

Nalanda Functional Capability

Development Programme 2019-2020





NALANDA

FUNCTIONAL CAPABILITY DEVELOPMENT PROGRAMME

BUILDING FUNCTIONAL CAPABILITY FOR GROWTH AND DEVELOPMENT



"It doesn't matter if you are a diamond or a lump of coal if you remain buried underground."

- Anthony Marolt



Dr. Malay Mahadevia,
Director HR, Adani Group

Congratulations on being selected for the “Nalanda” - Functional Capability Development Programme. Designed in collaboration with Symbiosis Centre for Management & Human Resource Development (SCMHRD), the Nalanda program is aimed at developing your competencies so that you leverage your full potential and successfully transition into the next functional role.

Your one-year journey of capability development will include enhancing your functional knowledge, and its application through Action Learning Projects.

My best wishes for making the most of this unique learning opportunity.

LEADERSHIP SPEAK:

“Nalanda is a great initiative that will help address business issues using emerging technology. This will also help leverage the full potential of our employees and prepare them to be gen-next leaders.”

Sanjay Kotha
Group Chief Information Officer

“The benefit of any learning programme lies in its applicability and the pedagogy of Nalanda enables this. With 4 rounds of Functional Learning Assessment and Application of Learning Assessment it will enable participants to apply learning at work.”

Amitav Chatterjee
Group Joint President, Finance & Accounts

“Nalanda has been designed with a focus on developing the functional capability of our employees. The uniqueness of this programme is that employees from across functions will engage with each other, which will not only expand their horizon but also help in cross-pollination of successes.”

Dr. Pankaj Singh
Group Senior Vice President Human Resource



Dr. Pratima Sheorey,
Professor & Director-SCMHRD

“In today’s dynamic, ever changing and technology enhanced world, people are proving to be the one asset that machines and artificial intelligence cannot replace. Large organisations having a wide impact in society in terms of their business output need to nurture the talent that they have and enable them to take on the challenges of a competitive corporate environment. The MDP cell at SCMHRD is helping organisations to create this enabling environment by providing various learning and development interventions. At SCMHRD, our focus is on building talent for a future oriented world, today, because we believe that we understand the disruptive future of education and skilling. We have therefore partnered with various organisations and along with them built interventions to make their organisations future ready.

The current intervention is being planned with one of the largest infrastructure conglomerates in India – the Adani Group. India’s growth story hinges to a large extent on the state and level of infrastructure readiness. The Adani group has launched an innovative programme to skill and train their people along with SCMHRD in the areas of Finance, HR and IT. SCMHRD’s expertise in people development and ‘Infrastructure Development and Management’ has been brought to the table to deliver this programme incorporating state-of-the-art pedagogy and tools.

We hope to build on this relationship and plan a deeper engagement with the Adani Group”



Dr. Aradhana Gandhi,
Professor & Head - Management
Development Programmes (MDPs), SCMHRD

“Welcome to Nalanda Functional Development Competency Programme which has been jointly designed by a pool of subject experts from Symbiosis Centre for Management and Human Resource Development and Adani. The design and pedagogy of the course, will enable you to keep abreast with the latest happening in your respective domains. It will also encourage you to look at your role differently and motivate you to implement at least few concepts in actual practice. Every learning process has three phases -Unlearning, Learning and Relearning. We request you to attend this program with open mind. Listen to your trainers as well as peers and engage in constructive discussion. The quote by Aristotle is worth sharing here, “It is the mark of an educated mind to be able to entertain a thought without accepting it”. During the course of the program, we will use multiple teaching-learning methodologies like Lecture Method, Role Plays, Case Studies, Outbound Learning, Physical Wellbeing Activities, Capstone Simulation, and live projects. This

holistic teaching-learning process should create a learning environment which you would cherish. “Home Away from home”, will drive you to come back to SCMHRD every quarter for an intellectual discourse. Some of you may like to associate even after completion of the program as alumni to conduct guest sessions, as panelist during conferences, as recruiters and thus contribute to institution building

Make the best out of this course. Good luck!

You can reach me at aradhana_gandhi@scmhrd.edu”

About the Programme:

Corporate India is witnessing a paradigm shift in the way it operates businesses and the economy at large and, the world is now looking at India as a partner for growth. Adani Group, in collaboration with SCMHRD, is initiating an innovative and business critical learning and development intervention for emerging leaders of the Group – named as **“Nalanda” – Functional Capability Development Programme**.

The purpose of this initiative is to build functional capability for sustainable growth. It will help prepare and equip middle and junior management leaders to make them promotable and then to successfully transition into the role of Functional Leaders.

The programme involves imparting knowledge, skills and capabilities that would enable participants to perform in their current roles with greater efficacy, while, at the same time, preparing them to partake in future growth with the organisation. Delivered by SCMHRD- a premier institution in management education with a legacy of more than 25 years of excellence in teaching and research, the programme ensures effective learning through facilitation of foundation pre-work; experiential based 24 days face to face residential learning programme (spread in four touch points); webinars and application of learning & associated coaching through Business Improvement projects / Action Plans and Evaluation of Impact, review touch points with SCMHRD mentor for each group.

