



Introduction

Managers are often confronted with the challenge of leading an increasingly heterogeneous team that is diverse along the lines of age, gender, sexual orientation, physical ability and ethnicity. Research suggests that Diversity can lead to lesser commitment and more conflicts in teams, and reduce organizational commitment. Yet, there is evidence that increased diversity bolsters learning potential of teams and hence helps in unleashing creativity and innovation. Some organizations are trying to frame diversity as a process to be leveraged rather than a problem to be solved. Inherent in the diversity management agenda of these organizations, is the assumption that talented and creative employees come from diverse backgrounds. This approach helps facilitate producing the requisite people behaviors, attitudes, and mental models that are necessitated by the demand of employee engagement, and high performance work systems so as to realize the company's business strategies.

Managing diversity in teams is more than simply acknowledging differences in people. Hence it's required to support planned and positive diversity management practices in sync with the organizational culture to capitalize on its benefits.

Date: 23rd to 25th August 2017

Time: 9:30 am to 5:00 pm

Venue: MDI Campus, Gurgaon, India

Program Details

Objectives	<ul style="list-style-type: none"> • Harnessing employee diversity in the contemporary business environment • Building resilient teams • Increasing employee engagement through effective communication strategies • Self empowerment for effective employee engagement
Target Audience	The Programme has been designed for organizational teams of executives from the corporate sector (PSEs, Private Sectors, MNCs, Financial Institutions, Banks and Armed Forces)
Contents	<ul style="list-style-type: none"> • Understanding and leveraging employee's strength • Recognizing 'Business Case for Diversity': Challenges and Opportunities • Effective communication for empowered participation in organizational pursuits • Outbound learning for managing change • Institutionalizing diversity agenda-managing inclusive environment • Communication strategies for engaging diverse teams
Methodology	The Pedagogy includes live case discussions, role plays, audio visual aids, experiential workshop, diagnostics, presentations and open discussions
Venue & Duration	The Programme is scheduled during August 23-25, 2017, on residential basis at MDI campus, Sukhrali, Mehrauli Road, Sector 17-A, Gurugram. Accommodation for participants will be available at MDI campus from the afternoon of August 22, 2017 to the forenoon of August 26, 2017.
Registration & Fees	<p>Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details.</p> <p>The fee of the program is Rs. 36,000/- (Rupees Thirty Six Thousand only) per participant which includes professional fee and all charges for lodging and boarding and supply of course materials. Service Tax as applicable will be charged extra in addition to the programme fee. Payment should be made by a crossed Demand Draft/Cheque/NEFT/RTGS in favour of "Management Development Institute, Gurugram (Haryana)", and send to the Chief Administrative Officer (Programmes), Management Development Institute, Sukhrali, Mehrauli Road, Sector-17, Gurugram 122001, Haryana, INDIA</p>
Registration Deadline	<p>The last date for receipt of nominations is August 17, 2017. The last date for withdrawal of nominations is August 20, 2017.</p> <p>Any withdrawal received after this date will be subject to deduction as per the Institute's rules. However, substitution may be permitted.</p>
Note	Nominating organizations are advised to await confirmation of acceptance of nominations(s) before sending the participants to the programme venue.

Faculty Profile



Dr. Nidhi S. Bisht
Assistant Professor, Human Resource Management
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Biography

Nidhi S. Bisht is a Ph.D and MBA (Gold medalist) from Kumaun University, Nainital, with more than 11 years of experience in teaching, research and administration. She has published many research papers in national and international journals and cases with Ivey Publishing and Sage Business Cases U.K. She has authored few book chapters, articles and book reviews. She has presented papers in various national and international conferences with 4 'Best Paper' awards to her credit. She has designed MDPs, and has served as a trainer for Indian armed forces (Army, Navy and Air Force), Bharat Electronics Limited (E2/E3; middle level HR managers and senior level HR managers), Gas Authority of India Limited- HR managers, Chief Engineers Indian Army, Reserve Bank of India, Indian Oil, THDC India Limited, Hyundai, Reliance Life Insurance, Vodafone, 1Solutions, Mankind Pharma Limited, Power Finance Corporation Limited, CSD and many others.

Dr. Vidhu Gaur
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Biography

Dr. Vidhu Gaur is an MBA and holds Doctorate Degree in English Literature from University of Kota, Rajasthan. She also holds a Post Graduate Diploma in Communication Management from ISC Pune. She is a certified Soft Skill Trainer and a Life Member of Indian Society of Training & Development, Bangalore Chapter. She has more than ten years of experience in teaching Communication and Soft Skills. She has both critical and creative writings to her credit published in reputed journals and leading newspapers. She has published one book with ISBN and has more than two dozens of Research Papers to her credit. She has presented Papers in National and International Conferences in India including prestigious institutes like IIM Bangalore, IIT Delhi & Curtin University, Australia. She is on the editorial board of many International journals and reviews case studies, research papers and chapters of books published by renowned houses.

Area of Interest

Her main areas of interest and specialization include: Communication, Business and Managerial Communication, Corporate and Reputation Management, Digital Communication, Soft Skills, and Personal Effectiveness, Management and Spirituality. As a professional speaker and corporate trainer she has motivated and educated hundreds of students of both academic and management fields and people of industry in various states of India.

Industry Experience

She has industrial experience in corporate communication where she worked as a Senior Editor of a bilingual magazine of pan India presence. She was a part of planning of many promotional tools in digital promotions including website content enrichment. She has worked in advertising agencies like Mudra Communications, Ahmedabad, Mak Media Creations, Pune, Asymmetric Advertising, Bangalore, Hanmer and Partners, Ahmedabad and possesses a cross dimensional exposure in strategizing above the line and internet advertising also with reference to content and copywriting. She has handled FMCG like Wagh Bakri Tea group, Nilons Pickles, Adani Retail Chain, Livon and Recova (Paras Group), Wipro's Marketing Sales Kit etc. She has delivered corporate presentations and conducted workshops on 'Evolved Communication' in MNCs like Caterpillar Logistics, Bangalore.

Awards

- She has been featured in the Women's Diary as a Passionately Inspirational Woman.
- She was awarded by the Home Minister of Govt. of Rajasthan for being involved intensely in social activity of developing female children of Kota Rajasthan.
- She has been certified as Spiritual Coach & Practitioner at Gurugram.



NATIONAL BANKING INSTITUTE
"The Banking Academy of Nepal"

About NBI

National Banking Institute Limited (NBI) is national level apex banking and finance academy. It was established under the aegis of Nepal Bankers' Association with support from Asian Development Bank. Apart from Nepal Banker's Association member banks, its promoters include Nepal Rastra Bank and Rural Microfinance Development Center (RMDC). The institute is registered under the Nepal's Company Act, 2063.

It was established in the year 2009 and is in operation under the existing laws of the Federal Democratic Republic of Nepal. It was established with an aim of providing quality training and academic programs in the financial sector of the region. NBI actually started its operation sometimes in March, 2010 with delivery of training programs as its core function.

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About MDI

The Management Development Institute (MDI) was established in 1973 with the active support of IFCI followed an initial grant received from KFW, West Germany. The Institute soon Established itself as one of the earliest Centers for continuing education in India.

MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 43 years in this Field, MDI conducts nearly 200 weeks of intensive short term training program each year, aimed at executive and managers form industry. Over 3000 managers participant in these program each year. These include open program, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence.

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