and General Management, Centre for Organization Development, has been associated with various organizations in the design and implementation of end-to-end HR solutions, performance improvement and growth strategies and has worked on necessary frameworks required for long term sustained growth, manage performance of people and processes. For over 25 years, he has been consulting with private and public sector organizations in the areas of business transformation, people process and change management. His clientele include business houses like Ramoji Group, TVS, APPM, Alstom, Eicher, public enterprises like GIC, GIPSA, Kochi Refineries, CPCL, MRPL, Govt. of Assam, NMDC and Institutions like GTZ & DFID and Central & State Governments. Prakasam is a B.Tech (Civil), PGDIE (NPC), AICMA. He had a long stint with National Productivity Council, Delhi in its Indo-German project on Performance and Process Benchmarking, TQM and formerly Director in A.F. Ferguson & Co., (A Deloitte member firm) in India.



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