



# TRAINING OF TRAINERS

## **PROF.SANTOSH RANGNEKAR**

Department of Management  
IIT Roorkee

**INTENDED AUDIENCE :** Any Postgraduate Students/Faculty

**INDUSTRIES APPLICABLE TO :** Applicable to all Industries

### **COURSE OUTLINE :**

Today Knowledge Management is responsible for new organization structures. Communication and work group technology create virtual organizations and electronic communities. Members of the organization are connected through networks that extend worldwide, allowing people to communicate easily. The challenge for us is to understand the changes and accommodate them at proper requirement. This challenge can be met by understanding creation, storage and distribution of knowledge.

### **ABOUT INSTRUCTOR :**

#### **Teaching**

1. Managerial Practices,
2. Organizational Behavior,
3. Human Resource management,
4. Technology Management,
5. Management of Interpersonal Dynamics,
6. Knowledge Management,

#### **Training**

Conducted more than 100 Training Programs worth more than 2 cr.

1. UJVNL , Uttarakhand, 50 Lacs Orientation program.
2. BHEL, Haridwar since last Three Years conducted more than 50 Training Programs.
3. National Council Member of ISTD (Indian Society for Training and Development) and Founder secretary of Indore and Dehradun Chapters of ISTD.
4. Conducted more than 100 MDPs For Middle and Senior level Executives of Everest Group, Ambuja Cement, Godrej Industries, Power Finance Corporation, Damodar Valley Corporation, Rajasthan Rajya Vidyut Prasaran Nigam Limited, etc.

#### **Research**

Ph. D.

19 Ph D awarded.

10 Pursuing

Publications: 131 [Journals: 68 Conferences: 49 Books: 02 Magazine: 01 Publications in Text Books: 03 Edited Books: 02 Book review: 06]

#### **Consultancy**

1. PI in project entitled An Empirical Study on Proximate Determinants of Creation of Intellectual Property (IP) in Uttarakhand worth Rs 2.6 lakh
2. Co PI in number of Projects worth more than Rs. 7 cr.
3. HRD Projects and Training Program worth over Rs. 50 Lacs

#### **International Visits**

1. Organized Three National Conferences in 2012, 2013 and 2014 one One International Conference .
2. Attended conferences at Boston University, Boston, USA; Stevens Institute of Management, NJ, USA; Hanyang University, Seoul, Korea; Keio University, Japan; Charulokorn University, Thailand; Western Sydney University, Australia; London Management School, London, UK; Yildis University, Istanbul, Turkey; Wien University, Vienna, Austria;
3. Visited Harvard Business School entrepreneurship Cell: ( for project On Entrepreneurship)

### **COURSE PLAN :**

**Week 1:** Introduction Of Training

**Week 2:** Training need assessment and its method

**Week 3:** Training design and types of training

**Week 4:** Design thinking and role of technology in training

**Week 5:** Introduction to training methods and its selection process

**Week 6:** Understanding training groups and its dynamics and training method – Case study

**Week 7:** Training method – Business game

**Week 8:** Training method – Role Play

**Week 9:** Training method – Behavioral Modeling

**Week 10:** Training method – decision making exercises

**Week 11:** Introduction to group training methods – Brainstorming, group discussion and panel discussion

**Week 12:** Research approach in training and training evaluation