

Management Development Programme

Responsibility by choice: Being a self-assured Professional

March 11-12, 2016



International School of Business & Media,
Pune



International School of Business & Media S. No. 44/1, 44 1 / 2, Nande Village Pashan Sus Road, Pune 412115
Tel: 020- 66754642 Mobile: +91-9146326339 Email: ctd.isbm@gmail.com ctd@isbm.ac.in Website: www.isbm.ac.in

International School of Business & Media, Pune

Executive Development Program on

Responsibility by choice: Being a self-assured Professional



ISB&M Group

Founded in 2000, ISB&M has grown rapidly and has campuses in Pune, Kolkata, Gurgaon and Bangalore. Over 7000 alumni are performing exceedingly well in different parts of the country and abroad in leadership positions. ISB&M alumni share 70% of the world's top 20 most sought after employers by world's best MBAs. We continuously strive to create a learning environment in order to promote great career



Dr. Pramod Kumar
Founder & President
ISB&M Group

Ph.D. (Organizational Behaviour), IIT Mumbai, Formerly with IIM Ahmedabad; Professor at XLRI Jamshedpur, Ex-Director, Symbiosis Institute of Business Management, Pune; Consultant to over 80 companies worldwide. Author of over 100 research papers, cases and management games. Research quoted internationally in textbooks and journals. Served on Government of India Committees on Management Education. *More details on profile sheet*

Overview

The workshop on 'Responsibility by choice: Being a self-assured professional' focuses on three distinct aspects: Responsibility, Relationship and Self-concept. Responsibility is an essential element of integrity; it is the congruence of what you think, what you say, and what you do. Responsibility is essential for reciprocity, trust and for maintaining symmetric relationships. Responsibility without choice is *torment*. Responsibility unleashes choice. Deciding to accept responsibility for our choices increases the range of choices considered acceptable by others. It allows autonomy to increase without decreasing relatedness.

Responsibility is an important ingredient of adult behavior. 'Adulthood means being responsible for where you are going, what you are going to do with the rest of your life, and being responsible enough to make the right decisions or the wrong ones, whichever it be'. In some societies, reaching adulthood is clearly marked by ritual and ceremony at a certain age or on assuming a particular status.

Responsibility means our willingness to stand up and say that what we do has an impact on other people. We realize that we do not live isolated in wasteland but instead live surrounded by other people who will feel the rebound of our actions. Responsibility is a hall mark of the fully integrated, fully functioning human being. Responsibility goes hand in hand with success, achievement, motivation, happiness and self-actualization. It's the absolute minimum requirement for the accomplishment of everything you could ever really want in life. Accepting that you're completely responsible for yourself and realizing that no one is coming to rescue is the beginning of peak performance. There is very little that you cannot do or have after you accept that 'If it's to be, it's up to me!'

Today we live in an increasingly complex and multifaceted world. In order to meet the challenges in current scenario, it is more important than ever to build a solid personal foundation. A foundation consisting of self-knowledge, self-love and self-confidence.

Objective

- To act independently and feel a sense of control over your work environment.
- To learn how to work at tasks using your minds, bodies, materials, and tools.
- To interact purposefully with peers and to initiate constructive activities.
- To enhance your self-awareness and the appropriate expression of feelings.
- Be able to share ideas & perspectives and mobilize informal support for ideas & decisions.



Dr. Neha Bhopatkar
Ph.D (OB). MBA
Institute of Management Studies
DAVV Indore

Dr. Neha has She has over 7 years of academic and 8 years of industry experience in both service and manufacturing organizations. He has authored and co-authored various research papers in national and international journals. Her research interests include emotional intelligence, quality of work life, employee effectiveness and employee commitment. She has great passion for teaching OB, HRM, performance management and competency mapping. She strives to provide life-transforming skills and perpetrate knowledge that can encourage thinking in rational ways.



Prof Y.G. Chouksey
Postgraduate in Mathematics, Law
and Economics & PGDSW, Calcutta
University.

Prof Chouksey has 55 years of work experience, 37 years managerial followed by 18 years as faculty. Trained abroad in Japan in Systems & industrial engineering and UK in Senior Management he has contributed several articles to newspapers and magazines like E T, Financial Express, TOI, Hitavada, Indian Management, etc. A veteran in conducting MDPs on Collective Bargaining and Grievance Management. Has also been guest faculty in other MDPs. Development Centre, Supervisory Development Programme, etc.

Program Coverage

- **Assuming responsibility – by choice**
 - The older you get the harder you work.
 - Being consistent, congruent and reliable.
 - Rationality and respect for facts.
 - Feeling restrained by rules and regulations- autonomy and decision making.
 - Accepting diverse people and opinion.
- **Self-assured in your own and other people's estimation**
 - Expectation driven appropriate behavior and facing up to the responsibility.
 - Panic or come to terms with facts; taking responsibility.
- **Psychological and personal development**
 - Coping with demands of responsibility and purpose.
 - Attitude of playing the victim; shirking the responsibility.
 - Expressing anger or frustration in healthy ways.
 - Meeting emergencies with calmness and poise.
- **Networking events**
 - Determining your style of attachment and how it affects your relationship.
 - Good relationship starts with good people skills.
 - Trust: the foundation of every good relationship.
 - Evaluate Your Networking Skills
- **Embrace your inner adult**
 - Being able to recognize, empathize with and respect the feelings and needs of others.
 - Taking responsibility of your own words and action.

