



## THE CONTENTS OF THIS ISSUE:

*PMI programmes  
and activities - 2-7*

*RLI updates - 8-12*

*Safety Academy - 12*

## FROM PMI'S DESK

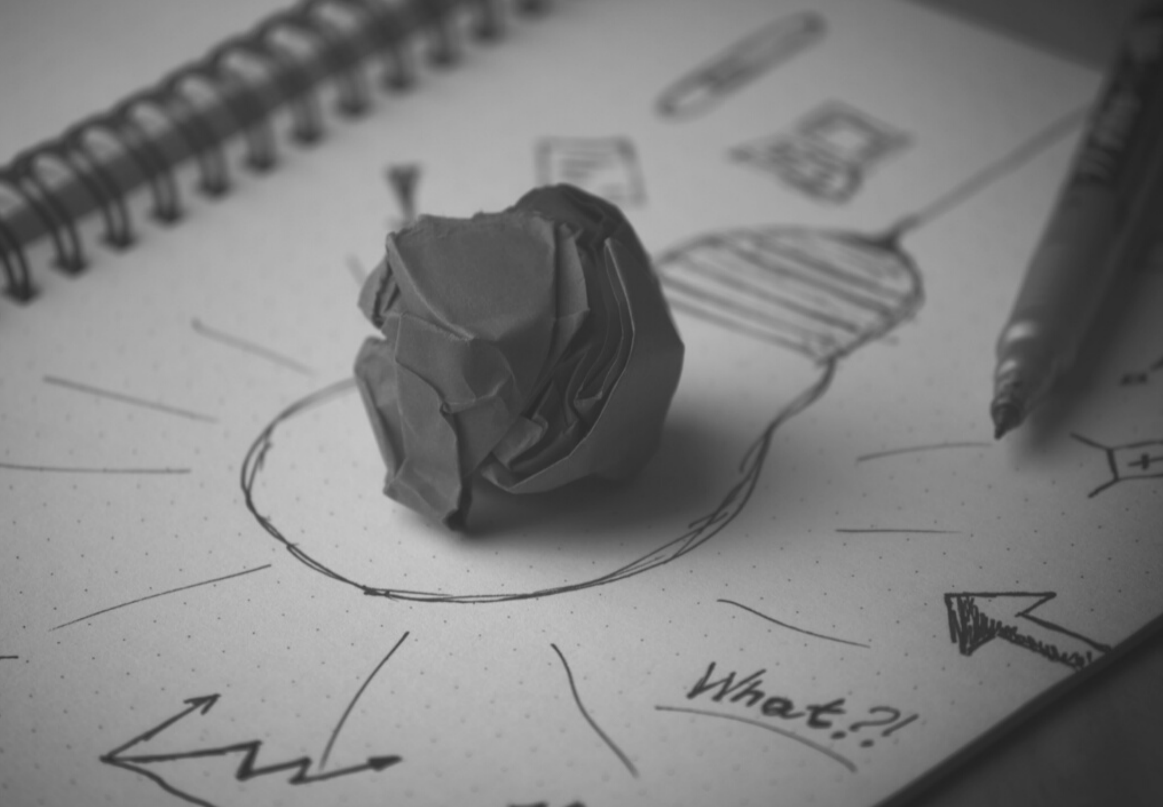
*R K Sinha, GM (PMI)*

Dear Readers,

It is a delight for us to present to you the tenth edition of PMI's quarterly newsletter - **PMI BODH** for the period **April to June 2022**. In this issue, we have covered the important highlight in the learning arena at PMI, 07 RLIs and Safety Academy.

It gives me immense pleasure to share with you that NTPC's L&D has been recognized on the national map once again with PMI bagging the prestigious **ISTD Award fifth time for year 2021-22**. We have also bagged the 1st Runner's Up place in ISTD L&D Award 2020-21 and won **the SHRM Special Recognition Award 2021**.

With the help of your encouragement and support, we will continue to make PMI a world class institute of learning, catering to entire power industry and bringing in the best L&D practices to our Company. Together, we can and we shall!



## **COMMERCIAL SENSITIZATION**

programs were conducted in April and June with focus on new regulatory rules.

## **GENERATION CONTROL**

Automatic Generation Control online program was organised on 4 May 2022 emphasizing on its concept, philosophy and implementation. 47 executives attended the program.

