

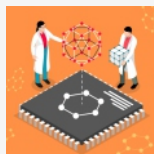


# IFTDO-2022 New Delhi, India



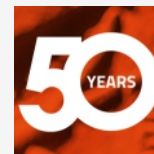
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IFTDO -  
50<sup>TH</sup> Conference



International  
Federation of  
Training and  
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Organisations

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## FROM THE EDITOR

Dear members,

The 49<sup>th</sup> IFTDO World Conference is all set to happen with pomp and splendor in the historic city of Delhi on 19, 20 & 21 May, 2022.

I am personally delighted that the conference I made a bid during Dubai Conference, grew in stature at Bosnia Conference, endured two years of delay due to the pandemic and is finally becoming a reality. Though the online conference held last year was truly global, nothing can match the excitement and fun of an offline conference.

IFTDO functioned with enormous grit and passion under the able leadership of Dr Ahmed Al Banna during the pandemic years. The commitment shown by the Board of Directors by prioritizing IFTDO activities, speak volumes of their efforts.

This issue gives the glimpses of what this federation is for the participants and partners of the world conference.

As the editor of this newsletter, I warmly welcome you to the historic conference and invite you to make your organization a member of IFTDO.

Let us come together to build a global learning community!

Happy Conferencing!!

Best Wishes,

Dr. R Karthikeyan

Editor



*IFTDO does not necessarily agree with the comments expressed in this newsletter and does not accept responsibility for any views stated therein.*

**Dr. Ahmed Al Banna**

Chairman, IFTDO

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# IFTDO Chairman's Message

It is with pride I address the IFTDO Members across the world for being part of our success. I also express my thanks and appreciation with a tremendous sense of gratitude to the Board Members, who made some drastic, but necessary decisions during the last challenging two years.

I am delighted to be a part of this valuable and diligent organization. We have succeeded in bringing together the strength of people with diverse views and different business experiences through our diverse board, which is essential for dealing with today's challenging external environment. On the other hand, Innovation can be achieved by a diverse human capital performing to their full ability. This is why I have encouraged all board members to enable diversity.

Currently, IFTDO represents 500,000 professionals from 30 countries, yet this solid network holds a history of great efforts and continuous contribution to the human capital development around the globe, this network is growing and we are harvesting the seeds of the hard work.

I am welcoming you all to the 49th IFTDO World Conference in India. An opportunity not to be missed after almost two years of events suspension due to the pandemic.

Our thanks and appreciation to the conference Patron, Speakers, Sponsors, Moderators, Partners, Press & Media, and to everyone who helped in making this major event a success yearly.

I hope you will find this conference nurturing and rewarding and we look forward to seeing you at the 50th IFTDO World Conference in Egypt to celebrate the Golden jubilee.

Warm regards,

Dr. Ahmed Al Banna  
Chairman





**Ranjan Kumar Mohapatra**

President, IFTDO

☎ +91 98711 44444

✉ [president2020@iftdo.net](mailto:president2020@iftdo.net)

# Message from President for 49<sup>th</sup> IFTDO World Conference & Exhibition

Greetings from IFTDO!

The world has traversed through two excruciating years of an era-defining pandemic that has challenged our perceptions of normalcy and has significantly altered our emotional, physical and socio-economic landscapes. While the world has left no stone unturned to rise above constraints and convert challenges into opportunities for growth, we continue to yearn for human companionship as we craft an agile, sensitive, empathetic and equity-based future. The 49<sup>th</sup> edition of the IFTDO World Conference and Exhibition, held after two digital editions, will be a precious landmark where all our stakeholders will come together for a physical conference where hearts will speak, and souls shall connect.

And as the President of IFTDO, I am thrilled and honored to welcome the eminent professionals, industry experts, exhibitors and dignitaries from across the globe who will illuminate this conference with their views, insights and warmth. I welcome you all to the land that has sheltered the world's oldest living civilization and stands tall as a melting pot of diverse histories, vibrant cultures and passionate people.

