

# Institute of Applied Psychology and Human Capital



**India's pool of young university graduates is estimated at 14 million ... only 10% to 20% of these graduates are suited for work in multinational companies ... the remaining have to develop work-ready skills for employed - McKinsey Global Institute**

## GRADUATE WORK READY CAPABILITIES

Management research shows that Senior Managers of multinational companies want graduates with the following attributes to be successfully employed:

- Current management knowledge
- Evidence based decision making
- Critical and reflective thinking
- Cooperative team players
- Effective communicators
- Effective time managers
- Leaders by example
- Ethical managers

## WHAT WE DO

IAPHC is an international training institute based in Melbourne, Australia. IAPHC offers Professional Development (PD) courses in both Australia and international markets. The Institute specializes in customized Graduate PD (GPD) courseware to develop contemporary management knowledge and work-ready graduate attributes for current MBA students.

GPD courses in India are offered for students who aspire to work in multinational companies.

## WE PROVIDE THE 2<sup>nd</sup> EDUCATIONAL LINK



Adapted from Mariappanadar (2009)

All participants receive copies of the program materials and access to resources on the Institute's web site

## Gaining the attributes and skills to increase your opportunities for employment

### HOW OUR COURSES COMPLEMENT ACADEMIC COURSES

Employers of management graduates believe that academic institutes provide the 1<sup>st</sup> educational link, delivering the science or theories of management in their courses. At the IAPHC, our GPD courses provide a 2<sup>nd</sup> educational link that complements the programs offered by management institutes.

GPD courses build on the knowledge offered by academic institutes to provide graduates with additional opportunities to combine management theory and practice in simulated workplace settings. This process develops work-ready (employability) capabilities and increases a graduate's capacity to find their dream position in a multinational companies and become a star employee.

GPD courses are specifically designed around proven student centered pedagogy. This approach enables students and recent graduates to develop contemporary management knowledge and acquire the attributes that provide the capabilities to tune in quickly to the day-to-day requirements of a company.



### GRADUATE PROFESSIONAL DEVELOPMENT COURSE OUTCOMES

On completion of each GPD courseware, IAPHC provides an individualized report for each participant, based on holistic rubric principles and a *Completion Certificate*. The report highlights a participant's level of achievements in developing the stated graduate attributes necessary to become work-ready. Total marks and equivalent grades achieved are included in the GPD Report.

### RECOGNITION

The Graduate Management Association of Australia (GMAA) certifies that the GPD courseware of the IAPHC meets the Continuous Professional Development standards of the association.

IAPHC students would be eligible to join the GMAA.

Courses of the IAPHC may be eligible for credit into academic programs. Visit [www.iaphc.com.au](http://www.iaphc.com.au) for details.



## Bridging theory and practice to develop work ready graduates



The Institute was established in 2004 by a group of academics and professional consultants to provide university quality non-award professional development education for business practitioners in China and the South East Asian region. With an established presence in these regions, the Institute will expand into India in 2012.

The daily affairs of the Institute are managed by the Dean of Studies, who reports to the management group in Melbourne, Australia. The Board of the Institute is the governing body and is responsible for the Institute's conduct and programs.

The Institute Board consists of the Chairman, one Executive Director and one non-executive Director. The Institute Board has a Program Committee and a Finance Committee. The Institute Board also uses an Advisory Board, which consists of experienced international academics and industry leaders.

## and Human Capital

### OUR PROGRAMS

- Applied Psychology in the Workplace
- Sustainable Human Capital Management
- Human Capital, Innovation and Knowledge Management
- Managing Multinational Enterprises

### Complementary Courses

- E-Human Resource Management
- Leadership for High Performance
- Sustainability Issues in Management and Enterprise

### WHO SHOULD ATTEND

Current MBA students studying in their 3<sup>rd</sup> and 4<sup>th</sup> semester and recent graduates aspiring to work in the management field.

### WHERE AND WHEN

The institute offers GPD courses in partnership with management institutes in major cities in India during the 3<sup>rd</sup> and 4<sup>th</sup> semester breaks.

### WHO DELIVERS GPD COURSES

Experienced and qualified international course leaders with industry and academic experiences facilitate IAPHC courses.

### HOW LONG

Each GPD course requires attending 36 hours of intensive mode face-to-face workshops over 5 days in your institute. In total, 120 hours of structured self study occurs in each course.

### INSTITUTE BOARD

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