



Learning / Management Development Programs

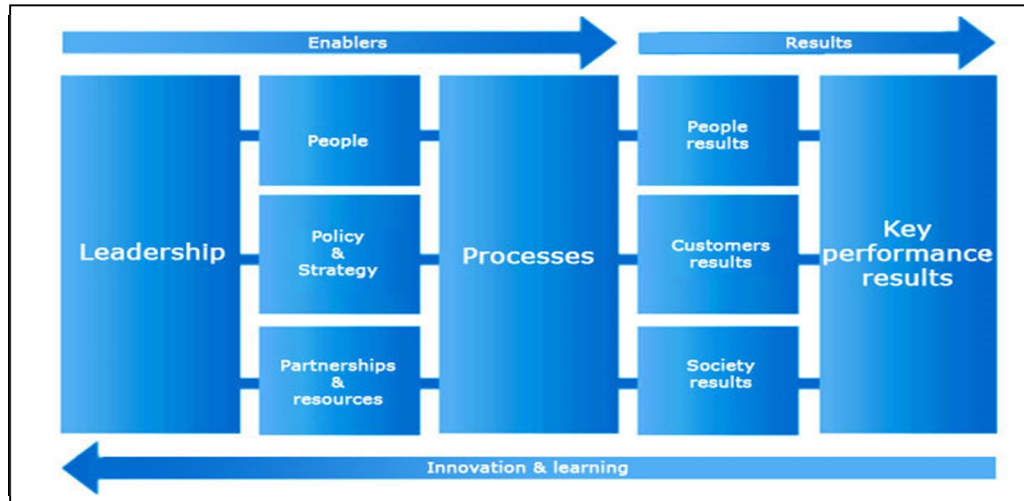
2017-19

High impact, result oriented MDPs designed & delivered to executives in USA, Germany, Denmark, China, Oman, and other countries. Facilitator brings 24 years of international experience of business leadership, corporate training, management research, case study publication & consulting. Design & delivery of sessions by IIM-A and Harvard (executive program) alumnus, Chartered Engineer (UK) with multinational experience of leading organization & managing large team.

KgGuruji | Academy
Center for Executive Education

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A - List of Learning Programs / Management Development Programs



Regardless of sector, ownership, size, structure, nature of business, product, manufacturing or service companies or maturity, to be successful, organizations need to establish an appropriate management system. The BUSINESS EXCELLENCE Model is a practical tool to help organizations do this by measuring where they are on the path to excellence, helping them understand the gaps, and then stimulating solutions.

The BUSINESS EXCELLENCE Model is a non-prescriptive framework based on nine criteria. Five of these are 'enablers' and four are 'results'. The 'enabler' criteria cover what an organization does. The 'results' criteria cover what an organization achieves. 'Enablers' cause 'results' and 'enablers' are improved using feedback from 'results'. The model, which recognizes there are many approaches to achieving sustainable excellence in all aspects of performance, is based on the premise that: Excellent results with respect to performance, customers, people and society are achieved through leadership driving policy and strategy, people, partnerships and resources, and processes.

Following list of training programs facilitate staff and team leaders to improve enablers, acquire new skills and knowledge that in turn lead to improved results.

1. ***Strategic Management & Business planning***

- 1.1. Making or revising company's Vision, Mission and Values
- 1.2. Business Acumen
- 1.3. Business Strategy / Corporate Strategy Development, Deployment & Monitoring for Growth
- 1.4. Competitive Strategies-Analyzing industry & competitors
- 1.5. Sustaining Competitive Advantage
- 1.6. Turnaround strategies : Turning loss making firm to profit making
- 1.7. Innovation
- 1.8. Becoming Contract Manufacturer for MNC firms

- 1.9. Think, Speak & Act like a CEO
- 1.10. Strategy Focused Organization & performance measurement
- 1.11. Business Excellence (Malcolm Baldrige / EFQM / RBNQA Model)
- 1.12. Management models - tools & practices to improve business
- 1.13. Leverage bold ideas and leave small thinking behind
- 1.14. Strategic management of professional service firms
- 1.15. Linking creativity & strategic planning to discover business opportunities
- 1.16. General Management Program / Advanced Management Program (GMP/AMP) for middle / Senior managers
- 1.17. Transition from Small-cap to Large-cap - managing growth, profitability & stakeholders
- 1.18. Multi-tier middle to senior management transition management program
- 1.19. Developing new business model in product or service firms
- 1.20. Managing startup & accelerating it
- 1.21. Business idea & writing business plan for startup
- 1.22. Management program for MSME business owners & proprietors
- 2. Ethics & Values**
 - 2.1. Corporate governance & business ethics
 - 2.2. Corporate Social Responsibility
 - 2.3. Values & Ethics in SME companies
 - 2.4. Ethics & code of professional conduct for professionals
- 3. Operations Management & Processes**
 - 3.1. Operations Strategy & manufacturing in a global village
 - 3.2. Make or buy? Outsourcing Dilemma
 - 3.3. Lean Manufacturing: Decoding DNA of best practices
 - 3.4. Achieving sustainable competitiveness through Lean Transformation
 - 3.5. Increasing inventory turnover
 - 3.6. Value analysis / Value Engineering
 - 3.7. Total Quality Management & beyond
 - 3.8. 7 QC and 7 New management tools for quality improvement
 - 3.9. Distribution Management
 - 3.10. Logistics & Retail management
 - 3.11. Marketing Logistics / Business Logistics
 - 3.12. Business Process Reengineering
 - 3.13. Improving business operations
 - 3.14. Can marketing & manufacturing co-exist?
- 4. Supply Chain Management**
 - 4.1. Supply Chain Management
 - 4.2. Supply Chain Design & Analysis - Models & Methods
 - 4.3. SCM best practices
 - 4.4. Risk Management in SCM
 - 4.5. Supply Chain cost management
 - 4.6. Supply Chain Performance Measurement Models

