



# **MDP POLICY**

## **MANAGEMENT DEVELOPMENT PROGRAMMES (MDP)**

The MDP cell at CIMAT addresses the critical needs of executives across functions, sectors and geographies. The MDP cell at the corporate level is based at the Noida campus.

### **ACTIVITY, ROLE AND RESPONSIBILITY:**

#### **In Company MDP**

To conduct specific in-company programs based on the calendar schedules of the various organizations, design and develop program contents, spread over delivery sessions, selecting the competent faculty to deliver the modules.

#### **Customized MDP**

To interact with the various organizations in the country and understand their training needs. Based on the Training Needs Identification (TNI) aligned to the organization's Business Goals of the organizations, create customized training capsules to meet the organizations' business challenges.

#### **Open MDPs**

In these programs, participants from diverse Industries participate, interact and add value from across sectors. The learning is significant and opens up new and innovative methods of managing organizational challenges.

#### **Outbound Training Programs**

To design and deliver outbound training programs, exposing participants to challenging situations they are likely to encounter.

### **RULES ABOUT MDP ARE AS FOLLOWS:**

- i. Faculty/staff members delivering sessions during the MDP organized by the Institute will be eligible to receive honorarium payment as per the policy mentioned in Annexure "J" duration subject to fulfilling the required minimum work allotted in teaching.

- ii. Faculty members shall accept the assignment of conducting MDP in any other institution after the Director/Vice Chairman's written approval will be required for undertaking any such assignment. Even when on leave, a faculty member can accept any MDP session on the Institute's Director's prior approval.
- iii. 50% of revenue from external MDPs will be shared with the Institute.
- iv. All the faculty members shall be required to submit the complete details of any outside MDP, including the Institute's name, with a complete itinerary and photocopy of the cheque received to the Director's office. This shall be forwarded to the accounts department for further process.
- v. The faculty members shall be treated on duty while participating in half/day long MDP programme outside the Institute subject to the condition that he/she meets/her commitment to the Institute and obtains prior permission from the Director of the Institute for the same.