



TVRLS

**T. V. RAO LEARNING SYSTEMS,
AHMEDABAD**

Announces

TWO DAY WORKSHOP ON

HRD Score-Card®

**Establish Your Own HRD Score and
Enhance The Impact of Your HR Function**

10th & 11th AUGUST, 2006 at PUNE

21st & 22nd SEPTEMBER, 2006 at DELHI

12th & 13th OCTOBER, 2006 at MUMBAI

(Non-Residential)

Assess your capability
to recruit, retain,
develop and utilize
talent by using HRD
Score-Card®.

Facilitators

Raju Rao

Apurva Sanaria

Guest Faculty

T. V. Rao

Coordinator

Mohit Juneja

10 **SUCCESSFUL YEARS IN CONSULTING**

Celebrating a decade of learning & contributions

The HRD Score-Card® is an approach and attempt to re-focus the attention of HRD Managers on the enabling HRD Function through the HRD Audit process.

It is people that make things happen. The Human Resources Development Function (HRDF) has tremendous potential to be business driver and strategic partner in business. It is nearly 30 years since the first dedicated department of Human Resources Development was established. Along with the growth in the HRD Function and HRD roles, there has been a dilution of the HRD Function. In several cases it has got submerged into Human Resources Department (also often called HRD) and lost its identity with HRDF Managers surrendering themselves to be Administrative Heads than Development Facilitators. Today HR Managers are required to play an increasingly critical role by being business driven, strategic thinkers, and intellectual capital builders. This is because HR has come of age and the criticality of HR is being recognized. This is finding expression through various terms like Talent Management, Business Driven HR, Strategic HR, etc.

OBJECTIVES

- Rejuvenate and Realign HR process to Business goals.
- Facilitating use of HRD Score-Card® as a critical tool to re-energize the HRD function into a Strategic Business Driver.
- Enabling participants to develop HRD Score-Card® for their respective organisations.

HRD AUDIT and HRD Score-Card®

The HRD Audit and HRD Score-Card® enable the organizations to answer some of the following questions:

- Do you have an HR strategy — current or future?
- Is your current HR structure facilitating smooth operations?
- What is your top management's leadership style?
- Are your HR systems mature enough to deliver effectively?
- Are your HR processes enabling talent utilization?
- Does the HRD function have requisite competencies?
- Does your organization have appropriate HRD culture?
- Is your HRD function aligned with the business goals?

MEANT FOR YOU?

If you are an

- ✓ HRD Functionary
- ✓ CEO
- ✓ Unit Head
- ✓ Entrepreneur
- ✓ Researcher
- ✓ HRD Student
- ✓ Faculty
- ✓ Consultant
- ✓ Practitioner

METHODOLOGY

- Conceptual inputs
- Individual Exercises
- Group Exercises
- Experience Sharing
- HRD Score-Card scoring
- Benchmarking

BENEFITS

The take home for the participants and organizations include:

Participants

- HRD Audit skills
- HRD Score-Card® scoring skills
- Scientific methodical assessment of HR practices, HR systems, HR strategy, and Management Leadership Styles
- Exposure to different HR practices
- Systematic framework for need analysis and profile of HR function in your organization

Organizations

- Knowledge of organization's current status quo
- Preparedness for future
- Aligning HRD Function with Business Goals
- Rejuvenating HRD Function into a Strategic Business Driver
- Organization's HRD Score-Card®

INVESTMENTS

- Rs. 15000/- per participant (inclusive Service Tax @12.24 %). This includes reference books, lunch, and all other programme material.

HRD Audit is a useful tool to align or realign HRD Function to Business Goals. HRD Audit has the capability of making HRD a Strategic Business Driver

Organizations tend to go astray with strong HRD function. Means become ends. If those who handle HRD gain expertise or if the organization has too many distractions, HRD function may not serve the original purposes. Organizations in developing countries and particularly in Asian context tend to get distracted especially due to relationship-based cultures. In such cases it is important to know if HRD is a value adding function. It needs to be evaluated from all angles and realigned to maximize its value. HRD Audit and HRD Score-Card® have been found to be good tools to achieve this purpose. The faculty of this program have been using HRD Score-Card® for the last one decade very successfully and aligning and realigning HRD systems, structures, competencies etc. with business goals and strategies. This program will be an HRD evaluation and planning workshop. The participants will be evaluating their HRD practices and establishing their score card and planning for enhancing their HRD impact.

ABOUT TVRLS:

Set up in 1996 by Prof. T.V. Rao in Ahmedabad, TVRLS is an expression of over four decades of experience, study, review, reflection and action combined with a desire to discover more about the behaviour of people in different settings and developing ways of making them give their best.

Over the last decade, TVRLS has been contributing extensively in the areas of Leadership development through 360 Degree Feedback, Assessment Development Centers, Competency Mapping, HRD Audits, Performance Management System (PMS), Psychological Instrumentation and Testing, OD and Change initiatives, Climate Surveys and Designing and implementing HR Systems etc.

NOMINATIONS MAY BE SENT TO:

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DATE & VENUE

PUNE : 10-11 AUGUST 2006
DELHI : 21-22 SEPTEMBER 2006
MUMBAI: 12-13 OCTOBER 2006

Closing date for Registrations

July 31, 2006 Hotel Sun-n-Sand
Aug 10, 2006 India Habitat Centre
Sep.30, 2006 Hotel Orchid (proposed)

FACULTY

Raju Rao

A Post Graduate in HR from XLRI Jamshedpur, Raju worked for three years in Torrent as Assistant Personnel Manager and subsequently joined TVRLS as a Consultant. He did his courses in MBTI with Manasayan, and on Consulting Interventions at NTL, Bethel. He has wide consulting experience in Assessment Centers, 360 Degree Feedback and HRD Audit with Alexandria Carbon Black, Egypt; Kewalram Chanrai Group, Nigeria; GVFL, Aditya Birla Group, NTPC, Tyco International, Neterwala Group of Industries etc. He co-authored the book on Power of 360 Degree and Performance Management Systems. He has been actively involved in the ADC in BPL followed by large number of Assessors Training and Development Center in NTPC.

Apurva Sanaria

Apurva is a Post Graduate in HRD. He also has an MBA in Finance & International Business. He joined the FPM programme at IIMA and later withdrew from the same. He is also a trained Environmental Auditor (ISO 14000). He has been teaching at Entrepreneurship Development Institute of India (EDII), BRCM College of Business Administration, and other reputed institutes. His corporate exposure includes organisations such as National Kidney Foundation (Singapore), Luthra Group, Reliance Industries Limited, Kribhco Limited, and Essar Steel Limited. His papers have been selected for presentation at international conferences.

GUEST FACULTY

Dr. T. V. Rao

Dr. T V Rao is currently the Chairman, T V Rao Learning Systems Pvt. Ltd. a company committed to HRD and Behaviour Systems. He was a Professor at the Indian Institute of Management, Ahmedabad, for over 20 years beginning 1973. Dr Rao developed the HRD Audit and Score-Card. He has done HRD Audit for a number of organisations in India. He has written a number of books on HRD and related topics.

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