## **I welcome you all to India!**

The mantra of "Atithi Devo Bhava", which means "Guest is God", has been the mantra that has formed the core of India's rich culture. I am confident that the warmth of Indian hospitality will make this trip memorable for all the global participants.

I must also take this opportunity to share my sincere gratitude to the Government of India for its continuous patronage. We are particularly grateful to the Hon'ble Minister of Education, Skill Development & Entrepreneurship, Government of India, Mr Dharmendra Pradhan and

Hon'ble Minister of Petroleum & Natural Gas, Housing & Urban Affairs, Government of India, Mr Hardeep Singh Puri, for their guidance and encouragement. I must also thank our collaborative partners and sponsors, without whose support we could not have hosted this special event seamlessly. IFTDO Board Chairman Dr. Ahmed Al Banna, Advisor Dr. Ebrahim Al Dossary, CCC Chair Chris McDonagh and all other Board Members have stealthily supported our endeavour for which I am extremely thankful to them. Special thanks are due to the Board Members, who are physically making it to the Conference.

An event of this magnitude would never be possible without support of the host Organization, i.e., ISTD. National President Dr. Natraj Ray deserves special mention for his unstinted support at all level. I would like to acknowledge the Chairs and Co-Chairs of various IFTDO committees and the team members whose commitment has been the fulcrum around which IFTDO has weaved this mega-conference. Dr. Vinayshil Gautam, Chairman Steering Committee has been a pillar of support.

Once again, I welcome you all to the 49<sup>th</sup> IFTDO World Conference & Exhibition in India. I am confident that the conference's theme of "Strategies for an agile work culture - Pathways to The New Age" shall resonate with every stakeholder. I would also urge you to make the best use of this vibrant and enriching platform.

Thank You

Ranjan Kumar Mohapatra

President, IFTDO

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**Dr. Uddesh Kohli**

Hony. Secretary General,  
IFTDO

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## HONORARY SECRETARY GENERAL'S REPORT

We have had 2 Board meetings and one Executive Committee meetings since last Newsletter in January 2022. Following Committees have been set up:

1. Conference and Certification
2. Membership Services
3. Scientific & Awards
4. Women Empowerment
5. International Affairs
6. Youth & Entrepreneurship
7. Research & Publications
8. Public Relations
9. Strategy Execution

In addition, 3 Task Forces are working on: (i) Website development, (ii) Golden Jubilee celebrations, and (iii) MOU between IFTDO & ISPI. Following Task Force decision, the contract for the development of a new website for IFTDO, has been awarded to Wide Technology, Bahrain. The Golden Jubilee celebrations will take place along with 50th IFTDO World Conference in Cairo (Egypt) on November 20-22, 2023.

The 49th IFTDO World Conference is being held in New Delhi, India on May 19-22, 2022. information on the Conference is given in this Newsletter. Board has decided that AGM will not be held in conjunction with the Conference, but will be held virtually later in the year. However, a General Meeting of IFTDO Members will be held on May 20, 2022 during the Conference at New Delhi for a general discussion on IFTDO activities.

After receipt of funding from TOTAL Nigeria, the project on 'IFTDO - CWE Agric Business Empowerment for Women Small Holder Farmers in local communities in Ogun, Oyo, Lagos States', initiated under the leadership of Ms Janet Jolaoso, Chair of the Committee on Women Empowerment (CWE), has made good progress and is about 90% complete.

IFTDO - AFRICA has been registered as a Trust in Nigeria. process with the Corporate Affairs Commission in Nigeria and is expected to be completed soon. The Board of Trustees has been constituted and several meetings of the Board of Trustees have been held.

The IFTDO Awards 2022 have been decided- details appear elsewhere in this Newsletter.

Many of our members are continuing activities through webinars etc., during the continuing unprecedented crisis due to Covid19. I wish them all success and safe time.

Dr. Uddesh Kohli

Hony. Secretary General





## **IFTDO and ITOL is pleased to announce the: CERTIFICATE IN TRAINING AND DEVELOPMENT**

IFTDO and ITOL have formed a strategic partnership to provide a highly professional certificate in Training and Development. It is linked with the industry leading digital credentialing platform called Accredible. In future we are proud to announce that ITOL will be using Accredible's blockchain technology to provide Digital Certificates and Badges.

