

## About Resource Persons

### Dr. Manju Nair

Prof. Manju Nair, an MBA and Ph.D., is Director, International School of Informatics & Management, Jaipur, popularly known as IIIM. She has over 16 years of experience in Management Education and Industry including Consultancy, Administration and Research. Her farsighted leadership, commitment to work, penchant for perfection and the breadth of vision has elevated IIIM to a Center of Excellence. Dr. Nair has handled Consultancy and Research projects with the Chamber of Commerce & Industry in Rajasthan and the Swiss Development Corporation. She has also been associated as a trainer with many corporate institutions. Managerial role efficacy is among her research interests. She has presented several research papers in national and international conferences. Her international publications include those presented at prestigious conferences organized by New England Business Administration Association, AIMS international, USA and University of Imerik, Ireland. Dr. Nair has written on a wide range of topics and has several professional memberships and interaction with a number of professional institutions.

### Dr. Shalini Khandelwal

Dr. Shalini Khandelwal currently working as Professor at ICFAI Business School, Gurgaon, has had a brilliant academic career, a Gold Medalist in MBA and also the University Topper in graduation. Dr. Khandelwal has work experience of more than 18 years including industry experience of two years. She is involved in teaching, training and research for about 16 years. She specializes in organizational behavior and related subjects. Dr. Shalini Khandelwal was awarded Silver Medals in the 'National Best Case Writing' and 'National Best Paper Presentation' competitions, organized by Association of Indian Management Schools. She also has vast experience of conducting programs for management faculty and senior corporate managers.

### Dr. P. D. Sharma

Dr. P. D. Sharma obtained his Masters in Public Administration and Ph.D. degree from University of Minnesota, USA in 1962. He has held key positions and teaching assignments at various renowned institutions. He has been Professor and Head of Department of Political Science and Public Administration, University of Rajasthan and also served the Lenoir Rhyne Centre, North Carolina (USA) as a Visiting Professor. Dr. Sharma has taught management courses in U.S. Universities for several years. He had represented India at the international conference on European Nationalism and Globalization at Brussels and was also invited at another international conference as a Member of India's Vice Presidential Delegation to Caribbean and Latin America at George Town, Guana. Dr. Sharma has, to his credit, 18 books and 89 research papers. His book entitled "Management Thought and Thinkers" is widely read.

### Dr. Nidhi Vashishth

Dr. Nidhi Vashishth, Ph.d. in Training and Development, and Gold medalist in Masters of HRM, has, in a span of last fifteen years, gathered a rich experience in vast domain of Human Resource Management, Training and Organizational Development. She currently works as a Faculty and Head – MDP, Research and Consultancy wing for Jaipuria Institute of Management and is also the HR Mentor for SME organizations based out of Rajasthan. Dr. Vashishth also works as a consultant for behavioral training programs and HR for corporates. She was associated with NIS Sparta – now owned by Reliance Communications, where she trained senior, middle management and front line staff. She worked with Indian Railways for enhancing Customer Goodwill. She has to her credit publication of a number of articles and research papers in National and International Conferences.

### Dr. Tanjul Saxena

Dr. Tanjul Saxena, MBA and Ph.D. in Management, has total 17 years of experience that encapsulates over a decade of corporate exposure in addition to teaching, training and consultancy in the realm of management with specific focus on developmental dimension like behaviour medication, OD intervention and personality grooming. Dr. Tanjul possesses a world view of interdisciplinary education. Her vision of intellectual life is universalistic, which is reflected in her prolific writings and numerous speeches and interventions in academic meets. Her keen research aptitude manifests in social policy research surveys. Her articles appear in newspapers, journals, anthologies and books on Management. She has three anthologies and two books to her credit in the realm of education and management.

### Prof. Neeraj Gupta

Prof. Neeraj Gupta is a Management Consultant and an Architectural Planner and possesses vast experience of working for about 30 years in multi-disciplinary environment. Trained in UK in distance learning methods, he has over 22 years experience of teaching management. Prof. Gupta is currently Professor at Central University, Ajmer. He was earlier with IIT, Jodhpur and also worked as an Advisor in Indian Institute of Science Education and Research, Kolkata. Still earlier, he has been Director of Global Institute of Technology and Professor at HCM Rajasthan Institute of Public Administration. Prof. Gupta has conducted numerous training sessions and MDPs.

**For any further details**, please contact Mr. Abhayjeet Singh (09929091809), the Chief Coordinator. Dr. Ranu Sharma, Associate Professor and Miss Jaya Pareek, Assistant Professor, PSOM are the program coordinators.

**Shashikant Singhi**  
Director General

**Dr. S. M. Seth**  
Chairman

## Management Development Program on Enhancement of HR and Leadership Skills for Middle/Senior Level Executives of RIICO

**September 11 – 12, 2015**

**Venue : Committee Room,  
Udyog Bhawan, Jaipur**



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organised by :

**Poornima School of Management, Jaipur**  
(a constituent of Poornima Group of Colleges)

Introduction

The Department of Management Studies (Poornima School of Management), Poornima Group of Colleges (PGC), besides conducting regular MBA courses, organizes short-term management development/training programs to meet specific needs of the sponsoring organizations. Such programs, being tailor-made, are useful for executives in enhancing their skills in different disciplines.

The institute has organized, so far, 37 programs on topics related to human resource development/ management, lending/credit operations, exports, technology up-gradation and retail management.