- **Objective of “Nalanda”** – Functional Capability Development initiative: Build Functional Capability in IT, Finance and HR for Sustainable Growth. Prepare and equip Managers to successfully transition into the next functional role through a 1-year development journey of Functional Capability development.
- **Scope:** This initiative will be the in-depth specialized Learning and Development intervention aimed at building functional capability among emerging leaders in Finance & Accounts, Information Technology and Human Resource.
- **Coverage:** “Nalanda” – Functional Capability Development initiative will cover 120 participants, from Finance & Accounts, Information Technology and Human Resources. The course is scheduled between April 2019 and March 2020.
- **Learning Application:** The Programme will cover 4 rounds of Functional Learning Assessment and Application of Learning Assessment to enable participants to apply the learning at work.
- **Learning Plan:** The participants will spend a total of 24 days at SCMHRD campus (Pune). The Learning Plan includes classroom sessions, Skill Lab, Action Learning.
- **Projects, Assignments, Mentoring and Assessment:** To ensure learning takes place, participants shall be engaged in various projects, assignments, assessments along with effective mentoring. The project presentation will happen at Adani, Ahmedabad in front of Adani top management and faculty members from SCMHRD.

- **Industry Experts and Faculty:** A diverse expertise ranging from Industry Experts, Leaders from Indian Defence Forces and Technocrats will facilitate this one-year journey.
- **Certification by SCMHRD:** On successful completion of the programme participants will be provided with a certificate at the end of the programme at a convocation ceremony at Ahmedabad..

The programme will cover the following aspects:

1. Functional Competency Development for the following **three functional teams** - a) Information Technology b) Finance and Accounts c) Human Resource.
2. **Capability Development** for Functional Acumen through understanding of Emerging Technology, People Development Models, Economic&Analytics scenarios and wide range of aspects in Finance, Information Technology, Industrial Relation & Operations and Capability Building.
3. Understanding and **Knowledge Application** of Functional areas such as: Finance & Accounts, Human Resources, Information Technology, Operation Management and emerging methods and technology's etc.
4. **Action learning projects** (along with coaching) in IT, F&A and HR through uniquely designed Specialization
5. **Program Duration:** Participants will spend over 24 days of classroom learning at SCMHRD Pune campus, spread over four phases from April, 2019 to March, 2020 including action learning projects and coaching. Another 4 days of intervention will happen at Adani, Ahmedabad. Project presentations, simulation games and convocation will be conducted during the last leg of the program.

Programme modules: Key Take Aways and some indicative content

<ul style="list-style-type: none"> • Compensation and Benefit • Industrial Relation • Talent Acquisition • Learning & Development • HR Analytics 	HUMAN RESOURCES: The HR Module shall allow participants to hone their people management skills- a critical functional capability to engage and lead personnel towards organisational growth
<ul style="list-style-type: none"> • Mergers, Acquisition and Corporate Structuring • Forex Management • Corporate Valuations • Risk Management • Derivative Analysis & Valuation 	FINANCE: Participants shall be equipped with technical skills enabling them to analyze and take optimal financial decisions
<ul style="list-style-type: none"> • IT Project Management • Business Analytics • Excel Spreadsheet Modeling • IT Customer Service Delivery 	INFORMATION TECHNOLOGIES: This module shall prepare participants to use IT as an enabler for organisational functioning and growth

Programme Design and Development Team



Dr. Aradhana Gandhi

Professor and Head-Management Development Programmes,

E mail: aradhana_gandhi@scmhrd.edu

Role: Provides Leadership to Curriculum Pedagogy & Faculty Management

Anirban R Banerjee

Email: anirbanr.banerjee@adani.com

Deputy General Manager – Group Learning & Development

“Our pursuit is to make Learning and Development a part of the Organization’s Culture and through such an initiative we intend to prepare you in advance for future needs of the organization. We are making a major investment in our Human Capital to ‘enable you to be the best in the Industry and “Nalanda” – Functional Capability Development is the first such uniquely designed initiative for Functional Capability Building for our emerging leaders.”

Role: Will Provide Leadership to Programme Design, Strategy and Programme Management



Programme Management Team



Sanjay Bhattacharya

Assistant Professor

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Dr. Pooja Sharma

Assistant Professor

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Dr. Aditi Naidu

Assistant Professor

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Role: Team involved with Client interface, Programme Design, Management and Execution



Barsha Bhattacharjee

Officer - MDP

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Snehal Mulekar

Coordinator - MDP

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Role: Programme Coordination & Logistics

Programme Faculty



Dr Pratima Sheorey

Professor Marketing and Director,
SCMHRD,
Teaching Exp 12Year(s) Industry
Exp 8 Year(s)



