THE INDIAN SOCIETY FOR TRAINING & DEVELOPMENT ISTD
The objectives of the Society are to:

- Promote a better and more effective utilization of human resources through education, training and development in all spheres of Govt., agriculture, industry, commerce, education, infrastructure services and other sectors;
- Provide leadership and promote study and application of professional principles and practices in the field of training and development in order to assist managements and administrations to develop and maintain their organisations effectively;
- Promote an understanding of training and development as a basic responsibility of management and administration and to assist the organisations in planning and implementing their programmes for manpower development with a view to maintaining their effectiveness and facilitating their adaptability to changing problems and challenges;
- Stimulate thought and efforts for the dissemination, exchange and furtherance of information, knowledge, research, techniques, materials, aids, skills and attitudes in the field of training & development;
- Sponsor appropriate research and/or publish necessary literature, books, journals, newsletters, pamphlets and reports etc;
- Encourage and assist in the promotion of professional schools and other institutions allied with the objectives of the Society and offer professional degrees, diplomas and certificates;
- Institute and establish scholarships, grants, awards and prizes to encourage study and research in the field of training & development;
- Establish, organize or assist in setting up professional institutions, libraries, laboratories and exhibitions and other departments for the promotion of the activities of the Society;
- Conduct or assist in organising conferences, meetings, lectures/seminars, workshops or other programmes;
- Co-operate with institutions, bodies and agencies having similar objectives, for the promotion and development of the training & development movement in the country;
- Maintain constructive liaison or join any association, organization or to seek or grant affiliation to any other body having similar objectives in India or abroad;
- Constitute, support and assist in the establishment of Chapters of the society throughout India to take its activities more effective and to spearhead the training & development movement throughout the country by giving full scope for the development of local ingenuity and talents; and Foster a feeling of fellowship among its members and to promote understanding and goodwill among all persons, working in the field of training & development.
INTERNATIONAL AFFILIATIONS

ISTD is affiliated as a founder member to the International Federation of Training & Development Organisations (IFTDO), Geneva. ISTD members have played leading roles in the management of IFTDO by holding responsible offices such as President, Chairmen of Committees, governing board members, etc.

• ISTD has an agreement with the American Society for Training & Development (ASTD) for mutually sharing resources and extending benefits to members of the respective organisations.

• ISTD has signed a Memorandum of Understanding with Bahrain Society for Training & Development agreeing to cooperate with each other and extend necessary help and assistance for the furtherance of their common aims and objectives.

During 1998-99, ISTD conducted a challenging consultancy assignment, assigned to it by IFTDO which was asked by UNDP, to do as a part of the project for four countries, of which India was one, on the ‘Role of the Family in Human Development’. The study in relation to India was successfully completed by ISTD and well appreciated by the IFTDO for our participation and note-worthy report.

THE ORGANISATION

ISTD is managed by a National Council, headed by the National President at the apex level and Managing Committee headed by a Chairperson at the Chapter level. They are assisted by other office bearers and functional committees in a wide spectrum of activities.
ISTD has a network of 47 Chapters located in major cities all over the country with the National Office at New Delhi.

**NORTH (12)**
- Allahabad
- Gurgaon
- Chandigarh
- Chittorgarh
- Dehradun
- Delhi
- Noida
- Jaipur
- Kota
- Lucknow
- Meerut
- Udaipur

**EAST (8)**
- Berhampur
- Bhubaneswar
- Guwahati
- Jamshedpur
- Kolkata
- Ranchi
- Sambalpur
- Shillong

**WEST (17)**
- Anand
- Ahmedabad
- Aurangabad
- Bhopal
- Goda
- Hinganghat
- Indore
- Islampur
- Jabalpur
- Kakrapar
- Mumbai
- Nagpur
- Nashik
- Navi Mumbai
- Pune
- Silvassa
- Vadodara

**SOUTH (10)**
- Bengaluru
- Chennai
- Coimbatore
- Hyderabad
- Kochi
- Mysuru
- Sahupuram
- Mangalore (Udupi)
- Thiruvanthapuram
- Visakhapatnam

Year after year, new Chapters are being established/opened to add to the society’s geographical spread.
MEMBERSHIP CATEGORIES OF MEMBERSHIP

**Member:**
Shall be an individual who is engaged/interested in the field of Learning and Development, at least 21 years of age and is graduate of a recognized University or 3 years full time Diploma from AICTE affiliated institutes having minimum 3 years’ experience in the area of Learning and Development.

**Fellow:**
A Fellow shall be a person who has distinguished himself/herself in the field of Learning & Development after working in this field for at least fifteen years and has at least three years standing as Life member of the Society and on whom Fellowship is conferred by the National Council on the basis of, recommendation by the members of Fellowship Committee consisting of five existing Fellows including Chairperson of the Committee. The Chairperson of the Fellowship Committee will facilitate with other members of the Fellowship Committee and communicate the decision to the National President. The recommendation for awarding fellowship should be on a majority basis made by at least three out of the Five members of the Fellowship Committee.

