

Scientific and Practical Actions for **Branch Managers** for Effectively Managing **Branch Employees**



November 19 – 21, 2018

Programme Coordinator
Dr Badrinarayan S Pawar
(PhD, Oklahoma State University)
Professor
at NIBM, Pune



**National Institute of Bank Management
Pune, India**

Scientific and Practical Actions for Branch Managers for Effectively Managing Branch Employees

Programme Overview

Effectiveness of a bank branch and a bank branch manager partly depends on effective management of branch employees. Branch managers learn technical and functional skills of managing a bank branch from their experience. However, they may not know scientific inputs which can help them take practical actions to effectively manage bank branch employees. Thus, training bank branch managers in scientific inputs on branch employee management can enhance the effectiveness of a bank branch and also the effectiveness of the bank branch managers.

This programme will provide to branch managers scientific inputs and practical actions based on scientific inputs for effectively managing their branch employees. This programme will provide inputs on:

- ☞ Preparing oneself for effectively managing branch employees
- ☞ Enhancing branch employees' self-efficacy (confidence)
- ☞ Practicing effective influence over branch employees
- ☞ Doing effective handling of conflict among and with branch employees
- ☞ Providing fairness to bank branch employees
- ☞ Creating high motivation level among bank branch employees
- ☞ Inspiring branch employees for exceptional performance

These inputs can help a branch manager to make bank branch employees confident, motivated, inspired, and happy. These programme inputs can also enhance effectiveness of a bank branch manager and of a bank branch.

Content

- Preparing oneself for effectively managing branch employees: Managing work stress and attaining well-being
- Methods for enhancing bank branch employees' self-efficacy (confidence)
- Effective use of influence behaviors to exercise positive influence over bank branch employees
- Methods for constructively resolving conflict among and with bank branch employees
- Creating a climate of fairness in a bank branch and providing fairness to bank branch employees

- Methods for motivating bank branch employees through goal-setting, recognition, and enriched jobs
- Inspiring bank branch employees for exceptional performance

About the Programme Coordinator

All sessions in this programme will be single-handedly covered by the Programme Coordinator, Dr Badrinarayan Pawar, Professor at NIBM, Pune. Dr Pawar received PhD from Oklahoma State University in 1996 (with the highest possible cumulative GPA of 4 out 4). He received the membership of Phi Kappa Phi in recognition of his academic performance in the PhD program. He has about two decades' of teaching (including about a decade of teaching in IIMs in India) and research experience. His research has been published in international journals and Dr Pawar is the author of a book and the co-author of another. For his single-authored workplace spirituality research articles, the number of citations received exceeds 500 and for his entire published single-authored and co-authored works, the number of citations received totals to over 1,600 as reported in September 2018 at <http://scholar.google.co.in/>.

Likely Benefits of the Programme for Banks

Based on the inputs from this programme:

- Branch managers may be able take systematic actions to effectively manage bank branch employees.
- Branch managers may be in a position to act confidently in influencing, motivating, and inspiring their bank branch employees.
- Bank branch employees' job satisfaction, motivation, and effort levels are likely to be enhanced.
- Branch managers may be able to enhance the effectiveness of their bank branches.

Pedagogy

**Lectures, discussions, assessment instruments,
exercises, and role plays.**

Target Audience

**Bank Branch Managers and
Future Bank Branch Managers**

Dates

November 19 – 21, 2018

The programme will commence at 9.00 am on Monday, November 19, 2018 and will conclude by 5.00 pm on Wednesday, November 21, 2018. Participants are requested to reach NIBM campus by the evening of November 18, 2018.

Venue

NIBM Campus, Kondhwe Khurd
Pune, India.

Accommodation

The programme is fully residential. Participants will be provided well-furnished single room AC accommodation in the Institute's hostel complex on the campus. However, they will not be permitted to bring their family members to stay on the campus. In case any Officer/Executive with physical/medical disability is being nominated, kindly inform us in advance with particulars of disability to facilitate necessary arrangements.

The Institute has facilities for outdoor and indoor games and a large walking/jogging trail for physical fitness besides a yoga centre. Participants are therefore encouraged to bring appropriate clothes/gear.

Programme Coordinator

Dr Badrinarayan S Pawar

(PhD, Oklahoma State University)

Professor

at NIBM, Pune

Last Date for Receiving Nominations:

November 10, 2018

Last Date for Availing Early Bird Incentive of 5%:

November 5, 2018

(See fee structure on
home page of the website)

Nominations and Enquiries

Please address your enquiries and
nominations to:

Dr Badrinarayan Pawar

(PhD, Oklahoma State University)

Professor

Programme Coordinator

National Institute of Bank Management

NIBM Post Office, Kondhwe Khurd

Pune 411 048, India.

Tel. : 0091-20-26716000 (EPABX)

0091-20-26716286 (Direct)

Fax : 0091-20-26834478

E-mail : pawar@nibmindia.org

Website : www.nibmindia.org

Programme Fee (per participant)

US \$ 1200 for foreign participant

(See fee structure on home page of the website for incentive)

	Fee	GST	Fee+ GST	TDS
Member Banks :	26400	4752	31152	2640
Non-Member Banks :	31200	5616	36816	3120

The fee includes the cost of tuition, board and lodging facilities, teaching material, etc. (Goods and Services Tax (GST) @ 18%, and TDS @ 10%. Kindly send the TDS Certificate on priority to NIBM).

Mode of Payment for Indian Participants

- The fee may preferably be transferred by RTGS/NEFT/ECS to our A/c No. 20002400021 with Bank of Maharashtra, NIBM Branch, Pune (IFSC Code MAHB0001124). NIBM PAN No. AAATN0040P and NIBM GSTIN No. 27AAATN0040P1ZJ.
- National Institute of Bank Management
NIBM Post Office, Kondhwe Khurd, Pune 411 048, INDIA.

Mode of Payment for Foreign Participants

Mode of Remittance: SWIFT*

- Name & Address of our Bankers : Oriental Bank of Commerce
C-2, Shop No. 4-5, Bramha Estate
Kondhwe Khurd, Pune 411 048
Maharashtra, India
- Name of the Account : National Institute of Bank Management
- NIBM's Bank Account No. with Oriental Bank of Commerce : Current A/C 11281131004402
- Bank's Swift Code : ORBCINBBFCP
- Oriental Bank of Commerce A/c No. with Correspondent Bank : 36152559
- Preferred currency : USD
- Correspondent Bank : CITIBANK N.A.
- Swift code for Citi Bank : CITIUS33

*** The Foreign Bank Charges/ SWIFT charges/Commission is to be borne by the remitter. The fees mentioned in the invoice/brochure is to be paid to NIBM, net of all bank charges.**

***Payments will be accepted only through electronic mode.
Cheques/DDs/Pay Orders will not be accepted.**

- For all electronic remittances, kindly send a confirmatory e-mail at: accounts@nibmindia.org giving details of the remitter and participant, name and dates of programme, etc.

Please see programme fee structure on home page of the website for early bird incentive, incentives for SAARC and other developing countries, mode of remittance, Pune City route map and local conveyance.