



BHARATHIDASAN UNIVERSITY
Tiruchirappalli- 620024,
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Programme: M.A.,HUMAN RESOURCE MANAGEMENT

Course Title :TRAINING AND DEVELOPMENT

Course Code : 22HRM2CC10

UNIT – IV
Management / Executive Development

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Meaning and Purpose of Executive Development

- Develop Essential Skills
Equip managers with the tools to excel in their roles, including leadership, communication, and decision-making.
- Align Leaders with Goals
Ensure that leadership aligns with the overall strategic direction of the organization.
- Empower Leaders to Grow
Create a culture of continuous learning and development for current and future leaders.
- Drive Organizational Success
Optimize individual and organizational performance through effective leadership.



Designing an Effective Supervisor Training and Development Program

Needs Assessment

Identify current gaps and desired competencies for supervisors.

Program Structure

Develop a structured program that includes a blend of theoretical and practical learning.

Training Delivery

Choose appropriate methods such as workshops, coaching, or online learning platforms.

Evaluation and Feedback Feedback

Measure the effectiveness of the program and gather feedback for continuous improvement.

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On-the-Job Development Programs: Coaching and Counseling

1

Coaching

Focus on developing specific skills, strategies, and behaviors.

2

Counseling

Address performance issues, provide support, and guide employees towards improvement.

3

Transition to New Jobs

Provide training and support for employees moving into new roles.

Self-Improvement Programs: Job Rotation, Junior Boards

Job Rotation

Gain exposure to different areas of the organization, developing broader perspectives and skills.

Junior Boards

Provide leadership opportunities to emerging talent through simulations of real-world business challenges.

Action Learning

Learn by doing through real-world projects, tackling complex challenges, and analyzing results.



Case Study, Management Games, and Seminars

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Case Study

Analyze real-world situations to develop problem-solving, critical thinking, and decision-making skills.



Management Games

Simulate business environments, allowing participants to practice leadership and strategic thinking.



Seminars

Gain insights from industry experts, thought leaders, and renowned speakers on various management topics.

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University-Related Executive Development Programs

MBA Programs

In-depth knowledge of business principles, strategic management, and leadership.

1

Doctoral Programs

Advanced research and theoretical frameworks for leaders in academia and industry.

