



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA202 - HUMAN RESOURCE MANAGEMENT

I YEAR /II SEMESTER

Unit 3 - TRAINING AND EXECUTIVE DEVELOPMENT

Topic 2: Executive Development Programme



EXECUTIVE DEVELOPMENT

Executive Development is a planned, systematic and continuous process of learning and growth by which managers develop their conceptual and analytical abilities to manage.

- ▶ Participation in formal courses of instruction and actual job experience.
- ▶ Concerned with improving the performance of managers through opportunities for growth and development.



CHARACTERISTICS OF EDP

Continuous process

Knowledge updating activity

- ▶ Vehicles for attitude change
- ▶ Stimulant to higher competence
- ▶ Deficiency improver
- ▶ Self-development process



BENEFITS

It helps manager to develop their skills to face cut-throat competition

- ▶ It helps in developing better relations with the labor
- ▶ It helps managers in facing problems related to technology and institutions.
- ▶ It helps in providing training and education to understand and adjust to changes in socio-economic changes.
- ▶ It helps manager to broaden their outlook.



BENEFITS

It helps in developing positive effect on the bottom line.

It helps in developing proper networking between executives.

- ▶ It helps executive to communicate effectively with subordinate and top management people.
- ▶ It helps in enhancing the performance of executive.



COMMON PRACTICES

Processes to align Executive Development to the Business Objectives.

- ▶ Parallel Development of Individual and Learning Organisations.
- ▶ Development of Critical Individual Competences.
- ▶ Selected but comprehensive Menu of Development Options.
- ▶ Development of Global Partnerships, Networks, and Alliances.
- ▶ Need to create competitive advantage through Executive Development.



RECAP

QUESTIONS???

THANK YOU