### **What does that mean?**

Well, it means we are drastically reducing our carbon foot print. In practical terms it means less paper, less print consumables and less power for printers etc.

You'll receive a Digital version of your Membership Certificate instead of the printed one (no more getting lost or damaged in the post) . All of our previously printed Certificates will now have a Digital version that can be shared and of course, if necessary, have a hard copy printed by yourselves.

Accredited Centres, Accredited Courses, Masterclasses, ITOL Qualifications, All Membership levels Certificates and Badges now have an electronic version that can easily be shared on LinkedIn, Facebook and any other social media platforms you work with.

Digital credentials are secure (we use blockchain technology) easily validated and immutable and that's perhaps the most important aspect of this decision we made.

There are 4 types of certificate that ITOL and IFTDO can offer. If you want to know more, please feel free to contact ITOL or IFTDO directly.

# From the IFTDO Archives

Photos of previous IFTDO conferences











## Certificate in Employability Skills

### About the certificate:

This certificate is designed as a specialized certificate provided by the International Federation For Training & Development Organization (IFTDO) in order to develop the necessary skills that are required globally in the work field by Job Seekers.

Also, to increase the level of job opportunities for job seekers by enhancing communication skills and self-confident in order to adapt to the labor market requirements.

### Training Unites:

**Module 1:** Understanding Mindset

**Module 2:** Positive Attitude/Behaviors at Work place

**Module 3:** Problem Solving and Decision Making at work

**Module 4:** IT Skills

**Module 5:** Time Management

**Module 6:** Working in a Team

**Module 7:** Job Searching /CV Preparations

**Module 8:** Job Interview

**Module 9 & 10:**

Any (2 Elective Subjects) of the following:

- ▶ Marketing Skills
- ▶ Accounting Skills
- ▶ Introduction to Human Resource Practices
- ▶ Professional Selling Skills
- ▶ Comprehensive English Language

### Learning Outcomes:

- Enhance the necessary skills to adapt in the work needs.
- Raising the level of self-confidence and motivation.
- Develop your communication and personal influence skills.
- Building the most important components of professional competencies.
- Opening new horizons in ways to search for a job.
- Develop the level of the essential skills.

### About the trainers:

Trainers who will deliver the above modules are normally highly professional trainers with experience and with high quality standards who can apply the best methods of training using exercises, applications and interactive activities for individuals and groups.

### Targeted Audience:

This training program is suitable for fresh graduates from School and university students those wishing to enter the labor market soon, as well as for fresh employees who want to improve their job levels and efficiency in the workplace.

### Assessment:

The trainees will be evaluated internally by the assigned training centers through a number of assessments and reports in addition to group and class activities for each module.

