



HAL MANAGEMENT ACADEMY

"Empowering People for Business Excellence"

75
Azadi Ka
Amrit Mahotsav

Information Brochure
2024-25

What we do ?

- ✓ Well-crafted programmes through case studies/discussion tables/workshops/experimental labs/industry visits etc.
- ✓ Training Solutions in Functional, Behavioural, Managerial, Technical, Techno-managerial fields.
- ✓ Customised Learning and Development Programmes for all.
- ✓ Focus on technology, innovation and industry tools & techniques for competitive advantage.
- ✓ Building a culture of learning

Who we are ?

- Established in the year 1969 ✓
- 50+ years of experience in building a culture of organisational learning ✓
- World-class infrastructure and conducive learning environment ✓
- Corporate/Organisational Learning & Development Programmes ✓
- Integrated learning solutions from 100+ L&D programmes in offline/online/hybrid modes ✓
- Industry-exposed course modules for students from educational institutions ✓
- AICTE-approved PGDM programmes in Aviation Management and General Management for fresh graduates/executives ✓
- Inspiring leaders towards competitive advantage ✓

Our L&D Model

We follow a unique and successful 'Blended Business Model' approach in L&D:

Creating a new Mind-set

Our experience-led approach urges people to learn and think differently

Future-proofing the Right Skills

Empowering through interactive learning by imparting professional skills and latest technology trends

Fostering Innovation Culture

Our agile L&D structure ensures customizable content that evolve alongside organisational process improvement

Focusing on Customer Satisfaction

We emphasis a better customer service and satisfaction by addressing the needs and demands of the customer

HMA builds a Corporate Culture of Learning to create a future-ready Workforce

Our Corporate Learning and Development programmes are designed to take care of the changing environment to create a future-ready workforce. Our well-structured and updated L&D programmes are essential elements for organisations who want to attract, engage and retain the best talent.

Furthermore, we focus on equipping the organisations and their workforce with the right skills and competencies that are needed to perform their responsibilities in the advent of the latest trends, such as increased automation and innovative technologies.

We draw upon a set of approaches from our network of experienced and specialized facilitators who offer a comprehensive range of innovative Learning and Development solutions for remaining competitive and achieving business excellence.

A glance of Corporate L&D Programmes at HMA



- ▶ HMA offered online programmes to Naval Officers at NIAT, Kochi.
 - ▶ Mutual Expression of Interest between HAL and Indian Navy signed by GM (HMA) and ACNS (AM) in presence of Dir(Operations)-HAL and DCNS (AM) on 24 Feb 2022 at New Delhi.
 - ▶ DISHA - Capability Enhancement for Board Roles – A one day program for Nominee Directors was conducted.
 - ▶ A five day program 'Airframe Detailed Design and Mechanical Integration' was conducted in collaboration with AeSI at HMA for 51 participants.
- 44th Batch of HAL Management Trainees/Design Trainees inducted on 06 Oct 2021 at HMA.

Our Approaches in L&D Programmes

- ❖ **Experimental Learning:** Our experimental and action focused learning approach helps in developing solutions to real-life business problems, and situations and improves the problem-solving process through quality decisions.
- ❖ **Case study Method:** We have mastered the techniques over the years and profusely used it to facilitate situation analysis and to develop professional skills of learners.
- ❖ **Design Thinking in Learning:** Well-curated creative design activities to transform businesses, products/services and customer experience by igniting the mind of learners from insights to viability.
- ❖ **Hybrid Learning:** Offer a perfect blend of traditional campus learning and e-learning with interactive elements which serves as an alternate and convenient learning format.



