



# Transforming Business Organisations to Achieve Growth

November 27-29, 2017



The Workshop will be conducted by IIMA in collaboration with CPM and CMA.



Supported by AMDISA.

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Organisations after a period of success get set in ways that can result in divergence between the demands of the environment and the processes and structures within. Organisations need to be adaptable, honing their organization and processes to the environment. A strategic orientation wherein operations, boundaries, vendors and markets are understood as they change is an integral part of adaptability. Yet there are givens within an organization –its values and the institutionalization of what is functional. This implies that change has to be consciously managed. Therefore, Top managers' perspectives become important in transforming organisations. This programme will bring insights from cases of successful transformations covering various dimensions of strategy including operations, and how leaders can bring about the transformation of organisations for high performance.

## Programme Highlights

- Perspectives on the key forces of change in the current economic and social environment.
- The idea of strategy and strategic change.
- Organizational processes.
- Orientation for growth and high performance.
- Emerging economics and rapid growth
- Organizational leadership and change management

## Who Should Attend

Leaders of Public Quoted, Group, Multinational, Banking, Finance, Insurance, Industry, Services, Retail, Plantation, Export, Agricultural & Plantation, State Corporations, Government Owned and Private Sector companies, Managing Directors, Directors,

CEO's, COO's, General Managers, Senior Corporate Managers facing the challenge of growth and organizational transformation.

## Pedagogy

A mix of case studies and discussions. IIMA believes in interactive sessions. A typical day would involve intense classroom sessions, with much prior preparation and syndicate work.

## Faculty

**Karna, Amit**

Fellow (IIM Ahmedabad)

Prof. Amit Karna is an Associate Professor of Strategic Management at the Indian Institute of Management Ahmedabad (IIMA). Prof Karna's interests lie in the areas of strategic management, technology and innovation, and entrepreneurship. He has advised government and private organizations (in India and abroad) on strategy and management related issues. Prof. Karna currently chairs the Centre for Innovation Incubation and Entrepreneurship (CIIE) – one of the largest and most well-regarded educational institute based business incubators in Asia. He is also involved with various disruptive startups in designing innovative business models. Prof. Karna's research is in the fields of dynamic capabilities, innovation and international strategy. He has presented over 50 papers on these topics at various international conferences across the world. His research has been published in leading international journals such as Strategic Management Journal, Global Strategy Journal, R&D Management, Journal of International Management, Industry & Innovation, and European Management Review.

Prior to IIMA, Prof. Karna was an Assistant Professor at EBS Business School in Germany between 2009 and 2014. He has been visiting scholar at University of California at Berkeley's Haas School of Business in 2011, and at University of Sydney Business School in 2015. He has been a visiting faculty at IESEG School of Management in France between 2012 and 2014. Prof. Karna completed his PhD in Strategic Management from IIMA. Prior to his doctorate, he worked with Aditya Birla Group between 1999 and 2003 in various managerial positions.

### **Morris, Sebastian (Faculty Chair)**

Fellow (IIM, Calcutta); MSc (Int.) (Phys.), IIT, Bombay

Professor. Member of the Economics, and Public Systems Areas. His interests include international trade and investment, industrial development, macroeconomics, economic history, public sector, infrastructure, small firms, electricity reforms, regulation, PPPs, land markets, and the Indian economy. Was recipient of the Ford Foundation Post-Doctoral Fellowship in International Economics. Won the EXIM Bank's International Trade Research Award.

Earlier worked as Associate Professor at Institute of Public Enterprise, Hyderabad, and Senior Correspondent for Business India (magazine), visiting fellow at University of Pennsylvania,

and ICCR Chair Professor at Copenhagen Business School (Asia Research Centre). Was co-chair of the IIMA-Harvard Kennedy School Phase V programmes for senior government officials. Founding Chair of the PGP-PMP of IIMA, and the Centre for Infrastructure Policy and Regulation at IIMA. Has been the editor of the India Infrastructure Reports 2001, 2002, 2003 and 2004, covering the themes Market Structure and Regulation, Governance Issues for Commercialization, Public Expenditure Allocation and Accountability, and Ensuring Value for Money. Other books include the Growth and Transformation of Small Firms in India . Has led several team research efforts. Has been member of several expert committees of the Government of India, and state governments. Has also consulted for international and national organisations besides government and served on several expert committees of the government of India. He is currently a member of the board of governors GETCO, IITCOE and People Can Services Ltd.

### **Vohra, Neharika**

Ph.D. (Manitoba)

Neharika Vohra is a psychologist who teaches organizational behavior at IIM Ahmedabad as a full time faculty. Her research interests



are in the area leadership, gender, diversity and inclusion, employee behavior, CSR. She has guided several doctoral students. She has authored several papers in international and national journals and three books. She is currently on the editorial board of four national and international journals including a new journal, Evidence based Human Resource Management. She has been involved extensively in competency building of leaders across organizations. She is currently on the board of Indian Institute of Management, Ahmedabad, Bizdivas, Women's Leadership Forum of Asia, Vidyashilp, Centre for Innovation and Incubation of Enterprises, Zee Entertainment Enterprise Limited and Indian Institute of Production Management and on the academic advisory board of XIM Bhubaneswar.