**Associate Member:**
Shall be an individual who in some manner falls short of the eligibility criteria of membership and is preparing himself/herself for a career in the field of Learning and Development. 18 years is the minimum age for Associate Member.

**Institutional Member:**
Shall be a body of any Government agency, or any other body of corporation, statutory or otherwise, or any organization or any Association, whether incorporated or not, which subscribes to and is interested in the furtherance of the objectives of the Society. Each Institutional Member shall be entitled to nominate for membership benefits 2 nominees against the basic membership subscription and additional nominees(s) by paying such additional subscription as prescribed by the National Council from time to time.

**Honorary Member:**
Shall be a person nominated by the National Council at the time of Annual General Meeting who has distinguished himself/herself in the field of Learning and Development after working in the field for a period of at least 15 years and whose association with ISTD is considered invaluable.
MEMBERSHIP

BEENEFITS

Being a Member of ISTD is in itself a recognition for the member as a professional in the training and development field and adds to his/ her standing and stature. The profession also stands to gain as it will have a clout with Government and other agencies when the Society has a large membership from diverse fields.

Membership of the ISTD helps the Members in:

- Keeping abreast of experiments and experiences of other professionals in the country and with the outside world. Participating in an All-India forum for exchange of ideas, views and information.
- Securing valuable support of experienced professionals in specific tasks of training and development.
- Having easy access to opportunities to contribute to professional activities through ISTD in its training programmes, consultancy assignments, etc.
- Participating in National Conventions and Seminars/Training Programmes and other training related activities of ISTD at concessional fees.
- Receiving ISTD News, the quarterly Newsletter, on the Society’s activities, and the Newsletter of their Chapter as and when issued.
- Receiving other ISTD publications at a special discount.
- Publication in Conferences of IFTDO, ARTDO and ASTD and training programmes organised by ISTD at concessional rates.
- Photo Identity / Smart Card and Life Membership Certificate for Life Members.
- ISTD organises from time to time authoritative and informative talks, lectures, etc by eminent persons to which the members have free access.
- Undertake MDP’S and Contact classes as Faculty and conduct Project studies, etc.
- ISTD organises from time to time: talks, lectures etc. by eminent personalities/experts, to which the members have free access.
PROGRAMMES/ ACTIVITIES

CONFERENCES/ CONVENTIONS (NATIONAL /INTERNATIONAL)

ISTD organises National and Regional Conventions generally every year, attended by delegates from all over the country, to discuss future perspectives of Training & HRD. This provides a national platform where people can share their views with decision makers and professionals, who matter. ISTD has also hosted several International Conferences from which members benefitted immensely.

These include:

- ISTD had successfully hosted the 42nd IFTDO World Conference and Exhibition with the theme “Capability Building for Cutting Edge Organizations in New Business order” at New Delhi from April 23-26, 2013. This was inaugurated by the Hon’ble President of India, Shri Pranab Mukherjee and attended by over 800 delegates from 32 countries. 141 speakers addressed the various sessions.
- 33rd IFTDO World Conference and Exhibition with the theme “Value Creation and Human Development - The Emerging Dimensions” at New Delhi from November, 22-25, 2004. This was inaugurated by the then Hon’ble President of India, Late Dr. A P J Abdul Kalam and attended by over 1200 delegates from 32 countries. 133 speakers addressed the various sessions; of these 62 were from Industries, 68 from academia and 3 from Media who included 34 CEOs and 21 VPs / Directors. The Govt. of India, Dept. of Posts brought out a Postal cover on the occasion.
- 23rd IFTDO World Conference on “Human Resource Development : Global Changes and Strategies in 2000 AD”, New Delhi, November 1994; the Conference was inaugurated by the then Hon’ble President of India, Late Dr. ShankerDayal Sharma and attended by over 800 delegates from 33 countries; the Govt of India released a postal stamp to commemorate the occasion.
- 4th IFTDO International Conference on “Human Resource Development: Experiences and Experiments”, New Delhi, November, 1975; the conference was inaugurated by the then Hon’ble President of India, Late Shri Fakhruddin Ali Ahmed and attended by over 600 delegates from around 30 countries.

