

Programme on
STRATEGIC HUMAN RESOURCE MANAGEMENT
Contemporary HR Practices for HR Leaders



March 12 - 16, 2018

ADMINISTRATIVE STAFF COLLEGE OF INDIA

PROGRAMME PERSPECTIVE

HR's ability to affect employee performance is dependent on the way it perceives its role in organisation. In this context, strategic HR model of Ulrich which envisages four roles for HR acquires added importance. These roles are

- Strategic Partner
- Change Agent
- Employee Champion
- Administrative Expert

Weaving of SHRM orientation in organisational systems and practices is the necessary requirement to leverage Human capability of the organisation. This needs nimble, differentiated and modern HR practices in sync with organisation strategy.

In many Indian Organisations, HR Departments are typically staffed with people from non-HR background. This is a major hurdle in moving towards strategic human resource management. Though human resource is valued and bring significant advantage to the organisations, many organizations still fail to link the HR strategies to the business strategies. This is where the problem lies. Where there is no link established between business strategies and HR strategies it would create problems in achieving the organisational objectives. The programme on SHRM would help HR professionals align their HR processes with organisational strategies and get an understanding of various aspects of strategic human resource management.

PROGRAMME OBJECTIVES

- The programme focuses on providing orientation to senior and middle level managers to modern strategic HR practices. The specific objectives are
- Understanding importance to linking HR practices to organisational strategy
- Acquire competencies required for designing and implementing HR interventions to assist strategic requirements
- Build an individual action plan for further developing knowledge, skills and attitudes required for making effective utilization of Human Resource.

PROGRAMME CONTENTS

- SHRM Framework
- Strategic Recruitment Selection and HR Planning
- Competency Mapping and Assessment Centers
- Line HR Relationship
- Performance and Compensation Management
- Training Need Identification, Design, Delivery and Evaluation
- Strategic Industrial Relations
- Talent Management
- Action Planning

PEDAGOGY

The programme will use a learner centric approach and a rich blend of multiple experiential processes such as group discussions, case method, exercises, lectures, etc. The participants will be provided opportunities to develop strategic action plan documents.

VENUE

The Programme is fully residential and the participants will be accommodated in air-conditioned single rooms. The College does not provide accommodation for the family. Transport between Airport / Railway Station and venue will be arranged by the College. The College is WiFi enabled in a comprehensive way.

DURATION

The Programme duration is from March 12 - 16, 2018. The participants are expected to arrive a day before the commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Rs. 54,000/- (US \$1840 if foreign) plus GST as applicable (presently 18%) per participant. The fee covers tuition, board and lodging, courseware (in electronic form) and other facilities of the College including internet usage.

Non-Residential Fee : Rs. 46,500/- plus GST as applicable (presently 18%) per participant. The fee covers tuition, course ware (in electronic form) working lunch and other facilities of the College including internet usage.

A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the fee is credited in to our Bank account before Friday, March 09, 2018. Bank details are given below.

For Foreign Participants:

Receiver's	State Bank of India, New York
Correspondent Bank	SWIFT: SBINUS33
	ABA Routing No.: 026009140
For Credit of	State Bank of India, Treasury department, Hyderabad, India, SWIFT-SBININBB602 NOSTRO A/C No.: 2111001212001 REF.NO.05055
Ultimate Beneficiary	Administrative Staff College of India, Account No.: 62090698960, State Bank of India Bellavista, Rajbhavan Road Branch, Hyderabad

For Indian Participants :

Bank Particulars

Bank Name	State Bank of India
Address line 1	6-3-1092, 1st floor, A Block
Address line 2	Bellavista Branch, Raj Bhavan Road
Address line 3	Hyderabad – 500 082
Beneficiary Account Name	Administrative Staff College of India
Bank Account Number	62090698675
Bank MICR No	500002306
NEFT IFSC Code	SBIN0020063

Organisational sponsorship is essential

Note: Details of Bank / Wire transfer may be sent to fo@asci.org.in for confirmation.

MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominee's medical coverage in the event of hospitalization.