**SAMARTH**, a key targeted-training program for employees under job rotation has been completed in the following areas:-

Commercial Module - 18 to 22 April

Electrical Module - 25 May to 7 June

Mechanical Module - 26 May to 8 June

Operation Module - 2 to 15 June

C & I Module - 27 May to 8 June

**RFTI LEVEL-II CERTIFICATION** one week PROGRAM was organised from 25 to 30 April physically at PMI in which 11 executives participated.

**Technical training** modules delivered online during **April 2022** included topics like GENERATOR EXCITATION SYSTEM, FGD&NOX REDUCTION TECHNOLOGY FOR AIR QUALITY IMPROVEMENT, CHALLENGES and NEW TECHNOLOGIES IN CHP.

**Technical training** modules delivered online during **May and June 2022** included topics like OPERATION CONTROL & PROTECTION OF TURBINE, ADVANCE EXCEL & POWERPOINT and EXECUTIVE DEVELOPMENT PROGRAM EXCLUSIVELY FOR CHEMISTRY

PREPARATORY COURSE FOR **CERTIFIED ENERGY MANAGERS AND AUDITORS** - Two week online program was organised from 27 June to 8 July in which 63 executives participated.

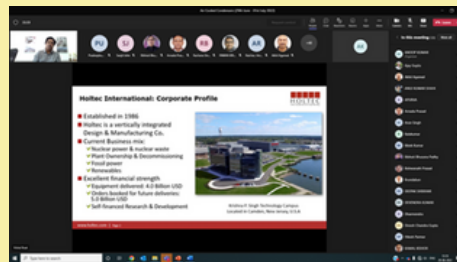
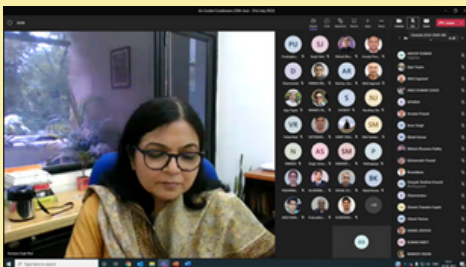
*"If you think education is expensive, try estimating the cost of ignorance."*

*~ Howard Gardner*

# Technical Training



PMI hosted the **National Level of BOE Oral Examination** on 23rd April 2022. A total of 126 candidates from different industries (including NTPC) appeared in oral examination. 'Central Boiler Directorate' has recently conducted national level written examination for 'Boiler Operation Engineer' which is a statutory requirement for operating any type of industrial boiler. The oral examination was conducted by M/s National Productivity Council, Chennai under Ministry of DPIIT, Ministry of Commerce and Industry.



PMI and CC-Engg teams jointly conducted a training on '**Air Cooled Condensers**' from 29th June to 01st July 2022. This program is a part of new initiative. The program was mainly focused to augment the knowledge and skill of our executives on the new technology being adopted by NTPC. The program was delivered by expert Mr Visahl Roat of M/s Holtecasia (a subsidiary of Holtec International, USA). This course was designed to provide an understanding of 'Air-Cooled Condensers' to our engineering, design, erection, and O&M executives. The online program has received overwhelmed participation from NTPC executives, and more than 65 participants attended the three-day program

Some other significant training programs conducted during the quarter were :

- BOILER PERFORMANCE IMPROVEMENT OPPORTUNITIES
- COOLING TOWERS, COMPRESSORS: PERFORMANCE ANALYSIS CHALLENGES & ISSUES
- BEHAVIOUR SAFETY: A SUCCESS FRAMEWORK

*"Action comes about if and only if we find a discrepancy between what we are experiencing and what we want to experience"*

*~ Philip J. Runkel*



**LEADER-10x programme** for the 5th Batch was organised in PMI from 13th to 17th June 2022 in which 50 selected young executives underwent specially designed leadership training modules. Shri D K Patel, Director(HR) interacted with the participants emphasizing on the need to understand the fast changing pace of the power sector, new environmental concerns, and the Organisation's agility to cope with such dynamic changes towards solving business problems.

**Gender Sensitivity** workshop was organised on 9th June 2022 at PMI, especially for 79 young ETs during their duration for management training. The trainer, Ms Pritha Dubey gave insights into positive behavior, gender sensitive etiquettes, stereotypes and identifying your own gender-bias.



