

Issue 17th

JAN-MAR, 2024





FROM THE DESK OF PMI



It is a delight for us to present to you the 17th edition of PMI's quarterly newsletter, PMI BODH, for the period January to March 2024. In this issue, we have covered the important highlights in the learning arena at PMI.

This quarter, PMI has been vibrant with numerous programs focused on emerging technologies, leadership & management, technical, and functional training. These initiatives are designed to enhance the skills and knowledge of our workforce, ensuring we stay at the forefront of industry advancements.

Notably, PMI hosted the 5th Edition of its much-anticipated Women Leaders Conclave, a celebration of empowerment, inspiration, and camaraderie. Additionally, we welcomed 97 Engineering Trainees (ETs) from the 2023 Batch 1 Extension, specializing in Electrical, Control & Instrumentation, and Mechanical disciplines, as well as 42 Mining ETs during the same period.

With the help of your encouragement and support, we will continue to make PMI a world-class institute of learning, catering to the entire power industry and bringing in the best Learning and Development (L&D) practices to our company. Together, we can and we shall achieve excellence in every aspect of our work.

Rachana Singh Bhal

CGM (Strategic HR & Talent Mgmt.) & Head (PMI)

Table of content

Emerging Technologies
Page 2 - 5



ET Cell news
Page 12

Leadership & Management
Page 6 - 7



Learning Corner
Page 13



Technical & Functional Training
Page 8 - 11

EMERGING TECHNOLOGIES

CERTIFICATION PROGRAMME ON FINANCIAL MODELLING & VALUATION ANALYSIS

29 Jan - 2 Feb, 2024



NTPC-PMI, in collaboration with Ernst & Young, conducted a program titled "Certification Programme on Financial Modelling and Valuation Analysis" from January 29, 2024, to February 2, 2024, at PMI Noida. This marks the second iteration of the program, following the inaugural session held from November 20, 2023, to November 24, 2023, also at PMI Noida.

This 40-hour program comprised 20 sessions that covered various aspects of financial modeling and valuation. Notably unique in its design and content, the program included use cases specifically tailored for the power sector, which participants found highly relevant.

Shri Virendra Malik, Executive Director (Finance), engaged with the participants, emphasizing the critical role of Financial Modelling for NTPC. During the valediction, Ms. Rachana Singh Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI), presented certificates to the participants. The program was attended by 45 participants in person.



EMERGING TECHNOLOGIES

PMI CONDUCTS PROGRAMME FOR CFOs

5 to 8 February, 2024

PMI conducted a programme titled Programme for CFOs from 5th to 8th February 2024 at its campus at Noida.

This program was uniquely designed with a special focus on the CFOs of NTPC's JVs and subsidiaries. It included 16 sessions covering various topics such as balance sheet and P&L statement analysis, enhancing commercial performance, corporate governance, related party transactions, opportunities in the Indian electricity markets for NTPC, internal audit framework, impairment standards, and presentation skills.

Shri Jaikumar Srinivasan, Director (Finance) took a special session on the crucial and evolving role of CFOs of JVs and Subsidiaries in spearheading the organization and enhancing its profitability.

Eminent speakers included Shri S K Soonee, Former CEO, POSOCO and a veteran in power markets, Shri A K Gautam, Former Director (Finance) NTPC, Shri Virendra Malik, ED (Finance) NTPC, Ms Ritu Arora, Company Secretary and others.

At the valediction, Ms. Rachana Singh Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI), interacted with participants. The program was attended by 21 participants from various NTPC JVs, subsidiaries, and finance departments, all in person.



EMERGING TECHNOLOGIES

PMI CONDUCTS PROGRAMME ON POWER BI

26 - 28 February, 2024



NTPC-PMI hosted a "Training Programme in Power BI" from February 26th to 28th, 2024, at PMI Noida. During the inauguration, Ms. Rachana Singh Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI), emphasized the importance of Power BI in enabling top management to make effective decisions by analyzing various scenarios through visual dashboards.

This event marked the first in a planned series of three Power BI programs. The 24-hour training included 12 sessions covering topics such as creating dashboards, impactful visualization, and developing data models. A total of 31 NTPC participants attended, with 28 from various Finance sections. As part of the hands-on learning, participants were tasked with developing dashboards and presenting a sample project in Power BI.

