



# Tolani Motwane Institute of Management Studies

## Management Development Program Policy

The institute is committed to meet the training and development needs of organisations. This policy outlines our approach to empower participants with cutting-edge knowledge, skills, and leadership acumen through tailored development programs. We aim to equip participants with the tools they need to navigate the VUCA world and emerge as transformative leaders in their respective fields.

### Objectives:

The Management Development Program Policy is designed to achieve the following key objectives:

**Skill Enhancement:** Equip professionals with cutting-edge knowledge and skills to excel in a dynamic business environment.

**Leadership Cultivation:** Foster leadership qualities and strategic thinking among participants, contributing to their professional growth.

**Industry Engagement:** Provide a platform for industry-academia collaboration, facilitating the exchange of insights and best practices.

### Scope:

The Management Development Program (MDP) Policy covers a diverse range of themes designed to cater to various managerial levels and organisations. The scope includes:

**Customized Programs:** Tailor-made programs addressing specific challenges and organizational needs.

**General Management:** Offering comprehensive modules on leadership, strategic planning, decision-making and allied areas.

**Functional Specialization:** Providing in-depth insights into areas such as finance, marketing, operations, human resources and other emerging areas.

**Eligibility criteria:** Faculties having subject relevant experience of 3 or more years

### Combined offering

More than one faculty can collaborate for MDP with prior approval of the Director

**Proportion of hours:** Will be decided by the team that is offering MDP in consultation with the director, if required.

**Revenue:** After deducting the share of the institute, the revenue is to be distributed among the team on the basis of sessions.

**Offerings:** Preferably, subject specific offerings should be made by respective faculties, and any MDP routed through the institute should be passed on to the respective subject faculty at the discretion of the director.

**Revenue Sharing:** 70% of the revenue will be shared among the resource persons and remaining will be for the institute after deducting taxes. Payment terms/ Payment Mode and Payment follow up will be handled by the admin MDP coordinator of TMIMS.

**Leave terms:** Duty leave will be given to the concerned faculty for MDP as per the service rule. In special cases, duty leave beyond what is stipulated can be approved by the director.

**Outstation MDP:** Arrangements of Travelling / Lodging Boarding etc should be made by the company that is inviting TMIMS to conduct MDP. (If the concern company of the outstation is not providing the above-mentioned expenditure, a decision will be taken by the director in consultation with faculties.)

**Feedback form:** Feedback forms from the organizations of MDPs should be filled out in order to improve the services and offerings, and a summary is to be submitted to the office.

**Role of Administrative Staff:** If MDP is conducted in-house, then taking care of participants in terms of food and refreshments, registration, certificate details, etc. will be the responsibility of the MDP assistant from the admin. If MDP is outside, then arrangements for vehicles for faculty, etc. will be taken care of by the admin.

**Honorary MDPs:** The director may instruct the faculty to conduct honorary workshops or MDP in the interest of the institute and with reduced honorarium in the case of an MOU with the respective company/organization.