- 4.7. Purchase and global sourcing
- 4.8. Supplier development
- 4.9. Contracts Management
- 4.10. Value stream mapping
- 4.11. Lean distribution
- 4.12. Sustainable Supply Chain Management - Creating green infrastructure
With lean logistics
- 4.13. CPFR (Collaborative Planning Forecasting & Replenishment)
- 4.14. Outsourcing (Business processes/Knowledge processes)
- 4.15. New technologies in warehouse management
- 5. Services Management**
 - 5.1. Leading & Growing a Service firm
 - 5.2. Marketing of service firm
 - 5.3. Service operation excellence
 - 5.4. Mastering art of consulting
 - 5.5. Marketing Plan for services
 - 5.6. Services Management
 - 5.7. Managing luxury business, products & services
 - 5.8. Developing High Performance Healthcare Organization
 - 5.9. Developing world class educational institute
- 6. Sales & Marketing**
 - 6.1. Solution centric organization
 - 6.2. Winning over most difficult competitors
 - 6.3. Business to Business (B2B) Marketing
 - 6.4. Personal Selling
 - 6.5. Amplifying your fans! Word of mouth marketing through social
technologies
 - 6.6. Managing sales people & marketing channel & improve performance
 - 6.7. Writing annual marketing plan
 - 6.8. Managing key accounts
 - 6.9. Sustainable market leadership
 - 6.10. Customer Advocacy : Beyond CRM and Customer delight
 - 6.11. Competing in global market & International Business
 - 6.12. Developing & Selling consultancy services
- 7. Innovation & Technology Management**
 - 7.1. Product Life Cycle management
 - 7.2. New Product Development – ‘Silicon Valley Technology Firms Way’
 - 7.3. Leading product innovation
 - 7.4. Management of creativity & innovation
 - 7.5. Technology Transfer & deployment
 - 7.6. Technology Management
- 8. Project Management**
 - 8.1. Strategic planning for project management using maturity model

- 8.2. Operations management for construction firms
 - 8.3. Project Management Body of Knowledge (PMBOK)
 - 8.4. Dispute Resolution in Construction Management
 - 8.5. Project & Contracts Management
 - 8.6. Project / Construction cost management
 - 8.7. Project Management & Leadership skills for Engineering & construction projects
 - 8.8. Best practices in Project Management
 - 8.9. Project Risk Management
 - 8.10. Construction quality management
 - 8.11. Project portfolio management
 - 8.12. Project Marketing
 - 8.13. Project Manager Competency Development Framework
 - 8.14. Communication skills for project managers
 - 8.15. Extreme project management
 - 8.16. Project management in new product development & R & D
- 9. Communication**
- 9.1. Business communication skills
 - 9.2. Innovative Marketing Communications
 - 9.3. Fire up your communication skills-Get people to understand, listen to you and give what you want
 - 9.4. Persuasion skills
 - 9.5. The Power of Communication for leaders-Build trust & lead effectively
 - 9.6. Managing most difficult conversation
 - 9.7. Enhancing presentation skills for Technical Presentation
 - 9.8. Conducting effective meetings
 - 9.9. Business writing skills
 - 9.10. Networking skills
 - 9.11. Digital Marketing & Social Media for growth & branding
 - 9.12. Writing blogs, LinkedIn post, Quora blogs
 - 9.13. Facebook group & Facebook fan page management
 - 9.14. Micro blogging skills on twitter
 - 9.15. Engineering Change & Documentation Management
- 10. Leadership, Organizational Behavior, People Management & Personal Excellence Skills**
- 10.1. Self Management
 - 10.2. Leading the Change
 - 10.3. Crisis Management
 - 10.4. Leading and managing in VUCA (Volatile, uncertain, complex & Ambiguous) time
 - 10.5. Leadership & team building
 - 10.6. Managing global / virtual teams
 - 10.7. Encouraging & developing intrapreneurs

