

ISO 9000 (mdrc/mdc/mds/st)
ISO 10015
ISO 14001
OHSAS 18001
IMS (Integrated Management System)
HSE-MS

MANAGEMENT
DEVELOPMENT
INSTITUTE



IN HIS NAME





MANAGEMENT DEVELOPMENT INSTITUTE

operates on the basis of human crucial role in the world and has had a 32 year individual and organizational background with regard to the improvement of Iran targeting the management development. It is a base for advanced managers and proudly offers its research, educational and consultancy services to companies, institutes, organizations and business corporations targeting practical strategies.

آموزش عالی سجا
M D S

مرکز تحقیقات
M D R C

دانشگاه مجازی تهران
T V U

توسعه آموزش فواید سجا
M D C

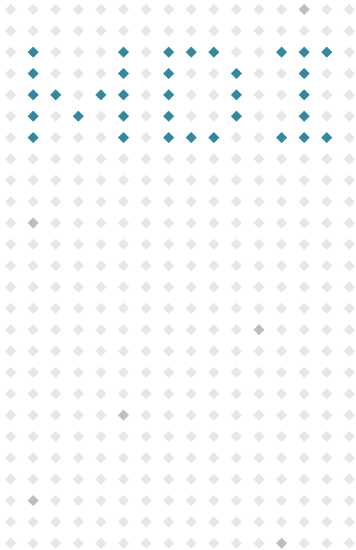
توسعه مدیریت سجا
Saba Iran talent



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Contact Us



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Kuala Lumpur Office

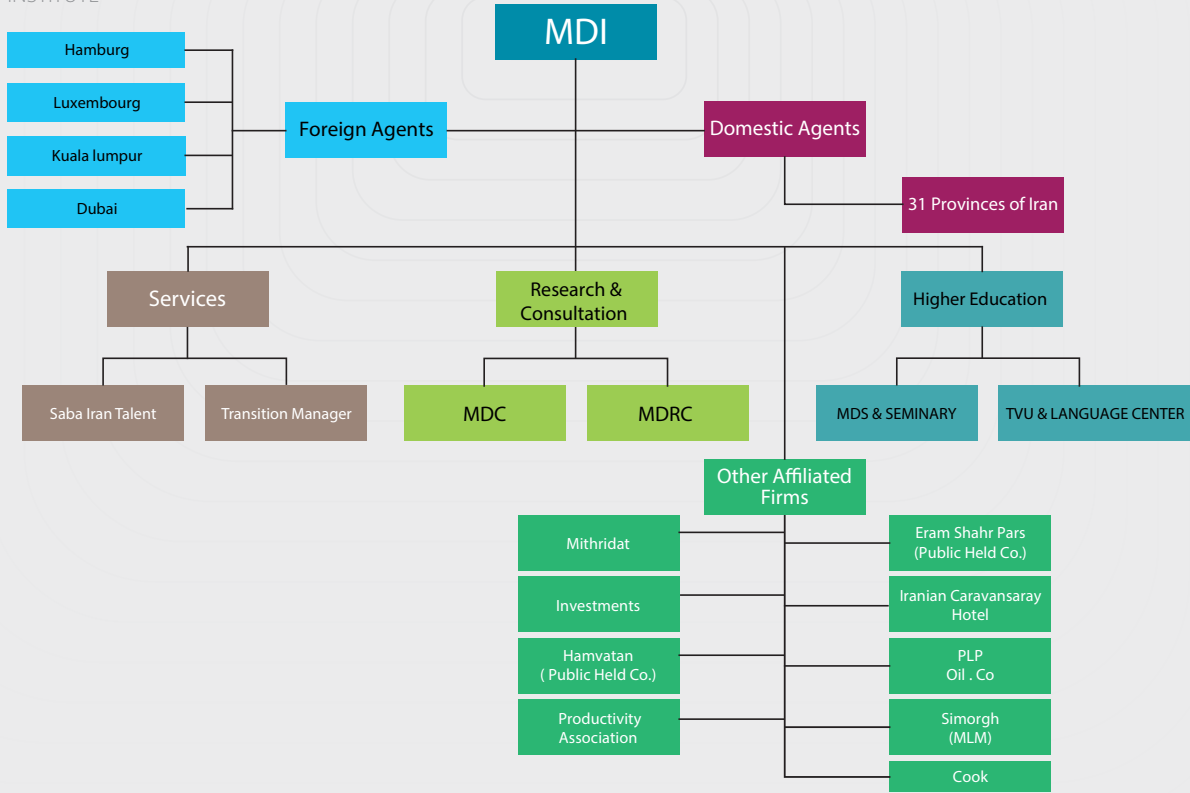
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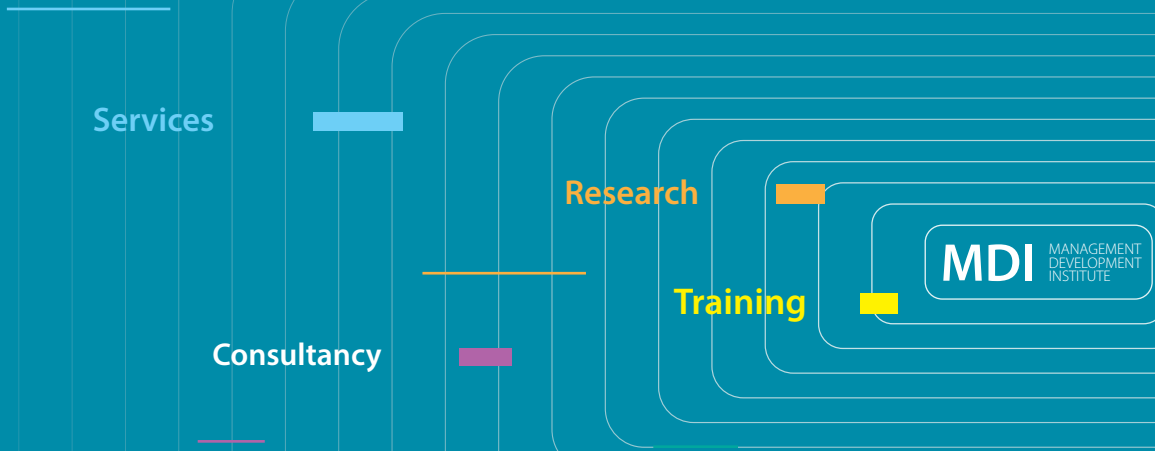


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Organizational Chart





Services

Research

Consultancy

Training

MDI
MANAGEMENT
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STUDYING THE ORGANIZATION AND MANAGEMENT

Studying the elements of the organization, industry and also providing management recommendations deepening the development in the relevant levels

- Studying the fundamental elements of the organization and their application as well as their effects.
- Studying the relevant industry, strategy, organizational structure, methods and tools used by management regarding the applicability, plans and fundamental initiatives, systems and internal sub-systems, operational and managerial operations and beneficiaries' satisfaction.
- Studying HR management, meritocracy, productivity, motivation and coordination
- Studying companies and affiliated entities including history, changes, establishment philosophy, current role, synergy, effectiveness, efficiency, performance and future
- Providing recommendations on radical remedies and structural transformation

ORGANIZATIONAL DEVELOPMENT

Organizational Development through strategy devising, structure, system and modern management styles in professional level

- Devising strategic planning strategy; revising and setting principal constituents such as existence philosophy, mission, strategies, policies and perspective
- Technology reengineering, structure, processes, administrative styles, work dividing and reforming financial structure
- Designing and executing governance principles in organization and affiliated firms including internal accounting
- Devising plan and budget system
- Devising a harmony and decision-making system
- Crisis identification and designing crisis management
- Market development methods
- Setting market, production, HR and other strategies

