

Two Days Online Training Programme
on
**Sustaining Motivation in the
Organization during Crisis**

(22nd – 23rd September 2020)



Administrative Staff College of India

www.asci.org.in

ASCI Capabilities

The Administrative Staff College of India (ASCI) was established in 1956 at the joint initiative of both the Government of India (GoI) and the industry, as an autonomous, public-purpose institution, with the objectives of being a think tank for policy inputs and to build the capacities of practicing professionals in the management of government and business enterprises. ASCI is the first and foremost institution for practicing managers in India. In its 64 years of existence, it has catered to the needs of the government, PSUs, industry and overseas clients. It conducts more than 200 Management Development Programs (MDPs) per year, on a variety of management functional areas, theme-specific domains and sectoral disciplines. About 4,500 participants benefit from these programs every year. ASCI has trained more than 145,000 participants from various sectors of the government departments, beurocrats, technocrats and the industry since its inception.

Similarly, ASCI is the chosen advisory and research destination for about 100 international and national organizations. Capacity building and applied research assignments of ASCI constitute the bedrock of its activities. Over the years ASCI has demonstrated expertise in the design and conduct of training programmes and has successfully supported several organizations across the globe by building their capacity in the areas like human resource management, public procurement, succession planning, organizational restructuring, waste management, national health management, infection prevention and control, environmental management, climate change and national resource management, etc,. ASCI has been conducting the International Programme on “Procurement Procedures” for the World Bank Aided Projects for the past 24 years; has conducted 71 such programmes and trained about 4016 senior officials from about 53 countries till now. This is in addition to the regular training and management development programmes that it conducts for government and public sector employees.

ASCI enjoys the trust and confidence of the government and industry. ASCI is thus relied upon and entrusted with assignments of varied scale, scope and specialization spanning across general and functional management areas, theme-specific domains as well as sectoral disciplines. Accordingly, it is ASCI’s constant endeavor to integrate economic, social, cultural, financial, technological, regulatory, human, organizational, and environmental aspects into its training and action-research initiatives for addressing issues of topical interest and current concern to the government and industry. ASCI contributes to a two-way cycle of theory and practice, each shaping the other, focusing as much on the effectiveness of outcomes as on the efficiency of outputs.

Program Coverage

Day 1(10 AM – 5:30 PM)

- How HR leaders make organizations future ready during a crisis
- Fostering collaboration across silos
- Managing talent during difficult times
- The Role of leaders in managing the people and tide over the crisis

Day 2 (10 AM – 5:30 PM)

- The power of intrinsic motivation for employees
- Organization as the source of motivation
- Creating a culture for passion and positivity in the organization

Programme Methodology and Duration

Programme will be delivered in a synchronous lecture mode. Faculty will deliver live sessions of 60 mins duration and 30 mins of interaction for clarifications, case and articles discussion, hands-on practice, participants' presentations, etc. Course and reading material will be shared (word doc, pdf, ppt, etc.) during the programme with the participants. Cisco Webex platform in the Direct-to-Device (D2D) mode is proposed to be used for a maximum of 50 participants in one batch. The reason for constraining the batch size to 50 is to maintain a clear focus in the session delivery and to give sufficient time to the faculty to address all participants' queries. Also, for special cases (like the absence of participant under emergency) recorded sessions can be shared with the participant. For every session, the session link will be created by ASCI and will be shared with the participants. The participants can access the sessions through desktop, laptop or mobile.

The synchronous lecture delivery mode is proposed as the preferred mode for this training programme because we understand a majority of the participants are new to the online-learning process and they will require some amount of handholding. The synchronous mode provides an opportunity for direct face-to-face interaction between the participants and the faculty. It also provides a chance for the participants to know the other co-participants and can help them to interact with each other during the sessions. Other than the above benefits this mode also allows the participant to present his thoughts and ideas during the session. Also, in synchronous sessions "polls" can be conducted to find the views and opinions of the participants during the live class. Just to sum-up compared to asynchronous delivery mode, synchronous classes are more lively and interactive, and can be used for conducting case discussions and simulations during the sessions.

Access methodology

A tab will be created exclusively for the programme participants on the home page of ASCI. Once the participant clicks the tab he/she will be able to go to the Learning Management System (LMS) using the Participant ID and password given by ASCI. The LMS will provide the participant access to course material and learning resources, session links, session plan, student calendar, discussion forums, a platform to post-course queries, etc.

