

**MANAGEMENT DEVELOPMENT PROGRAMME
ON**



**TALENT MANAGEMENT & CAREER PROGRESSION
FOR THE EXECUTIVES OF NMDC Ltd.**



Proposal Submitted By

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About IIT Kharagpur-Indian Institute of Technology Kharagpur, fondly referred to as IITKGP by its kin, right from its inception formed the bridge between India's ancient wisdom and modern technology. From the inspiration of the tree of knowledge to the motto of yoga results in perfect action, IITKGP echoes Indian ethos of enlightenment. On the other hand, the inspiration was the model of education imparted at institutions like MIT with eminent faculty from Europe who joined the Institute in its formative years.

IIT Kharagpur started its journey in the old Hijli Detention Camp in Eastern India, where some of the country's great freedom fighters toiled and sacrificed their lives for India's independence. IITKGP today is a confluence of world class multidisciplinary courses, a cauldron of academic and corporate research, a thriving hub of entrepreneurship and an enabler of best-in-class placement. IITKGP is not just the place to study technology, it is the place where students are taught to dream about the future of technology and beam across disciplines, making differences enough to change the world.

Earth Sciences

Environmental Science and Engineering
Geology and Geophysics
Mining Engineering
Civil - Environmental
Water Resources
Ocean, Rivers, Air and Land Sciences
Petroleum Engineering

Life Sciences

Biotechnology
Medical Science and Technology
Bio Sciences
Agriculture and Food Engineering

Infrastructure

Civil Structural
Architecture and Regional Planning
Infrastructure Design & Management
Civil Transportation

Interdisciplinary

Railway Research
Petroleum Engineering
Quality & Reliability
Nano Sciences and Technology

Entrepreneurship and Management

Business Management
Human Resources Management
Industrial Systems and Engineering
Engineering Entrepreneurship

Humanities and Social Sciences

Law
Economics
Psychology
Happiness Science
Linguistics

Programme Overview

The term talent development means building the knowledge, skills, and abilities of others and helping them develop and achieve their potential so that the organizations they work for can succeed and grow. Talent development focuses on how to develop employee skills and competencies. Organizations provide learning opportunities and tools for employees to advance their overall careers. Talent development is a business strategy that companies implement to retain their top talented employees.

Programme Objectives:

By the end of the workshop, participants will be able to:

- Enhance the managerial skills of the participants to prepare them to shoulder higher responsibilities.
- Provide the participants with an opportunity to learn management concepts and techniques in functional and general management areas.
- Understand the model for Talent Management and Career Progression.
- Define the roles of HR and line management in talent management
- Explore issues and possible solutions for retention of talent
- Engage talent, particularly Generations X and Y

Learning Outcome:

Talent management is integral to modern businesses and is one of the crucial management functions in an organization. The major benefits that Talent Management programme has to offer have been listed:

- To help the organization fulfil its vision with the help of efficient and promising talented people.
- Talent management also assists the organization to build a talent pool comprising a list of talented people to meet future exigencies.
- It makes the organization more competitive and progressive.
- It paves the way for future leadership.
- Assists in hiring quality workforce.
- Establishes better match between jobs and skills.
- Helps in understanding the employees better.
- Keeps employees engaged constructively.
- Effective use of available man-hours.
- Keeps the employees motivated which helps in career development.
- Helps the employees get job satisfaction from their work.

Pedagogy & Learning Methods:

A mix of pedagogical tools will be used – cases, lectures, discussions, presentations, audio-visuals, and experiential exercises.

The programme is designed for:

Line Managers and Staff positions, Line Supervisors, Executives, Technical Staffs, HR or Personnel Managers and Supervisors of NMDC.

Duration of the programme:

The duration of the programme will be one week.

Learning Modules:

- Talent Management – a Component of Human Capital Strategy
- Talent Multiplication Model
- Profiling Talents Aligned with Organisational Needs
- Talent Supply Chain
- Competency based framework for talent identification
- Mentoring and coaching for talent development
- Career and Succession planning for talent management
- Talent Deployment and Development
- Economic Environment and Policy
- Productivity and safety in Mines

Infrastructure Facilities Campus:

- **Programme Fees:** Fees for 25 participants (one batch) of 07 days programme would cost Rs.14,75,000/- (Rupees Fourteen Lakhs Seventy Five Thousand only).
- **GST :** The Goods and Service Tax (18%) would be charged extra.
- **Facilities:** The programme fees is inclusive of Class Room Instruction [6 hours per day], Accommodation, Boarding [Breakfast, Lunch, Dinner, Refreshments], Participant Kit.
- **Participants Certification:** Participants would be provided a Certificate of Participation by IIT Kharagpur duly signed by Programme Coordinator.

Mode of Remittance: 100% amount is to be paid in advance at least 10 days before the programme dates. The payment should be made through RTGS/ NEFT/ Demand Draft or At Par Cheque drawn in favour of 'Indian Institute of Technology Kharagpur' payable at Kharagpur.

Enquiries:

For any Additional information / enquiry, please write to:

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About Faculty Profile

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Prof. KBL Srivastava is currently a professor in Department of Humanities and Social Sciences, IIT Kharagpur in the area of OB/HRD. He has 25 years of teaching and research experience.

His areas of interest include Knowledge management, management of innovation, Strategic HRM, Performance management, leadership, emotional intelligence, Human factors in mergers and acquisitions, competency mapping, training and development.

He has worked with various Public Service Commission, Staff Selection Commission, and Public sector organizations, IITs, IIMs, NITs, Universities as experts for selection; He has a rich experience in the areas of Human resource management, organizational behavior, labour laws, Industrial relations, marketing, research methods, General studies, Aptitude test, Logical reasoning etc.

He has conducted several Short Term Courses, MDPs and Conferences.

Prof. M. K. Rao

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Prof. Rao is currently working as an associate professor in Department of Humanities and Social Sciences, IIT Kharagpur in the area of HR and CSR.

He has 19 years of teaching experience. He served NIT Warangal, NIT Trichy and IIT Roorkee in the capacity of a faculty. He holds his PhD from TISS, Mumbai in the area of competency management.

His broad areas of research include talent development, Intellectual capital, Sustainable HR, CSR. He has done several impact assessment studies for the organisations like THDC, BHEL, GAIL etc.