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TRAINING PROGRAMMES

ISTD has been conducting a number of specialised national training programmes independently as well as in collaboration with the Training Division, Department of Personnel and Administrative Reforms, the Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises, Ministry of Statistics and Programme Implementation, SCOPE, etc. Programmes cover a diversity of Functional areas such as:

- Train the Trainer
- Finance for Non-Finance
- Business excellence for Women Managers
- Linking HR with Business Strategy
- Family Business: Managing Growth and Transformation
- Design Thinking Workshop
- Emotional Intelligence
- Certification Program: Assessment & Development Centre Approach to Competency Mapping
- Certification Program for Ace Trainer
- Creating high impact through powerful presentations
- Boost your career with Social Media
- First Time Managers Program
- Certification Program on: “Labour Laws”
- HR Analytics for Business Excellence
- Certification Program in Counselling Skills
- Effective Selling Skills

NEW PROGRAMMES IN DIVERSE AREAS ARE ALSO TAKEN UP AS AND WHEN SUCH NEED ARISES.
LIBRARY AND INFORMATION SERVICES IN HR/TRAINING
ISTD National Office has a full-fledge library with a large collection of professional books and journals and Project Reports submitted by the Diploma Students. Members can access the library and other information services on Training/HRD.

PUBLICATIONS
ISTD has an ambitious publication programme and its books are widely sought after. These are both research oriented and meant for popular reading. The customised training programmes of ISTD have served a very useful purpose over the years for their clients.

Indian Journal of Training and Development (IJTD), a quarterly journal, Trainers and Training Institution’s Directory. It has covered a wide range of topics such as:

- Case Study - A Training Tool
- Management Training and Development - An Evaluation Approach
- Human Resource Development: Global Changes and Strategies in 2000 AD
- Human Dimension of Total Quality Management
- Training & Development: Towards an Integrated Approach
- Enhancing Performance Through Feedback & Counseling
- Essays in Longitudinal Thinking - Managing Change with Continuity
- Creating Value Through People
- Memorable Experiences in Training
- Enhancing Management Effectiveness - Case Studies for Trainers
- Quality in Training
- Total Quality Person
- Innovative Best Practices in HRD & Training

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The skill level and educational attainment of workforce of any country determines the productivity as well as ability to adapt to the changing industrial environment. In India the majority of work force does not possess marketable skills which is an impediment in getting decent employment and improvement of economic conditions. The reasons for this are that a large percentage of population living below poverty line, early school drop outs and non-availability of sufficient institutes to cater for millions of persons who enter the market every year.

The skilled development at present is taking place mostly in an informal way i.e. acquiring skills at work places where they help their parents, relatives and employees etc. Such persons do not have a formal training and certificates and thus earn lower wages and are exploited by employers. Ministry of Labour & Employment, through DGE&T, to meet the challenge created a system of Training & Certification are not only recognising their skills but also provide education and training as a mode that suits their economic compulsion. Further, to ensure better quality training delivery and assessment function were separated from each other. Accordingly, ISTD, based on its availability of trained manpower and spread of Chapters throughout the country, was asked to undertake Pilot Project for assessment of candidates and on successful completion was nominated as a Nodal Agency for assessments for Testing and Certification of Skills for all Sectors and for all States.
DIPLOMA IN TRAINING & DEVELOPMENT

The Diploma Programme in “Training & Development”, introduced in 1979, is a distance learning programme of 18 months’ duration. The programme is approved by the Department of Personnel and Training, Govt. of India for its Faculty Development Scheme.

The Programme aims to help those who are engaged or wish to engage themselves in HRD and Training activities; to provide specialisation in functional areas of training and human resource development; and to contribute to the career development of such persons who seek further advancement on the basis of a recognised professional qualification.

AWARDS

ISTD has initiated the following awards on annual basis to encourage HRD professionals in the country:

1. NATIONAL AWARDS FOR INNOVATIVE TRAINING PRACTICES
The award is intended for organisations which have adopted innovative practices on human resources development in their respective organisations during the year.

2. BOOK AWARD
The award has been instituted to encourage Indian writers who have made outstanding contributions to the understanding of management principles and practices in the country.

3. BEST MEMBER AWARD
The Best Member award is given to a Member of ISTD based on his/her good standing in ISTD (National or Chapter level)

4. BEST CHAPTER AND BEST SMALL CHAPTER AWARDS

5. BEST PAPER AWARD
The best Paper award is given to the merited Best article published during the year in the Indian Journal of Training and Development (IJTD) of ISTD.

6. KAMLA AWARD
Kamla Award is given to a woman writer for the Best article published in IJTD during a year.

ISTD OFFERS

- Assistance for organisation of need-based in-company training and development programmes.
- Assistance in identification and selection of resource persons.
- Consultancy on design and content of training programmes.
- Assistance in the study and analysis of organisational problems with special reference to training inputs.
- Consultancy in HRD structure, systems, policies and processes.
- Opportunities for collaboration in HRD/Training.
INDIAN SOCIETY FOR TRAINING & DEVELOPMENT
ANNOUNCES ADMISSION FOR DIPLOMA PROGRAM IN TRAINING & DEVELOPMENT
(Recognized by Ministry of HRD, Govt. of India) DISTANCE LEARNING PROGRAM

Commencing from 1st February & 1st July (LAST DATES: 31st January for January Batch & 31st May for July Batch)

DURATION: 18 Months (10 theory papers followed by Internship/ live project)

ELIGIBILITY: Graduate of a recognized University or its equivalent recognized Diploma OR Post Graduate or its equivalent recognized PG Diploma in any discipline.