Programme Fee

The fee for the programme is INR. 15,000 (+ *GST as applicable, presently 18%*) per participant

(The fee is inclusive of all reading material, PowerPoint presentations and hands-on exercises which will be conducted during the course. Besides, ASCI will offer a life-time membership card on completion of the course through which they can have access to the library at Hyderabad.)

Eligibility

Managers with 5+ years of work experience (preferable)

Programme Directors

Dr. Prabhati Pati

Dr Prabhati Pati, A senior Professor at Administrative Staff College of India (ASCI) in the area of Human Resource Management, Organization Behaviour and Organizational Leadership, holds a Ph.D from IIT Kharagpur (1994) and her doctoral thesis was titled “Designing Organizations for Innovations, performance and Quality of Work Life”. She currently has more than 25 years of academic and administrative experience and has been a professor since 2001.



Dr Pati is presently, Centre Director for the centre for Communications management and marketing and has been a Centre Director since 2013 for the centre for management studies (CMS). She is well known in the industry and government for her management consulting assignments, research and training programmes for senior level officers. Her latest research publications are in the area of “Succession Planning”, “Managing organizations in uncertain times” and “Neuro decision making”. A research study on “organization climate” is underway at present.

As a project leader she has led more than 20 consulting and research projects for organizations like CVPP(P)L, ECIL, BDL, MIDHANI, NPCIL, NPA, CPCL, YCCI. She has a strong client connect with CIL, OIL, NPCIL, BOI, UCO, PNB, GSI, NTPC, NHPC, DRDO, EPFO, IB. She has conducted more than 300 training programs both theme based and leadership programmes for senior level and C-suite executives in areas of Organizational leadership, Strategy, Performance improvement strategies, Creativity & Innovations, HR Issues, managerial Competency building, organization Culture. She has several national and international publications to her credit. Throughout her academic career, she has received UGC, National and merit scholarships. As a senior professor, she is well appreciated for strengthening academic activities, building knowledge teams, and inducting fresh professionals through mentoring and counselling to consulting and training assignments at ASCI. She is a contributing member of professional bodies like NHRD, ISTD. She is also a member of various committees at ASCI like PF committee and work place harassment committee. At present her academic focus area is Entrepreneurship and management.

Prof. Kali charan Sabat

Prof. Kali charan Sabat holds MBAs (Operations and Finance) from ICFAI Business School, Hyderabad. He is UGC-NET in Management. He has submitted his PhD thesis (in SCM and Business Strategy Area) at NMIMS Mumbai. He possesses 17 years of experience in the industry, teaching and corporate training. He is an active member of prestigious national and international bodies such as Society of Operations Management (SOM), and Production and Operations Management Society (POMS). He has been directing and conduction e-learning programs (in both online and blended learning modes) for the last five years. He has worked at various roles in some of the reputed organizations such as NMIMS, Google Geo, Air India, BEL and Indica Chemicals.



Last date of receipt of nominations: 18th September 2020

Last date of withdrawal: 20th September 2020

Fee Payment

SBI Collect: <https://www.onlinesbi.com/sbicollect/icollecthome.htm?corpID=382471>

OR

Bank Account Number: 62090698675

Beneficiary Name: Administrative Staff College of India

IFSC Code: SBIN0020063

Bank Name: State Bank of India

Branch Address: Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

Contact Address:

Dr. Prabhati Pati

Administrative Staff College of India

BellaVista, Raj Bhavan Road

Hyderabad – 500082

India

Email: ppati@asci.org.in

Ph: +91 7981976116/ 9182518651

Nomination Form

Sustaining Motivation in the Organization during Crisis

(22nd – 23rd September 2020)

I. Nominee Contact Information

Name: _____ Date of Birth: _____

Designation: _____ Qualification: _____

Organization: _____

Address: _____

Email: _____ Phone: _____

II. Sponsor's Detail

Name of the Sponsoring Authority: _____

Designation: _____

Organization: _____

GSTIN: _____

Address: _____

Email: _____ Phone: _____

III. Fee Particulars

Amount Payable: _____ Date of Instrument/ Transfer: _____

Name of the Bank: _____

Instrument Number: _____ UTR number for NEFT: _____

Signature and Official Seal of the Sponsoring Authority:

Note: Forward the nominations form to **Dr. Prabhati Pati**, Administrative Staff College of India, Bella Vista, Raj Bhavan Road, Hyderabad – 500082; Email: ppati@asci.org.in; Ph: +91 7981976116/ 9182518651