DEVELOPING INFORMATION TECHNOLOGY AND COMMUNICATIONS

Based on IT needs and information systems in relevant organizational level

- Strategic planning of information systems and information technology
- Designing and executing organization's operational integrated system and ERP planning
- Designing and executing databases, information system management and data study
- Designing and executing networks and data centers
- Establishing knowledge management system and intelligent organization
- Establishing CRM system

MANAGEMENT & MANAGER'S DEVELOPMENT

Through the most recent experimental and scientific achievement as well as rating managers and thinking centers to promote managers' meritocracy level

- Selecting managers by meritocracy and successor building
- Designing and executing managers' assessment and rating system, salary and Awards
- Locating meritocracy system including managers' employment, training, assignment and turnover and promoting their merits
- Managers' club including library, thinking room, scientific and empirical seminars, management consultancy
- Performance auditing (managerial assessment)
- Constant and structured assessment by such tools as simulation and evaluation centers
- Performance management
- Executing empirical system of training and coaching managers

HUMAN CAPITAL DEVELOPMENT

Through providing organizational culture and human development inside the organizations on the basis of human leadership development, such initiatives with 28 research subgroups are, inter alia, the major operations of the Center along with 7 valid permissions in Iran and the world.

- HR strategic planning
- Work studying and jobs redesigning
- Designing and locating HR systems (employing, retaining, training, evaluating and promotion the personnel)
- Reforming service compensation system (salary, loan, non cash grants)
- Elites' management
- Organizational culture management
- Polling
- Job satisfaction
- Designing and devising professional ethics codes and charter
- Spirituality development

The main services provided by Management Development on knowledge management include:

- KM training, its components and related issues
- Consultancies on establishing KM system in companies and organizations
- Collaboration in operationalization knowledge formulation process and employers' experiences and lessons documentation
- Outputs and deliverables of recording lessons and experiences from projects

CONSULTANCY

- Utilizing consulting professional methods
- Consultancy (face to face, phone, corresponding) to promote advanced managers
- Optimizing and enhancing mental health
- Providing psychological consultancy services
- Daily management consultancy
- General consultancy and developing companies

TRAINING AND DEVELOPMENT

- Supervisor and manager planning and other organizational positions
- Organizing specialized MBA and DBA training courses through official permit by Science, Research and Technology Ministry
- Organizing professional training courses on technology transfer management, business development, Islamic banking,
- Entrepreneurship, family business, media management, insurance, professional ethics, communicational skills, emotional intelligence, stress and conflict management, family interactions management, etc.
- Holding online courses
- Holding over 200 applied short term training courses
- Holding national and international specialized seminars and conferences

PRIVATIZATION

Conducting an applied study on implementing the policies related to the article 44 of the Iranian Constitution Law through 6 specialized workgroups including:

- Spin off strategy and necessary guidelines workgroup
- Formation of thinking room workgroup to determine the strategies and spin off executive methods
- Governmental governance investigating and its aspect in industry workgroup
- Readiness in terms of management, structure, HR, capital sources, financial, credits, laws and regulations and inter-organizational systems workgroup
- Identifying potential purchasers (individual or organizational) inside or outside the country
- Identifying future managers workgroup



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www.sabamdi.ir

SABA Management Development Company

SABA MANAGEMENT DEVELOPMENT COMPANY

Introduction

The main activities of the company include all servicing, training and technical operations for industrial, manufacturing, technical, commercial, servicing, agricultural and housing companies, institutes and offices as well as all activities related to above items in any way. It can conduct all service operation related to the scope of the company including management contract services, providing HSE services, providing training services and specialized courses for staff and managers, supplying specialized human forces, providing maintenance services, servicing the equipment and machines, providing needed services by manufacturing units and industries, providing other services such as cleaning, gardening, green landscape, constructing welfare and recreational places, warehousing, buying/preparing raw materials, goods and raw material importation, distribution and sales, goods exportation, commercial activities, acquiring franchises from companies and granting franchises to institutes and companies, investment in companies, obtaining loans and lending to companies, providing consultative services on labor force, labor force planning concerning the scope of the company and catering and servicing to offices and companies.

