

Management Development Programme on **Agile HR for Leaders**

October 12-13, 2023
SPJIMR Delhi Campus



Programme Overview:

Agile, has been in the forefront of software development and other project management from last few years. But their utility outside the software development industry has been recognized in the last decade with many organizations adopting the agile organization structure for their and many consulting organizations such as McKinsey, Bain, Deloitte are helping teams and organizations becoming agile. But the big question is “What is Agile?” and how is it different from “Agility”. It is more than a method or a methodology. It is even more than a suggested organization structure. It is in words of Eric Bobo, an Agile Transformation Leader and Coach “Agile is a mindset, philosophy or way of thinking”. Agile, to be successful also need to have built-in resilience in its adaptive structures. The programme is an attempt to help participants understand the adopt the agile practices in work design and cultivate resilience to be able to lead and succeed in the uncertain times.

Programme Objectives:

The programme seeks to have the following objectives



Focus on the genesis and philosophy behind Agile



Introduce participants to the application of agile in organizations apart from software development and the challenges faced.



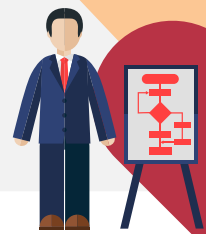
Implementing an agile approach to bring in the desired change.



Embedding Resilience into the DNA of the organization, both at the Individual and Organizational Level

Who Should Attend

- This programme is designed for middle to senior level management.



Programme Coverage:

Agility

- What is Agile and Enterprise Agility
- Being v/s Doing Agile
- Agile v/s Agility
- Why Agile and When and Where to Apply Agile
- Agile Frameworks – What we can take from Scrum
- Agile Laws and Values
- Agile Manifesto and Principles
- Pillars of Agility: Planning Agility, Funding Agility and Technical Agility Leadership Agility Team Agility and People Agility
- Agile Mindset,
- The Agile Mindset Questionnaire
- How to build an Agile Mind-set
- Building an Agile and Resilient Organization

Agile Behaviors

- Experimental and Entrepreneurial mindset
- Dealing with Ambiguity Risking-taking and Freedom to Fail
- Role Agility and Learning Agility
- Using Values to Build Resilience
- Role of Digital in Agile Transformation

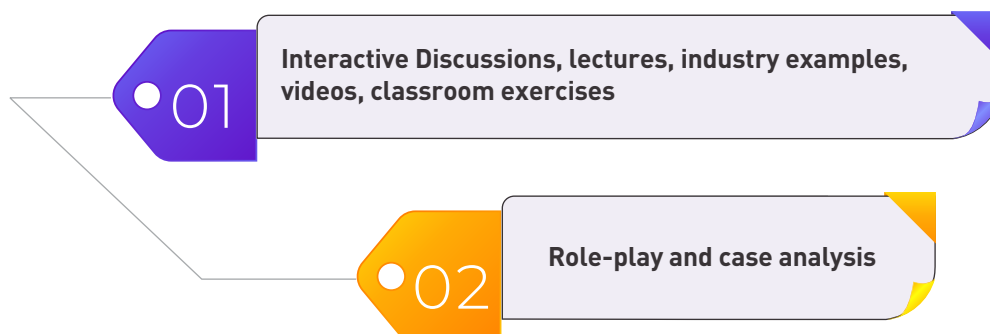
Agile Leadership

- The Functions of an Agile Leader
- The Agile Leaders' Self –Assessment
- Being an Agile Boss

AWOW (Agile Way of Working)

- Being an Agile Coach
- Using Values to Build Agility and Resilience
- Building Agile Values and Resilient Culture
- Driving Execution Excellence in an Agile World
- Implementing Agile (Experience Sharing by Industry Expert and Academia)

Programme Pedagogy



About SPJIMR:

SPJIMR is counted among the top 5 B schools of India. In addition to our Mumbai campus, we also have a state-of-the-art Executive Education Centre in Delhi.

We are a part of the Bharatiya Vidya Bhavan and function as an autonomous Institute with entrepreneurial agility. Our guiding principles are to influence practice and promote value-based growth. We build on this through pedagogic innovations and pioneering programmes, which have helped us carve a unique and distinctive path in management education. SPJIMR has been recognized for its innovative programmes by global accreditation bodies- AACSB and AMBA.

Bharatiya Vidya Bhavan's S P Jain Institute of Management & Research (SPJIMR) is one of the six Indian business schools, along with IIM Ahmedabad, IIM Bangalore, IIM Calcutta, ISB and IIM Lucknow, to make it to the QS Global MBA rankings. This is the fifth consecutive year that SPJIMR is on this elite list.

Our salient features are as follows:

- 42 years legacy of management education
- 25+ years of executive education
- Over 12,000+ alumni,
- 100+ Corporate Partners,
- 50+ Global Partners,
- Renowned faculty with extensive corporate experience
- Globally recognized among top 5 B-Schools from India
- International accreditation by AMBA and AACSB

Certificate of Participation:

A certificate of successful participation by S.P. Jain Institute of Management & Research (SPJIMR) will be issued to each delegate at the completion of the programme.

**Fees: Rs 24,900 per participant + taxes
(Early Bird and Group Discount applicable)**

For more information contact-

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Programme Director



Dr. Sushmita Srivastava

Dr. Sushmita Srivastava earned her Bachelors' degree in History from St. Xavier's College, Ranchi, Jharkhand, having topped her batch. She then, did her Post Graduation in Industrial Relations & Personnel Management from the Xavier Institute of Social Service, Ranchi and joined Tata Steel on completion of the course in Human Resource function and served the organization for more than two decades till 2017 when she joined SPJIMR as faculty in People & Performance Areas.

Dr Sushmita's areas of teaching interest is in Strategic Human Resource Management, Talent Management, Learning & Career Development, Performance & Rewards Management, Industrial Relations & Labour Laws, which she teaches to management students, corporate executives, entrepreneurs and family business owners.

She has trained large number of executives from various corporates & the social sector on topics related to Strategic Management of Human Resources and emergent Workplace Behaviours such as Experimental mind-set, Dealing with Ambiguity, Freedom to Fail, Leading by Example, Inculcating Sense of Urgency through Critical Thinking, Ownership, Accountability and Empowerment, Coaching & Mentoring for continuous engagement, Managing Adversity to advance change, Enhancing Resilience & Agility, Stakeholder Orientation etc.

During her tenure in the corporate she has worked in various roles within the HRM and has actively participated towards Business excellence initiatives like the Deming Award and the Tata Business Excellence Model.

She is the co - author of the book titled "Shapers of Business Institutions – How Kiran Mazumdar Shaw Fermented Biocon" that has been published by Rupa in 2020 and co-authored with Mr. R. Gopalakrishnan. She has recently coauthored newspaper articles on critical thinking and stakeholder orientation based on her book and written a case study on Diversity & Inclusion.

