



SRIIOM



SRI RAMAKRISHNA
INTERNATIONAL INSTITUTE OF MANAGEMENT

SRI RAMAKRISHNA INTERNATIONAL INSTITUTE OF MANAGEMENT (SRIIOM) is a global Organization Development Institute committed to learning , research and consultancy services. We offer the following services:-

1. **Organization Development, Leadership, Innovation and Change Management** initiatives to build a professional growth oriented sustainable organization.
2. We conduct **Post MBA competence building courses in Organization Development & Change Management, Advanced Human Capital Management (called HR Gurukul), Executive MBA in Business Management** to build Future Leaders, Post Graduate Programme in Learning & Development.
3. We conduct **Management Development workshops** in topics such as , Transformational Leadership, Effective People Management, Service Excellence. Innovation & Change Management, Self Mastery, Stress Management, Decision -Making, Advanced Business Presentation Skills, Effective Communication Skills, Emotional Intelligence, Inter -Personal Relations etc. We normally prefer to customize our workshops as per the needs expressed by the clients to improve productivity and performance.
4. We design & conduct **360 degree multi-rater feedback and undertake executive coaching** after that on one -on-one basis.
6. We undertake research in **Organization Health Survey, Employee Satisfaction Survey, Competency Profiling** and mapping to make recruitment & promotions more effective.
7. We conduct **recruitment at middle and senior management levels.**



The Founder & CEO of SRIIOM is Mr. Ashoke K. Maitra. He is the winner of the prestigious Willis Harman Award conferred by the World Business Academy , Stanford University, USA & Association for Spirit at Work. for his pioneering work in Human Resource & Organization Development in the Times of India Group.

Mr. Maitra's is globally recognized as Futurist & a Leader in Value based Management. He has been continuously invited as a speaker by the World Business Academy, American Society for Training and Development & the World Future Society. He has worked extensively with Prof. William Miller of Stanford University, Prof. Peter Senge of MIT at Boston, USA, Prof. Chris Argyris of Harvard University etc... to name a few. He is today respected globally as a Thought Leader.

Mr. Maitra, earlier, has been the Director (Corporate) Human Resource & Director of the Times Foundation of Bennett, Coleman & Co Ltd. He was also the Chairman of the HR & IR committee of the Bombay Chambers of Commerce & Industry, Chairman of the World HRD Congress etc.

He has was instrumental in starting the Times Ascent, Tata Press Yellow Pages,



SRIIOM'S- ORGANIZATION DEVELOPMENT CONSULTANCY SERVICES

SRIIOM is committed to provide Organization Building and Development solutions to enable organization manifest their latent potential, grow and become sustainable. Our work is in the area of capacity building.

We are presently working with companies like Abbott India Ltd, Birla Sun life , Crompton Greaves, Excel Crop Care Ltd, HDFC Standard Life Insurance Ltd, Larsen & Toubro Ltd, Mahindra & Mahindra Corporate Group, Mahindra & Mahindra Auto sector, Pantaloon, Sriram Fortune Solutions Ltd, Reliance Infrastructure Ltd, Sodexo India Ltd, Tata Group, TCS, etc.

SERVICES OFFERED :

We offer the following services:-

1. Building Future Leaders in the Organizations. We have already provided Transformational Leadership Training to Zonal & Regional Managers of HDFC Standard Life Insurance Ltd, Sriram Fortune Solutions Ltd, B Braun Medical (India) Ltd, Crompton Greaves Ltd, Mahindra & Mahindra -Auto sector etc.
2. Assessment of Leaders Potential (ALP). We have a software to assess the Leadership potential of managers so that the company can devote its resources on the right people for succession planning.
3. We enable organizations to build Vision and Strategic Plans for further growth using a participatory process called "LENS ". We have facilitated this process for B Braun Medical India Ltd, Ess Dee Aluminium Ltd, Excel Crop Care Ltd, The Times of India Group, Welspun Group etc. All these companies as a result of our work have grown exponentially in terms of turnover and profitability.
4. We have considerable expertise in designing and implementing 360 degree multi rater feedback and then providing Mentoring and Counselling for behavioral improvement through individualized mentoring sessions. We have already conducted this for B Braun Medical Medical (India) Ltd, Excel Crop Care Ltd, Ess Dee Aluminium Ltd, The Times of India Group etc.
5. We undertake Competency Profiling exercise with companies so that Recruitment, Promotions and Training Need Analysis can be as per competency assessment. We have undertaken this exercise with B Braun India Ltd, Ess Dee Aluminium Ltd, Excel Crop Care Ltd, The Times of India Group etc.
6. We provide outstanding talent to companies as per search conducted by us. We are presently working with Abbott India Ltd, B Braun Medical (India) Ltd, Bharat Bijlee Ltd, Birla Sun Life Ltd , Crompton Greaves Ltd, Ess Dee Aluminium Ltd, HDFC Standard Life Insurance Ltd, Mahindra & Mahindra Group, Mahindra Engineering Services Ltd etc.
7. We conduct Organization Climate Survey using Appreciative Enquiry to identify the strengths more than weaknesses of the company. We have done so for the Mahindra & Mahindra group, Ess Dee Aluminium Ltd , Welspun Group etc.
8. We undertake qualitative research in areas such as causes of Attrition, Employee Satisfaction Survey, identifying causes for people to stay in the company and then helping companies to reinforce these reasons through employee engagement strategies.
9. We specialize in working with start -up companies and small and medium scale industries to create a vision, strategic plans, core values, human resource policies, compensation systems, reward and recognition systems, etc so that the company can work with a professional style of management.
10. We undertake cost reduction exercises through a participatory process using open space technology. This is a highly empowering process based on releasing passion. Through this process employees identify areas which they are passionate about and take full responsibility to reduce costs. We have done this with The Times of India Group and many others