The capabilities of SABA Management Development Company

- Providing management contract services
- Providing HSE services
- Providing training services and specialized courses for staff and managers and supplying specialized human forces
- Providing maintenance services, servicing the equipment and machines, and providing needed services by manufacturing units and industries goods and raw material importation, distribution, selling and importation as well as commercial activities
- Acquiring franchises from companies and granting franchises to institutes and companies, investments and labor force planning

CONTRACTS

1. Contracts to employ managers through the contracts concluded by Tosee Andhishe Fardaye Saba company
2. HR Contract with Iran Khodro Diesel
3. HR Contract with Saran company
4. HR Contract with Bahman Group
5. HR Contract with Iranian Chassis Maker Company
6. HR Contract with Mellat Insurance Company
7. HR Contract with Bahman Investment Group
8. HR Contract with Iranian Central Bank
9. HR Contract with Arya Company
10. HR Contract with Compuco Inter Kish Company
11. HR Contract with Borj Asa Company
12. HR Contract with Hamvatan Group
13. HR Contract with Iranian Offshore Oil Company(IIOC)
14. HR Contract with Potas Complex

CONTRACTS



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Mutual Cooperation

ACCREDITATION

Global and national cooperation

1. Management development research group permission issued by Training Expansion Council in 2004 (the Ministry for Science, Research and Technology)
2. Strategic Management research group permission issued by High Education Expansion High Council in 2005 (the Ministry for Science, Research and Technology)
3. HR Management research group permission issued by High Education Expansion High Council in 2005 (the Ministry for Science, Research and Technology)
4. Management development research center permission issued by High Education Expansion High Council in 2005 (the Ministry for Science, Research and Technology)
5. Management development research center permission issued by High Education Expansion High Council (Research Committee) at the Ministry for Science, Research and Technology
6. Free high education institute establishment permission in management field issued by Training Department, the Ministry for Science, Research and Technology.
7. Consultancy memorandum of understanding (MOU) with Harvard Management Consulting Group
8. MOU with Swiss Compuco to provide consulting services on banking, finance, credit and IT
9. Editor-in-chief, Misaq Modiran Monthly applied-scientific journal
10. MOU with Mehr Alborz Online University
11. MOU with Iranian Offshore Oil Company
12. MOU with Hamayeshsazan Emruz Company
13. MOU with Iranian Management and Productivity a member of Iranian Management Advisors Association

14. MOU with ECO cultural organization
15. MOU with Entrepreneurship School, University of Tehran
16. MOU with Andisheh Khalagh Consulting Center
17. Establishing English language department by the collaboration of ABC institute
18. MOU with Research Department, Shaid Beheshti Medical University
19. MOU with Trading Training Center
20. MOU with Danesh Ayande Online Development Company
21. MOU with students at Mechanics Engineering School, Sharif University
22. MOU with Alborz Insurance Company
23. MOU with Ray Dana Company
24. Consulting services certification issued
25. MOU with Germela
26. MOU with Alpha Managment
27. MOU with First finance
28. MOU with Avijeh
29. MOU with German Steinbeis University

ACCREDITATION



We are the first higher education and research center in private sector qualified by a definite permit issued by the Ministry for Science, Research and Technology in management science field



What differentiates Iran management development high education and research centers?

Creating a wide communicational network of managers in Iranian industries and organizations with Iranian/global supreme scientists, instructors, consultants and thinkers

12

Distinctions of Management Development Research and Higher Education Center

1. Broad network of distinguished Iranian/global intellectuals, scientists and instructors
2. A unique network with over 400 Iranian outstanding companies, firms, institutes and agencies
3. Full time trustworthy researchers and experts
4. Global advisors to enforce researching, training and consulting standards
5. Proper perception of problems, difficulties, questions, themes, dilemmas and suggestions by managers and leaders
6. Transferring the correct perception of strategy, culture and structure into employers' network level
7. Devising the most professional manager and leader breeding courses and entering into high risk trainings
8. Setting a proper pattern for privatization and releasing Iranian firms and industries
9. Culture making in all important sectors of Iranian human capitals with regard to management development
10. Trustworthy consultants for Iranian advanced managers
11. Providing proper managers in CEO, board members and middle manager levels
12. The first center for devising and executing insurance professional training



The logo consists of several concentric, slightly overlapping white circles of varying radii, creating a ripple effect that is centered behind the main text.