On the occasion of **International Day of Yoga on 21st June 2022**, following programs were conducted:-

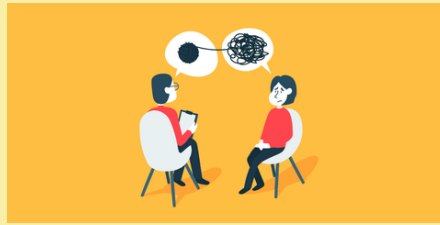
- **Yoga and Pranayam** at PMI in which 28 participants attended
- **Office (Chair) Yoga** -in which Total participants included 65 from PMI, 74 joined through MS-Teams and 178 through PMI YouTube channel
- **Talk on Yoga and Mindfulness** by Yogi Balakrishna in which total participants included 61 at PMI, 42 joined through MS Teams and 73 through PMI YouTube channel.



**15 Day Online Yoga and Pranayam** conducted on YouTube channel of PMI from 21 June to 4 July which recorded 1160 plus views. Yoga Guru Shri Anoop Rathore demonstrated yoga as envisaged in the yoga-day protocol and breathing exercises to increase immunity.

*"I realized that becoming a master of karate was not about learning 4,000 moves but about doing just a handful of moves 4,000 times"*

*~ Chet Holmes*



# Human Resources & General Management

NTPC's **Project Snehal** which was launched in May 2021 is going on in full swing with many of the employees and their family members availing counseling services from trained psychologists to make their life better, enriching and more meaningful. Under Snehal, employees have sought help on a range of topics, such as --- anxiety, depression, parenting, eating or sleep disorders, trouble coping with office/studies/relatives/society, domestic and marital issues, old age-related emotional illness, and other personal issues, and have submitted great feedback. Services are available 24\*7 and is treated as confidential.

## Change-Mastery Program

A one-day online interactive workshop was organised for 40 young women executives on 06th May through M/s LeadPro focusing on the following areas:

1. Exploring the opportunity and need for change
  2. Becoming 'Change Agents' and Establishing credibility
  3. Digital Transformation, Stakeholder Management, Influencing without authority
  4. Dealing with resistance and objections + Influencing Techniques
- Questionnaire: Influencing Styles

## Apprentice Management Program for Coordinators

On 8th April, Apprentice Management Program was organised at PMI with project coordinators joining from all locations of NTPC to understand and learn how to effectively and timely achieve apprentice compliance for the MSDE. The session was delivered by Shri Sandeep, Assistant Director, BOAT (NR).

**IPMA Level D certification program** was conducted online from 20.06.2022 to 23.06.2022 for 22 participants. 21 participants who have cleared the examination are now Certified Project Management Associate (CPMA).

**Samarth C&M Batch-4** was conducted online from 06 June to 17 June 2022, for Executives posted to C&M from other departments/functions to enable them to discharge their responsibilities more effectively and efficiently.

**Online Certification Course by IIT Bombay on Solar Thermal Technologies Batch-2** started in June 2022 for selected executives.

**Foundation course** was conducted at PMI for Managers from 09 May- 20 May ' 2022, aimed at enhancing managerial effectiveness by providing the required knowledge, skills and awareness of functions and desired attitudes.

*"An investment in knowledge pays the best interest."*

*— Benjamin Franklin*



# Human Resources

## ET Cell

### Program titled - Management of Industrial Relations and Contract Labour

The program was delivered online from 10th to 16th May 2022 (from 3.00 PM to 6.00 PM on each day barring Sunday). The program designed for HR executives covered IR situations / conflicts, Union Management interface, NBC, NEFI, participative forums in NTPC, Contract Labour Information Management System (CLIMS), NTPC Communication Matrix, Negotiation Skills, the four Labour Codes, Conflict Management, CDA Rules and process of Domestic Enquiry. 29 HR executives were covered under this program



### ET-2021 (Batch 2) - Online General management Module

From 04th May to 24th June, general management module training was organised in PMI campus for nearly 79 Engineering ETs.

### ET-2021 (Batch 3) - Newly recruited

As many as 425 EETs have joined NTPC in the 3rd batch of ET-2021. They are undergoing technical trainings facilitated by RLI/EDCs across ten plus locations, and will be undergoing management and simulator training before their Field Job postings.

### ET-2021 (All Girls Batch)

37 ETs from All-Girls batch of ET-2021 are at their Field Job Postings at Solapur, Mauda and Simhadri learning hands-on training in Operations department. They will be regularised in the Company from the month of July 2022 onwards on due dates.



