



Founder :Prof. Dr. S B Mujumdar M. Sc. Ph D.
(Awarded Padma Bhushan by President of India)

Symbiosis Institute of Management Studies (SIMS)

(For Defence Personnel & Their Dependents)

Constituent of Symbiosis International University

(Established under section 3 of the UGC Act 1956, vide notification No. F.9.12/2001-U3 of the Govt. of India)

Accredited by NAAC with 'A' grade

SIMS 'C TO C' (CAMPUS TO CORPORATE)

MANAGEMENT DEVELOPMENT PROGRAM & CONSULTING CELL

The entire management scenario in present times is undergoing a metamorphosis. In fact, the all encompassing globalised changes make it nothing less than a 'Management Revolution' comparable to the Industrial Revolution in both scale and consequence.

What are the features of this revolution? Are we geared upto meet its growing requirements? Do we have a reservoir of versatile executives to incorporate the dynamic changes? In fact, do we have the trained manpower to rethink the changes themselves? These are just some of the questions the Corporates need to address.

Today's revolution has four components: The globalization of markets, the spread of information technology and computer networks, the dismantling of traditional managerial hierarchies, and the creation of a new information economy. This four- pronged revolution affects drastically not only how traditional products and services are produced and distributed but also the entire organization of production, consumption, and management in ways that are not fully evident or understood. Hence more than ever before, today's business leaders must learn how to tap employees ideas and energy, manage large-scale rapid change, anticipate business conditions five or ten years down the road, and muster the courage to steer the firm in radical new directions when necessary. Continuous innovative as well as customized training thus becomes the dire need of the hour.

MISSION AND VISION

The SIMS C to C – MDP and Consulting Cell has undertaken a Mission to partner with the Corporates in the ongoing management revolution. It is our endeavour to provide state – of – art, innovative training modules ranging from one day general and customized programs to full-fledged training programs spread over a period of few months, designed to meet specific requirements. Besides we also provide other value add on services like consulting.

Our motto in our mission can be encapsuled in one word 'Excellence'.

Also keeping the above in mind, we have evolved a Vision which can be summed thus :

Innovation, Customization, Commitment and Delivery.

Directors Message

Customized & Open training programs are a forte of SIMS and a means for developing expertise and building capacity in different verticals for corporates.

The experience and insights we garner from our interactions with business executives during these programs is academically fruitful for SIMS. We value this relationship.

SIMS conducts large number of workshops and customized training programs using latest management and case study based techniques. SIMS also provides consultancy services to corporates as well as research and analysis through vastly experienced faculty.

Program content is guided by business experts, academia and corporate executives and contemporary concepts are regularly incorporated through industry interaction and indigenous cases. Academically sound faculty members with industry experience lead the programs with an approach of progressive learning focusing on learner's ability to identify and tackle business problems, rather than just highlighting facts and techniques.

SIMS is an accredited Centre for Corporate Governance of the National Foundation for Corporate Governance and runs funded programs on behalf of the NFCG for board level and senior management appointments. SIMS also has an 'Incubation Centre' for start ups. Come to SIMS for industry focused learning programs in a cost effective and flexible package.

SALIENT FEATURES

1. Innovative, flexible courses – highly customer friendly with absolutely no compromise on academic standards.
2. Blend of management theory and tools with practical insights and participation.
3. Incorporation of unique mind-body training methodology.
4. Carefully structured to reflect the most relevant needs of industry. Each programme focuses on new developments and latest trends in managerial practices in a specific area.
5. Multi-disciplinary faculty comprising of experienced industry professionals, consultants and academicians. Their differing backgrounds and vast experience provide valuable insights.
6. The delivery often exceeds benchmarks.
7. A vast library resource invaluable in providing a rich & wide range of business management related readings to participants, even electronically.
8. An excellent infrastructure setup comprising of numerous LCD equipped rooms, a Wi-Fi campus & state of art computer lab.