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Contracting firms, corporations and organizations

Management development supported (employers)



CONTRACTING FIRMS

- + Bank & insurance
- + Distribution
- + University
- + Governance ... Public
- + Energy
- + Automobile Industry
- + Investment
- + Building and Construction
- + Other

CORPORATIONS AND ORGANIZATIONS

Banking & Insurance



Distribution



University



دانشگاه علامه طباطبائی

دانشگاه صنعتی امیرکبیر
(پلی تکنیک تهران)

دانشگاه صنعتی خواجه نصیرالدین طوسی



دانشگاه مازندران

دانشگاه علم و صنعت ایران



دانشگاه شهیدچمران اهواز



دانشگاه پیام نور



دانشگاه جامع علمی کاربردی



Steinbeis
Global
Institute
Tübingen



Steinbeis-
Hochschule
Berlin
SHB

موسسه تحقیق و توسعه نوین دانشمند



Cooperative



Public



Private



Governmental



جمهوری اسلامی ایران
ریاست جمهوری



جمهوری اسلامی ایران
وزارت بهداشت، درمان و آموزش پزشکی



جمهوری اسلامی ایران
وزارت بهداشت، درمان و آموزش پزشکی



جمهوری اسلامی ایران
سازمان میراث فرهنگی، صنایع دستی و گردشگری



جمهوری اسلامی ایران
وزارت بهداشت، درمان و آموزش پزشکی
وزارت میراث فرهنگی، صنایع دستی و گردشگری



جمهوری اسلامی ایران
شورای عالی امنیت ملی



جمهوری اسلامی ایران
وزارت انرژی



جمهوری اسلامی ایران
وزارت علوم، تحقیقات و فناوری



جمهوری اسلامی ایران
شورای عالی مناطق آزاد تجاری - صنعتی ویژه اقتصادی



جمهوری اسلامی ایران
سازمان مدیریت و برنامه ریزی



جمهوری اسلامی ایران
سازمان اسناد و کتابخانه ملی



IMIDRO
سازمان توسعه و نوسازی معادن و صنایع معدنی ایران



جمهوری اسلامی ایران
شورای رقابت



جمهوری اسلامی ایران
سازمان برنامه ریزی و اقتصاد



KCL
شرکت پارس خورو بیابانک



منطقه آزاد قلم
Q.F.A.



IASC
فولاد آلبازی



وزارت صنایع و معادن
سازمان صنایع کوچک و شهرکهای صنعتی ایران



منطقه ویژه اقتصادی صنایع انرژی بر ایران
P.E.I.S.E.Z.
PARSIAN ENERGY INTENSIVE INDUSTRIAL SPECIAL ECONOMIC ZONE

Semi Governmental

بتاجا
بنیاد تعاون ارزش جمهوری اسلامی ایران



سازمان فرایند صنعت امام



ROYAL NEERING SERVICES
BOSACO



بنیاد صنعت تخصصی ساری



سازمان انرژی تخصصی ساری

Energy



Automobile Industry



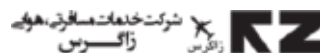
Others



مؤسسه نشریات امیرکبیر



شرکت بازرسی مهندسی و معماری ایران



سازمان دانش آموزی



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Strategic Partner



a professional team consisting of lawyers, economists and financial and marketing scholars who step forward realizing the goals and desired results in both national and international projects by their own advanced knowledge and provide customers with valuable services by utilizing a network of trustworthiness partners.