POST MBA COURSES

We offer accelerated competence development Post Graduate Programmes in Management to develop future leaders, effective global practices in retention & service excellence management and certification in training & development for working professionals in Industries, Government and the NGO sector .

VARIOUS COURSES OFFERED

1. Post Graduate Management Programme in Transformational Leadership.
(Every Wednesday from 6:30 pm to 8:30pm for 4 months)
2. Post MBA Programme in Global Human Capital Management & O.D.
(Every Saturday from 10:30am to 1:30pm for 4 months)
3. Post Graduate Programme in Advanced Learning & Development
(Every Saturday from 3:00 pm to 6pm for 4 months)
4. Executive MBA Programme in Management for working executives
(Every Friday from 6:30 pm to 8:30 pm for one full year)
5. Post MBA Programme in Organization Development, Leadership & Change Management
(Every Sunday from 10:30am -1:30pm for 4 months)



1. Post MBA Programme in Transformational Leadership

We have conducted this programme for HDFC Standard Life Insurance Ltd, Excel Crop Care Ltd, Mahindra first Choice Wheels, Sriram Fortune Solutions Ltd for Regional and Zonal Managers, Unit Heads etc to build them as Future Leaders of the company.

Each programme of ours is customized to the requirement of the specific company and designed to suit the career needs of the participant. We use the most outstanding faculty drawn from Industry and Academia to offer you the best. The cost for in-company programme is Rs.30,000 per day.

The Modules for POST MBA Programme in Transformational Leadership are as follows:-

1. Managing Inner Self through Self Mastery (2 Days)
2. People Management through learning the best practices in Motivation, Counselling , Mentoring & Team Building (4 days)
3. Transformational Leadership (3 days)

The faculty for the programme are :

Prof. Jack Gilles
Dr. Shehnaz Elavia,
Prof. Ashoke K. Maitra,
Dr. Nasreen Rustomfram



2.Executive MBA in Business Management to build Future Leaders

We conduct an evening programme Post Graduate Programme in Management for working executives who have more than 2 years of working experience.

The aim of this programme is to provide Management education which will lead to development of competence so that they can succeed in their career. It also acts as a refresher course in the latest global practices in management those who have passed their MBA few years back.

We cover all aspects of Management. For more detailed information ask us for a prospectus.

Other Areas covered

Managing Self:

Self Mastery through Body and Mind expansion, Effective Communication, Advanced Presentation Skills, Human Relations

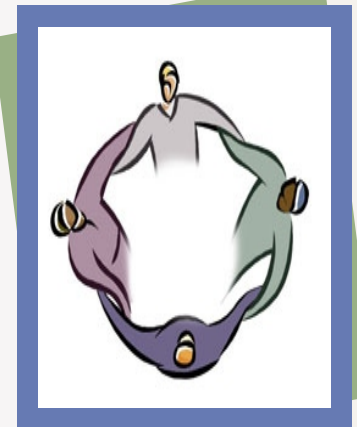
Managing People:

Leadership, Team Building, Coaching, Mentoring & Counselling.

Managing Business:

Human Resource Management, Marketing Management, Finance management.

Strategic Management, TQM, Knowledge Management etc



3.Post MBA Programme in Advanced Learning & Development

We have designed a practical programme on Learning & Development for working professionals.

The objective of this programme is to enable participants to learn the following:-

- 1.Learning to conduct Training Need analysis
- 2.Developing knowledge on Learning Styles
- 3.Learning to design a Training programme
- 4.Learning different types of Training
- 5.Learning to conduct an Effective Training programme

Based on our unique experience in working in different sectors and action research, we have designed a very practical and insightful curriculum which enables professionals to learn training.