**Program duration: 8 weeks**

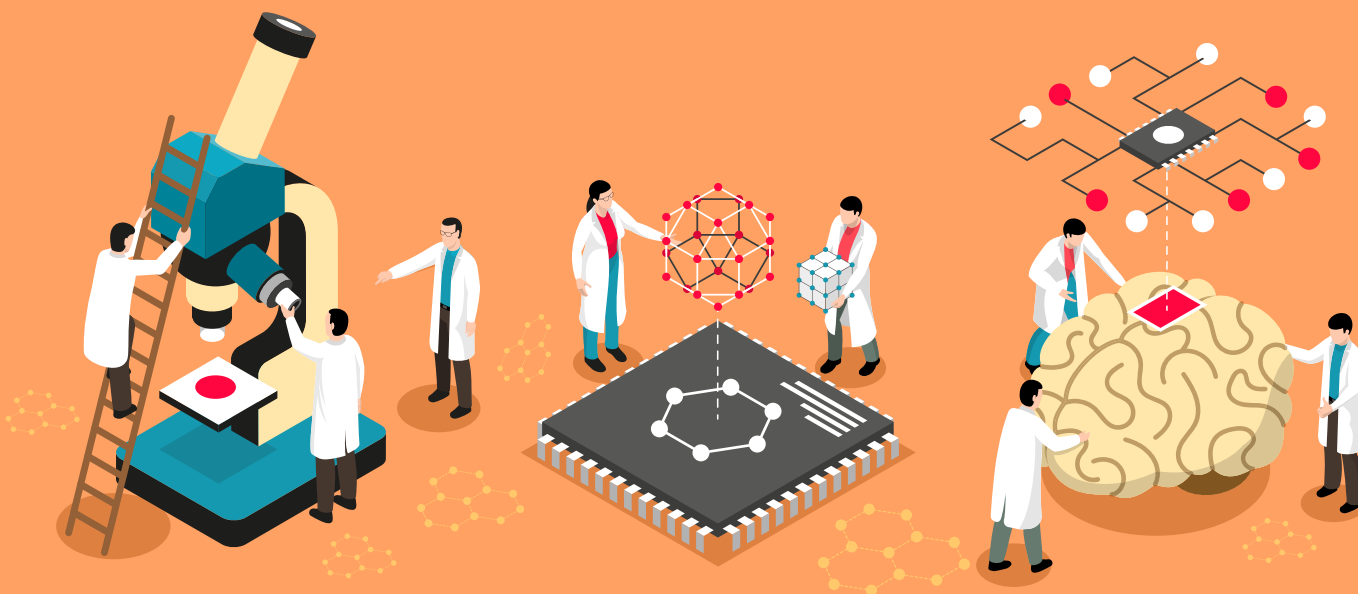


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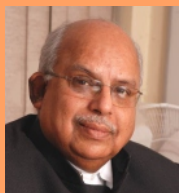
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# Research & Development: Context of IFTDO



**Dr. Vinayshil Gautam**, FRAS (London)  
Chairman, Committee on Research and Development, IFTDO  
Member, Board of Directors, IFTDO

Research and Development is an integral part of the functioning of any respectable and serious minded organization. This helps the organization, not only to stay in 'business', but to conduct its activities with increasing realism, credibility and growth.

The principle applies to all institutions such as corporates, educational entities, voluntary institutions and more. Keeping this in mind International Federation of Training and Development (IFTDO) decided to take its track record in research, forward, in a more systematic way with specific milestone of growth. Dr. Ahmed Al Banna, Chairman, played a leading role in this. He was enthusiastically supported by other members of the Board including, Mr Chris McDonagh the Chairman designate. Much preparatory work was done in the area and a detailed proposal was duly considered in the Board meeting of the Federation on 20<sup>th</sup> April, 2022. Currently it is a work in progress.

'Research' is widely taken as either being discovery of fresh material or re-interpretation of already known facts. Keeping this touchstone in mind, some proposals have been worked out as the future directions of research in IFTDO. An illustration will help to understand the approach. The context is of the Pandemic. As is known, unprecedented and extended experience of the Pandemic have impacted some of the facets/ weaknesses of "organised framework of 'work'". That these weaknesses may have existed in a very large number of institutions, even before the Pandemic, only multiplies the gravity of the overall problem.

The situation has been further aggravated, also, by the so far unchartered movement of labour from somewhere to nowhere. An example, say, from, the hospitality sector, may serve as an illustration.

Times Square in New York would be popularly perceived as a high watermark level of organised work and profitability. It is dotted with hotels and restaurants which cater to a relatively smaller number of local residents and large number of floating population. There are cases of high-flying brand names in tourism sector running institutions in buildings with forty, fifty floors or more with a hugely altered framework of services. Reportedly there are institutions which have 5-star rating now running with services which make changing of the linen in the rooms not just a routine affair. Kitchens have been closed and catering services, if being run at all are at a notional level. Food is expected to be brought in from restaurants of catering proximity. Emergency medical facilities in such institutions, which were even otherwise highly priced, are not easily available as of today. One is supposed, in times of need to google for a doctor. The hotel often declines assistance in even getting a taxi to go to a hospital, if it be required.

