

A non-profit organisation established in 1983 creating large scale sustainable livelihoods

TARA Livelihood Academy

**Announces Training Programme On Developing Organisational Leadership with TQM for OD
28-30 January'10 TARAGram, Appropriate Technology Centre, Orchha, Madhya Pradesh**

Introduction

The whole world has been engulfed in turbulence arising out of socio-economic-environmental upheavals, creating newer threats, challenges and opportunities for all kinds of organizations. All the organizations has one common agenda and that is 'Ensuring Survival and Growth', as the matter of paramount importance. The organizations are facing more uncertainties while strategizing the future in these troubled times, regardless of what you are producing, what services you are giving, and what functional areas you are handling!

What do the great organizations do in such situations? It has been seen through several organizational studies, that the following aspects are looked into—

Focused Strategic Thinking with foresight on Futuristic Development,

Focused Attention on Raising Productivity in all possible ways in production plants, which directly affects your Fighting Power with your Competitors in the Jungle of Market,

Focused Efforts on continuously creating Developmental and Growth Oriented Culture in the Organization at all the levels,

Benchmarking with the Best in world in Performance Management, and

Continuous search, development, and rigorous implementation of the viable and effective Total Quality Management Systems to get the Best out of the Men, Money, Materials and the Machines.

Great many organizations, societies, countries have come out of dire straits of extreme difficulties with application of simple and effective principles and practices of Total Quality Management.

In order to take organization to the greater heights of performance in the face of mind-boggling challenges, what is required is the serious, mature, empathetic, sensitive, proactive, sustainable and High Quality Visionary Leadership. To achieve grand organizational goals successfully is one thing and to remain in that position is another. For this organization, has to create the leaders at various levels. And the leaders are created through the process of empowerment. When majority of the people in the organization are continuously empowered, as the Mission for development, it has to lead to continuous Organizational Development, popularly termed as the OD in management parlance.

Therefore this programme revolves around your world of work, whether you are running NGOs, or Industrial or Business Enterprise or Hospital or Educational Institute. This three day training program

throws light on the basics of Organizational Leadership Skills integrated with the universal functional principles and practices of TQM aimed at achieving sustainable Organizational Development, regardless of nature of organizational core-functions.

What is required to be done?

There is need to update all the employees in their knowledge, skills for the present managerial needs and also for meeting the futuristic managerial challenges, with continuously changing times, as on-going process.

There is need to have dialogue with the employees in order to bring the Change in the Perceptions and Attitudes among the employees at the operational level, which is fundamental for increasing productivity.

This requires sustained efforts of galloping Learning Activity among the employees with the help of external Facilitators, which can assist the Management efforts of keeping employees, motivated bringing them in the mainstream of organizational development.

Objectives of the Training:

To bring up the Organizational Development through proactive Leadership Skills by empowering them with conceptual clarity and practice of TQM.

Course Contents:

Anatomy of human performance in the organization

Do we need to change, and how?

OD and Change Management

Organizational problems- speed-breakers? Or accelerators?

What is TQM?

TOW (total avoidance of waste), TEI (total employees involvement), TQC (total quality control) and Zero Defect

Attitude that works wonders

Creating Organizational Developmental Culture

TQM begins at the Top

Transformational Proactive Organizational Leadership

Know your Motivational Leadership Styles

Leadership Communication- Lifeline of the organization in turbulent times

What makes a great team?

Kaizen (Human) processes and TQM

Communication, Cooperation and Coordination- 3-Cs of Effective Management

Interpersonal Relationships- bridging the organizational gaps

Revisiting organizational Vision, Mission and Quality policy

Achieving Organizational Excellence- essence of OD and Leadership

Pedagogy:

Highly participative full of case studies, behavioural games, psychometric tests, group discussions, presentations and informative and stimulating lecture sessions.

Course Eligibility

The target groups would be promoters of organizations, managers from middle to the top levels of the organizations, functional heads of departments, cross-functional teams i.e. employees from departments such as production, materials management, quality controls, customer relations, marketing, sales, campaign designers, finance, accounts and of course HR etc.

DURATION- 3 Days

FEE

INR 9,500/- per participant for Indian Participants

INR 12,000/- (240 USD) for Overseas Participants (for wire transfer details contact us)

Indian participants to make payment through Demand Draft drawn in favour of TARA Livelihood Academy payable at Jhansi, Uttar Pradesh The address for sending the Demand Draft is-

TRAINING COORDINATOR

TARA Livelihood Academy

Development Alternatives

TARAGram, Orchha Tigela,

Orchha-472246,

Dist.-Tikamgarh (MP),

Ph.-+91 510- 6451338

Please send the Demand draft by registered post or speed post only.

To ensure your participation, we request you to send the nomination form and the course fee by 25th January'10.

VENUE

The training will be held in TARAGram, Appropriate Technology Centre, Orchha, Madhya Pradesh. TARAGram is a campus set in the rural environment of Orchha. It is a centre which showcases the Livelihood models developed by DA in the field of appropriate technology, and environment.

Participants coming by train should take a ticket till Jhansi (UP) Railway station. From there, TARAGram is 9 kms away. There will be a pick up facility based on the information provided on the arrival time.

Participants to the training will be provided a guided tour of the campus which will enrich the learnings from the class room sessions.

ENQUIRIES AND SUGGESTIONS

If you have any queries or suggestions for the training or nominations, please contact the following:

Madhuban Pandey, Manager Training,

Juhi Nigam, Sr. Training Supervisor

Jhansi (UP)

Tele. No: - + 91 510 6451338, +91 972 1754 958, +91 983 9820 689,

E-mail: mpandey@devaltd.org, tla@devaltd.org

Bhavana Gadre, Manager-Coordination, New Delhi Tele. No: 011-26132718

Email : bgadre@devaltd.org

NOMINATION FORM

1. Programme

a. Title:.....

b.Dates-From:.....to..... C.

Venue:.....

2. Participant

Name:

Age:.....Sex:.....

Occupation: Employed / Self -Employed / Entrepreneur

3. Employed:

Designation:.....

Area of responsibility:

Name and designation of the executive /functionary to whom you report

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4. Self -Employed/ Entrepreneur

a. Nature of Self -Employment/ Entrepreneurship:

b. Experience (Years/Months):.....

5. Qualification

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6. Experience in the area of the above training programme

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7. Previous participation in training programme organised by DA

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Title Dates

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8. What are your expectations from the programme:

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Date:.....

Signature:.....

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** Nominating Authority:

Name:.....

Designation:.....

Name and Address of the organization:.....

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.....Pin.....

Phone:Mobile.....

Fax:.....Email.....

We enclose Demand Draft No.Dated.....

of Rs.(In words.....) as registration fee, in favour of
TARA Livelihood Academy, payable at Jhansi

We would ensure fullest utilization for the enhanced capacity (through the above training) of our nominated staff and agree to fully cooperate with training organizers in monitoring its effective utilization.

Date:.....

Signature and seal of the nominating authority

** Not applicable for self-employed/entrepreneurs.