



Date: 30th Aug2023

Management Development Program (MDP) Policy

1. **Preamble:** The MDP Policy outlines the guidelines, procedures, and principles governing the implementation and administration of the Management Development Program at Kirloskar Institute of Management. This policy is designed to ensure the effective planning, execution, evaluation and remuneration of MDPs to enhance the skills and knowledge of professionals in various industries.

2. **Objectives:** The primary objectives of the Management Development Program are as follows:

- a. To provide working professionals with opportunities for continuous learning and skill enhancement.
- b. To bridge the gap between theoretical knowledge and practical application in the business context.
- c. To foster industry-academic collaboration and knowledge exchange.
- d. To contribute to the professional growth and career development of participants.
- e. To motivate faculty members to take a deep dive into such initiatives and to reward them for conducting MDPs.

3. Introduction:

Management institutes have a mandate to ensure that there is a robust academia-industry interface which includes knowledge sharing, skill development, research and training. In this context Management Development Programs (MDPs) play an important role in enhancing institute's intellectual contributions and branding apart from delivering outstanding value in terms of placement and networking. Management educators in our institute are expected to create, foster and develop Management Development Programs (MDPs) for the institute which contribute to professional development and enhance the various accreditation criteria.

4. Faculty Role/s:

Two broad areas are envisaged for this purpose:

a. The non remunerative role:

Organising/ coordinating the programs, which will be a part of the regular work of the faculty and will be done as assigned.

b. **The remunerative role:** Where faculty members initiate, create and deliver fee-based MDP programs in addition to the above schema. These programs could emanate from the institution or by faculty/non faculty member/s initiatives.

❖ Faculty engagement, travel expenses and advances and nomination to deliver sessions will need director's prior approval.

❖ Faculty will be eligible for on-duty leave for the conduct of the program provided prior permission is obtained in case the MDP is out of the campus, (online /offline).

5. Program Design:

a. **Program Content:** The MDP curriculum will be designed to address contemporary business challenges, managerial trends, and industry best practices and should be submitted to the Dean MDP, who will be the custodian of the course design.

b. **Delivery Formats:** MDPs will be offered through offline workshops, seminars, webinars, and online courses, depending on the program's nature and participant preferences.

c. **Duration:** The duration of each MDP may vary, ranging from one-day workshops to multi-week programs, allowing flexibility for professionals to balance their work commitments.

d. **Trainer:** Any Highly qualified and experienced faculty/ staff members from Kirloskar Institute of Management and industry experts will facilitate the MDP sessions.



e. **Participants:** MDPs are open to professionals across industries who seek to enhance their managerial skills and knowledge.

4. Program Administration:

a. **Registration Process:** Participants will register for MDPs through an online portal or designated registration channels. The registration process will include providing personal and professional details.

b. For in-company/exclusive MDPs, separate case-specific procedures need to be followed which will include formal MOU, terms of reference etc. at the institute/director level.

c. **Fee Structure:** MDP fees will be determined based on the program's duration, content, and resources required including stay at the campus. Special rates may be available for early-bird registrations, group bookings, and alumni.

d. **Confirmation:** Participants will receive a confirmation of enrolment along with program details upon successful registration and payment.

e. **Compensation:** Distribution of surplus will be based on excluding all costs incurred in organizing the MDP.

1. The surplus revenue thus generated will be split 60: 40, for the faculty: institute if the program was faculty initiated

2. If the MDP was institute initiated, the split will be 60: 40, for the institute: faculty.

3. All other parameters remain the same.

5. Evaluation and Certification:

a. **Assessment:** MDP participants may be evaluated through assignments, case studies, group projects, and examinations, as per the program's design.

b. **Grading:** Evaluation criteria and grading scales if needed will be communicated to participants at the beginning of the program.

c. **Certification:** Upon successful completion of the program and meeting the evaluation criteria, participants will receive a certificate of completion from Kirloskar Institute of Management

6. Feedback and Improvement:

a. Participants will be encouraged to provide feedback on the program content, delivery, and overall experience.

b. Feedback will be used to continuously improve the quality and relevance of MDPs offered by the institute.

7. Program Marketing:

a. MDPs will be promoted through the institute's website, social media, industry associations, and other relevant channels.

b. Marketing materials will highlight program features, benefits, faculty profiles, and participant testimonials.

8. Ethical Considerations:

a. The content of MDPs will uphold the highest ethical standards and avoid any form of bias or discrimination.

b. All proprietary and confidential information shared by participants during MDPs will be handled with the utmost confidentiality.

9. Grievance Redressal:

a. A grievance redressal mechanism will be established to address any concerns or issues raised by participants during or after the program.

b. Grievances will be handled promptly and transparently.

10. Policy Review: This MDP Policy will be reviewed periodically to ensure its alignment with industry trends, participant needs, and the institute's objectives.

Date of Implementation: Academic year 2023-25 Policy Review Date: April 2025