L&D Statistics at HMA

Functional Programmes
No. Participants: 4112
No. of Man-days: 1815

Standard Programmes
No. Participants: 2324
No. of Man-days: 445

Technical Programmes
No. Participants: 1686
No. of Man-days: 1048

Behavioural Programmes
No. Participants: 655
No. of Man-days: 1228

Educational Programmes
No. Participants: 655
No. of Man-days: 12581

Conferences/seminars/Workshops
No. Participants: 3
No. of Man-days: 285

41% Functional Programmes
Management, Professional skills

16% Standard Programmes
Strategy, Corporate Governance

14% Technical Programmes
Aerospace, Techno-managerial

2% Conferences/seminars/Workshops
Strategy, Corporate Governance

4% Leadership Programmes
Strategy, Corporate Governance

20% Behavioural Programmes
OB/OD, Stress, workplace

3% Educational Programmes
Strategy, Corporate Governance

Total No. of Programmes
114

21% Traditional Class-room
Participants: 725
No. of Man-days: 13609

38% Online
No. Participants: 1348
No. of Man-days: 3532

41% Hybrid
No. Participants: 6875

Flagship Programmes

Induction Training Programme

Features:

One year intensive Training program for all fresh Engineer inductees, Converting Fresh Engineers to Aviation Designers and Aviation Managers, About 6000 Engineers trained so far, Gone on to become CEOs and Directors in Aviation industry, Currently 44th batch undergoing training.

Coverage:

From Concept to Tarmac, Aircraft Assembly lines, Aviation supply chain & reverse supply chains, Aerospace Project Management, Systems Engineering & Reliability, Aerospace Quality Management Systems, Product Life cycle Management, Functional domains of Business, Personal effectiveness.

Mid-Career Training Programmes

Features:

Transition from Domain experts to Managers, Cross functional knowledge, Emerging fields, Post promotion programs, 35% of officers in a year.

Coverage:

Finance, Supply Chain management, Contracts, Operational excellence, Emotional Intelligence, Team building.

Leadership Development Programmes

Features:

Developing a pipeline of Leaders, Expanding Business Horizons, Global benchmarking, Strategic orientation, One year program with project work

Coverage:

Business strategic analysis, International Business development, International Contracts and negotiations, Portfolio Management, Leadership & Team Building, Corporate Governance.

Open Programmes and Outreach Programmes

Features:

Developing an Aviation ecosystem, harnessing collaborative growth opportunities, Customers, regulators, aspiring graduates, supply chain partners, Two year AICTE approved programs, 6 month & 3 month Diploma programs, Short duration certification programs, guided deep internships.

Coverage:

Customised to specific requirements, Techno-Managerial skills, Involves assessment and certification, Profession augmentation programs, Intensive factory immersion and professional interaction, Assembly hangars, wind tunnel, ATC, flight tests, repair centres, avionics lab, engine test beds, run way operations, iron bird, etc.

Focussed Programmes

Short Duration Technical certification Programmes

- Aviation Quality certification.
- Six sigma black belt certification.
- Flight safety & Accident investigation
- Flight controls & Automatic flight controls
- Aircraft structure design
- Design & evaluation of aerodynamic surfaces
- Aircraft manufacturing processes
- Aircraft avionics.
- Aircraft propulsion and testing.
- Aircraft design, testing and certification.
- Rotary wing platform design.
- Advanced Aircraft materials.
- Composites manufacturing and testing
- EMI/EMC management.
- UAV technologies
- Aerospace methods & Tooling
- Non-destructive testing
- Mechanical systems in Aerospace applications
- AS9100 certification program
- Systems engineering
- Reliability engineering
- Product Life cycle management
- Data analytics
- Machine learning & AI.
- 3D Modelling and analysis
- Aircraft loom design, mfr & testing
- Additive manufacturing & 3D printing.
- Industry 4.0
- Precision Engineering & Metrology
- TRIZ : Creativity for Engineers
- Geometric Dimensioning & Tolerance
- Airworthiness & Certification.
- Electronic warfare & Stealth