Module1: In this module participant learn conducting a Training Need Analysis and developing Competence Based Training

Module2: In this module the participant understands the best practices conducted by different global companies like South West Airlines, Starbucks, TCS, Infosys etc to retain people.

Module 3: In this module the participants design a training project to be implemented in their respective company.

Module 4: Learning to effectively conduct a Training programme



4. Post MBA Program in Global Human Capital Management & Org.Dev.

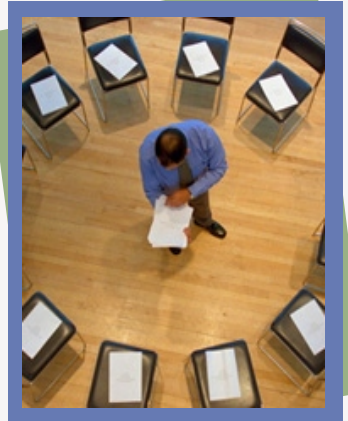
This is a highly practical & advanced skill development course for professionals .

The aim of the course is to develop skills in all areas of strategic Human Resource management and functional areas such as, Effective Recruitment, Training, Compensation & Benefits Management, Performance Appraisal, 360 Degree Multirater Feedback, Assessment Centres etc.

It is conducted in our training centre. The faculty are Jack Gilles, Prof.Ashoke K.Maitra, Anjali Raina, Kalpana Bansal, Sudipta Bhowmick etc.

Modules offered in Post MBA programme in Global Human Resource Management & OD

1. HR Value Proposition and Change Management.
2. Effective Recruitment through Competency Profiling & effective interviewing.
3. Train The Trainer.
4. Organization Development.
5. Improving Retention.
6. Performance Management.
- 7.Compensation Research & Job Evaluation.



SRIIOM - Recruitment Services



We conduct **search assignments** for middle, senior and top management levels through research and competency profiling

Our methodology is as follows :

1. We first conduct a competency profiling exercise based on the job description provided by our clients.
2. Based on competency profiling we shortlist candidates and conduct interviews & then only send candidates.
3. We send candidates who have pre-evaluated by us to save the clients time.

We have done work for various companies such as Abbott india Ltd, Birla Sun Life , Crompton Greaves Otis Elevators, B Braun Medical Pvt. Ltd., Planet "M", BBC, Reuters, Bombay Hospital, Times Music, Lakme, Mahindra & Mahindra Group Morgan Stanley, HDFC Bank, Airtel, Century Rayon, Shoppers Stop, TCS etc...

Our charges are 10 % of annual cost to the company at all levels.

SRIIOM'S SPIRITUAL RETREATS

We offer highly effective and unique programmes in Self Development. In addition we offer a large number of Soft Skills Training Workshops which are available in our Training Booklet.

1. Stress Reduction & Management : This three day workshop uses different Meditations, Applied Behavioral Science applications & spiritual techniques to reduce Stress and teaches methods to learn active Relaxation which can be practiced throughout the day to live without Stress.. This workshop has really worked wonders for more than 1000 participants all over the world. It reduces Stress and relaxes the Body. It is conducted by Swami Devendra & Ashoke Maitra.

2. Self Mastery for Personal Effectiveness: A very powerful three days Retreat which helps to discover the most intrinsic needs , facilitates setting Life goals, helps to analyze one's strengths and weaknesses and enables to create a life plan and take full responsibility of one's life and become totally positive and inspired.

3. The Art of Effective Communication using Inner Science: An outstandingly powerful workshop using Inner Science and other spiritual sciences to enable individuals to understand why they communicate the way they communicate and learn skills to enter a relaxed communication pattern with greater understanding, empathy, attentive listening and developing the ability to win and influence people. Course is conducted by Swami Devendra & Ashoke K.Maitra.

Our Mission:

To enable individuals and organizations to succeed.



SRIIOM

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THOUGHTS FROM SWAMI VIVEKANANDA

“Each soul is potentially divine. The goal is to manifest this divinity within by controlling nature, external and internal. Do this by either work or worship or psychic control, or philosophy -by one or more or all of these and be free. This is the whole of religion. Doctrines and dogmas, or ritual or works or forms are only secondary details”.
Swami Vivekananda

“We are children of immortal bliss, holy and perfect beings, free spirits, blessed and eternal. To succeed , you must have tremendous perseverance, tremendous will, “I will drink the ocean” says the persevering soul; at my will mountains will crumble up” .Have that sort of will; work hard and you will realize the goal”. Swami Vivekananda.

“Never mind failures; they are quite natural, they are beauty of life. It would not be worth living without struggles, the mistakes. I have never heard a cow tell a lie, but it is only a cow-never a man. So never mind failures, if you fail a thousand times, try once more” Swami Vivekananda

HELP US TO SERVE PEOPLE

CONTACT US AT:

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