



## MANAGEMENT DEVELOPMENT PROGRAMS YEAR 2018-19




### Management Development Program


## Negotiating Skills: Building Strategies for Impactful Outcomes

(May 3 - 5, 2018)

**PROGRAM OVERVIEW**

Negotiation is an integral part of creating value for the organization. The program begins with an introduction to basic negotiation concepts and tactics, followed by a focus on important aspects of the negotiation process - obstacles to effective communication at the bargaining table, the maximization of multiple interests, and tactics for coalition building.





**PROGRAM OBJECTIVE**

The program has been designed to:

- Achieve better results in both formal and informal negotiations
- Build confidence in your bargaining power and abilities
- Improve negotiations by managing your emotions and influencing others
- Build positive, productive relationships with all parties at the table

**COVERAGE**

An indicative list of the sessions to be covered in the programme is as follows:

- Analyze the key principles of the negotiation process
- Negotiation Core Management Competency
- Assess your own negotiation style: Individual differences in negotiation styles
- Psychological biases and their impact on negotiations
- Identifying the barriers that keep one from optimal decision making
- Realizing better outcomes, appropriate thinking and making the right moves
- Value claiming versus value creating
- Integrative negotiation and joint gains
- Developing your negotiating power
- Predict the outcome of strategic interactions
- Sources of contract law
- Business versus legal objectives in contracting
- Synchronizing internal and external negotiations
- Manage change and complexity with conviction and authenticity

### Program Objective

The program has been designed to: | Achieve better results in both formal and informal negotiations | Build confidence in your bargaining power and abilities | Improve negotiations by managing your emotions and influencing others | Build positive, productive relationships with all parties at the table | Create value and “enlarge the pie” to produce win-win outcomes

In this negotiation training program, the participant will learn how to execute proven tactics, refine your personal negotiating style, and improve your ability to bargain successfully and ethically in any situation. Along the way, one will gain new appreciation for how negotiating skills can help you overcome a wide range of challenges at work and beyond.

### Participating Organisations

GAIL, IOCL, IOCL Pipelines, HPCL,

### Program Faculty

Dr. Alok Saklani, Dr. Mukesh Chaturvedi, Dr. Rashmi Aggarwal, Dr. Neeraj Rawat



### **Program Objective**

This two day program will help participants to build competencies in the focus areas and enable them to employ some widely used tools and techniques in project management. The program introduces the participants to the best practices and the standard set by the Project Management Institute (PMI), USA. The program is designed to enhance the project management knowledge & skills of participants in managing and leading projects for successful completion.

### **Participating Organisations**

HPCL, UPCL, IOCL, SAIL, Reliance

### **Program Faculty**

Santiram Mondal, R Radhakrishnan, Amit Garg, Debadyuti Das

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**Application of Advanced Analytics for Oil & Gas Sector**

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Date(s): JANUARY 8-9, 2019

**Day 1**

<b>8:45 am - 9:00 am</b>	<b>Introduction of Participants and Program Overview</b>
<b>09:00 am - 10:30 am</b>	<b>Implementation Challenges and Opportunity areas on Rollout of Advanced Analytics in Oil &amp; Gas Sector</b>
10:30 am - 11:00 am	Tea Break
<b>11:00 am - 1:00 pm</b>	<b>Case Study on Journey of Advanced Analytics in HPCL</b>
1:00 pm - 1:30 pm	Lunch Break
<b>1:30 pm - 3:30 pm</b>	<b>Upstream Process - Exploration &amp; Drilling</b>
3:30 pm - 3:45 pm	Tea Break
<b>3:45 pm - 5:15 pm</b>	<b>Upstream Process - Production of Oil &amp; Gas (Application areas of Analytics)</b>
5:15 pm - 5:30 pm	Wrap-up and next steps

**Day 2**

<b>9:30 am - 11:00 am</b>	<b>Application of Advanced Analytics in Oil &amp; Gas</b>
11:00 am - 11:15 am	Tea Break
<b>11:15 am - 12:45 pm</b>	<b>Midstream Process - Resources, Transportation &amp; Storage (Gantry, S&amp;D)</b>
12:45 pm - 1:15 pm	Lunch Break
<b>1:15 pm - 2:45 pm</b>	<b>Business Processes in Refineries &amp; Marketing – I</b>
2:45 pm - 3:00 pm	Tea Break
<b>3:00 pm - 4:30 pm</b>	<b>Downstream Process - Refineries &amp; Marketing - II</b>
4:30 pm - 5:00 pm	Closing Remarks & End of Program

**Participating Organisation**

SAS India Pvt Ltd

**Program Faculty**

R Radhakrishnan, Dr. SK Pokhriyal, Dr. Pramod Painuly, Dr. Neeraj Rawat, Dr. Deepankar Chatterjee

## **TRAINING PROGRAM ON TEAMBUILDING AND BELONGINGNESS**

### **(February 18-19, 2019)**

#### **Program Overview**

Team building is a collective term for various types of activities used to enhance social relations and define roles within teams, often involving collaborative tasks. Team bonding activities also improve workplace projects that involve teamwork. After completing teambuilding activities together, employees start to understand each other's strengths, weaknesses, and interests. This understanding helps them work even better together on future progress vital to an organisation. The program aims:

- Shared a common understanding on how important is teamwork in sustaining the performance of individuals and teams
- Enhanced their skills in setting clear expectations and objectively analyzing the communication skills of self and others.
- Learned the methods of self-analysis and understanding the value of good work in life both at professional and personal front.

#### **Key Topics**

- Understanding SELF
- Key characteristics of our persona
- How do we behave?
- How do we communicate
- Core elements, principles and benefits of effective communication skills
- Role of TEAM
- Role of team leader in achieving high performance
- Group 'shapes' exercise with review, presentation, individual reflective exercise
- What should change
- Controllable and non-controllable factors
- Objectively assessing change
- Review and next steps
- Review of learning and action planning

#### **Participating Organisation**

Indian Ports Association (IPA) Executives

#### **Program Faculty**

Dr Nikhil Kulshreshta, Dr PC Bahuguna, Dr. Neeraj Rawat, Dr. R Singhal