*The art challenges the technology, and the
technology inspires the art. - John Lasseter (Director)*

EMERGING TECHNOLOGIES

PMI CONDUCTS PROGRAMME FOR IDEATHON PARTICIPANTS

4 - 5 Mar, 2024



NTPC-PMI conducted a program titled "Training Program in Marketing & Finance for IDEATHON-2023 Participants." The in-person sessions were held on March 4th and 5th, 2024, at PMI Noida, with the remaining sessions taking place online

During the inauguration, Ms. Rachana Singh Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI), highlighted that the training program was specifically designed for IDEATHON participants and commended their innovative ideas. The program was attended by 26 participants from various NTPC stations.

IDEATHON, an incubator program initiated by NTPC, offered participants a platform to implement their entrepreneurial ideas. The program included several stages of ideation, such as problem statement introduction and idea development. IDEATHON encouraged creativity, collaboration, and problem-solving skills among participants, often leading to the generation of novel solutions with significant real-world impact.



LEADERSHIP & MANAGEMENT

ADVANCED MANAGEMENT PROGRAM

8-19 January, 2024
12-23 February, 2024



The Advanced Management Program, held from 08-19 January and 12-23 February 2024, aimed to transition managers into strategic leaders as Additional General Managers. It focused on enhancing communication, strategic orientation, stakeholder, and people management skills. The program covered energy sector outlook, CSR, business writing, presentation skills, leadership, conflict resolution, stakeholder engagement, business etiquette, financial management, and strategic thinking. Targeted at Grade E8 (AGM) participants, it utilized classroom sessions, case studies, and outbound activities over two weeks, including an outbound experience on an intervening Friday-Saturday.



PLANNING FOR SUPERANNUATION PROGRAM

23 - 25 January, 2024
14 - 16 February, 2024



The Planning for Superannuation program, held from 23-25 January and 14-16 February 2024, was designed to prepare NTPC executives approaching retirement within the next 1-2 years. The program aimed to equip participants with the necessary skills to manage future financial and health challenges, examine post-superannuation benefits, analyze various investment scenarios, and make informed investment decisions. It covered topics such as self-esteem, investment avenues, legacy planning, proactive health management, securing financial futures, and maintaining work-life balance. The methodology included interactive sessions with conceptual inputs, presentations, exercises, and group discussions.

LEADERSHIP & MANAGEMENT

NTPC WOMEN LEADERS CONCLAVE AT PMI

9th Mar, 2024



NTPC PMI proudly hosted the 5th Edition of its much-anticipated Women Leaders Conclave, a celebration of empowerment, inspiration, and camaraderie. Ms Rachana Singh Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI) welcomed all the participants and delivered the inaugural address. The illustrious lineup of speakers included a distinguished panel of women officers from the Indian Navy, renowned writer Ms Viky Arya, Ms Reinu Shah as the trailblazing entrepreneur, and Ms Hyun Hee Ban, Chief of Social Policy in UNICEF India.

Each speaker shared their unique insights, experiences, and strategies for success, igniting the flames of inspiration and empowerment in every attendee. The event was attended by NTPC women employees in large numbers and PMI witnessed a house-full event. Amidst the enriching discussions and thought-provoking sessions, the women employees enjoyed through camaraderie and games as the colleagues bonded over friendly competitions and shared moments of joy, fostering stronger connections and a sense of unity.



TECHNICAL & FUNCTIONAL TRAINING

ASSESSMENT & DEVELOPMENT CENTERS

Mar, 2024

Assessment and Development Centers (ADC) are conducted as developmental interventions for Additional General Managers (AGMs) shortlisted for Stage II of the General Manager role assignment process. The ADC, held at PMI in March 2024 in collaboration with M/s Right Management India Pvt Ltd and COE-Strategic HR & Talent Mgmt., covered 166 participants. It included a series of tests, behavioral event interviews, role plays, group exercises, and in-basket exercises.

NOSA INTEGRATED 5 STAR SYSTEM NAVIGATION (16-17 JAN, 2024) & AUDITOR'S COURSE IN HOUSE NOSA AUDITOR'S (22-27 JAN, 2024)

The NOSA Integrated Five Star System Navigation course, held on 16-17 January 2024, and the Auditor's Course in House NOSA Auditor's, conducted online from 22-27 January 2024, were designed to guide learners through a detailed procedure for effective internal audits. Though focused on the NOSA HSE Management System, the principles could be applied to any HSE system or process. By the end of the program, participants were able to plan and prepare for audits, produce and communicate audit plans, collect and record audit data, evaluate findings for conformance or non-conformance, compile and circulate audit reports, discuss findings and recommendations, and process corrective actions. The course covered all aspects of audit planning and execution, interpretation and evaluation of findings, determination of conformance, and preparation of follow-up actions. The training was targeted at executives from O&M and Safety, particularly members of internal audit teams and HSE representatives, practitioners, and committee members.

