

SRIIOM OD & HR ACADEMY

POST GRADUATE ADVANCED
PROGRAMME IN ORGANIZATION
DEVELOPMENT AND HUMAN RESOURCE
'MANAGEMENT

A Refresher Training Programme after MBA
to develop functional competence to succeed
in the industry.

Starting

27th April 2020

It will be held from Monday to Wednesday
from 6pm to 9pm for 6 months.

Fee : Rs. 8600/ per month.



PGPM in OD & HRM

MODULE 1

Management of Change & HR Value Proposition

Day 1

Ice Breaking :

Fun Exercise in understanding how we feel,
based on how others behave with us.

MANAGEMENT OF CHANGE & GLOBAL HRM

Global Research on Change Management
by Rossabeth Moss Kanter, Charles Handy
Prof.C.K. Prahlad etc.

Design Thinking & its implementation.

Strategic HR with Case studies of imple-
mentation.

Global Research in HRM from Corporate
Leadership Council, U.K.

Day 2 : HR VALUE PROPOSITION

HR Value Proposition by of Dave Ulrich
and Wayne Broakbank.

New HR Organization Structure for Agility
and Transformation.



Day 3: SELF MASTERY

- ◆ Power of Vision - Film.
- ◆ Learning to Create one's own Vision.
- ◆ Need Analysis.
- ◆ Goal Setting.
- ◆ Identifying the obstacles to reach Goals.
- ◆ SWOT analysis.
- ◆ Making a Career Plan with milestones.

DAY 4 :HR SKILLS TO BE EFFECTIVE

Effective Communication Skills with
specific emphasis on Listening, non Verbal
Communication.

Presentation Skills with extempore pre-
sentations, group presentations assign-
ments.



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MODULE 2

Organization Development , Talent Mgt & L & D

Day 5 & 6

Organization Development

- ◆ Definition of OD.
- ◆ Different OD Models
- ◆ Case Study on OD implementation in a Media and Agrochemical Company.
- ◆ Case Study of OD in a FMCG Company

Day 7 & 8:

Learning Global Best Practices in Talent Management

We share case studies of South West Airline, Taj Hotels, JSW Steel Ltd, Apple etc. to give examples how Talent Management has been implemented..

Day 9 & 11 :

Performance Management

We teach how design and implement;;

Management by Objectives (MBO).
Balance Score Card
360 Degree Appraisals

Day 12 & 14

L & D :Train The Trainer

We teach:

Significance of Learning & Development

Training Need Analysis

How to design Training Programmes

Learn to use different Technology and Methodology of training

Training Evaluation.

Day 15 & 16

Talent Management

We teach in great detail :

Assessment Centre, Potential Appraisal
and Career Planning
Development Centre

9 Box Matrix

Creating an Individual Development Plan

Day 17 & 18

Compensation & Benefits Management

.Compensation Structuring

Level Based Compensation Structuring

Total Rewards

Core Faculty



Dr.Ashoke K Maitra

M.A. (HR & LR) TISS, Ph.D Stanford University, USA

Visiting Professor to Stanford University, Copenhagen Business School, Denmark, IIM (Ahmedabad).

He has got Education and Training Award from Oxford University, U.K. and European Business Assembly, Willis Harman Award for Change Management from Stanford University, USA and World Business Academy and Lifetime Achievement Award from World HRD Congress.

Faculty Fee:

8600/ per month

Rs. 51,600 for 6 months

Duration :

6 Months

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