



Summit on

# Managing Change in a Volatile Economy

January 14-17, 2016  
at Bangkok, Thailand



Organised by

**ASEED International Institute of Development Management Technology**



**Our Collaborators**



Organizations need to build the capabilities on Collaboration, Conflict Management and Cultural Integration both within and beyond the organizational boundaries. In short, organizations have to accelerate change to continually adopt to a volatile business landscape.

Leaders of today must develop emotional competencies like empathy, inspiration and influence to be able to provide impetus to change management with a human heart. Research from leading institute like Harvard business school repeatedly bring out the role of leaders as enabling and visioning rather than cohesive and short term focus.

### Key Objectives of Summit

1. Knowledge sharing by Paper Presenters on Organizational Development.
2. Exploring and examining the cross cultural perspectives and derive lessons for new paradigm move towards organizational effectiveness of cooperative & social sector.
3. Building OD facilitation skills and institutional strengthening process and thereby help diagnose and inculcate the organizational values that confront the cultural intrigues in order to address the process of change management in PSU.
4. Examine varying human and organization process to develop strategic OD interventions and help examine organization design theories towards managing change in emerging economy with desired process skills.
5. Plenary Sessions of eminent speakers:  
 Dr. Nagendra P. Singh, (DG, IDMAT)  
 Dr. Ashis Sen (Chairman, FEIL)  
 Mr. S K Dutt (Gen. Secy, FEIL)  
 Mr. M K Singh (C&MD Bridge & Roof Co. India Ltd.)  
 Mr. M P Eshwar (C&MD Instrumentation Ltd.) and others.
6. Publishing a book on the Articles presented at Summit for distribution both in India and Abroad which will help us understand the best practices followed as also give visibility to the organizations for superior branding in the employer's market. The authors would gain international acclaim and recognition through this Publication.

### Conceptual Frame

It is needless to restate that the strategic focus of ODI refers to Organizational Development (OD) process as a planned intervention to increase the organization's effectiveness and efficiency. It is the long-range, long-term, holistic and multi-faceted approach to achieving transformational change.

The summit is designed to examine the emerging perspectives of change leaders and OD practitioners of contemporary world. Our aspiration is to develop organizational capacity and capability to enable swift responses to the internal and external context and challenges and build a systematic documentation for the same. In order to effectively deliver this strategy, we will ensure that: -we approach and view the organization as a whole system while building its emotional competencies.



### Expected Outcome

The experience of experimentation and innovative mode may be viewed during the meet proposed. The cases, documents and ideas would be shared to help explore new paradigm of OD in the backdrop of cross cultural practices as below.

- Emerging perspective of differential inter-culture setting on OD and change process in large & small organizations.
- Reviewing & comparing Organization Intervention Decisions/innovative options at inter-cultural level in social, cooperative & corporate sector.

## Our Partners & Patrons

ASEED-IDMAT has been instrumental patron in our cross cultural National and regional events over the years in addition to social change intervention. Trainers from ISABS, Patrons from central and state PSU's in addition to top corporate sectors have supported the OD interventions and the certification programs initiated by AIDMAT for the last 15 years.

The proposed events are being held in association with FEIL & IDMAT Services Pvt. Ltd and many others who would join us in our collective mission of the event as a sponsor, contributor and collaborator.

Forum for Emotional Intelligence Learning, well known as FEIL, is a worldwide recognized body in the field of developing Quality Leadership with Emotional Competencies. It is an association of dedicated Practitioners, Industrial Experts, Government Officials and Academicians committed to sustainable development of Peaceful Society. FEIL was founded by the eminent Professionals coming together at TISS and registered on 29.12.2008 at Charity Commissioner's office, Mumbai as a non-profit society working towards building a quality leadership pipeline. The Mission for FEIL was deliberated initially at IIM-Indore and later at NMIMS-Mumbai and finalized.

## Design of The Proposed Meet

The program is experiential in nature and is divided in three phases as below. Collection of best practices, cases/experiences/articles for compilation of different perspectives

- Key notes from Industry Leaders as Change Champions.
- Sharing and presentation of processes impacting change in organization and community.

Four days Intensive and reflective Facilitators meet would be geared to encourage the transfer of learning with rigor of exploratory discussion, testing skills and examining co-training opportunity and handling short concurrent workshop sessions as part of concurrent sessions in the meet as proposed below.

## Plenary Themes For Submitting Papers And Presentation

### Inaugural Opening Plenary Session

*"Building Vibrant Organizations in a Volatile Economy and Managing Change Process"*

### Technical Plenary Sessions-

#### **Theme one - Sectoral Domain:**

- Public and private Sector- change leadership for sustainable development -experiences – challenges and paradoxes of managing change.
- Intercultural review of government and non- government/cooperative organizational development process–differential perspectives – linkage collaborations and conflict.

#### **Theme two - Managing change domain in corporate:**

- Organizations Intervention design and addressing. Organizational Change Process- state and central PSUs and corporate sector. Experiments of change in cross cultural set up.
- Structural reforms process, global change process impacting organizations health and hygiene in Asia pacific region.
- Best practices of managing change process in corporate sector to improve organizational efficacy in turbulent economy.

#### **Theme three–HRD domain:**

- Developing Human Resource Process, experiments of handling change process and handling difficult and uncertain situations.
- Agents of change, talents search and handling attrition to develop organization effectiveness.

#### **Theme four-Cultural perspective domain:**

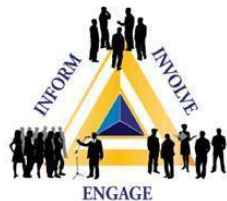
- Influencing organizational culture and strengthening organization to cope with emerging volatile economy and social contours.
- Comparisons, review and inter-cultural perspectives of social and corporate sector approach on OD Initiative.



### Theme five - Process and emotional competencies domain:

- Emotional competencies of facilitators in mentoring and enabling strategic approach for ODI – large and small organizations experience.
- Process driven approach versus system approach of organization development in social and corporate sector.

Concurrent sessions by selected practitioners and facilitators (limited offer to be accommodated) will be organized. Many other eminent speakers have also shown their interest for paper presentation from academia and corporate world. Organization Leaders would be recognised based on OD intervention Case studies.



### The Speakers

**Dr. Nagendra P. Singh**, (DG, IDMAT) with more than 30 years experience an eminent trainer and internationally noted OD consultant will be the lead facilitator. He has been president of ISABS and also has earlier been associated as faculty with IIM-A, MDI Gurgaon and Director Behavioral science, NIESBUD GOI. Has been visiting faculty NTL-USA/ITC Torino and UN Staff collage Italy.



**Dr. Ashis Sen**, Chairman FEIL – “Forum for Emotional Intelligence Learning”. A veteran and versatile trainer facilitator who has been a certified executive coach, appreciative enquiry, MBTI course from internationally reputed bodies. Extensively travelled abroad presenting and leading seminars during international and regional forums for several years. He has several papers published in leading magazines and has co-authored books on Organizational Change.

**M P Eshwar**, CMD of Instrumentation Limited - a schedule B CPSE under Ministry of Heavy Industries, has been successfully leading the transformation of his organisation. He has more than three decades of rich experience in HPCL - a Navratna CPSE. He was a core team member of the successful Project Organisational Transformation - a change management initiative of HPCL.



### Abstract Paper /Articles - Paper Presentation

- Submission of abstract (not exceeding 150 words) of paper with passport size photograph of the author(s) needs to be sent in soft copy before 10<sup>th</sup> January, 16.

**For Whom:** All Group Leaders, Project leaders, Internal HRD Facilitators & personnel engaged in change management, NGO Head, government senior officers in good governance and people management roles etc. those with reasonable work experience and exposure with commitment to address change management will be given preference. The program is specifically designed for Individuals who are already in the internal leadership roles of facilitation of change management and Institutional strengthening at different levels. It is also open for those who have been recognized for such higher responsibilities in the organization.

## Registration Process:

Categories Defined	Fee (US Dollar)	Nature /status	Remittance Of Registration Fee
Corporate sector –PSUs/private sector	900 Dollar	Full board and stay, materials readings and summit kit	By NEFT /RTGS TO “ <b>Aseed A/c IDMAT</b> ” or AIDMAT to Syndicate Bank Tamil Sangam Rk Puram, New Delhi -110022 (INDIA) <b>Account number:-</b> 90561210000112, <b>IFSC CODE –</b> SYNB0009009
Government institutions/academic colleges/ consulting bodies and research scholar	800 Dollar	-Do-	Cheque/ DD drawn in favour of “ <b>Forum for Emotional Intelligence Learning</b> ” should be sent to Forum for Emotional Intelligence Learning, 204-B, ‘B’ Wing, Sumit Samarth Arcade, Aarey Road, Goregaon (West), Mumbai - 400062. By NEFT / RTGS to “ <b>Forum for Emotional Intelligence Learning</b> ” Union Bank of India Mumbai Samachar Marg Branch <b>Account No.:</b> 317901011012949 <b>NEFT IFSC Code:</b> UBIN0531791
Cooperative sector/social organizations	700 Dollar	-Do-	
Non-residential delegates of from UN/corporate/ government	300 Dollar	Only lunch/snacks tea and participation with kit and material of summit	
NR from social /cooperatives / academic scholar	250 Dollar		

## Air travel and visa:

Air travel of delegates has to be borne by themselves or by their sponsoring organizations including their visa formalities expenses. Each delegate has to ensure their insurance etc. for overseas travel if required. AIDMAT would not be responsible for any liability whatsoever beyond details given above against the registration fee paid.

**Travel sight seeing and field visit**– Group sightseeing and field visit would be organized on payment basis to be communicated later depending up on location and plan.

<b>Academic and summit paper review committee</b>	<b>Dr Nagendra P Singh, Dr. Ashis Sen (Seminar directors)</b>
Abstract compilations and thematic Plan	Priyanka singh and Rajesh Jain –Theme coordinator of technical session.
Logistics committee and registration Team	<b>Program co-ordinator</b> – Anupama, <b>Registration support</b> – Gargi Ranjan– Reg/logistic Unit Executive

## Sponsorship Categories

Sponsorship Categories	Donations/ contributions Payable to "AIDMAT Delhi"	Remark and benefit
Institutional Partner	5 Lacs INR	Background banner display logo in readings kit and prizes / certificate, awards in their name for change leadership to authors best show case and papers. Five Nomination Free
Diamond	2700 US Dollar OR 2 lacs INR	Background banner display logo in readings kit and prizes / certificate, awards in their name for change leadership to authors best show case and papers. Two Nomination Free
Platinum	2200 US Dollar OR 1.50 lac INR	Background banner display logo in readings kit and prizes / certificate. One Nomination Free
Silver	1000 US Dollar OR INR 62,000	Banner display background included and, readings kit display

The Complimentary delegates through sponsorship would be provided 'Free Accommodation' on 'Twin Sharing basis'

## FOR NOMINATION FORM CONTACT

### Forum for Emotional Intelligence Learning

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