*“The only person who is educated is the one who has learned how to learn and change.”*

*– Carl Rogers*



## **Orientation training programme for the BUHs/HOPs of NTPC**

With the objective of familiarizing with the VUCA situations and enarming the BUHs with all the strategies to deal with it, PMI designed a special program which was inaugurated by D(HR) and CMD on 1st April 2022. In this 3 Week program, various aspects were covered such as - Role and Responsibilities of BUHs, Statutory responsibilities, Issues and compliances etc. Faculty included eminent professionals from government bodies like IB and administration, IAS, IPS, ex-NTPC specialists)

## **Emerging Technologies - FutureSkills**

An awareness program of FutureSkills program was conducted across NTPC on 10th June, 2022. Officials from NASSCOM have delivered the session. All NTPCians were provided the access for the emerging technologies courses. The latest developments of government schemes of FutureSkills courses were deliberated.

Similarly, an awareness programme of FutureSkills program was conducted for 10X participants on 17th June, 2022

## **Gas Power plants**

ISSUES & CHALLENGES OF MAINTENANCE & EFFICIENCY OF COMBINED CYCLE POWER PLANT was conducted on 22nd AND 23rd June, 2022 by external expert. Around 30 people attended this program.

## **LEADERSHIP ENHANCEMENT AND DEVELOPMENT (LEAD)**

LEAD training was conducted for prospective GMs after clearing Level-1 at various IIMs. 165 participants attended week-long program at IIMs in 5 batches.

## **Renewable Energy**

A comprehensive training on Solar PV power plants was organized from 13th June to 16th June, 2022, which covered all the aspects of concept to commissioning and O&M of solar PV. NTPC RE domain experts delivered the sessions. 10 participants attended the program.

## **Immersive Technology**

Safe isolation and normalization procedures using Virtual Reality (VR) training (3rd batch) was conducted during 18-20 May, 2022.



*“Learning is a treasure that will follow its owner everywhere.”*

*– Chinese Proverb*



In the wake of recent changes in NTPC's **Business Excellence Model**, an interactive session with senior executives of VSTPS was organized on 15th June 2022. Sh. Suvash Chandra Naik HOP (V), and Sh. E Satya Phani Kumar GM(O&M) were present during the discussion. Sh.Naik expressed his confidence in the VSTPS team and urged that every HOD should join the endeavour on the VSTPS's journey to excellence.

RED(NR), Sh. Debashis Sen **interacted with ET-2021 (Batch 3)** on 27th June 2022. He showed keen interest in the profiles and mined deeper into specific information. RED(NR) advised ETs that performance counts more and is a sure way to move up the ladder of success. Further, he highlighted the latest happenings in the power sector and urged ETs to keep abreast with contemporary developments in the sector and the economy.

An awareness program on **5S and JUSE certification** was conducted on 27-28th May 2022. It was designed to render the advance deliverables in following the "5S", its monitoring and criteria for JUSE certification. Participants assented that the learnings from the program would find immediate application in their work. A team of QCFI Varanasi was the delivery partner.

**11 days Executive Development Program** was organised for newly inducted E0/elevated to E1 employees from 25th March to 6th April 2022 wherein 23 employees from SR Projects/stations participated. As part of training curriculum, 2 days outbound program was organized at AP Tourism Resorts, Araku.

A new Initiative of "**Training at Doorstep**" was launched by RLI Simhadri to fulfil the training requirement of providing byte sized training to employees in respective Departments. As part of this initiative, Safety Framework Programs have been conducted in 14 Departments/sections wherein 99 employees participated.

RLI-Simhadri has been declared as **School of Excellence in Chemistry**. It has started a Series of training programs on Power Plant Chemistry for Operation and Offsite Maintenance Executives on Supercritical and subcritical units. In the series of 12 programs, first was organised on 17th and 18th April, second at Kudgi on 31st & 31st May and third on 27th & 28th June at Dadri.

As part of "**Know your Machine**" series of Trainings, Training on 500MW Generator DAVR through eX BHEL faculty was organised by RLI Simhadri from 19th to 24th May 2022.

13 week **Induction and Technical Training of 3rd Batch of EET2021** completed including MTA on 23rd June,2022.

## RLI Simhadri





## RLI Dadri



### Key Programmes organized at RLI Dadri during this quarter are given below:

- ET Batch 3-2022 (Mechanical group) – Induction training comprising of class room sessions, scheme tracing and site visits . In addition to these, the young professionals, as a part of Book review, read and presented their learnings on several key books.
- One month long certified Power sector skill council programme for workers of CHP & AHP
- Online special programme on office Yoga attended by employees all over NTPC Limited.
- A new initiative called Aarogya was started for creating proactive health awareness. In this series, a talk was organized with a senior specialist on Prediabetes & Diabetes.
- Power Plant Chemistry – A 2 day programme in association with RLI Simhadri was organized with participation from across NTPC.
- Some other important Programmes were on E-Voice, FGD, First aid, Electrical Safety & PTW.