Material Testing & Data Analysis

- Aviation Quality certification.
- Composites – preventive NDT practices
- Maintenance aspects of composite parts, Engine, Gear box etc.
- Aircraft Materials and their properties.
- Aircraft loads: Aerodynamic, propulsion, mechanical and thermal loads.
- Aircraft material selection.
- Raw material integrity test.
- Coupon testing on machined and assembled parts.
- Accelerated testing in Ground test centre for fatigue, creep, vibration and impact.
- Fracture analysis and interpretation.
- Impact Mechanics.
- Crack propagation analysis.
- Damage localization.
- Corrosion testing and validation.
- Repair schemes for structural components.
- Vibration based structural health monitoring.
- Failure Mode & Effect Analysis.
- Predictive analytics and Big data analytics.
- Non-destructive analysis: Dye check, ultrasound, magnetic powder, X-ray, etc.
- Defect Investigation and failure analysis
- VISITS : Ground Test Centre, Iron Bird, Accelerated test centre, System Integration lab,
- Dynamic test centre, Engine test bed, Metallographic laboratory.

Composites Technology Programmes

- Aviation Quality certification.
- Introduction to Composites Materials
- Design with Composites – Challenges
- Manufacturing of Co-cured Composites Structure
- Composites for Aircraft Structural Repairs
- Latest Trends in Non-destructive Evaluation(NDE) of Composite Structure
- Design Guidance & Considerations including Joint Design, Self-Healing Material, Metal Versus Composite
- Composite Design-Rotary Wing & Fixed wing perspectives with case studies
- Composite layup tooling
- Machining of Composite Components
- Handling, assembly and in service care
- Detail Design of Composite structural components
- Composite Design Guidelines
- Process control for composite applications
- Quality Assurance of Composite Structures
- Computer tomography scanning.
- Composites defects management
- Self-healing composites
- Tooling for Composite manufacturing
- Smart material & applications
- Visit to ACD/F&F Central lab



HMA

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ABOUT US

Hindustan Aeronautics Limited (HAL)

Established in 1940, HAL is the premier aerospace organisation in Asia that plays a major role in the global aviation industry.

A Public Sector Undertaking under the Ministry of Defence, HAL has 21 Production Divisions and 10 R&D centres spread across the country.

It has built up comprehensive skills in design, manufacture and overhaul of Aircraft, Helicopters, Aero-engines, Avionics, Aerospace Systems etc., including Airport Operations.

Facilities at HMA

HMA has state-of-art classrooms, breakaway rooms, computer-labs and library. In addition, the campus houses hostel accommodation, an 800 seat state-of-the-art Auditorium, Sports block with Gymnasium, Swimming pool etc.

CONTACT US

HAL Management Academy

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HAL Management Academy (HMA)

Established in 1969, HMA is the nodal L & D Centre of HAL offering technology and management programmes to various stakeholders in the Aerospace Industry. The Academy has tie-ups with premier IIMs, IITs and other reputed Institutes, and plays a key role in developing the Aerospace ecosystem in the country. The Academy designs and delivers specific programmes for entry-level and mid-career professionals, thereby bridging the knowledge gap between academia and industry.

HMA provides residential learning opportunities for executives, professionals and trainees in techno-managerial knowledge fields with special focus on Aerospace and Aviation.



Visit our Webpage



HINDUSTAN AERONAUTICS LIMITED HAL MANAGEMENT ACADEMY

Government of India Undertaking, Ministry of Defence

ADMISSION TO

PG Diploma in Management
PG Diploma in Aviation Management

2 Years Full time Residential

WHAT WE OFFER

- Industry ready curriculum designed by industry professionals
- Sessions from practising subject matter experts
- Over 50 years of expertise in management education.
- State-of-the-art infrastructure.
- Multiple certifications
- Live projects and internships in aviation & production industries.
- Video library of recorded lectures by eminent faculty available 24/7.

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Eligibility:

Bachelor's Degree in Engineering/Management/Science from a recognised university.

100% PLACEMENT ASSISTANCE OUR STUDENTS WORK AT

- AirWorks
- Alten India
- Bain & Co.
- E&Y
- Lufthansa Technik
- TCS
- TATA Advanced Systems

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