Methodology

Methodology would involve:

- Experiential learning
- Self-analysis
- Case analysis
- Self directed and self messaging based counseling

Recommended Participants Profile

Programme is highly recommended for:

- Senior and middle level managers & executives in manufacturing, sales and customer service area.
- Branch managers in banks, other financial services,
- Branch sales managers in FMCG, Retail
- Customer service executives dealing with large clients, and dealers.
- For people who are talented but do not get considered for higher responsibilities.
- For people who hesitate/seek excessive support to make decisions or do not act decisively



Prof. S. Jayaraman

Qualification: PGDBM, IIM Calcutta, Pursuing Ph.D. in the area of talent management

Experience: Former Group Head (HR, Admin & Quality), IRIS Ltd.; Former Dy. Div. Manager, TATA Metaliks Ltd.

Prof. Jayaraman is a graduate in mechanical engineering and a post-graduate in Management from IIM Kolkata. His research interests include talent management, performance management, Organization development and training and development. He has presented papers in prestigious conferences in India and abroad. He is passionate about teaching and teaches human resource management, performance management, competency based recruitment and selection and organization change and development. With over 26 years experience in diverse industries ranging from automobiles, construction, Iron & Steel and IT services, Has specialized in Human Resources Management, Organizational Behavior and Total Quality Management. He is a certified Lead Auditor for ISO-9000 and a certified examiner for Malcolm Baldrige Business Excellence awards. His consulting assignment include Management Development Programmes in the areas of leadership development, negotiation skills, team building and influencing skills. He is also well versed in psychometric testing and analysis.

Takeaway

- Enhancing mindfulness and promoting wider sense of ownership.
- Deal with decision and work pressure rationally.
- Discover the basic competencies critical to solid work relationships.
- Build your self-esteem as a professional as you discover a new self-awareness.
- Develop flexibility in actions, thoughts and feelings to better handle any situation.
- Understand values, beliefs, attitudes and perceptual processes.
- Developing and showing a positive attitude.
- Welcoming diversity.
- Greater commitment resulting in quality output.

Duration, Date and Venue of the Program

2 day, March 11-12, 2016

at **ISB&M, Nande Camus**, Pashan Sus Road, Pune - 412115

Professional Fee

- Rs.15,000 (Rupees fifteen thousand only) per participant (**Non-residential**).
- Rs. 20,000 (Rupees twenty thousand only) per participant (**Residential-Budget cost**)
- Rs. 25,000(Rupees twenty-five thousand only) per participant (**Residential-Luxury 3/ 4 star**)
- Service Tax is to be borne by the client.

Registration

For participation the duly filled registration form along with Cheque/Demand to be Draft drawn in favour of “**International School of Business & Media Training Pvt. Ltd.**” to reach to the programme director by March 8, 2016. Payment can also be made by on line transfer, for online transfer contact:

Manju: 02066754642/ 9850402704

Last Date for Withdrawal

No refund will be made for withdrawal after March 10, 2016.



ISB&M, Pune

The campus offers an impeccable lush green environment, in backdrop of hill, away from the urban crowd ideally conducive for academic learning. The abundant greenery is quiet mystique and serene. ISB&M offers 2-year full-time Postgraduate Diploma in Management (PGDM). We promote a culture of liberty, openness, friendship, energy, enthusiasm and a new life-style. It fosters creativity and imagination to stimulate professional superiority and proficiency. The institute is equipped with state-of-the-art facilities for academic, sports and recreations.

We maintain a high standard of education and the Programs are supported by highly-qualified faculty. ISB&M has strong interface with industry.



INTERNATIONAL SCHOOL OF BUSINESS & MEDIA (ISB&M)
Survey No. 44/1, 44 1/2, Nande Village
Pashan Sus Road, Taluka Mulshi, Pune 412 115
Tel: 020-66754642, Fax 020-66754678

Nomination Form

MDP Programme: **'Responsibility by choice: Being a self-assured professional'**

Date: March 11-12, 2016

Participant's Particulars

Name: _____	Date of Birth _____
Designation: _____	
Education: _____	
Work Experience: _____	
Organization: _____	
Address: _____	
Phone (Off): _____ (Mobile) _____ (Alternate No) _____	
Email: _____	
Any other information you wish to share with us: _____	

Payment Details*

Professional Fee: Rs. Service Tax(14%): Rs.	Payment Details (DD/Cheque/Bank transfer)
Instrument No:	Date of Instrument:
Name of the Bank:	
Online Transfer Details:	

***Note:** Please enter amount as per choice of residential/ non residential

Authorization (Self/Company)

Signature (with Seal)

Date: