

MANAGEMENT DEVELOPMENT PROGRAMS YEAR 2016-17



COMMUNICATION ENHANCEMENT TRAINING FOR EXECUTIVES

- Target Group:** New Inductees or Managers who are either graduates/diploma holders and have been identified for growth in their functions by improving communications skills
- Objective:** To upgrade their communication skills with specific insights in order to enhance their reading, writing & behavioural patterns
- Batch Size:** **26 (Twenty Six)** pre-selected candidates
- Program Duration:** **6 Days** divided into 24 modules containing 4 sessions per day (1 hr 30 min each) with language lab approach.
- Venue:** a) At Management Development Centre, UPES

**MARKET VOLATILITY: NEW STRATEGIES IN OIL & GAS MANAGEMENT
(AUGUST 11-13, 2016)**



Program Objective

The program has been specifically designed for managers and executives working within and outside the oil and gas industry. Participants will get an insight and understanding of the essentials of working within the industry, while developing your knowledge and capability as a key manager for your organization.

Participating Organisations

RGTEL, Petronet LNG,

Program Faculty

Karunakaran Hari, Sandeep Bahl



Front Row (L - R) : Mr. R S Negi, Dr. P. C. Bahuguna, Dr. Ashish Sen, Dr. Neeraj Rawat, Mr. Chandra Shekhar, Mr. Ashutosh Kumar, Dr. Ginni Chawla
Back Row (L - R) : Mr. Sudhir Kumar, Mr. Nilanjan Chakrabarti, Mr. Sudipto Gupta, Mr. Anurag Nautiyal, Mr. Rahul Sharma, Dr. Ruchi Tyagi

Program Objective

Providing managers with the training to strengthen thinking, communication and management skills will positively impact their organization and employee performance. Transforming people into strong, confident individuals who are prepared to lead their organization's future is what the program is all about. This program will help participants learn how to stop managing and start leading; and, as a result, make them a vital part to their organization's future

Participating Organisations

CESC Limited, HPCL, UJVNL

Program Faculty

Dr. Ashish Sen, Dr. PC Bahuguna, Dr. Tarun Dhingra, Dr. Raju Ganesh Sunder

MANAGEMENT DEVELOPMENT PROGRAM

Project & Contract Management

Theme: Building Strategic Alliances

CENTRE FOR MANAGEMENT DEVELOPMENT
UPES Campus, Dehradun

OCTOBER 20 - 22, 2016



Program Objective

The program has been designed to develop a conceptual understanding of project and contract management discipline and techniques as applied to project management. To create a platform for the sharing of experiences and know about state of art practices- procurement, financing, cost control, stakeholder management and risk management.

The programme provides an exposure to latest happenings and practices in the management of projects covering:

- Project Overview, Initiation & Selection Project Scheduling & Budgeting
- Negotiation for winning Contracts and managing conflicts & disputes
- People Management – Team Building & Leadership Project Implementation & Monitoring
- Risk Management in Infrastructure/Energy projects
- Strategic project management

Participating Organisations

IOCL, UJVNL, PTCUL, HPCL

Program Faculty

S K Tyagi, D K Jasuja, BCK Mishra, Ajay Viswakarma, Dr. Neeraj Anand



Program Objective

This MDP brings forward an opportunity to understand and analyze various challenges and difficulties in executing strategy and it will help business managers to develop strategic insights of execution for business results. It provides a holistic conceptual framework to identify and connect the hard and soft part of strategy execution. The objective of the two days program is to cover Strategy's formulation and its linkage with execution leading to success/failure of companies. It will emphasize on how to provide a holistic conceptual framework and its constituents for strategy execution. I Understand your optimal role of emergent strategist as a leader during the execution and leading change.

Participating Organisations

CESC, UPCL, UJVNL, IOCL, HPCL, GAIL

Program Faculty

Alok Tripathi, Shyamal Chatterjee, Dr. Tarun Dhinra, Dr. Rajesh Tripathi



MANAGEMENT DEVELOPMENT PROGRAM

MDP: "Effective Integrity Management and Assessment in Pipelines"

November 23-24, 2017



Sitting (L to R): Rahul Sharma, Sanjiv Kumar, Vijay K Sahni, Dr. S K Pokhriyal, Shri J S Prasad, Makesh Kumar Mittal, Dr. Karunakar Jha, Dr. Neeraj Rawat, Vinod Kumar Singhal, C D Sharma, Vinay Kumar
Standing (L to R): Deepak Agarwal, B Gowri Shankar, T Obaiiah, G N Rao, P Prakash, Amrendra Kz. Dubey, Yatharth Dikshit, Saurabh Negi, Deepak Bedia

Program Objective

In these, two days deliberation's on various types of pipeline anomalies for Oil & Gas sector will be discussed so that operating personals can get a feel for identification of corrosion defects / anomalies with effective integrity management plan so that the life of pipelines (Oil & gas) can be maximized.

Participating Organisations

SAIL, IOCL, HPCL, Reliance, BPCL, HPCL

Program Faculty

- R. Suresh, President, Operations & Maintenance, Reliance Industries Limited, Pipelines
- A.K. Tewari, Executive Director, Operations, Indian Oil Corporation Limited, Pipelines
- Dr. Narendra Kumar, Executive Director, O&M-CO, GAIL India Limited
- J.S. Prasad, Executive Director, Pipelines, HPCL
- S.S. Gupta, General Manager, Inspection, Indian Oil Corporation Limited, Pipelines Division
- L.R. Jain, General Manager, Pipelines (Operations & Projects), BPCL



Management Development Program

SEXUAL HARASSMENT AT WORKPLACE

(Dec. 18-19, 2017)



PROGRAM OVERVIEW

Indian employment laws have witnessed development to meet both the welfare and safety of the workers. The changes in Employee Provident Fund Act, Maternity Benefit Act, ESI Act, Child Labour (Prohibition and Regulation) Act among others. enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is one of such major developments with the clear objective of creating and maintaining safe working environment for women at their workplaces. Various conditions were prescribed in this enactment. The realization of this objective, as per reports by Indian National Bar Association (INBA) and media reporting of the majority of women employees do not report sexual harassment due to various reasons, lack of confidence in the organization, absence of redress mechanism and low awareness among employees. Due to non-compliance with Act, these organizations also suffer from reputational risk, the escalation of business losses, threat, loss of reputation among others.

To create awareness and enabling the organization to comply with the requirements in this regard, the Program primarily will focus on the concept and ill-effects of sexual harassment at workplace including psychological bearing. Due to the exponential growth in information technology sector, such harassments are not only limited to physical space but also extend to virtual space; these instances should also be covered under the Program. The participants will be acquainted with gender-related rights and duties vis-à-vis discrimination in employment. They will be made conversant with the 2013 Act including various compliance requirements from employer as well as the duties of employees.

The participants will be familiarized with procedures for filing complaints with respect to sexual harassment at the workplace and also how to deal with a sexual harassment complaint as member of Internal Complaint Committee (ICC). Duties, powers, functions etc. of ICC would also be discussed so that the employees could raise their concerns re procedural irregularities wherein the managerial staff being member of the ICC could deal with such complaints effectively. The Program would finally appraise the participants about the benefits of complying with the Act, while intimating the participants about the criminal liability under the Indian criminal laws.

Objective

- Understanding the concept and implications of Sexual Harassment at Workplace.
- Identifying and training of employees in the new Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for preventive and remedial purposes.
- Understanding the appropriate roles and methods of reporting and responding to sexual harassment concerns and incidents.
- Identifying responsibility of employer and corresponding duties of employees under the Act.
- Introducing ICC in organization and defining its role and responsibilities.
- Enabling the organization to comply with the rules and procedures prescribed under the Act.
- Covering procedural processes in sexual harassment complaints—under Sec. 5(2)(b) (threat, insult or intimidation) in such the gravity of a sexual, Sec. 254 (Assault or criminal force to women) with intent to outrage her modesty) or Sec. 275 (Rape) among others.



Program Objective

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Participating Organisations

PTCUL, UPCL, HPCL, Forace Polymer

Program Faculty

Uma Deb, Rajiv Choubey, Kiran Gupta, Nandini Rao