

Brief Course Module

Day	Time	Session	Facilitator
Dec 6, 2007 (Thursday)	02.00pm - 02.30pm	<ul style="list-style-type: none"> • Inauguration • Expectations from the Program 	Dr. B. K. Srivastava Prof. OB, HRM & Strategy - IMI, New Delhi
	02.30pm - 03.30pm	<ul style="list-style-type: none"> • Organizations of the Future 	
	03.45pm - 05.15pm	<ul style="list-style-type: none"> • Case Study Analysis 	
Dec 7, 2007 (Friday)	09.30am - 11.30am	<ul style="list-style-type: none"> • Emerging Business Challenges in Power Sector and the Role of HR 	Dr. Anup K. Singh, Prof. OB - IMI, New Delhi
	11.45am - 01.15pm	<ul style="list-style-type: none"> • HR as a Change Agent (Transaction Vs. Transformational Roles) 	
	02.00pm - 03.30pm	<ul style="list-style-type: none"> • Developing the skills for architecting the Vision, Strategy, Structure, System, Culture and Management Style to drive a change intervention (Case Study Analysis and Presentation) 	
	03.45pm - 05.15pm	<ul style="list-style-type: none"> • Developing the skills for architecting the Vision, Strategy, Structure, System, Culture and Management Style to drive a change intervention (Discussion) 	
Dec 8, 2007 (Saturday)	09.30am- 11.30am	<ul style="list-style-type: none"> • Dynamics of Change Management Interventions (Case) 	Dr. Anup K. Singh, Prof. OB - IMI, New Delhi
	11.45am- 01.15pm	<ul style="list-style-type: none"> • Dynamics of Change Management Interventions (Case) 	
	02.00pm- 03.30pm	<ul style="list-style-type: none"> • Application of learning in one's own organization 	
	03.45pm- 05.15pm	<ul style="list-style-type: none"> • Group presentation of a blue print by the participants to drive a change intervention in one/ two focus areas in the concerned organization • Valediction 	

[Tea 11.30am & 3.30pm, Lunch 1.15pm – 2.00pm]



Power HR Forum

Organizes Program on

Strategic Organizational Change and Renewal: Role of HR as a Catalyst



Date:

Dec 6(AN) - 8, 2007

Venue:

**Power Management Institute, NTPC
Plot No. 5-14, Sector 16A, Noida- 201301**

Strategic Organizational Change and Renewal: Role of HR as a Catalyst

Background

The rate of change and discovery outpaces our ability to keep pace with it. The change is so fast and uncertain that it is said that future is not an extension of past and committing to success leads to fatal failure.

It is said adaptability is the key to survival but adaptability works best when the pace of organizational change matches the pace of environmental change. When these circumstances are not met, adaptability can become an organization's destruction hence the key in strategic change management is to anticipate multiple scenarios and create options to match uncertain environmental instability to organizational agility.

Since the locus of wealth creation migrated from metal bending to mental bending the role of HR has become the key for an organization's survival. In the uncertain environment HR as a change agent has a catalytic role to create options and settings for making people learn, unlearn and relearn fast.

To master the techniques of swift and painless transitions, in-house awareness programs on this subject are not sufficient to get a complete outside-in perspective. Hence this program attempts to have a sectoral participation to give access to ever broadening scope of ever faster changing domain expertise on strategic change management and the role of HR for authoring and architecting the catalyst's code.

Objective

After undergoing through this program participants will be able to

- Understand emerging roles of HR
- Understand the contributions of the HR to Change Management Initiatives
- Appreciate challenges facing their organization in the future
- Develop a strategic perspective on organizational change
- Align strategies with systems, processes, culture, style and design
- Gain insights into the dynamics of successful change interventions
- Present a blue print to drive one/two change interventions in their organization

Methodologies

Corporate Trainer of national repute Dr. Anup K. Singh, Prof. OB – IMI, New Delhi and Dr. B. K. Srivastava, Prof. OB, HRM & Strategy - IMI, New Delhi shall lead the deliberations. The program will have a judicious mixture of interactive lectures, case studies, presentations by participants and experience sharing with supplementary background reading material.

Who should attend

Working HR Executives in Indian Power Sector who are potential change agents and need to be groomed to be responsible for managing change interventions within the organization.

Program details

Date : Dec 6(AN) - 8, 2007

Venue: Power Management Institute, NTPC
Plot No. 5- 14, Sector 16A, Noida - 201301

Nature: Non Residential

Fees: Rs. 6000 /- per participant which covers the cost of tea/coffee, lunch, stationery, study material. Nominations of participants may be sent along with the program fee through Cheque / DD drawn in favour of "Power HR Forum" payable at New Delhi

Contact details

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