

International Training Programme On

Preparing Next Generation Young Business Leaders For Leadership Growth, Mentoring and Succession Planning

**Venue Goa
(07-11 July 2014)**



Asia-Pacific Entrepreneurship Development Institute

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Need of the Programme

- Small & medium enterprises (SMEs) and family businesses world over have contributed in the growth of business and industry sectors across the world in terms of contribution in gross domestic products (GDP), economic growth, employment generation and purchasing power parity (PPP). SMEs play key role in transition and developing countries.
- These firms typically account for more than 90% of all firms outside the agricultural sector, constitute a major source of employment and generate significant domestic and export earnings. For instance, in Portugal around 98% of the industrial fabric is composed by SMEs.
- SMEs sector is regarded as the engine of the economy as SMEs contribute significantly to industrial, economic, technological and regional development in all developed and developing economies.
- SMEs in India play vital role for the growth of Indian economy by contributing 45% of the industrial output, 40% of exports, 42 million in employment, create one million jobs every year and produce more than 8000 quality products for the Indian and international markets. As a result, SMEs are today exposed to greater opportunities for expansion and diversification across the sectors.
- Family businesses are integral part of SMEs as most SMEs are family businesses and a large majority of family companies are SMEs. For example, the family companies in Saudi Arabia constitute 95% of the total companies in the country.
- Family businesses make up more than 60% of all European companies, encompassing a vast range of firms of different sizes and from different sectors.
- Family businesses dominate the economic landscape in nations around the world.
- India is no exception of it. In India, family run businesses account for 85% of all Indian companies and account for the vast majority of national output and employment.
- Family-run businesses account for 25% of India sales, 32% of profits after tax, almost 18% of assets and over 37% of reserves.
- It takes almost life time of one to three generations to build the family businesses. Family businesses have unique culture which is based on inward-looking, owner centric, smaller scale, restricted perspective and traditional mindset. This culture eventually becomes a hurdle in absorbing outsiders.
- The same culture also poses a serious challenge in absorbing the next generation family members. Different generations, seeing the world differently are supposed to work together.
- It can become conflicting as the young generation is often in a hurry and has big ambitions, while their elders are more traditional. The greatest challenging concern is the gap between family generations.
- In the 21st century, youth have come forward to start new ventures and become entrepreneurs. There is an increasing trend of new ventures and start-up enterprises.

Objectives of the Programme

There is a greater need to prepare next generation young business leaders for leadership growth, mentoring and succession planning in corporate sector, industries, SMEs, family businesses, new ventures and start-up enterprises. The proposed international training programme has been designed keeping in view this concern. Following are the specific objectives of this programme.

- ⇒ To build entrepreneurial competencies of young business leaders of SMEs and family businesses so that they can plan for growth, expansion and diversification of their enterprises.
- ⇒ To develop leadership skills of young business leaders so that they can manage their enterprise and the team members working with them in a professional manner.
- ⇒ To sharpen management skills of young business leaders so as they can provide overall efficient management to the enterprises.
- ⇒ To demonstrate on their mentoring process as what they need to become successful entrepreneurs.
- ⇒ To work on their succession planning process as what they need to become successful entrepreneurs.

Contents of the Programme

The proposed international training programme will focus on building entrepreneurial, leadership and management competencies of the participants. Following would be the coverage of the contents in the training programme.

- ◆ Analysis of competency building in relation to motivation, achievement and leadership
- ◆ Demonstrations on various competencies for self-analysis
- ◆ Understanding leadership style and mentoring for leadership
- ◆ Exercises on working individually as well as in team
- ◆ Understanding growth and expansion plans of businesses
- ◆ Characteristics of a good successor
- ◆ Preparing oneself for becoming a good successor
- ◆ Working on succession planning roadmap

Methodology of the Programme

The proposed international training programme will focus on development of knowledge, skills and attitude of the participants. The training methodology will be based on participatory learning. Case studies and simulation / group exercises will be extensively used to provide basic understanding of inputs. Besides classroom lectures, group discussions will also be extensively organized to facilitate the participants in exchanging their views, ideas, problems and prospects leading to mutual learning. Inputs will be equipped with training material and standard academic formats on practical aspects.

Outcome of the Programme

- Young business leaders will be able to understand business environment of SMEs and family businesses in a better way.
- By attending this training programme, young business leaders of next generation of SMEs and family businesses will be equipped with leadership competencies.
- Young business leaders will be able to manage new ventures and start-up enterprises in a better way.
- Young business leaders will develop entrepreneurial capabilities for corporate sector and industries.
- They will also be equipped with the management skills required to manage the businesses.
- Overall, this programme will help them for leadership growth, mentoring and succession planning so as they can take the enterprises forward for growth, sustainability and expansion.