Through a joint cooperation with GERMELA, MDRC has organized seminars and conducted projects as below:

Seminars:

- Post-sanction opportunities – Iranian Auto Industry; Darmstadt, Germany, 2015
- The Framework of Commercial Activities in Iran; Frankfurt, Germany, 2014
- Investment Opportunities and Commercial Activities in Germany; Tehran 2015
- Market Entry Iran, Frankfurt, Germany, 2016

Conducting projects in:

- Marketing
- Human resources
- Strategy
- Financial affairs
- IT



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SEMINARS



SEMINARS

1. Opportunities after the embargo - automotive supplier in Iran / Darmstadt - Germany, September 2015
2. Doing business in Islamic republic of Iran / Paris - France October 2016
3. Doing business in Iran / Luxembourg by emphasis on banking and insurance industries, February 2016
4. Framework for business activities in Iran / Frankfurt December 2014
5. German business activities and investment opportunities / Tehran, March 2015
6. 1st Berlin Global forum, Europe and the Emerging Economies: Sharing Responsibility /BMW Foundation, November 2015

Darmstadt - Germany, September 2015 ▶



Frankfurt-Germany December 2014 ▼



Paris - France October 2016 ▲



Tehran- Iran March 2015



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Management Development Higher Education Courses

- MBA
- DBA
- TVU



Ramezan Mossavi Moghadam
Deputy, Islamic Republic of Iran
Broadcasting (IRIB)



Hamid Reza Davodzadeh
Board Member, Bahman Motor Company



Mohammad Rajabi
CEO, RAJA Rail Transportation
Company



Abdullah Zare Tajabadi
CEO, Kavir Motor Company



Mohammad Zarabian
CEO, Bahman Motor Company



Mohammad Reza Soroush
CEO, Saipa Company



Behruz Omid Ali
CEO, Maskan Atieh Investment



Mirhakim Hussein
CEO, Cook



Reza Borjian Borujeni
Chairman, Chidac Company and
Chairman, Sepehr Edalat Spadana
Legal Institute



Nasser Bakhtiary
CEO, Parsian Railway Transport
Development Company



Mohsen Ekhlesi
CEO, Amayesh Nami Novin Ava
Company



Soheil Rezaei
CEO, Iran's Industries Design and
Manufacturing Parts Company



Hussein Damghani
CEO, Rahvar Informatics Company



Mozafar Ahmadi
CEO, Sahand Dur Company and
Chairman, Atlas Pump Sepahan Co.



Seyed Jafar Saleh
CEO, Govah Company

MBA									
1 st semester	2 nd semester	3 rd semester	4 th semester (major)						
			IT	Marketing management	Finance	Administrative management	Public management	Strategic management	Project management
systematic approach	organizational behavior	Strategic Planning	ITC management	Marketing management	Financial management	Performance and compensation management	Public sector management	Strategic management	project management principles
HR management	Productivity	Laws for managers	IT strategic management	Supply network management	Banking, currency and credit management	HRD management	Economic governance	Strategic execution and control	Project control and planning and risk management
Accounting for managers	Professional ethics	Managers' information systems	E-commerce	Commercial management	Risk management	Leadership and organizational culture	Development management principles	Environmental analysis	Value engineering
Management basics	Economy for managers	Professional management seminar	Knowledge management	Negotiation techniques workshop	Finance	Marketing management	Globalization	Strategic thinking and new discussions on business plan devise	Contracts management

DBA							
1 st semester	2 nd semester	3 rd semester	4 th semester (major)				
			IT management	strategy	marketing	human	and investment
Management of complicated organizations	Corporate entrepreneurship	Holdings management	Information resources management	Global production management	Market studies	Meritocracy management	Property management
Strategic management	Internal auditing	Macro economy for managers	Network and data center management	R & D management	Branding	HR strategic plan	Financial markets
Board of directors and forums	Corporate governance	Managerial auditing	Software management	Transformation management	International commerce	Competency model	Investment management
Environmental crisis management	Collective negotiation workshop	Development management	Information security management	Technology transfer management	International negotiation workshop	Organizational designing	Securities

In 2002, **Tehran Virtual University (TVU)** obtained its preliminary permit as the first domestic internet university and started its operation in 2006 by receiving its permanent permission. TVU admits students through public entrance examination and IT engineering permission issued by Ministry of Science, Research and Technology. Tehran Virtual University provides students with virtual courses so that learners can educate in this course from any point both in Iran and the world.