The list can go on. Some of this is acknowledged and some of this is known to the hapless who experience it. In the meanwhile, the rates of rental of a room or whatever else has not changed. In other parts of the world, to supplement the income of such properties a relatively new concept of 'staycation' has been floated. One is encouraged to move out of one's home to spend some time, possibly a few nights in a hotel.

Operationally, it means that some segments of the society have disposable incomes but are not able to get the services, at their normal place of stay. In short "organised framework of 'work'" is changing.

This seems to be a narrative in many parts of the world. Be that as it may, serious research analysis is needed in 'the world of work' to seek an answer for some of these propositions. One of the propositions that comes easily to the mind is whether work is going to demand working remotely for the next few years or whether answers are still unknown? What will constitute the best practises? Do HR manuals need to be revisited on such and similar assumptions? How will all this affect corporate culture?

These are large and fundamental issues. Work has to begin on them somewhere in an operationally oriented frame work. The rest would follow.

Even after this work begins, it will take time for answers to start flowing in. Their universalisation will be a still more extended process. In the meanwhile, life in the organised and unorganised sector would continue to evolve and define itself with its own organic logic.

There are some answers which one can seek and there are some questions which are still to be formulated.

At an aspirational level, research in IFTDO seeks to address some of these questions. The foregoing narrations is an illustrative curtain raiser.

IFTDO has many activities including annual world conferences, regional conferences , seminars, webinar, and so on. Below is one of its bi-monthly webinars, which was conducted on 24<sup>th</sup> March, 2022 on HR KPI and its importance to many Organizations.



The graphic features a dark blue background with a red horizontal band. At the top left is the MU logo (Université des Sciences Libanes) and the text 'Faculty of Business Administration'. At the top right is the IFTDO logo. The central text reads 'HR WEBINAR SERIES' with a stylized icon of three people. A circular badge on the right contains the number '05'. The main title 'KPIs in HR - Redesign in a Disrupted World' is displayed in a large white speech bubble. Below the title, contact information for Dr. Ali El Dirani is provided. On the right, a portrait of Dr. Elizabeth Sfeir is shown, followed by her name and title: 'Dr. Elizabeth Sfeir, Head of Management Dpt, Université Antonine, HR Consultant and HE Specialist.'

**KPIs in HR - Redesign in a Disrupted World**

**For more info:**  
[ali.dirani@mu.edu.lb](mailto:ali.dirani@mu.edu.lb)  
 00961 1 820 930 | ext: 709

**Dr. Elizabeth Sfeir**  
 Head of Management Dpt,  
 Université Antonine  
 HR Consultant and HE Specialist.

Most organizations are KPI underachievers, they get less value than saying what they want. On March 24<sup>th</sup> 2022 Dr. Elizabeth Sfeir, an HR consultant and specialist directed the webinar with Dr. Ali El Dirani moderation and outlined 6 important points:

- What are HR KPIs? Are you using them?
- Characteristics of good HR KPIs
- Leading vs lagging KPIs
- HR internal efficiency - What are you missing?
- Creating your HR KPI dashboard
- Thinking outside the box

# The Final Results of IFTDO AWARDS for year 2022

The following are the names of entries which have been awarded the IFTDO Awards for the year 2022

## CATEGORY 1

### VALUE FOR MONEY

#### Government/ Institutions

##### Workforce Development Agency, Taiwan

"The legislation and Implementation of Middle Aged and Elderly Employment Promotion Act"

#### Multinational & Large Corporation

##### Piaggis Vehicles Pvt. Ltd., India

"Leverage Digital Platforms to create a continuous Learning Ecosystem"

#### Small & Medium Enterprises

##### TEKAN Peace Desk, Nigeria

"The Organizational Performance Measures Workshop"

## CATEGORY 2

### INNOVATION IN PRACTICE

#### Government/ Institutions

##### Dubai Police Academy, Dubai

"Simulated Training Bilingual Civil Servants; Leading to a Bilingual Nation: Incorporating Civil Service English Courses into Mandatory Training Civil Servants"

#### Multinational & Large Corporation

##### Indian Oil Corporation, India

"Swadhyaya – A Learning Revolution at Indian Oil"