- 10.8. Business Etiquettes and Interpersonal Skills
- 10.9. Time Management
- 10.10. Delegation Skills
- 10.11. Emotional Intelligence
- 10.12. Situation Leadership
- 10.13. Public Speaking
- 10.14. Critical Thinking
- 10.15. Motivating others
- 10.16. Negotiation skills
- 10.17. Supervision Skills
- 10.18. Goal Setting
- 10.19. Presentation skills
- 10.20. Interviewing techniques
- 10.21. Questioning skills
- 10.22. Conflict resolution
- 10.23. Employee engagement
- 10.24. Managerial effectiveness
- 10.25. Improving Productivity
- 10.26. Creativity, Self-development of managers
- 10.27. Creating high performance organization
- 10.28. Sales negotiation skills
- 10.29. Becoming Internal Consultant / Consulting skills
- 10.30. Dealing with difficult, uncertain situation & personalities
- 10.31. New approaches to organization design
- 10.32. Developing people TOYOTA way
- 10.33. First time manager
- 10.34. Problem solving & Decision Making

11. Business Analytics & Business Intelligence, Performance Management

- 11.1. Designing scorecard
- 11.2. Business analytics & business intelligence
- 11.3. Individual & Team performance management
- 11.4. Data driven decision making
- 11.5. Management control system development

12. Learning & Development / Training & Development

- 12.1. Train the trainer
- 12.2. Case method of teaching & training
- 12.3. Case writing workshop
- 12.4. Creative training ideas
- 12.5. A Problem based approach for training - preparing managers for action
- 12.6. Management games and simulation for trainers & facilitators
- 12.7. Becoming Mentor & Coach
- 12.8. Workplace counseling skills
- 12.9. Why do I need a trainer when I've got Google?

- 12.10. What CEOs expect from corporate training
- 12.11. Tools of engagement: Presenting & training in a world of social media

13. Knowledge Management

- 13.1. Strategic intelligence-Business & competitive intelligence & knowledge management
- 13.2. Knowledge Management toolkit
- 13.3. Knowledge management for customer service
- 13.4. Building knowledge management network
- 13.5. Knowledge management for corporate memories
- 13.6. Managing knowledge for sustained competitive advantage-strategies for human resources management

B - Important Notes on program design, training method, evaluation and benefits

Training Program Design & Teaching Methodology

Though these programs have a structure and standard content keeping the know-how and skills requirement of participants groups based on past experience, an organization can review and suggest changes in topics or provide list of specific topics on the subject to be emphasized depending on need of participant groups. In customized program, an organization can choose multiple topics to be covered in one day, two days or more duration programs. Participants enjoy learning when the material is relevant to their interest and need and many will be eager to apply new skills and knowledge in practice.

Through real-world case studies, group discussions, business simulation games, group work, interactive presentations and other participant centered teaching methods, MDP teaches you to think beyond your own discipline and lead in ways that support larger objectives. Participants find this interactive method very engaging compared to typical theory sessions normally being used in faculty led training programs. You will gain a deeper understanding of how different units function and will be able to incorporate broader strategic considerations into your management decisions. MDP provides the tools and insight to think more strategically, balance the competing demands of colleagues and spend more time providing forward-thinking leadership.

Training program evaluation

For better return on investment on time and money on training, we suggest organizations to share as much they can about challenges, gaps, change they wish to see and objectives, participant's profile etc. before program is delivered. First level evaluation can be done immediately after the training sessions. However, whether participants have retained the learning and whether they are able to implement in real life to benefit themselves and organization require systematic post program evaluation by line managers and corporate HR / learning teams along with facilitators.

Benefits of training program to Business

Training can improve business performance, profit and staff morale. Advantages to your business include:

- You choose what new skills your workforce acquires, targeting skills to meet the needs of your operation for now and in the future
- Training your staff can result in better customer service, better work safety practices and productivity improvements
- You demonstrate to your workforce that you value them enough to invest in them, improving loyalty and staff retention. In turn, retention is a saving to you.
- Well trained and valued employees lead to a positive and productive workplace, leading to lower turnover rates and lower recruitment costs. A supportive environment where staff are trained and valued attracts the best talent, helping fast growing companies to acquire right talent
- Trained and motivated team members will act as a great advocate for business, giving firm a sustainable competitive advantage.
- Training keep staff up-to-date with industry trends and new techniques, tools and technologies
- Training increases productivity through improved accuracy and efficiency, work quality and customer satisfaction

Benefits of training program to participants

The Management Development Program prepares participants to become a better leader of team or company, as well as a more valuable contributor to broader goals. As an executive or manager in industry, you face a distinctive set of management & leadership challenges. You are responsible for managing & leading your team, unit or firm, crafting strategy, motivating staff and allocating resources, but are also expected to enact the vision of senior leadership and mobilize support for broader goals. To be successful, you must be able to effectively manage self and both “up” and “down” the organizational hierarchy.

- Participants acquire new skills, increasing their contribution to the business and building their self-esteem
- The training they do can take them into other positions within the organization – positions with better prospects and/or better pay, better career growth
- They’re up skilled to do new, different and cross functional tasks, which keeps them motivated and fresh
- Because they’re being trained on organization's time and with pay, they see that firm value them enough and that is the main reason to invest in them. A good company is seen as one that retrains employee rather than churns.
- Employees that possess diverse skills are generally more satisfied and positive in their jobs. This decreases the occurrences of work related stress
