**Paper I - Business Strategy and HRD**

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| 1 | What is an OD Intervention and what are the steps to be followed while developing an OD intervention?  Why do HR and OD strategies fail sometimes? Elaborate on each. | Submit Your Answer |
| 2 | Do a comparative analysis of the various models of internal and external environment analysis. Given limited resources and time at the disposal of the organization, in your opinion, which needs to be given preference for strategic growth and planning? | Submit Your Answer |

#### Paper II - Instructional Design

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| 1 | You have to conduct a two days programme on “Communication skills” for a government organization. i) State 10 questions you would ask the HR Dept regarding the programme ii) Describe the Instructional model you will adopt for the design of the programme with specific  reasons for the selection. | Submit Your Answer |
| 2 | Describe how you will plan/implement a “Time management” programme for a pharmaceutical company  considering the 9 parameters for retention of learning with specific relation to the training topic selected. | Submit Your Answer |

#### Paper III - Training Methods – Cognitive

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| 1 | You are the VP HR of a leading Tyre company based at Delhi with distribution network across the  country managed through branch offices. As part of yearly performance appraisal exercise you have  identified some territory managers to be promoted as branch managers. Prepare a detailed report on  probable training methods which can be incorporated to train the said employees.  Please provide overview of the methods along with the pros and cons of using the said training methods. | Submit Your Answer |
| 2 | Electronic Training or e-training is an umbrella term for training enhanced using computers or allied  technology. Discuss in detail the various technologies that can be used to deliver training online.  Discuss with a live example or case, any e-training technique successfully used in an organization to  solve some issues/ challenges / problems. Please provide tips to convert traditional programs to  electronic training. | Submit Your Answer |

**Paper IV - Training Methods – Experiential**

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| 1 | Suggest the ways to make Role Play method of training more effective and vibrant, Highlight the target  audience, contents, duration, situation in which through role plays can be leveraged to create a social  revolution. | Submit Your Answer |
| 2 | Future training programs should break the traditional realms like technical, domain and soft skills  and integrate modules on sustainability issues, global warming and climate change, comment in detail. | Submit Your Answer |

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#### Paper V - Facilitation Skills

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| 1 | Differentiate between Training & Facilitation? As a Facilitator for Pablo INC, Milano, Italy consider  the important areas to be considered for designing an elaborate Session Plan for 20 mid-level managers  on the Topic ‘Conflict Resolution’. | Submit Your Answer |
| 2 | Bring out the importance & features of Virtual Facilitation. As a part of the L & D Team of Genesis  LLP, North Carolina please chart out a Virtual Cohort for ‘creating Customer Delight’ for a sales team  of Voila electric cars dealership based in the Bahamas. | Submit Your Answer |
| 3 | What are the qualities required for an Effective Facilitator. Support with an example of using  ‘Story-Telling’ as a Facilitation technique at Karpagam Enterprises, Chennai. | Submit Your Answer |

#### Paper VI - Presentation Skills

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| 1 | 1. You have been asked to conduct a training as under:  a. Title – Leading Teams b. Duration – two days c. Batch Size – 30 d. Participant profile - middle management executives from different departments of the same 2. organization coming from different locations.  Prepare an icebreaker that you will conduct during this training. Give all details and the reason 3. for selecting the icebreaker | Submit Your Answer |
| 2 | 2. You are the L&D Manager of a large MNC and have coordinated a training program as under:  a. Title – On-boarding of fresh Graduate Engineers Trainees b. Duration – Five days c. Batch Size – 50 d. Participant profile – Fresh Engineers from different Institutes, and different engineering streams  recruited for different locations in different departments of your organization. e. Trainers – You, your two colleagues from the L&D Departments, all HODs and two external trainers  giving soft skills inputs on being professional, basic communication skills, and Teamwork  The program went off fabulously.  Please prepare a report on the training to send to your General Manager. | Submit Your Answer |

#### Paper VII - Training Measurement and Evaluation

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| 1 | Write short notes on the following (any two) with examples: (5+5) a) Success Case Study Method b) Appreciative Enquiry Approach c) Robert Brinkerhoff’s Six-stage Model | Submit Your Answer |
| 2 | You are the Global Training Manager for a Multinational company. You have recently conducted one  Technical training and one Behavioral Training for your participants in your organisation.  The participants are the High Potentials (HiPos). You need to prepare a report for your Management  on the effectiveness of the two trainings. a) Explain Donald Kirkpatrick Model of Training evaluation. Mention the evaluation strategies at each  level for the one Technical and one Behavioral training that was imparted. b) How would you assess the effectiveness of the two trainings to present to your Management | Submit Your Answer |

#### Paper VIII - Managing the Training Process

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| 1 | What do you understand by a training plan? Explain various components of a training plan. | Submit Your Answer |
| 2 | You are working as a trainer in a leading Training Consulting Firm. How will you prepare Marketing  Mix for a newly developed training module by your firm? | Submit Your Answer |
| 3 | You are developing a new training program on Soft skills to be announced as an open program.  Kindly list the latest training aids available for use by trainers during such training programs.  Explain the factors that will be considered by you for selection of training aids. | Submit Your Answer |