



**National Conference
On
CHANGING ORGANIZATIONS THROUGH STRATEGIC, TECHNOLOGICAL,
STRUCTURAL AND BEHAVIORAL INTERVENTIONS
(Under UGC SAP DRS I)
March 11, 2016**



**Organized By
UNIVERSITY SCHOOL OF MANAGEMENT STUDIES
Guru Gobind Singh Indraprastha University, Delhi**

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INTRODUCTION

Development does not start with goods; it starts with people and their education, organisation, and discipline. Without these three, all resources remain latent, untapped and potential.

E. F. Schumacher

You can't build an adaptable organisation without adaptable people - and individuals change only when they have to, or when they want to.

Gary Hamel

In an increasingly volatile world, the "new normal" means constant adaptation and change, forcing companies to frequently reinvent themselves, their operating model and their go to market strategies. This degree of volatility and change requires thoughtful design, rigorous planning and diligent oversight to manage the risk and to maximize the business outcomes. This can be achieved through OD interventions which are inclusive methodologies and approaches to strategic planning, organization design, leadership development, change management, performance management, coaching, diversity, team building, and work/life balance. The primitive intention of OD is to transform an organization into more effective, efficient and productive in enhancing its everlasting growth and embellish the lives of its employees. Also, with the increasing need to know how to effectively bring about meaningful and sustainable change in organizations, even with all the turbulence and complexity that so many organizations are dealing with, OD indispensably assures that organization and its people are able to adapt to change in today's fast-paced and lean environment. The present conference is an attempt to give a platform to Organizations, Academicians, Researchers and other stakeholders to share their experiences, approaches, ideas, researches, challenges, process and policies leading to change and development through strategic, technological, structural and behavioral interventions.

ABOUT ORGANISERS

Guru Gobind Singh Indraprastha University is a dynamic, growth oriented university facilitating and promoting professional education and research in emerging areas of higher education. The University has been accredited as "A" Grade by NAAC (UGC). The **University School of Management Studies (USMS)**, the Management School of the University with a passion for academic excellence (ranked as A++ in the Business India Survey) has come to be known as one of the most respected B Schools in India. At USMS we strive to create holistic managers, synthesizing conventional and modern management

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thinking with global outlook and having the capabilities of adapting to the changing requirements of business. The flagship programme of the School is MBA. In response to the feedback from the students, alumni and industry, a new MBA programme, namely MBA (Financial Markets) has also been launched in collaboration with National Stock Exchange (NSE) .Weekend Programmes, namely Two Year M.B.A. (General), Two-Year M.B.A. (Banking and Insurance), Two-Year M.B.A. (Real Estate) and Two-Year M.B.A (Consultancy Management) are also offered for working executives along with two Certificate courses in Behavior Testing and Training (Basic-Two Months) and (Advanced – Four Months).

CALL FOR PAPERS

We invite original papers and working papers from Academicians, Industry Professionals, Doctoral Scholars, Consultants, NGO's, various organizations and agencies and Management Students for publication in the proceedings of the conference and / presentation. A list of the indicative sub themes (not restrictive) is given below:

Strategy and OD

- Strategic Implementation of Organizational Development
- OD as a key partner to the strategic HR function
- Corporate Learning Strategy and Architecture
- Change management and Organizational Development from Operations to TOP

Information Technology and OD

- Gamifying OD
- Data Driven Organizational Designs: Sustaining the competitive edge through Organizational Analytics
- Human Performance Technology in the OD Setting
- Beyond OD Orthodoxy: The emergence of new dialogic and networked change approaches
- Doing Digital OD: Changing culture through conversations
- Technological Changes and OD

Operations and OD

- Lean Management and Lean Transformation
- The Spirit of Kaizen

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Marketing and OD

- Employee Brand, Engagement and Culture Change
- Innovation and Creativity Management in Marketing Functions
- Marketing Leadership as Strategic Tool for OD

Finance and OD

- The Secret Sauce to Building Global OD Capability without Breaking Your Budget
- Financial Aspects of Organizational Development and Change

IB and OD

- Global Cultural Models
- OD frameworks across nations
- Cultural Intelligence and OD