Dr. Netra Neelam

Professor HR & Deputy Director
(PhD, M.Phil, PGDHRM, M.Com,CPTP,
Certified MBTI® Practitioner,
Certified Strong Interest Instrument®
Practitioner, Certified FIRO®
Practitioner)



Dr Aradhana Gandhi

Professor Retail and Marketing
& HOD MDPs,
PhD (Retail), MMS, BMS)
Teaching Exp 18 Year(s),
Industry Exp 3 Year(s)



Dr Ravi Kulkarni

Professor& HOD Analytics
(Ph.D, M.Sc)
Teaching Exp 32 Year(s) Industry
Exp 6 Year(s)



Dr Manoj Hudnurkar

Professor& HOD Operations
(Ph. D., MCM, BE in Electronics
Teaching Exp : 15 years,
Industry Exp 6 Years



Dr Manish Sinha

Associate Professor
Economics& Alumini Relations
Ph.D , M.Phil , M.Com , M.A. ,
UGC-NET
Teaching Exp 17 Year(s)



Dr Pankaj Sharma

Associate Professor &
HOD- Finance (Ph.D., MMS,
PGDBM, B.Com., LL. B.)
Teaching Exp 12 Year(s) Industry
Exp 16 Year(s)



Dr Vinita Sinha

Associate Professor & HOD-HR
(PhD, M.A.,B.A, PGDHP, PGDHRM,
MDHEA), Certified Workplace Big
Five 4.0, Certified CB5 Personality
Test, Certified Emotional Skills
Assesment Process
Teaching Exp 13 Year(s)



Dr. Dipasha Sharma

Assistant Professor-Finance,
(PhD (IIT Roorkee), MBA,
UGC-NET JRF & SRF, B.Sc.
(Mathematics))
Teaching Exp 7 years(s)

Programme Faculty



Dr Monika Kunte

Assistant Professor HR/OB &
Admissions
(PhD, MBA, B.Sc)
Teaching Exp 10 Year(s) Industry
Exp 3 Year(s)



Mr Sunit Joshi

Adjunct Faculty-Finance M.Com.,
A.C.A., C.A.I.I.B., D.B.F.,
Teaching Exp : 2 year
Industry Exp: 39 years
in Banking Industry



Dr. Philip Coelho

Adjunct Faculty, HR
(PhD, MA, MA(1), BA)
Teaching Exp 31 Year(s) Industry
Exp 39 Year(s)



Dr Rakesh Yadav

Assistant professor
Post doc(Latvia), PhD(TISS),
PhD(Mumbai),
Teaching Exp : 3Yrs. full time and
about 9 years(visiting)
Management Institutes (s)
Industry Exp : 5 years



Dr. Gurudas Nulkar

Adjunct Faculty, Marketing &
Corporate Relations
(Ph.D, MBA, BE)
Endeavour Fellow 2018,
Government of Australia.
Teaching Exp 8 Year(s)
Industry Exp 19 Year(s)



Mr. Sanjay Bhattacharya

Assistant Professor HR &
MDPs (UGC-NET, MA-HRM,
B.Sc. in Hotel & Hospitality
Administration);
Teaching Exp 5.5 Year(s)
Industry Exp 5 Year(s)



Dr. Pooja Sharma

Assistant Professor, HR & MDPs
(Ph.D., UGC- NET, MBA)
Teaching Exp 6 Year(s) Industry Exp 1.5 Year(s)

About SCMHRD

SYMBIOSIS CENTRE FOR MANAGEMENT & HUMAN RESOURCE DEVELOPMENT (SCMHRD) is a premier institute honing world class leaders and entrepreneurs. Established in 1993, SCMHRD's MBA program is one of the most prestigious programmes in India. SCMHRD specializes in producing quality talent in the fields of HR, Marketing, Finance, Operations, Infrastructure Development and Management and Business Analytics. The institute believes that wholesome knowledge can be gained through experience and practical learning. Hence the intense academic curriculum is designed such that it prepares students to deliver their best.

SCMHRD has become one of the trusted names in the industry for delivering quality at workplace. This is evident from SCMHRD's track record of placing its students in most sought-after companies every year. Our unique learning approach combined with the focus on holistic development gives an edge to SCMHRD students and prepares them for the challenging life ahead.

The Management Development Program (MDP) Cell is a natural extension of SCMHRD's core competence in learning and development arena. Deeper insights into real-time work life and its plethora of challenges and opportunities is something that the experienced faculty members at SCMHRD have mastery upon. Attained through rich industry experience and applied research of the faculty members, SCMHRD seeks to disseminate these learning to those for whom it holds the maximum relevance. SCMHRD constantly seeks opportunities to leverage upon its strengths to assist organizations in designing and delivering interventions in the shape of learning and development programmes. This in turn, augments the overall canvas of organizational efficiency, sustainability and success in the long run. SCMHRD is well equipped with state-of-the-art learning infrastructure and facilities. The industry-experienced faculty brings to the program years of corporate experience and applied research.



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SYMBIOSIS CENTRE FOR MANAGEMENT AND HUMAN RESOURCE DEVELOPMENT