### Programme Fee

- LKR 150,000 plus taxes per person (Local Participants)
- US \$1,000 plus taxes per person (Foreign Participants)

The fee excludes Hotel Accommodation, Airfare, Local Transports & Dinner.

For hotel accommodation, please contact Hotel Taj directly as the hotel accommodation is not included in Course Fee.

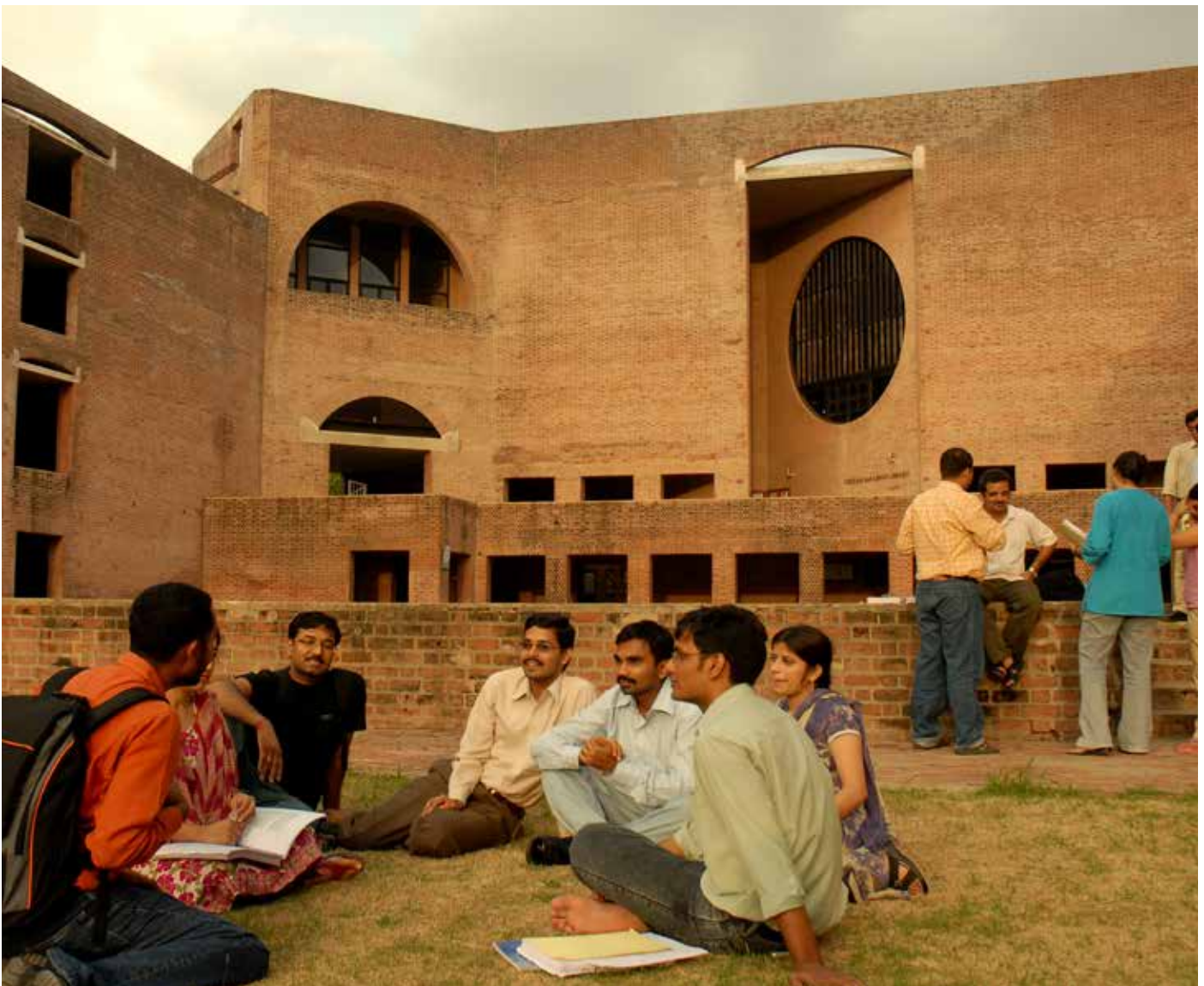
### Venue and Accommodation

Gregory Room, Hotel Taj, Colombo.

### Certificate

IIM Ahmedabad with CPM and CMA will issue a certificate of participation.

The Workshop will be conducted by IIMA in collaboration with CPM and CMA and supported by AMDISA.



## CPM (Institute of Certified Professional Managers)

The Institute of Certified Professional Managers (CPM) was formed to provide a professional qualification and designation in management, by conducting educational programmes, providing practical training in private and public sector entities and establishing a link between the private and public sectors for the advancement of professional managers.