HR and OD

- Building Game-changing Organizations-aligning purpose, performance and people
- OD, Diversity and Inclusion paradigms
- Organizational Values and Change
- Creating positive organizations: a more sustainable approach to business
- Creating Flexible, Agile, Resilient and Responsive Work Environment
- Transformative Workplace: Growing People, Purpose, Prosperity, and Peace
- Organizational Development and Democracy
- Applying OD to Challenges of Justice, Equity and Community in Local and Global Contexts
- Respectful Engagement: Revisiting Process Consultation
- Keys to shifting mindsets of diversity, power and privilege
- Power Intelligence: The Next Core Competency
- Transforming Performance management
- Business- Based Talent and Leadership Development
- Succession Planning/ Talent Reviews
- Talent Metrics/analysis
- Creating an 'Enabling Mindset' to become an Agile and Future-Focused Organization
- Aligning Teams and Building Collaboration For Performance
- Bounce forward not back- Building Resilient People, organizations, and Leaders
- Push, Pull or Nudge-What's the Best way to Change Behavior
- Developing Change Capacity
- Positive Psychology and Organizational Development
- Mindfulness for managing change
- The Coaching Habit of Change and OD
- Change Management Best Practices during Divestiture

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GUIDELINES FOR FULL PAPER

The paper should begin with a title page including title, author(s) names, and institutional address along with email. The manuscript should begin from the next page with title, an extended abstract, and a list of key words. The authors name and affiliation should not reflect anywhere on the manuscript for the blind review process. The total length of the paper must not exceed 10-12 A4 size pages excluding bibliography and appendices, single-line spacing, 12 font, Times New Roman, and 1" margin on all sides of the page in MS Word compatible format text. Papers **MUST ONLY** be submitted through E-mail at cod.usms@gmail.com, cod@ipu.ac.in . The author needs to send along with the paper his/her brief bio-data and the certificate of originality and consent for publication in proceeding without which it will not be accepted. All the papers will be blind reviewed by an expert committee with respect to their quality, originality, and relevance.

Authors are advised to check their papers for plagiarism. **Selected papers will be published in the proceeding** provided at least one of the authors will register and present the paper. In case of joint authors, each author has to individually register to attend/participate and avail the conference kit otherwise Conference Kit will be provided to the registered author only. All rights of publication of papers presented in the conference shall rest with the Conference Organizers.

CONFERENCE PROCEEDINGS

Proceedings of the conference will be published in the form of an edited book through a leading publisher for wider dissemination of the deliberations along with a CD. Doctoral students/Students will be provided only with soft copy of the proceeding on a CD.

IMPORTANT DATES/DEADLINES

Submission of Full Paper	February 15, 2016
Review & Confirmation of Papers	February 20, 2016
Submission of Camera Ready Papers	February 25, 2016
Last Date for Registration of Authors for Paper Presentation	March 05, 2016
Date of Conference	March 11, 2016

Full Papers should be mailed to the Conference Coordinator through e-mail at:
cod.usms@gmail.com, cod@ipu.ac.in

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REGISTRATION & PARTICIPATION FEE

All delegates are required to register for the conference as per the details. Fee is payable by DD in favor of 'Registrar, Guru Gobind Singh Indraprastha University' payable at Delhi. The payment should be sent to the Conference Coordinator and should be accompanied by details of the nominee i.e. Name, Type of participant, paper presentation or participation, Designation (if any), Institution/Organization, Mailing Address, Telephone / Mobile No. and E-mail along with the filled up enclosed Delegate Registration form

TYPE OF DELEGATE AND REGISTRATION FEE WITH PAPER PRESENTATION

Industry Professionals & Academicians	Rs. 2000
Doctoral and Other Students	Rs. 500

WHO SHOULD ATTEND

The conference shall be beneficial to decision makers from the Industry, Government, Academicians, Educationists and all the stakeholders of society.

CHIEF PATRON

Prof. Anil K. Tyagi

Vice Chancellor, GGSIP University, Delhi (India)

PATRON

Prof. Pushplata Tripathi

Pro-Vice Chancellor, GGSIP University, Delhi (India)

DEAN

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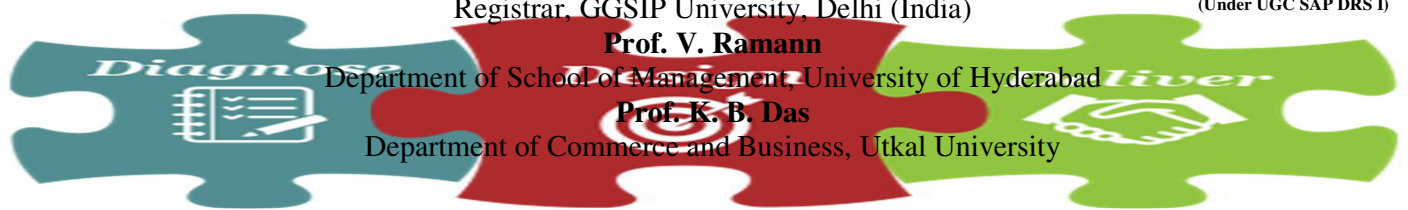
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