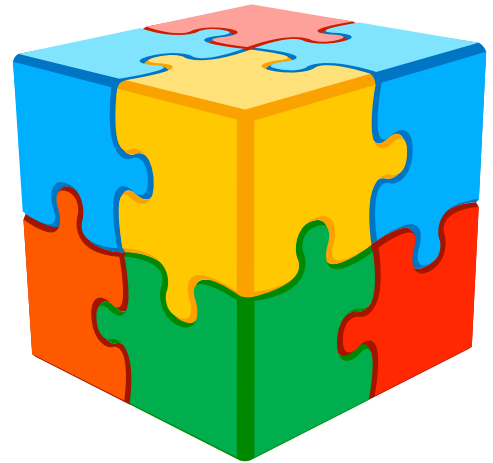


HR METAPHORS



Program Director: **R Rajgopal & Mohan Raja** (Sr Consultants, Synapse India)

Date: **March 19-20, 2008**

Venue: **Hotel Taj Gateway on Residency Road, Bangalore**

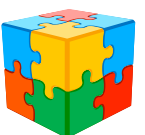


Program Outline

The Demand on the HR Professionals in the last few years has been continuously increasing. CEO/Top Management Team of every company look to HR Department to ensure retention of talent, enhancing vibrancy of work place and ensuring a learning atmosphere for continuous innovation.

Thus it becomes critical for HR manages to be aware of their own patterns of responses to different kinds of demands / stimuli in the organization. Metaphor is an image or a symbol that indicates a set of likely behaviors in response to different kinds of stimuli. Organization culture, History of in house HR function, our own perception of HR's role, our HR Role models etc. seems to influence HR Metaphors held by us. Additionally our own personality influences these metaphors significantly.

This program facilitates an honest self-review and helps HR Managers transcend their own personal propensities, assume leadership and consequently influence the image that Business groups hold of HR function.





Objectives

- Business and Business partnerships ... Developing Experiential understanding.
- Understanding one-self and HR metaphors closely linked to our personal chemistry. Manifestation of these metaphors in Organization setting.
- "Four Dimensions" of HR activities in an Organization... Discovering your propensities on the Dave Ulrich model.
- Understanding "Organization Culture" and Influencing the culture
- Understanding concepts of "HR Interventions"



Contents of the programs

- Expectations of HR from CEOs
- Understanding different dimensions of HR activities in an organization
- Understanding HR Competencies Model
- Understanding self- how our individual propensities affect our orientation and responses as a HR professional.
- Diagnosing business needs and designing HR interventions



Methodology

- Program uses psychometric tools to understand oneself.
- Group exercises, experiential learning and Individual presentations.
- The program combines interactive presentations and participative activities.

Prework*

- A short 360 Degree Survey of the participants
- A note on challenges which the participants faces in their organizations

* Details will be E mailed to the participants upon registration.



Facilitators

R Rajgopal

Graduated in Commerce, Law & Costing, Mr.Rajgopal has an overall experience of over 33 years, including 13 years in Consulting. His Organization experience includes both in Business and Human Resources functions with leading Banks and Financial Institutions in the country. He brings in very strong understanding of business strategy, business environment and financial aspects of business with specialization in HR/people processes.

Some of his consulting assignments include Organization Design & Structure, Job Evaluation, Performance Management Systems, Competency Mapping, Assessment/Development Centers, Change Management and Executive Coaching for some of the leading firms in India; across industries.

His hallmark is the excellent ability to diagnose organizational issues and design relevant OD Interventions for integrating HR and Business processes.

He has also Graduated (Professional Membership) in Sensitivity Training & Human Processes and Personal Growth from ISISD (Indian Society for Individual & Social Development)

Mohan Raja

Mohan Raja – has been a consistently high performer with over 20 years experience in working with organizations like General Electric (GE) and Bharat Petroleum Corporation Limited (BPCL). A Master in Business Management, Mohan has worked in Human Resources (Generalist), eHR and Leadership Development. He has also worked in Sales and Distribution function. Such a diverse business exposure gives him a unique advantage as a HR professional.

Mohan is adept at designing and delivering training workshops and interventions aimed at their specific needs with respects to leadership, strategy, systems, culture, values, communication and a host of other areas. He is a Trained Workout facilitator and has facilitated several workout sessions for business issues. In GE he was involved in implementation of key initiatives using Change Acceleration Process (CAP).

Mohan is a Professional Member of Indian Society for Individual and Social Development (ISISD) and AASTHA. Mr. Mohan Raja is a certified MBTI assessor–APT. USA (2003).

Mohan brings with him a rich and cross-functional experience, core domain skill in HR and has the ability to design and deliver high quality leadership development initiatives



Who Should Attend?

HR Managers with at least 5 years of relevant HR experience.



Dates & Time

Course duration: 2 days

Programme Date: **March 19-20, 2008**

Timings: **0900 hrs to 1800 hrs**



Venue

Taj Gateway Hotel on Residency Road

No.66, Residency Road,

Bangalore 560 025

Ph: +91 80 6660 4545



Professional Fees

The program fees will be as under-
INR 20,000 +ST Per participant

Early Bird Prize: INR 15,000 +ST per Participant if registering before March 01, 2008

10% discount available for group participation of 3 members or more from the same organization



Registration

- Registration fee along with the filled up form may be sent by DD/Cheque drawn in favor of 'Synapse India Management Consultants Private Limited' payable at Bangalore.
- Registration fee and form should reach the address mentioned below, latest by March 15, 2007. Early bird registration: Fee and Form to reach by March 01, 2007.
- No refunds will be granted, and no credits will be given for late cancellations or no-shows for the program. If a registered participant cannot attend, he/she may send an alternate from their organization at no extra charge.
- You will receive a notification once you are registered and a payment receipt will be sent to you.



Contact Details /Enquiries

Roopak N

Client Relations



Synapse India Management Consultants Pvt. Ltd.

#294, 2nd floor, Above Corporation Bank,

7th Cross, Domlur Layout, Bangalore 560 071

Email: programs@synapse-india.com

Land Ph: 080-41486982

Cell Ph: +91 9986006238

URL: [www.synapse-india.com /openprog2_mar08](http://www.synapse-india.com/openprog2_mar08)



Registration Form

Attendee Information

1. Name & Desig. _____ Cell Phone No. _____

2. Name & Desig. _____ Cell Phone No. _____

3. Name & Desig. _____ Cell Phone No. _____

4. Name & Desig. _____ Cell Phone No. _____

5. Name & Desig. _____ Cell Phone No. _____

Company Information

Company Name _____

Address _____

Phone _____

E Mail _____

Nomination

We have _____ participant/s attending at _____ + Service tax per participant

Payment Method

Cheque DD Drawn on _____ dated _____
for the amount INR _____ payable at Bangalore
in favour of "Synapse India Management Consultants Pvt Ltd."

Signature _____ Date _____

Authorized Signatory Name _____ Designation _____



HR METAPHORS

March 19 - 20, 2008
0900 hrs to 1800 hrs

Hotel Taj Gateway,
Bangalore

Registration Notes: No refunds will be granted, and no credits will be given for late cancellations or no-shows for the program. If a registered participant cannot attend, he /she may send an alternate from their organization at no charge. You will receive a notification once you are registered and a payment receipt will be sent to you.

Last date for receiving forms: **March 15, 2008**

Filled up Form along with the Payment to be sent to:

Synapse India Management Consultants Pvt. Ltd.

#294, 2nd floor, Above Corporation Bank, 7th Cross, Domlur Layout, Bangalore 560 071