OFFERS

1. OPEN SHORT TERM MDPs
 - General Management
 - Finance & Accounts
 - Organisational Behaviour
 - HR / IR
 - Marketing
 - Change Management
 - Information Technology
 - Operations
2. CUSTOMISED SHORT TERM MDPs
 - All areas of training requirements focused on specific organizational needs
3. CUSTOMISED / OPEN LONG TERM MDPs
 - All areas of management ranging upto period of three months
4. CONSULTING
 - Change Management
 - Talent Transformation
 - Organisational Climate Study
 - Competency Building
5. OUT BOUND TRAINING
 - Team Building
 - Leadership
 - Strategy
 - 'Can-do' Attitude through Outdoor Adventures
6. TOP MANAGEMENT SEMINARS
 - Exciting Thought Leaders coming together for talks, exchanges and crystallizations.
7. CORPORATE GOVERNANCE
 - Improving the quality of Corporate Governance by focusing on appraisal, appointment and development of the board.
 - Making the board an effective instrument for corporate transformation, innovation and change
 - Developing a culture that capitalised on diversity, dissent and difference and creates value by building trust among all stakeholders through dialogue and disclosures.
8. SIMSARC
 - Each year SIMS conducts a two day Annual Research Conference, 'SIMSARC', whose objective is to share multidisciplinary based research knowledge amongst researchers, academicians, corporates and students as also serve as a platform for intellectuals to share views on contemporary issues. The conference has always

been a huge success and many a distinguished national luminaries have graced it as the Chief Guest or Guest of Honour.

9. SPSS

- In collaboration with SPSS we conduct workshops on Statistical Package for Social Sciences for Business Analysts and Researchers.

10. SYSTEM APPLICATION & PRODUCTS (SAP)

- These workshops help to create the organizational structure necessary to carry out the customer order management functions of the company.

11. BUSINESS COMMUNICATION

- The course enables a student to grasp the nature and importance of communication within organisations. It also gives information about the different kinds of communication skills required for achievement of organisational goals.

12. BSE CAPSULES

- In collaboration with BSE , conduct capsules on Financial and Securities Market Training for Industry and individual participants.

1. SHORT TERM MDPs

Conducted for the managers across all levels and functions. These look at effectively equipping managers with knowledge, skills & attitudes required for responding to present day pressures and opportunities.

An indicative list is given below.

For current programs please visit www.sims.edu or email request to simsmdp@sims.edu

INDICATIVE LIST OF PROGRAMS

PROGRAMS	COURSE CONTENT	TARGET AUDIENCE
Knowledge Management	<ol style="list-style-type: none"> 1. Learning Organisation 2. Strategic knowledge management 3. Knowledge management : Methods and Techniques 4. Developing and sustaining knowledge culture 5. Supporting knowledge management through technology 6. Developing and managing knowledge repositories 7. Managing enhancement and review 8. Sustainable knowledge management 	Middle managers, technology experts, project managers, professors, ERP implementers, technical writers, students of management
Understanding Financial Statements	<ol style="list-style-type: none"> 1. Basic Principles leading to preparation of financial Statements 2. Understanding of finance : finance 	Middle Level Managers

	<p>related concepts for decision making</p> <p>3. Analysis Interpretation of Financial Statements</p> <p>4. Reading of corporate Annual Accounts</p>	
Performance Management Systems	<p>1. Basic principles of PMS</p> <p>2. What is PMS</p> <p>3. The concept of PMS</p> <p>4. Objective of PM process</p> <p>5. Three phase of PM process</p> <p style="padding-left: 20px;">a) Performance Planning</p> <p style="padding-left: 20px;">b) Performance Managing</p> <p style="padding-left: 20px;">c) Performance Review and Counselling</p> <p style="padding-left: 20px;">d) Types of PMS</p> <p style="padding-left: 20px;">e) Issues in implementation of PMS & how to address them</p> <p style="padding-left: 20px;">f) Benefits of PMS to the organisation</p>	Senior & Middle level managers
Team Building and Managing Collaboration	<p>The One - Day Workshop on team working simulates a range of situations that occur at the workplace when teams come together. It consists of three experiential exercises. The first one is about communication and goal setting in teams. The second is about problem solving in teams and the difficulties associated with it and the third exercise is about when more than one team has to work on making collective decision - thus taking participants through successive stages of team work and team processes. The workshop relies on discussion after each exercise (post processing) by participants themselves to internalise the learning.</p>	Senior & Middle level Managers

2. CUSTOMISED SHORT TERM MDPs

All areas of management focused on specific organisational needs.

3. CUSTOMISED FORMAL / OPEN LONG TERM MDPs

Executive Certificate Programs are conducted either on SIMS or on Company campus on convenient days. The programs may range from a duration of couple of days to 3 months on topics like Business Dynamics, Managerial Effectiveness etc.

4. CONSULTING

SIMS has a team of consultants - highly experienced, knowledgeable and multi - disciplinary.

The focus is on a participative - synergistic approach, problem identification, total solutions, implementation and monitoring.