IT engineering Courses

1	Islamic Ethics
2	Islamic History
3	Physical Education
4	Specialized foreign language
5	General Persian
6	Islamic texts
7	Cognitions
8	Islamic Revolution
9	Physics Lab
10	Statistics and probabilities
11	Advance Programming
12	Research in operation
13	Mathematics
14	Discrete mathematics

15	Algorithm designing
16	Physics
17	General foreign language
18	General workshop
19	Digital Electronic basics
20	Computer basics
21	Logic circuit
22	Equations
23	Database designing principles
24	Engineering Economy
25	Database designing principles lab
26	Operating Systems Lab
27	Network Lab
28	IT project

IT engineering Courses

1	E-commerce systems engineering	15	Firm's resources planning
2	E-commerce security	16	Commercial processes reengineering
3	E-marketing	17	Web – based information stocking and reviving
4	Commercial intelligence	18	E-banking
5	E-payment systems	19	Advances strategic planning
6	E-commerce strategies	20	Networked calculations
7	Supply chain management	21	Prediction methods
8	Portable e-commerce and calculations	22	Progressed discussions in E-commerce systems engineering
9	Software architecture		
10	Legal and ethical issues in IT		
11	Virtual teams management		
12	Intelligent decision making systems		
13	Financial management		
14	CRM		

IT engineering Courses

29	E-commerce	43	Computer architecture
30	Human and computer interaction	44	IT Engineering
31	Data structure	45	Software engineering
32	Multimedia systems	46	Language and Machines theory
33	Operating Systems	47	Artificial intelligence
34	Computerized networks	48	Providing scientific and technical materials
35	Designing and Executing e-library		
36	Apprenticeship		
37	Computerized graphics		
38	IT basics		
39	Management basics and principles		
40	IT strategic management		
41	Organizational behavior management		
42	IT projects control and management		



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Empowerment and succession Planning courses

LONG TERM COURSES

for supervisors (2) Preliminary knowledge course

for middle managers (1) knowledge course

for supervisors (1) Preliminary knowledge course

for senior managers (1) knowledge course

SHORT TERM COURSES

legal

Finance and accounting

Marketing

Psychology

Technical and engineering

Entrepreneurship

Organizational excellence

Quality techniques

Abroad courses

HR and management

Administrative

Economy and commerce

HSE

It & e-commerce

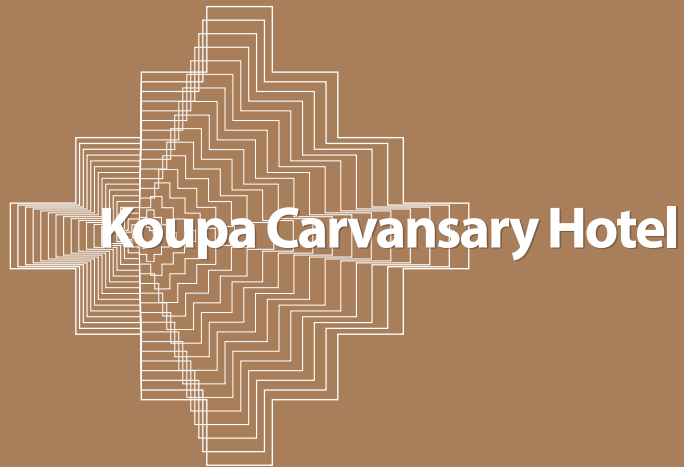
Professional hse

Quality management

Project management

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www.koupahotel.ir

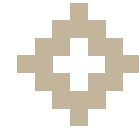


Koupa Carvansary Hotel

+

KOUPA CARVANSARY HOTEL

Koupa Caravansary Hotel is located in Isfahan – Naeen road in Koupayeh historical city. In 2000, it was registered as a national opus and it was renewed by Iranian Caravansary Hotel Group in 2014. Now, Koupa Caravansary Hotel welcomes the distinguished guests for a memorable accommodation.



