

July 2016
AUGUST



AcAdemy of HRd

**In House Company program conducted by
Academy of HRD for Bank of Baroda on
Appreciative Inquiry by Mr. R. Shankar
on 9th & 10th of July, 2016**



NEWSLETTER



Contact us:

**Academy of HRD Ayana Complex, 2nd Floor, Opp. Suvarna Villa Bunglows,
Thaltej-Hebatpur 100ft. Road , Thaltej, Ahmedabad.**

Phone: 079-30482224-27

Email: admin@academyofhrd.org/programs@academyofhrd.org

Website: www.academyofhrd.org

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In House Company program conducted by Academy of HRD on Stress Management for Aga Khan Rural Support Program (AKRSP) on 14th of July, 2016 by Dr. Rajeshwari Narendran, Director, Academy of HRD



In House Company program conducted by Academy of HRD for Transformers & Rectifiers on Decision Making & Appreciative Inquiry on 6th of August, 2016 by Dr. Rajeshwari Narendran, Director, Academy of HRD



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STUDENTS SPEAK



Why Question? Wonder Why? Questions? Questions? Any questions? No questions.

By Minakshi Balakrishna, Fellow Student 2015-2018

As we start early on in one's life whether it be at school or home. There is lethargy to answer the questions posed. Most of the time children enter," school as questions and end up as full stops". Later as managers, leaders in the corporate world when the relationship is between superior and subordinate, then the answers are always to please than to ask a rhetoric question back so as to be on the safe side. This is an intriguing phenomenon as I call it has become the basis of generating good questions to stimulate thought and inquire about the task at hand. Inquiring leaders are ones who generate lots of questions, sort the questions, classify the questions and finally synthesise to arrive at answers. When another question is asked, a thought moves forward. From known to unknown, curiosity leads to questioning. There may be knowledge gaps and information gaps.

Stanley Payne is the pioneer in the field of asking questions way back in 1951. The sudden decline in asking questions suddenly disappeared as a method of choosing appropriate words for asking questions later changed the way of thinking.

Many years later, as leaders take positions in the corporate world it remains unperturbed for the lack of asking the questions. Do leaders build intrinsic qualities of asking questions? Is it because they inquire they can become efficient in their decision-making process? One practice that can engage leaders is to initiate questions early on in all disciplines. To stimulate our thought, we need ways to find out more. Answers are stopping points. Education has limited the questioning and technique more as a find the answers rather that stimulate thought. Socrates developed the art of asking questions. The nature of beauty, truth and goodness lead to prodding and constructing and deconstructing of questions. It is an important part of finding out as interrogation then gives leads and then furthers the understanding of the unknown.

Sara Kelly Mudie and Jeanie Philips feel that Critical thinking is high-level Thinking that requires us to analyze, evaluate, synthesize, or apply what we know. Its relationship with questioning is cyclical. Good questions—deep questions—are launching points for critical thinking.

Edgar H Schelm, MIT Sloan believes that communication is essential to healthy relationships in people. The difference between asking and telling. Or better still the gentle art of asking instead of telling. Michael Maquardth ,says How can organizations better adapt to an ever rapidly changing environment? Learning means change. It is not a matter of accretion of adding something. How can organizations better capture, convert and create knowledge?

Metaphors for questions such as a engine driver or rock climbing is excellent as it defines the end. The stopping point. What next? What else? So? Could also be stepping points to further our investigation or inquiry of the thought. The quintessential element is change. You can change the way you think and learn. Change is the universal constant. Any questions?

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Upcoming Events

VENUE	DATE	PROGRAM DETAILS	FACULTY/SPEAKERS
Hotel Courtyard by Marriott, Ahmedabad	16th September, 2016	Academy of HRD in collaboration with CII is organizing the 3rd edition of HR Conclave	CII
Academy of HRD, Ahmedabad	1st to 9th October, 2016	Next Contact Classes for Fellow & Associate Students	Prof. T.V. Rao Dr. Anil K. Khandelwal Dr. Rajeshwari Narendran Mr. M.M. Shankar Dr. Nidhi Vashisht
Ahmedabad Management Association (AMA), Ahmedabad	3rd October, 2016	Book Release of "HR, OD & Institutional Building - Essays in Memory of Udai Pareek" Edited by Prof. T.V. Rao Dr. Anil K. Khandelwal Participation: By Invitation	Prof. T.V. Rao Dr. Anil K. Khandelwal Prof. Ashish Nanda Dr. Rajeshwari Narendran
Academy of HRD, Ahmedabad	4 & 5th October, 2016	"Advance Certification in Experiential Training" A two days non-residential workshop Participation Fee: Rs. 15000/- (Exclusive of Taxes)	Dr. Rajeshwari Narendran
Academy of HRD, Ahmedabad	6, 7 & 8th October	"Competency Mapping & Assessment Development Center" A three days workshop Participation Fee: Rs. 26000/- (Exclusive of Taxes)	Dr. Nidhi Vashisht Mr. Amit Karandikar