Who Can Participate

This programme is designed exclusively for the young business leaders of SMEs, family businesses, new ventures, start-up enterprises, corporate sector and industries so that they can be prepared as next generation leaders of their businesses.

About Asia Pacific EDI

Asia Pacific EDI is mentored by world renowned management gurus, economists, social scientists and development professionals from IITs, IIMS and other leading business schools of USA, Europe and India. Asia Pacific EDI is an institution of excellence in training, academic, research, publications, project management and consulting in the fields of corporate entrepreneurship, family businesses entrepreneurship, SMEs / new venture / start-up entrepreneurship, entrepreneurial education, social entrepreneurship, livelihood promotion, social development and women empowerment. Entrepreneurship development is the key engine of leadership development, economic growth, job creation, employment generation and poverty reduction.

Advisory Board Members

Dr. H. H. Mankad: Former Vice Chancellors of Narsee Monjee Institute of Management Studies, Mumbai & Mody Institute of Technology & Science, Lakshmangarh.

Dr. M.N. Jha: Former Dean & Scientist, Forest Research Institute, Dehradun

Dr. S. P. Singh: Professor, Indian Institute of Technology, Roorkee

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Dr. Lalit Kumar: Former Advisor Planning Commission, Government of India & Secretary NFCH, Ministry of Home Affairs, Government of India

Dr. Naresh Singh: (Founder President of Asia Pacific EDI & Convenor Advisory Board, Former Faculty of Narsee Monjee Institute of Management Studies, Mumbai)

Faculty Team

Dr. Naresh Singh: B.A. (Honours.), M.A. (Sociology), M. Phil., Ph.D., M.B.A. (Finance)

Dr. Shalini Verma: B.A. (Honours), Diploma in Training & Development, M.A. (Journalism & Communication), M.A. & Ph. D. (English Literature)

Dr. Gajpal Singh: MBA, Ph.D. (Management), L.L.B., Formerly Director, S.D. College of Management, Muzaffarnagar, Uttar Pradesh

Dr. Meenakshi Kaushik: M.B.A., Ph.D. (Leadership Development) from Rajasthan University, Jaipur

Dr. Kalam Singh: M.A. (Sociology), Ph.D.

Ms. Buriata Eti Tofinga: Graduation (Victoria University of Wellington, New Zealand), Post Graduation (University of Sydney, Australia), Ph.D. pursuing on Social Entrepreneurship (School of Management & Public Administration, Faculty of Business & Economics University of the South Pacific, Laucala Campus, Suva, Fiji)

Mr. Jitendra Rajaram Verma: MBA Devi Ahilya University, Indore, Ph.D. pursuing in Management from Devi Ahilya University, Indore, Non-Fiction Writer & author of the famous non-fiction 'My Wise Countrymen'

Mr. Krishna Mohan: MBA-HRM (JNTU, Hyderabad), M.S. (Public Relations and Mass Communications, Sri Venkateshwara University, Tirupati), Ph.D. pursuing from RTM Nagpur University.

Mr. Uunmesh Gogwekar: Masters in Management Studies (MMS) Jamnalal Bajaj Institute of Management Studies, University of Mumbai. Formerly Vice President HSBC Bank

Mr. Devender Singh Negi: M. A. Himachal Pradesh University, Shimla, CAIIB (Certified Associate of Indian Institute of Bankers). Formerly General Manager SIDBI

Mr. Nooruddin Bombaywala: PGDM (Business Entrepreneurship), M.C.A., M.S. (University of North Carolina)

Mr. Mustafa Nadeem: M.B.A. (Finance)

Mr. Gaurav Khandelwal: PGDBM (Marketing), Welinkar Institute of Management, Mumbai

Ms. Ene Teemäe: Diploma in Commodities and Trade Management & M.A. (European Studies) from Faculty of Economics, University of Tartu, Estonia

Mr. Tonmoy Chatterjee: B. Com., Post Graduate Diploma in Management of NGOs (PGDMN)

Mr. Ratul BARMAN: M.A. (Philosophy), M.S.W.

Mr. Abhishek Chibber: B. Com (Honours), University of Delhi, MBA, ICFAI Business School, Gurgaon

Mr. Abhijeet Singh Chauhan: MBA (Marketing & IT), Devi Ahilya University, Indore

Mr. Gorakh Nath Dwivedi: MBA (Finance & HR), Devi Ahilya University, Indore

Training Details & Logistic Arrangements

Venue: The training would be conducted in centrally air-conditioned 3-star hotel in Goa. Details of the hotels will be sent on receipt of nomination form.