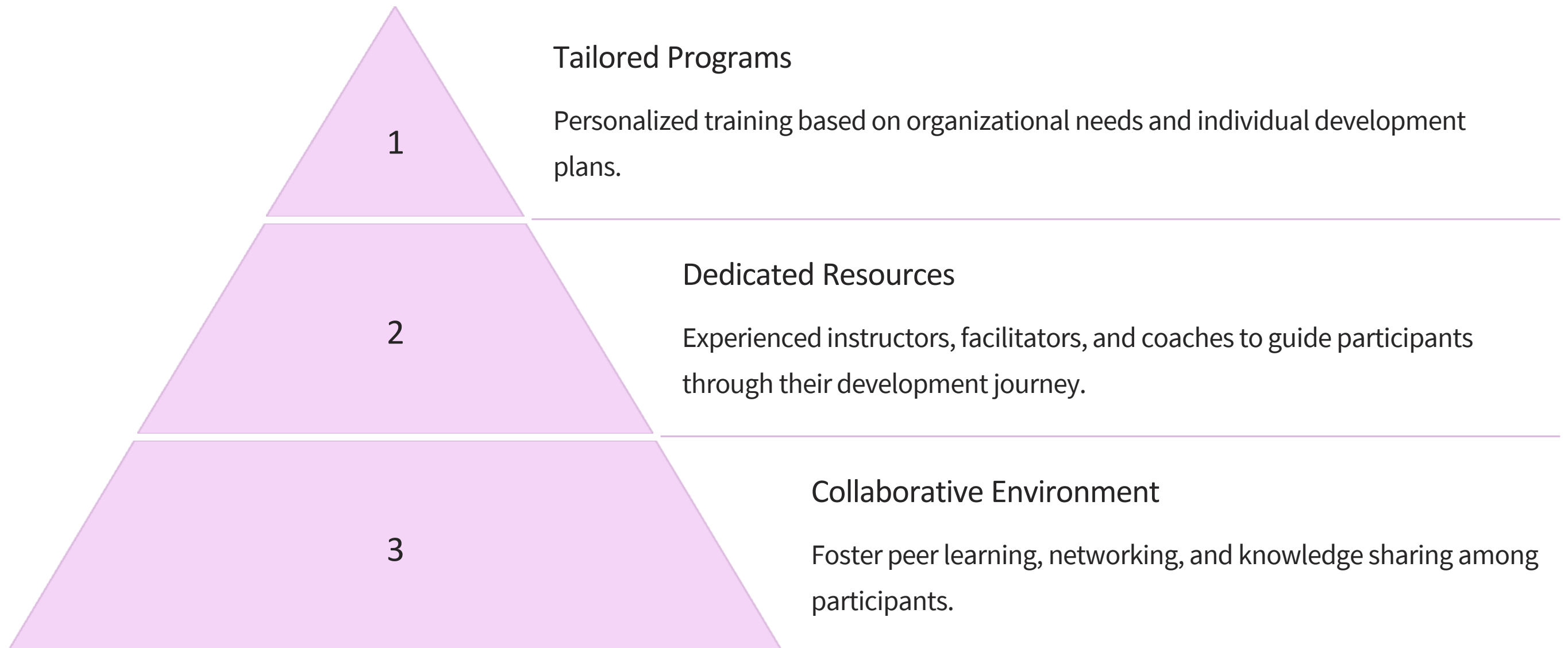
3

Executive Education

Specialized programs designed for experienced professionals with specific leadership needs.

2

In-House Development Centers



Key Takeaways and Next Steps

Executive development is a strategic investment in the future of your organization. It empowers leaders with the skills, knowledge, and confidence to navigate complex challenges and drive lasting success. To implement a successful program, conduct a thorough needs assessment, customize the program to your organizational context, and track progress to ensure effectiveness.



Management / Executive Development: Meaning, Nature, and Purpose

This presentation provides a comprehensive overview of management and executive development, exploring the meaning, nature, and purpose of this crucial field.



Designing an Effective Supervisor Training and Development Programme

Needs Assessment

Identify the specific skills and knowledge gaps that supervisors need to address.

Learning Objectives

Define clear and measurable objectives for the programme, ensuring alignment with organizational goals.

Training Delivery

Select appropriate methods, such as classroom training, on-the-job coaching, or online learning platforms.

Evaluation

Measure the effectiveness of the programme by assessing participants' knowledge, skills, and behavioural changes.



On-the-job Programmes: Coaching and Counseling



Coaching

Provide guidance and support to help supervisors develop specific skills and address performance challenges.



Counseling

Offer confidential support to supervisors facing personal or professional difficulties that may impact their work.

On-the-job Programmes: Transition to New Jobs

1

Preparation

Provide training and resources to help supervisors prepare for their new role and responsibilities.

2

Onboarding

Facilitate a smooth transition by introducing supervisors to their team, processes, and expectations.

3

Mentoring

Assign experienced mentors to provide guidance and support during the initial months in the new role.





Self-Improvement Techniques



Mentorship Programmes

Connect supervisors with experienced mentors to gain insights and guidance on leadership and career development.



Workshops and Seminars

Provide opportunities for supervisors to enhance their skills through focused training sessions on specific topics.



Reading and Research

Encourage supervisors to engage in continuous learning by reading relevant books, articles, and research papers.



Job Rotation and Junior Boards

1

Job Rotation

Assign supervisors to different roles within the organization to gain a broader understanding of business operations.

2

Junior Boards

Create opportunities for supervisors to participate in decision-making processes and gain exposure to strategic thinking.

Action Learning Methodologies



Case Study Discussions

Real-world Scenarios

Explore complex business situations and analyze different approaches to problem-solving.

Group Discussions

Facilitate interactive discussions to encourage critical thinking and share perspectives.

Learning from Experience

Apply theoretical concepts to practical scenarios, bridging the gap between classroom learning and real-world application.





Management Games and Simulations

1

Immersive Experience

Participants engage in realistic simulations that mimic complex business environments.

2

Decision-making Skills

Develop critical thinking and problem-solving skills by making strategic decisions under pressure.

3

Teamwork and Collaboration

Foster collaboration and communication skills by working together to achieve common goals.

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University-related Programmes and In-house Development Centres