CONCESSIONAL FEE:
I.) Rs. 40,500/- for ISTD Permanent Institutional Members in one lump sum and SC/ST category can be deposited in three equal instalments of Rs. 14,000/- each.

ii.) Rs. 25,000/- can be deposited in two equal instalments of Rs. 12,800/- each for Armed Forces Officers/Central Police Organisation/Para Military Forces/State Police Officials and Senior Citizens.

APPLICATION PROCESSING FEE:
Rs.1500/- (non-refundable).

COURSE FEE:
Rs.45,000/- (non-refundable) can be deposited in three equal instalments of Rs. 15,500/- each by NEFT/DD in favour of “ISTD (Diploma Programme)” payable at New Delhi.

DIPLOMA EXAMINATION CENTRES:
Ahmedabad | Bangalore | Bhopal | Bhubaneswar | Chandigarh | Chennai | Chittorgarh | Delhi Gurgaon | Guwahati | Hyderabad | Jaipur | Jamshedpur | Kochi | Kolkata | Lucknow | Mumbai Nagpur | Navi Mumbai | Pune | Ranchi | Silvassa | Trivandrum | Udaipur | Vadodara Visakhapatnam

PLACEMENT FACILITATION
After successful completion of Course, for further details please Contact at:
Diploma Program Office
INDIAN SOCIETY FOR TRAINING & DEVELOPMENT “Training House”
B-23, Qutab Institutional Area, New Delhi - 110016

Tel: 011-41688772 / 26857157
Mobile: 9971300653
Email: diploma@istd.co.in
PRESIDENTS EMERITUS
(Past Presidents of the Society who have made an outstanding contribution in the field of HRD and have rendered extraordinary services to the Society are conferred the honour of President Emeritus)

• Late Shri B C Mathur, IAS
• Dr Uddesh Kohli
• Shri Sharu S Rangnekar
• Late Dr S R Mohnot
• Late Dr Dharmi P Sinha
• Prof Y K Bhushan
• Prof J Philip
• Late Dr P N Singh
• Prof Vinayshil Gautam
• Dr B R Singh
• Prof B R Virmani

ISTD PRESIDENTS

• 1970 - Late Shri J P Saigal
• 1971 - Late Shri J M Kitchlu
• 1972 - Late Shri S K Parathasarathi
• 1973 - Shri A D Sinha
• 1974 - Late Shri B C Mathur, IAS
• 1975 - Shri Sharu S Rangnekar
• 1976 - Late M K Kumar
• 1977 - Late Prof Nitish R De
• 1978 - Late Dr V Ramchandran
• 1979 - Prof J Philip
• 1980 - Late Shri B G Varshney
• 1981 - Late Dr Dharmi P Sinha
• 1982 - Dr R D Mohota
• 1983 - Dr Uddesh Kohli
• 1984 - Dr Uddesh Kohli
• 1985 - Late Dr S R Mohnot
• 1986 - Late Dr P N Singh
• 1987 - Dr B R Singh
• 1988 - Prof Vinayshil Gautam
• 1989 - Prof Y K Bhushan
• 1990 - Prof B R Virmani
• 1991 - Shri J N Amrolia
• 1992 - Dr Rajan Saxena
• 1993 - Dr Ram Prakash
• 1994 - Shri U K Dikshit
• 1995 - Late Shri Sami Mallick
• 1996 - Shri C D Jose
• 1997 - Dr Sunil Abrol
• 1998 - Late Shri V Krishnan
• 1999 - Shri M B S Sastry
• 2000 - Prof C M Srivastava
• 2001 - Dr S Venkataraman
• 2002 - Prof Ashoka Chandra
• 2003 - Dr S K Tamotia
• 2004 - Late Shri Subir Raha
• 2005 - Dr N M Konadap
• 2006 - Shri Shekhar Arora
• 2007 - Dr R P Singh
• 2008 - Dr Upinder Dhar
• 2009 - Dr Y Manohar
• 2010 - Shri P Bhattacharyya, IAS
• 2011 - Dr D K Banwet
• 2012 - Dr K R Gangadharan
• 2013 - Dr (Mrs.) Rajeshwari Narendran
• 2014 - Shri Y K Upadhyay
• 2015 - Shri Y K Upadhyay
• 2016 - Dr R Karthikeyan
• 2017 - Dr R Karthikeyan
• 2018-20 - Dr R Karthikeyan