Travel: Goa is very well connected by air and train routes with rest of the India. It has direct flights from Mumbai, Chennai, Delhi, Ahmedabad, Hyderabad and Bangalore. It has direct trains from Mumbai, New Delhi, Ernakulam, Jaipur, Gandhidham, Nagercoil, Jodhpur, Trivandrum, Hapa and Mangalore. It also has luxury buses from Mumbai, Bangalore, Pune, Shirdi and Kolhapur. Direct as well as Via Mumbai International flights also operate.

Duration: Duration of the training programme will be 5 days

Accommodation & Food:

- Accommodation of participants will be for 6 nights.
- Check-in at noon of previous day of training start. Lunch and dinner will be offered that day.
- Check-out next day of training completion. Breakfast will be offered that day.
- Bed Tea, Pre-lunch Tea / Coffee and Post-lunch Tea / Coffee with Snacks.
- Buffet Breakfast, Vegetarian Lunch and Vegetarian / Non-Vegetarian Dinner

Sight Seeing: Small package of sightseeing in Goa is included.

Training Fee:

- **Fee per participant for Indian participants is Rs. 30,000/- and for foreigners US\$ 800** including taxes on **twin sharing** basis accommodation.
- **Fee per participant is Rs. 20,000/-** including taxes **for non-resident Indian participant.**

Payment Mode: Please make payment by Demand Draft / Cheque in favour of **Asia-Pacific Entrepreneurship Development Institute** payable at **Indore**. Fee can also be transferred through RTGS. Following are the details.

➤ Bank Name:	Bank of Baroda
➤ Bank Branch & Address:	373/374, Goyal Nagar, Indore – 452016, M.P. , India
➤ Account Holder:	Asia-Pacific Entrepreneurship Development Institute
➤ Account Number:	33220200000339
➤ IFSC Code:	BARB0GOYALN
➤ MICR Code:	452012015
➤ SOL ID:	3322
➤ SWIFT Code:	BARBINBBIND

Confirmation Dates: Please confirm your participation at least 15 days before the programme starts and send your fee and nomination form so that to make necessary arrangement and booking in the hotel.

Any Other Service:

- Training package does not include other services such as laundry, telephone calls, beverages and mineral water. For such other services or room services participants will pay by themselves.
- Participants will also bear to & fro travel expenses between their destinations and Goa by themselves.
- Participants will also bear to & fro local conveyance expenses between Airport / Railway Station / Bus Stops and Hotel.

Other Instructions: Please bring individual photo identity proof for check-in the hotel. (Pan Card/Election Card/Driving License/Passport).

Address for Correspondence: Send your filled-in nomination form, fee and one passport size photograph on following address either by speed post or courier or scanned email copy. Confirmation for registration will be done on first come first serve basis. Registration will be closed on the completion of optimum batch size.

Dr. Naresh Singh

President

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NOMINATION FORM

Asia-Pacific Entrepreneurship Development Institute
International Training Programme on
Preparing Next Generation Young Business Leaders
For Leadership Growth, Mentoring and Succession Planning
(Goa 07-11 July, 2014)

(Use Separate Nomination for Each Participant)

Mr. / Ms.:.....

Date of Birth:

Gender:.....

Designation:.....

Experience:.....

Name of Organisation:.....

Address of Organisation:
.....
.....

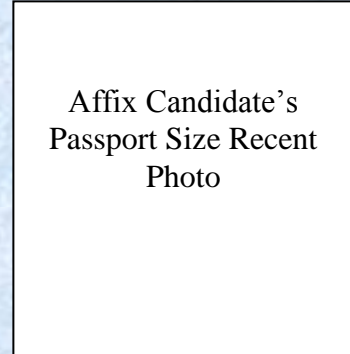
Phone No. of Organisation with STD code:.....

Cell No. of Participant:.....

E-mail of Organisation:.....

E-mail of Participant:.....

Draft/Cheque Detail: No: date: Amount:



.....
Candidate's Signature

DECLARATION

I, Designation
Organization on behalf of the participant declare that in the
event of any sickness, accident or any other mishap with the participant during the travel and training
programme, participant and myself both shall not hold Asia Pacific EDI responsible in any way and would
bear all costs / damages arising out of any such eventuality.

.....
(Signature of Head of Organization / Reporting Authority / Parent)
Seal of Organization

Place:

Date: