

## **MDP 3: Creating High Performance Organisations**

### **Introduction**

High performance organizations are often ahead of their competitors. This is because the employees work as entrepreneurs and the employers act with humane touch in such organizations. High performance organizations evolve as a result of highest degree of employee involvement. The employees are always enthusiastic to go extra mile to translate the vision and mission of the organization on the grounds so as to surpass the expectations of all the stakeholders. This program is likely to enable the managers contribute their mite towards creating a high performance organization.

### **Objectives**

The program is designed for mid-level and senior managers to help them develop a holistic perspective on how to create high performance organizations by investing time and resource in people management and development of a strong culture focused on outcomes. The participants will also learn about strategies and best practices of exemplar organizations who remained at the top of competitive ladder despite all odds.

### **Contents**

- Organizational effectiveness, structures and processes for excellence
- Decoding employee involvement paradigm, best practices
- How to build world-class learning organization?
- Building organizational culture for excellence
- Intervention strategies for augmenting and sustaining performance

### **Pedagogy**

Lecture-discussion, Case Studies, Exercises, Self-reflection

### **For whom**

Mid-level and senior managers of public and private sector organizations

### **Duration:**

2 Days

### **Program Director**

Dr Srirang Jha



Dr Srirang Jha has a rich corporate and academic experience of about 18 years. He has published several research papers on HR issues in reputed peer-reviewed journals. He heads the HR Area at Apeejay School of Management.