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date is February 26, 2018. Kindly contact Programme Officer for further information (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

March 05, 2018. Any withdrawals after this date will entail forfeiture of fee paid, if any.

ASCI ALUMNI ASSOCIATION

Participants of the College programmes will automatically become members of the ASCI alumni association.

CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on conclusion of the programme.

Programme Director

Dr. Harsh Sharma

E-mail : harsh.sharma@asci.org.in

ASCI MANAGEMENT DEVELOPMENT PROGRAMMES FOR 2017-18

MANAGEMENT DEVELOPMENT PROGRAMMES

General Management Programme for Senior Executives (SEC)-130	08-Jan-2018	02-Feb-2018
ASCI-NRCR Joint Certification Course on Improved Management of Land Acquisition, Resettlement & Rehabilitation (LARR)	29-Jan-2018	09-Feb-2018

FINANCE

Strategies for Cost Leadership	08-Jan-2018	10-Jan-2018
Treasury and Risk Management in Banks/FIs	22-Jan-2018	24-Jan-2018
Business Collaborations - Strategic Alliances, Joint Ventures and Acquisitions	30-Jan-2018	01-Feb-2018
Business Risk Management	05-Feb-2018	09-Feb-2018
Advanced Financial Management	13-Feb-2018	15-Feb-2018
Evaluating and Financing Public Private Partnership Projects	26-Feb-2018	02-Mar-2018

HEALTHCARE MANAGEMENT

Certificate Course in Healthcare Quality	10-Jan-2018	12-Jan-2018
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HUMAN DEVELOPMENT

Educational Leadership for Senior Level Officials of Universities/ Educational Institutions	22-Jan-2018	24-Jan-2018
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HUMAN RESOURCE MANAGEMENT

Values Driven Leadership	08-Jan-2018	10-Jan-2018
Effective Learning and Development	08-Jan-2018	12-Jan-2018
Communication Skills for Managers	29-Jan-2018	02-Feb-2018
Building and Leading Effective Teams	05-Feb-2018	09-Feb-2018
Enhancing Interpersonal Effectiveness through Transactional Analysis	05-Feb-2018	07-Feb-2018
Positive Organizational Behaviour	12-Feb-2018	14-Feb-2018
"Strategic Human Resource Management with International Study Tour (Singapore and Malaysia)"	12-Feb-2018	24-Feb-2018
Decision Making for Effective Leadership	19-Feb-2018	23-Feb-2018
Strategic Human Resource Management	26-Feb-2018	02-Mar-2018
Managing Creativity & Innovation	06-Mar-2018	08-Mar-2018

INFORMATION TECHNOLOGY

IT Enabled Knowledge Management	29-Jan-2018	31-Jan-2018
e-Learning and Digital Education	26-Mar-2018	28-Mar-2018

INFRASTRUCTURE DEVELOPMENT

Urban Infrastructure Project Preparation and Management	22-Feb-2018	24-Feb-2018
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INNOVATION AND TECHNOLOGY

Strategic R & D Management	11-Dec-2017	13-Dec-2017
Managing Strategic Innovation	22-Jan-2018	24-Jan-2018

MARKETING

Creating Social Value Through Corporate Social Responsibility	11-Dec-2017	13-Dec-2017
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OPERATIONS

Project and Contract Management	08-Jan-2018	12-Jan-2018
Procurement Procedures for World Bank Aided Projects	12-Feb-2018	23-Feb-2018

PUBLIC POLICY GOVERNANCE AND PERFORMANCE

Translating Entrepreneurship to Enterprise	04-Dec-2017	08-Dec-2017
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STRATEGIC MANAGEMENT

Driving performance through transformational Leadership	19-Feb-2018	23-Feb-2018
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URBAN GOVERNANCE

"International Certification Programme - Change Management for Achieving Continuous Water Supply for All in Urban Areas - Phase - I Study Tour: (India & Tel Aviv & Jerusalem in Israel) - Phase - II GIS for Urban Development	ASCI Intimate Later	ASCI Intimate Later
Public Private Partnership in Urban Infrastructure & Service Delivery	18-Jan-2018	20-Jan-2018
Integrated Solid Waste Management	07-Feb-2018	09-Feb-2018
	12-Mar-2018	14-Mar-2018



Administrative Staff College of India

Bella Vista, Raj Bhavan Road, Khairatabad, Hyderabad - 500 082, India.

Telefax (Programmes Office) : 0091-040-23324365

Phone : 0091-40-66534247, Mobile: 9246203535

Fax : 0091-40-66534356, E-mail: poffice@asci.org.in

Delhi Campus

C-24, Institutional Area

South of IIT, Behind Qutub Hotel

New Delhi - 110 016

Phone Nos: 011 - 26962204, 26961750, 26961850

Website : <http://www.asci.org.in>



ADMINISTRATIVE STAFF COLLEGE OF INDIA

Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India

Ph:0091-40-66533000 13 Lines, 66534238 (Direct) Telefax:(Programmes Office) 0091-40-23324365,

Fax: 0091-40-66534356, email: poffice@asci.org.in, URL:http://www.asci.org.in

Dr. Harsh Sharma
Programme Director

December 01, 2017

**Programme on
STRATEGIC HUMAN RESOURCE MANAGEMENT
Contemporary HR Practices for HR Leaders
(March 12 - 16, 2018)**

Dear Sir/Madam,

Human Resource policy and tools play a pivotal role in building high performance work culture in any organisation. The role of HR in achieving strategic objectives of the organisation and at the same time acting as a bridge between employees and management can not be over emphasized in today's dynamic work environment. Human resource policy has to meet new demands from top management as well as employees and can not be segregated from over all interests and objectives of the organisation. This requires continuous review and pro active modification to keep abreast with the changing strategic environment within and outside the organisation. The challenges faced by companies require creative HR policy which takes into account special nature of employer- employee relationship and need for modern performance culture. The job of HR experts is to find this balance in business organisations.

Keeping the above in view, the Administrative Staff College of India is conducting a programme on "Strategic Human Resource Management" to equip participants with the body of knowledge and implementing tools of contemporary SHRM.

A brochure outlining the details of the above programme and other pertinent information with a nomination form is enclosed herewith.

The last date for the receipt of nomination form is February 26, 2018. Since we expect this programme to attract a large number of nominations, we advise you to send in your nomination well before this date to enable us to give due consideration.

Please note that the nominees are requested to carry with them the proof of Medical Insurance. The Sponsoring Agency is required to endorse the nominee's medical coverage in the event of hospitalisation.

Please get in touch with us for any further information / clarification

(email: harsh.sharma@asci.org.in). We thank you and look forward to your response.

Yours Sincerely

Harsh Sharma

Encl: Programme Brochure & Nomination Form



ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India

Nomination Form
Programme on
STRATEGIC HUMAN RESOURCE MANAGEMENT
Contemporary HR Practices for HR Leaders
(March 12 - 16, 2018)

Nominee's Contact Information

Name (Mr/Ms) _____	Date of Birth : _____
Designation : _____	Qualification : _____
Organisation : _____	
Address : _____	
Phone(s) : Office: _____	Mobile: _____ Home: _____
e-mail : _____	Fax : _____

Sponsors Details

Name of the Sponsoring Authority: _____	Designation: _____
Organisation : _____	
GSTIN Number: _____	
Address : _____	
	Pincode : _____
Phone(s) : Office: _____	Mobile: _____
e-mail : _____	Fax : _____

Fee particulars

Amount Payable :	Mode of Payment (DD/Ch/NEFT) :
Name of the Bank :	Date of Instrument/Transfer :
Instrument Number :	UTR Number for NEFT

Medical Insurance :

Name of the Insurance Agency	Policy Number	Validity upto

Note: Coverage should be available in Hyderabad, India.

Signature of the Sponsoring Authority :

NOTE : Forward nomination form to : **Ms. V. Naga Swapna, Programs Officer**, Administrative Staff College of India, Bella Vista, Hyderabad - 500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Telefax: 0091-040-23324365, Fax: 0091-40-66534356, e-mail: poffice@asci.org.in