CPM is a joint project initiated by CMA Sri Lanka and All India Management Association (AIMA). It is an active member of the Association of Management Development Institutions in South Asia (AMDISA).

Membership in CPM is open to individuals seeking to develop their professional skills, undertake management development and continuing professional development programmes and pursue careers in management in industrial, business, services sectors, academic or public sector.

## Institute of Certified Management Accountants of Sri Lanka (CMA)

CMA was established in the year 1999 with the technical support of CMA Canada (now CPA Canada) and the financial assistance of the Canadian International Development Agency (CIDA). The Institute of Certified Management Accountants (CMA) of Sri Lanka was incorporated in April 2009 as the National Professional Management Accounting Institution in Sri Lanka by Act of Parliament No.23 of 2009.under the Ministry of Industry and Commerce. CMA is a professional qualification specialising in Strategic Management Accounting.

CMA is a member of the South Asian Federation of Accountants (SAFA) an APEX Body of SAARC and joins the fraternity of Professional Accounting bodies in India, Pakistan, Bangladesh, Sri Lanka, Nepal, Maldives, Bhutan and Afghanistan. CMA are also Member of the International Federation of Accountants (IFAC). The Global organization for the Accountancy Profession spread over 130 countries and jurisdictions with 175 members and representing app. 3.0M accountants and the Confederation of Asian and Pacific Accountants (CAPA).

## About AMDISA

Association of Management Development Institutions in South Asia (AMDISA) is a SAARC Recognised Body. It is a network of Management Education and Management Development Institutions in South Asia. It has 256 members from the SAARC region. Its mission is to “Promote management education and management development activities in South Asia, taking into account the economic, social and cultural context of the Region, with the firm dedication to world-wide exchange of experience and ideas in the fields concerned.”

AMDISA is the only Association which networks management development institutions across the eight South Asian Nations through exchanging information, facilitating inter-country research initiatives, conducting regional conferences, workshops, colloquia and programmes, and thereby providing a forum for interaction among academics and business leaders.

### For registrations, please contact :

Mr. Dilshan

Mobile: +94 714 775 125 / +94 11 2 590 995

Email: [registration@cpmsrilanka.org](mailto:registration@cpmsrilanka.org)

Ms. Shanthi

Mobile: +94 714 705 536

Email: [registrations@cma-srilanka.org](mailto:registrations@cma-srilanka.org)

Address:.

Institute of certified Professional Managers,

No. 29/24, Visakha Lane, Colombo 4, Sri Lanka.

Tel - +9411 2590995/+94113150828 | Fax - +94112507087

## Indian Institute of Management Ahmedabad (IIMA)

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting and research facilities in management.

IIMA collaborated with the Harvard Business School for an initial five-year period, and this set the tone for innovation in pedagogy—the case method of teaching, for instance. Apart from its strong focus on industry and business management education, IIMA, since its early years, has engaged with sectors like agriculture, education, health, cooperatives, transportation, population studies, energy and public administration.

IIMA has been consistently ranked as the premier management school in the country by several national agencies. IIMA programmes are also ranked highly in several international rankings. In 2008, IIMA became the first management school in the country to be awarded EQUIS (European Quality Improvement System) accreditation by the EFMD (European Foundation for Management Development).

### Major Programmes Offered by IIMA

- Two-Year Post-Graduate Programme in Management (equivalent to MBA)
- Two-Year Post-Graduate Programme in Food and Agribusiness Management (equivalent to MBA)
- Fellow Programme in Management (equivalent to Ph.D.)
- One-Year Post-Graduate Programme in Management for Executives
- Executive Education Programmes (EEP) for industry, business, agricultural and rural sectors, and public systems covering education, health, transport and population
- Faculty Development Programme for teachers in universities and colleges
- Two-Year Online Post-Graduate Programme in Management (ePGP)

The Institute has about 95 faculty members working in the following management areas and sectors:

### Disciplinary Areas and Groups

- Business Policy
- Communications
- Economics
- Finance and Accounting
- Human Resource Management
- Information Systems
- Marketing
- Organisational Behaviour
- Production and Quantitative Methods
- Public Systems Group

### Interdisciplinary Centres

- Centre for Gender Equity, Diversity and Inclusivity
- Centre for Innovation, Incubation and Entrepreneurship
- Centre for Infrastructure Policy and Regulation
- Centre for Management in Agriculture
- Centre for Management of Health Services
- Centre for Retailing
- IIMA-Idea Telecom Centre of Excellence
- India Gold Policy Centre
- Insurance Research Centre
- Ravi J. Matthai Centre for Educational Innovation



कार्यकारी शिक्षा  
भारतीय प्रबंध संस्थान अहमदाबाद

EXECUTIVE EDUCATION  
INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

Vastrapur, Ahmedabad - 380 015, India  
Phone: +91-79-6632 4461 to 69 and 4472 to 77  
Fax: +91-79-2630 0352 (ExEd)/2630 6896 (General)  
E-mail: [exed@iima.ac.in](mailto:exed@iima.ac.in) • Website: [www.iima.ac.in/exed](http://www.iima.ac.in/exed)