TECHNICAL & FUNCTIONAL TRAINING

FOUNDATION COURSE IN GENERAL MANAGEMENT

8 - 12 Jan, 2024
15 - 20 Jan, 2024



The Foundation Course was conducted in two phases. Phase 1 took place from January 8-12, 2024, and covered NTPC Internal Functions such as Corporate Planning, Commercial, Vigilance, Wellness, Safety, Legal, and Finance.

Phase 2 was held at MDI Gurgaon from January 15-20, 2024, focusing on Managerial Competency. A total of 23 participants attended the program, which was inaugurated by Ms. Rachana Singh Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI) at MDI Gurgaon.

COMPETENCY DEVELOPMENT PROGRAM

1st Mar, 2024

The Competency Development Program on Analytical Ability, based on the CPV Assessment, was held on March 1, 2024, targeting employees up to E5 Grade at the Corporate Center, EOC, Greater Noida, NCR. The one-day workshop, attended by 30 participants, focused on behavioral attributes that enhance analytical ability and was conducted in association with SHRM (The Society for Human Resource Management), Gurgaon.

TECHNICAL & FUNCTIONAL TRAINING



TRAINING PROG ON PG TEST OF SG AND TG PACKAGE SYSTEMS

14th- 15rd March 2024

PMI in association with COS-CenPEEP (Centre for Power Efficiency and Environmental Protection) conducted a training programme on 'Performance Guarantee Test of SG and TG Package Systems' from 14th-15rd March 2024. Shri S K Ghosh, ED (OS) and Ms R S Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI) addressed the participants in the inaugural session. About 39 O&M executives from various NTPC stations took part in the event in which PG tests issues related to boiler, turbine, condenser, cooling tower, air-cooled condenser,

and flue gas de-sulfurization (FGD) systems were deliberated. OEM experts (e.g. BHEL, GE, Mchale International) and experienced CenPEEP executives involved in PG test procedure finalization, conduct of test, evaluation, and resolution of PG test issues delivered sessions in this two-day programme. The programme was much appreciated by participants as it covers the new areas like PG test of Wet FGD systems and Air cooled condensers in addition to Boiler and Turbine PG Test insights.



TECHNICAL & FUNCTIONAL TRAINING

PMI HOLDS TRAINING PROG ON SEL-MAKE NUMERICAL RELAYS

21-03-2024



PMI in association with COS-CenPEEP (Centre for Power Efficiency and Environmental Protection) conducted a training programme on 'Performance Guarantee Test of SG and TG Package Systems' from 14th-15th March 2024. Shri S K Ghosh, ED (OS) and Ms R S Bhal, CGM (Strategic HR & Talent Mgmt.) & Head (PMI) addressed the participants in the inaugural session. About 39 O&M executives from various NTPC stations took part in the event in which PG tests issues related to boiler, turbine, condenser, cooling tower, air-cooled condenser, and flue gas desulfurization (FGD) systems were deliberated.

OEM experts (e.g. BHEL, GE, Mchale International) and experienced CenPEEP executives involved in PG test procedure finalization, conduct of test, evaluation, and resolution of PG test issues delivered sessions in this two-day programme. The programme was much appreciated by participants as it covers the new areas like PG test of Wet FGD systems and Air cooled condensers in addition to Boiler and Turbine PG Test insights.



ET CELL NEWS



Between January and March 2024, NTPC welcomed 97 Engineering Trainees (ETs) from the 2023 Batch 1 Extension, specializing in Electrical, Control & Instrumentation, and Mechanical disciplines. Additionally, 42 Mining ETs joined during the same period. Nearly 600 ETs attended a two-week Management Training program at PMI, conducted in batches of 70-80 participants.

This training runs concurrently with the NPTI Foundation Course, Simulator training, and discipline-specific training modules. From January to March 2024, NTPC also saw the addition of 3 HR ETs, 1 Finance ET, 2 Civil ETs, and 2 ACTs. These recruits will receive specialized training. All new recruits will participate in an extensive 52-week training module designed to groom and develop them into well-rounded, trained, and knowledgeable engineers and professionals.

“Develop a passion for learning. If you do, you will never cease to grow.