The characteristics of Koupayeh division

Koupayeh is one of the oldest divisions in Isfahan province in the edge of Iranian Central Desert. It has three cities (Koupayeh, Sajzi and Toodshak) as well as 548 villages and farms. Geometrical studies indicate that Koopayeh was totally under water (except than its mountainous regions) and it was converted to desert overtime. If such theory is through, the cities and villages located in mountainous areas are older than other ones. Obviously, the cultural, historical and ancient background and places along with the literacy rate of its people indicate the cultural oldness and richness of this region

Agricultural jobs, livestock, handicrafts, services and administrative affairs are common in this area.

Concerning geographical situation, oldness, growth and ecology, Koupa Abbassi Caravansary is a locus to fascinate both domestic and foreign tourists.

Today, global museums and ancient places have lost their static status and are moving dynamically. Creating a “museum hotel” is an idea toward a cultural pheromone for users of buildings. Hence, Iranian Caravansary Hotel Group renewed Koupa Abbassi Caravansary without destroying it in order to attract tourists.



KOUPA CARVANSARY HOTEL

The facilities of Koupa Caravansary Hotel

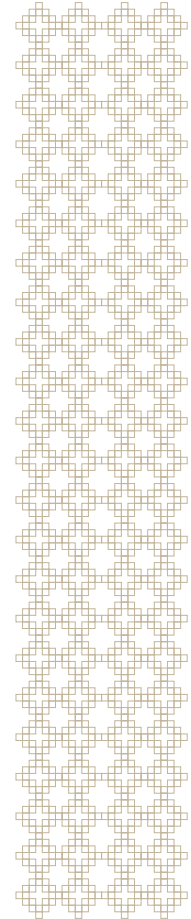
Koupa Caravansary Hotel is special traditional hotel in both Iran and the world with below welfare, accommodative and recreational facilities;

- 2 royal rooms
- 3 VIP rooms
- 4 suites
- 16 rooms
- Traditional restaurant
- Recreational hall
- Multipurpose/seminar hall
- Handicraft shop

Historical, touristic and holy places

There are many historical, recreational and holy places in Koupayeh division and surrounding cities and some of them are registered as national places.

1. Koupa Abbassi Caravansary
2. Koupayeh Grand Mosque
3. Koupayeh Bazaar
4. Koupayeh old houses
5. Verton village spa
6. Varzaneh sandy hills
7. Varzaneh ancient city
8. Varzaneh wells
9. Gharton castle
10. Gavkhoony mire
11. Ghahi village historical houses
12. Ahmed Bin Moosa Shrine
13. Ghasem Bin Moosa Shrine
14. Brick Mosque
15. Seyed Mahmood Bin Moosa Shrine
16. Masoum Mosque
17. Seyed Mohammad Bin Moosa Shrine
18. Talar Mosque
19. Koupayeh historical cisterns
20. Old buildings in Toodashk neighborhood (Nahangi House)
21. Delavaran Jashooghan Mosque
22. Zafareh Grand Mosque and its wooden pulpit
23. Sajzi Abbassi Caravansary
24. Nasseroldin Bin Moosa in Tinjan Village
25. Hajj Hassan Farm (a location for film making)
26. Ghdamgah Mosque
27. Khajeh Mosque
28. Cisterns in different villages
29. Zafarghand historical village



هتل کاروانسرای عباسی کوپا
KOUPA CARVANSARY HOTEL

