



## **Sri Ramakrishna International Institute of Management**

**<http://www.sriiom.com>. Whatsapp: 9967137000 / 022 - 49724684. Email: [sriiom@sriiom.com](mailto:sriiom@sriiom.com)**

### **ONLINE POST MBA COACHING CERTIFICATION IN O.D., HRM & CHANGE MANAGEMENT FOR SENIOR MANAGEMENT HRD PROFESSIONALS**

**By : Ashoke K Maitra, Ph.D Stanford University, USA**

**Winner of Lifetime Achievement Award in HRD**

**Education Award from Oxford University, U.K.**

**National Excellence Education Award, India**

**Accredited Coach form NTL, USA, ASTD, USA**

#### **OBJECTIVE:**

**This Online Coaching Programme is an intense learning experience for those who wish to prepare for Ph.D or evolve as very learned and competent O.D. and HR Professionals**

#### **Pedagogy**

**Executive Coaching is conducted by Dr. Ashoke k Maitra in an experiential format as a dialogue, sharing, doing projects etc to sharpen the critical thinking skills and perspective of the Coachee to practically implement O.D. & HRM Interventions in the workplace.**

#### **Duration**

**12 Months.**

**Personalized Coaching Sessions are held twice a month 11am to 2 pm on a Saturday.**

#### **Course Fee:**

**Affordable Course Fee of Rs. 10,000/- per month.**

**SRIIOM has got the Educational Award from Oxford University, U.K.  
Willis Harman Award from Stanford University, USA & National Education Excellence Award. Dr. Ashoke K Maitra was conferred the Lifetime Achievement Award in HRD.**



### EXECUTIVE COACH:

**Sr. Ashoke K Maitra. M.A. (TISS )Ph.D Stanford University, USA**

### MISSION :

**To create the best O.D. & HR professionals who can bring Change in companies culture, productivity, performance and profitability and not just do traditional transactional stuff.**

### **Who should join ?**

**Any MBA or Post Graduate can enroll.**

### **EXECUTIVE COACHING METHODOLOGY**

#### We will follow the following methodology:

**Step1.** Dr. Ashoke Maitra will teach one subject. as proposed in depth.

**Step 2.** The participant will do secondary literature review and Book Reviews and study the subject in depth.

**Step3:** The Participant will write an Assignment on it.

**Step 4 :** The Assignment will be evaluated and feedback will be offered.

**Step 5 :** The coach and the Participant will discuss how what has been learnt can be implemented in the workplace.

**In our research, we have found that the above methodology leads to great amount of internalization of learning compared to just sitting and listening to lectures.**

**Dr. ASHOKE K MAITRA HAS GOT THE EDUCATION EXCELLENCE AWARD FROM OXFORD UNIVERSITY, U.K.& NATIONAL EDUCATION EXCELLENCE AWARD IN INDIA.**



## Module 1 :Study of Organization Behavior

We believe that to become an HR expert one needs to study Organization Behaviour in depth. We will introduce the coachee to the works of Max Weber, Fredrick Tayler, McGregor, Herzberg, Carl rogers, michael Crozier etc i.e. from the structural School to the Humanistic School of thought.

## Module 2: Leadership:

### **Transformational Leadership & Effective People Management:**

The second module enables the participants to develop all the competencies needed to become an effective Leader and a Great manager

Training Programmes in “Leadership agility and managing uncertainty” will be held in 7 key topics:-

A. Transformational Leadership in uncertain and volatile times. We cover the works of John Maxwell on five Levels of Leadership, Servant Leadership by Robert Greenleaf, Principle centered leadership of Stephen Covey etc.

B. Unconscious Bias.

## Module 3 : Motivation

A. Global Best Practices in Motivation.

B. We will teach all the theories of Motivation from Maslow, Victor Vroom, Herzberg, McGregor, McClelland etc.

C. Case Study of Google & Starbucks.

## **Module 4 : Talent Management -**

A. Assessment Centre

B. Development Centre.

C. Creating Individual Development Plans

D. Career Planning.

## Module 5 : Team Building using Participatory Processes.

A.. Facilitation Skills such as Brainstorming, Cause and Effect Diagram.

B. Conversation Method used widely in Apple and Starbucks.

C. Open Space Technology used widely in Boeing Corporation, Eicher Motors, South West Airline etc.

## Module 6 : Conflict Management.

A. We teach people to deal effectively with conflicts.

B. Habit of Pro-activity.

C. How to Win and Influence People.

D. Industrial Relations.



### **Module 7 : Change Management: :**

In this topic we cover the change management in South West Airlines, British Airways, Infosys, TCS , The Times of India Group etc

We cover the works of :

- A. Charles Handy
- B. Rossabeth Moss Kanter
- C. C.K.Prahlad
- D. Peter Senge

Change Management, Taught with the help of global case studies of British Airways, South West Airlines, Taj Group of Hotels, Media, Pesticide etc.

### **Module 8: AgileTransformation.**

In this topic we will cover case studies of companies which have transformed itself by creating Agile Strategy, Flexibility, Creativity and creating a learning organization.

We teach all the different methods of participatory & empowered decision making such ,as Conversation Method, OICA used by Advertising agencies to come to creative decisions, PRAM model and Design Thinking.

### **Module 9 : Transformational and Strategic HRM**

- A. Transformational & Strategic HRM.HR Value Proposition of Dave Ulrich.
- B. Global Best Practices in Human Resource Management.
- C. Global Research finding in Human Resource Management conducted by CLC.

### **Module 10 : Talent Management**

- A. Sourcing
- B.Talent Acquisition
- C. Assessment Centre
- D.Potential Appraisal
- E.Development Centre
- F. Individual Development, Career Planning ).

### **Module 11 :Performance Management**

- A. Management by Objectives with Case studies of good and Bad implementation.
- B. 360 Degree
- C. Balance Score Card
- D. Module for Appraisers Training.

### **Module 12 :Learning and Development.**

- A. Training Need Analysis
- B. Different types of Training
- C. Adult Learning, Technology in Training.
- D. E -learning, Deep Learning, Machine Learning.
- E. Train the Trainer

### **Module 13: Compensation and Benefits Management.**

- A. Concept of Total Rewards.
- B. Level Based Compensation Survey.
- C. Position Based Compensation Survey.
- D. Job Evaluation



## **Module 14 : Organization Development.**

A. Understand the definition and role of Organization Development in Change Management.

B. To learn all the organization development models such as:

- Systems Theory
- Burke- Litwin Model,
- Field Force Model,
- Marwin Weisbord Model,
- Open Systems Theory.

## **Module 15 : HR Analytics and Metrics**

This module is taught through Practical Case studies

### **Course Director & Lead Faculty:**

Dr. Ashoke K.Maitra, Founder of SRIIOM. Faculty for Organization Development , Performance Management & Change Management Winner of Lifetime Achievement Award in HRD.

### **Starting Date :**

As per agreement with the Coach and the Coachee.

### **Timings :**

It will be held for 3 hours in a day, twice in a month.

### **Contact Us:**

**SRIIOM ( Sri Ramakrishna International Institute of Management )**

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**They alone live, who live for others.  
The rest are more dead than alive.  
Swami Vivekananda**