”Anthony J. D’Angelo

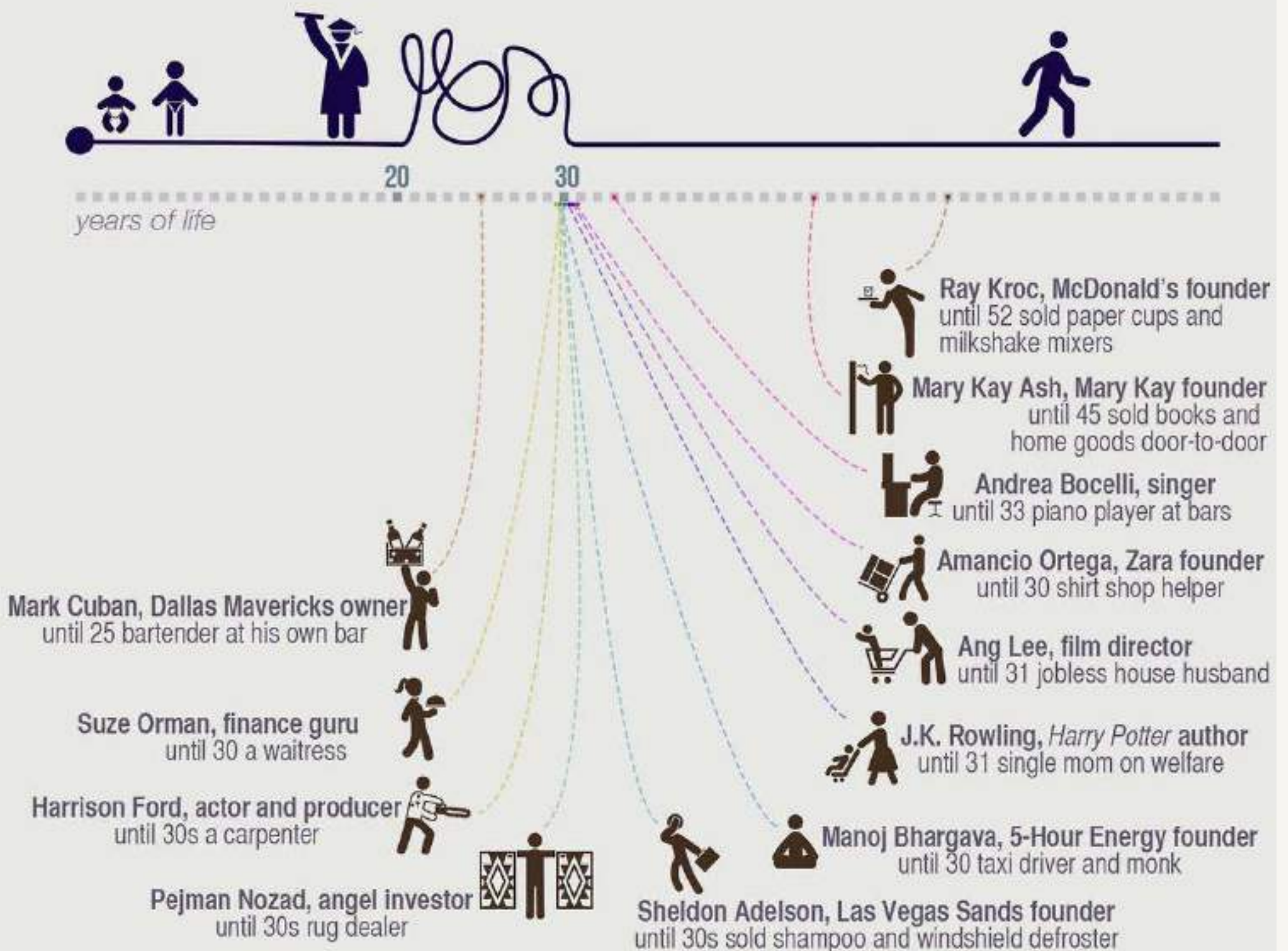
LEARNING CORNER

THINK YOU'RE TOO
OLD TO BE AN
ENTREPRENEUR?
THINK AGAIN.

There's a lot of focus on people who start their own businesses in college, but many successful entrepreneurs start their own businesses after years of work experience. Check out these blockbuster entrepreneurs who struck out on their own in their 30s, 40s and 50s.

LOST IN LIFE?

PEOPLE WHO TOOK AN INDIRECT PATH TO SUCCESS



NOT ALL THOSE WHO WANDER ARE LOST. J.R.R. TOLKIEN

Reference-<https://www.entrepreneur.com/>



Edited by: Ms. Sayoni Mazumder, Senior Manager (PMI)
For any questions or recommendations, feel free to contact at
sayonimazumder@ntpc.co.in.