RIICO

Rajasthan State Industrial Development & Investment Corporation Ltd. (RIICO), a State-owned company, set up in 1969, has been playing a catalytic role in the industrial development of Rajasthan. It has an authorized share capital of Rs. 2350/- million and paid up capital of Rs. 2102/- million. It has emerged as a multi-faceted dynamic institution keeping pace with the industrialization. RIICO is the sole Government agency in the State involved in development of land with supportive infrastructure facilities in the industrial areas. It provides financial and investment support services to large, medium and small scale projects.

RIICO has so far developed 327 industrial areas by acquiring around 74,228 acres of land. Each industrial area is provided with all basic infrastructures like power, water supply, roads and social amenities. RIICO has also embarked upon creation of industry specific areas/special purpose industrial parks/economic zones and integrated infrastructure development and growth center projects.

Other initiatives such as setting up of Center for Development of Stones, development of R&D Center and Stone Testing Laboratory and an Exhibition-cum-Convention Center and organization of industry exhibitions, fairs and seminars focusing on potential areas such as stone industry, ceramics, glass, textile and apparels etc. have helped Rajasthan in being recognized as an attractive investment destination. A number of global players have evinced interest in setting up their ventures.

RIICO has a network of 27 regional offices all over Rajasthan. RIICO has catalyzed investment of more than Rs. 82 billion and generated employment of around 1.08 lakh persons. More than 35 thousand industrial units are in production in industrial areas developed by RIICO.

The financial performance of RIICO has also been impressive. The net profits in the last 3 years (2011-12, 2012-13 and 2013-14), of which audited figures are available, amounted to Rs. 473 crores, Rs. 271 crores and Rs. 133 crores respectively. The variations in profits may be attributed to the nature of the organization’s operations.

Development of Professional Skills

The industrial sector has witnessed a series of reforms during the last two decades. The business environment has become more and more competitive. The developmental institutions are also looking at integrating sustainability, environmental issues and social and other risks into project development and financing. RIICO is seized of these developments and is keen to create awareness among its executives and equip them appropriately to meet the emerging challenges.

Development of professional skills has been engaging due attention of the management of RIICO. Training programs are organized from time to time for refreshing/updating the knowledge of the executives at all levels, so that they are made aware of not only the current practices followed for efficient discharge of the various services related to industrial infrastructure development and lending operations but also of new business avenues and strategies in the changing scenario.

About the MDP

This two-day management development/training program on managerial skills has been designed for senior and middle level executives of RIICO. The program mainly focuses on Enhancement of HR and Leadership Skills, recognizing the fact that these are essential for development of managerial skills and capabilities.

Objectives of the Program

The objectives of the program are (a) to update/refresh the knowledge of the participants in human resource related areas, (b) to develop managerial skills including professional ethics and human values, (c) to provide opportunity to share experience by close interaction, and (d) to enhance the confidence/capabilities of the participants and make them better equipped to perform their functions with greater efficiency and thus enable them to make their due contribution to the development and growth of the State’s economy.

The program will also help the participants in understanding the new concepts of management and latest approaches adopted in dealing with various issues concerned with their day-to-day working. Eminent resource persons, having rich knowledge and experience, have been identified to share their thoughts and experience with the participants in the various technical sessions of the program.

Reading/Reference material

In addition to the information to be provided by the learned resource persons, some selected reference/ reading material has been compiled (in two books) by the PSOM faculty and will be provided in program folders to be provided to the participants at the time of reporting.

PROGRAM SCHEDULE

Day – 1 (Friday, 11.09.2015)

09:15 – 09:45 Registration/Reporting	
Inaugural Session (Session 1) (10:00 – 11:30)	Inaugural Keynote Address – Role and Challenges for RIICO Managers (focusing on Positivism and Its impact at Work Place) by <b>Dr. Manju Nair</b> (session to be presided over by Advisor (A&M), RIICO)
Tea Break	
Sessions 2 (11:45 – 13:30)	Transformational Leadership by <b>Dr. Shalini Khandelwal</b>
Lunch Break	
Session 3 (14:15 – 16:00)	Mentoring Skills (in relation to employees and entrepreneurs) by <b>Dr. Shalini Khandelwal</b>
Session 4 (16:00 – 17:45)	Significance of Professional Ethics and Human Values in Managerial Effectiveness by <b>Dr. P. D. Sharma</b>

Day – 2 (Saturday, 12.09.2015)

Session 5 (10:00 – 11:30)	Effective Communication and Interpersonal Skills for Success by <b>Dr. Nidhi Vashishth</b>
Tea Break	
Session 6 (11:45 – 13:30)	Marketing and Negotiating Skills by <b>Dr. Tanjul Saxena</b>
Lunch Break	
Session 7 (14:45 – 16:00)	Client Relationship Arousing Responsiveness and Building Mutual Trust – Promoting Private Sector Participation by <b>Dr. Tanjul Saxena</b>
Session 8 (16:00 – 17:30)	Team Building and Stress Management by <b>Prof. Neeraj Gupta</b>
Valedictory Session (Session 9) (17:30 – 18:00)	Valedictory Session – Feedback – Distribution of Certificates – Valedictory Address by <b>MD, RIICO / Advisor (A&amp;M), RIICO</b>

Venue : Committee Room, Udyog Bhawan, Jaipur