Indicative areas are :

Market Research

Organisational Climate Survey

Talent Transformation

Managing Organisational Change

5. OUT BOUND TRAINING

Corporate life in pursuit of professional excellence demands active problem solving, goal achievement, endurance, 'I Can' attitude & excellence through synergistic team participation & skilled leadership.

Outdoor activities such as treks, rappelling, challenging, outdoor games blended with traditional Indian relaxing & self – enhancing techniques like yoga & meditation make Synergy Adventure Training an effective, memorable and transformational experience. Outdoor exercises dovetail with indoor seminar and discussions.

6. TOP MANAGEMENT SEMINARS

This forum of SIMS helps to address and change views on the dynamic and developing management scenario.

Select programs are organized every year periodically.

7. CORPORATE GOVERNANCE

Corporate Governance is increasingly recognised as an important aspect of sustainable economic growth. Corporate Governance is critical for promoting growth, improving access to low – cost capital, ensuring appropriate risk management, and increasing overall productivity and competitiveness of the company.

In a world of highly integrated capital markets it becomes imperative for individual countries to take constant initiatives in this regard and benchmark their corporate governance practices to the best globally.

SIMS is an accredited Centre for Corporate Governance of the National Foundation for Corporate Governance and runs funded programs on behalf of the NFCG for board level and senior management appointments.

In this regard we hold short term MDPs spread over the entire year.

Indicative list of programs :-

- Corporate Governance : Disclosure and Transparency in Corporate Governance
- Corporate Governance : Risk Management and Corporate Social Responsibilities for Better Corporate Governance
- Corporate Governance : Effective Independent Directors

- Corporate Governance : Improving Audit Committee Function for Better Corporate Governance

8. SIMSARC

- SIMS conducts every year the Annual Research Conference to provide a special forum to academicians, industry experts and research scholars to present & discuss the changing dynamics with relevance to different management fields on a contemporary topic.
- The Conference also facilitates sharing of multi disciplinary research based knowledge amongst academicians, practitioners and students

9. SPSS

- SIMS is associated with SPSS in training IBM SPSS licensed version 18.0 package for researchers and practitioners. Statistical Package for Social Sciences (SPSS) is widely used in industry for various trend analysis and research.
- Experts from IBM visit SIMS to conduct these latest statistical modules / workshops to develop analytical approach towards problem solving so that decision making becomes more rational.

10. SYSTEM APPLICATION & PRODUCTS

- SAP in Data Processing is an ERP software. It is used by the corporate in Financial systems , Projects systems, Development systems, HR , Logistics systems.
- We conduct all these major components within R3. Major components are Financial, Projects, HR, Logistics & Developments systems. The major component outside the R3 are, SAP business warehouse , Strategic enterprise management, Net weaver and others . These are the major components which are useful for the corporates.

11. BUSINESS COMMUNICATION

- We conduct workshops / modules on Presentation & Public Speaking, Communicating In Teams, Negotiation Skills, Written Communication, Intercultural Communication, Communicating within the Organization, Listening Skills.
- We also customize soft skills modules as per the requirements of the client company.

12. BSE CAPSULES

- SIMS is associated with Bombay Stock Exchange & Financial Programs / workshops are periodically run on campus for industry and individual participants.

SIMS AT A GLANCE

Symbiosis Institute of Management Studies (SIMS) is a constituent of the prestigious Symbiosis International University and is an ISO 9001:2008 quality certified management institute. It is a top-tier provider of business education across the spectrum. SIMS has also been accredited by NAAC in grade 'A'. In addition to having qualified permanent faculty, it has a top class visiting faculty with both Industrial and educational cum research experience.

SIMS has a MoU with Leeds Metropolitan University, UK. We also conduct customised management programmes for Corporate such as Standard Chartered Bank, Bajaj Allianz, John Deere, Cognizant, Indian Navy etc. SIMS due to its long association with Deloitte has been recognised as "Accredited Campus Associate" by them. We are the only Management Institute in Western region which has been accredited by National Centre for Corporate Governance as Centre for Corporate Governance.

For all queries please contact the following :

Dr Harnita Chowdhary

Head Corporate and International Relations

Head MDP Cell, SIMS

Tel : 020-30213212 / 247

Email : harnita.c@sims.edu

Mrs Padmaja Kulkarni

MDP Coordinator / Program Assistant

MDP Cell, SIMS

Tel : 020 - 20213212 / 247

Email : simsmdp@sims.edu