#### Small & Medium Enterprises

##### Enactus – Covenant University, Nigeria.

"Pet City"

## CATEGORY 3

### LEARNING INTO ACTION

#### Government/ Institutions

##### Workforce Development Agency, Taiwan

"Cross – Generational Workforce Talent Development Program for the Era of 100-year Life"

#### Multinational & Large Corporation

##### RIBA, UK

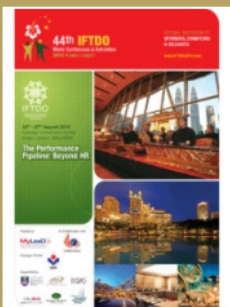
"Developing Cultural Intelligence Programme".

#### Small & Medium Enterprises

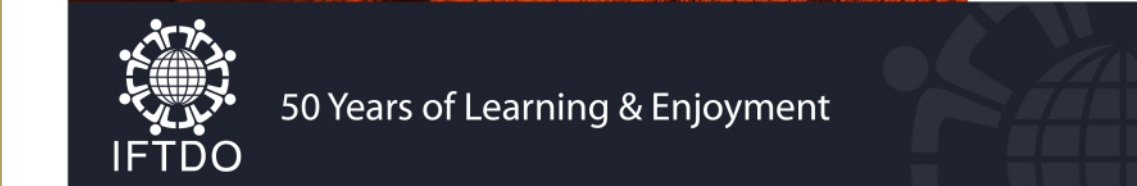
##### Engineers India Ltd, India

"Aarohan: Leadership Development Programme".





Since 1972 when IFTDO was established, conferences were held in many countries. Next year IFTDO will celebrate 50 years, therefore it will be the Golden Jubilee and the next year conference is going to be totally different and amazing as many VVIP's will be invited to celebrate this occasion in Cairo. Initial information is below:







Dear Colleague,

It is a great pleasure to welcome you to the 50th IFTDO Human Resources Development World Conference and Exhibition, which will be held on 20-22 November, 2023 in the fascinating City of Cairo, Egypt. The theme of the conference is "Redesigning the Future" which is currently dominating our thoughts and HRD people all over.

The theme was intentionally chosen as a revival of the Silver Jubilee's theme of "Designing the Future" which was also celebrated in Cairo 1996. Revisiting the same theme once again reflects the numerous changes that took place in all aspects of life which in turn affected the Training industry and the Development activities.

Redesigning the future is becoming more imperative to be discussed as we are now witnessing an era of rapidly and severe changes in all sectors and industries. HR people are considering social developments, consumer behavior, digital transformation, emerging technologies, COVID 19, political instability and more changes are affecting and will change how businesses and people will be managed.



Redesigning the future entails many variables that should be considered.

This Conference will not be a regular event as it will be the Golden Jubilee of the IFTDO (50th Anniversary of IFTDO). The planned celebrations will give this conference an air of glamour and a special attraction. It will be an opportunity to view the past 50 years of IFTDO accomplishments and look auspiciously into the future to define its role in the decades to come.

Visiting New Egypt with all its new culture, and historical charming places, is a special event in its own. Participants will not only attend the work sessions and IFTDO festivities, but will also have the chance to enjoy the planned excursions and savor some of the marvels Egypt has to offer. Experiencing Egypt's heritage is a unique experience in itself. Egypt is an ideal place for cultural tourism, besides the Nile, as it has endless cultural, nature and historical attractions for its visitors to enjoy.

It will be, by all means, a memorable event you should not miss.



Come To Cairo,  
Learn, Celebrate & Enjoy



IFTDO

For More information Contact :  
Mr.Amr Sallam  
Deputy General Manager

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Category of Membership Desired  Full Member  Associate Member

Payment Choice

Invoice Requested  Direct Transfer to IFTDO  Int'l Bank Draft or Check drawn on US Bank

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Official Organisation Title

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Address

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Name and Title of Contact Person

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Email

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Please Scan and Email to:

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# IFTDO - 2022

## World Conference & Exhibition

May 19-21, 2022

Theme: Strategies for an Agile Work Culture: Pathways to the New Age

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