### Some Key Activities:

- RUBARU – A leadership talk show with a difference was organized featuring Mr Simerjeet singh, a senior motivational speaker.
- As part of book club activity, two meetings were held in which different books like As a man thinketh and The forest of enchantment were discussed and reviewed by enthusiastic & avid readers.
- About 200 young professionals were given Vocational training in hybrid mode.

**Advance Road Safety and Defensive Driving:** Organised for NTPC employees and for Drivers of NTPC departmental vehicles & heavy vehicles driver, scheduled from 16.05.2022 to 18.05.2022 in various batches in association with M/s. Road Safety Foundation, Mumbai

**Filing of Annual Property Return Program for Non executives:** Scheduled from 20.06.2022 to 22.06.2022 in various batches, the program was delivered by Shri Nikesh Kumar, DGM(HR).

**Retirement Planning:** In association with M/s. Tanvi Consultancy Services Pvt Ltd, Bhubneshwar, program was delivered on 27.06.2022 and 28.06.2022

**Actualization of Core Values:** in association with M/s. Tanvi Consultancy Services Pvt Ltd, Bhubneshwar, the program included various exercises and role plays which the participants enjoyed alongside learning.

**"Yogya Raja Kaun" Drama based on Girl Empowerment:** As part of GEM 2022 program which was organized from 19th May 2022 to 16th June 2022, a drama based on Girl Empowerment "Yogya Raja Kaun" was directed and scripted by RLI Executive Ms. Jasvir Talwar, Sr. Manager(RLI) and three EET of 3rd batch Shri Ashish Kumar, Shri Manish Kumar and Ms. Shivani Meena.

## RLI Farakka



# RLI Sipat



## Enhancing knowledge in the Sector through L&D - Program for senior executives

**of UPRVUNL & JVUNL:** RLI Sipat trained three batches of senior executives from Uttar Pradesh Rajya Vidyut Utpadan Nigam Limited (UPRVUNL) and its subsidiary Jawaharlal Vidyut Utpadan Nigam Limited (JVUNL). Total 60 executives participated. HOP and CGM Sipat Shri Ghanshyam Prajapati interacted with all the three batches.

## Program for senior executives of Engineers India Limited (EIL)

Three batches of 10 executives each of Sr Manager to ED level from EIL Delhi attended the programs physically at RLI Sipat.

## Koshish Karnewalon ki Kabhi Haar Nahi Hoti- A motivational talk

On 08 April, 2022, a motivational talk was delivered by Ms Nishu Singh, who is a mountaineer from Bilaspur and has scaled a number of peaks to the ETs, Apprentice Trainees and school children of NTPC Sipat BBPS.

## Nukkad Natak ( पानी रे पानी) by ETs on World Environment Day 5th June

A street play (पानी रे पानी) was performed by ETs on the world environment day. About 200 persons including senior executives, colony residents and girl participants of GeM program watched the play in the township.

## National Conference on Electrical Safety

Organised on 30.06.2022, more than 2000 Delegates from all over the country attended the conference in physical and digital mode. About 50 senior delegates from NTPC, CEA, PGCIL, CSPDCL, CSPTCL, GEC, Cape Electric India, KSK Energy and Chhattisgarh State Load Dispatch Centre etc attended the Conference in physical mode

## INHOUSE TRAINING

17 inhouse training program were conducted, some of which are mentioned below:

- Webinar on Legal Aspects of Power Plants was organized from 30th to 31st May '22 through Hindustan Law Academy Vizag.
- A five days Hands-On training program on Numerical Relays was conducted from 2nd to 7th May '22 at M/s SIEMENS works at Goa for 12 participants
- June 22 was celebrated as Electrical safety month in which a webinar on Prevention of electrical Hazards and Flash over was conducted, which was attended by 334 participants
- A two days program on scaffolding and Ladder Inspection on 29th & 30th June 22 in association with M/s BSL New Delhi.

**SIMULATOR TRAINING** models available for physical training are 660 MW Solapur and 800 MW Gadarwara. Remote training facility is available for Tanda, Meja, Barh-II, Darlipalli, Lara and Kudgi. A total of 63 participants have taken simulator training during the quarter.

For ET 2021 batches, training was conducted from 20th June '22 in two shifts on 660 MW Solapur and 800 MW Gadarwara models respectively.

## CONTRACT WORKER TRAINING

A total of 28 training programs on safety were conducted for Contract workers during the quarter which covered 1576 participants

# RLI Solapur

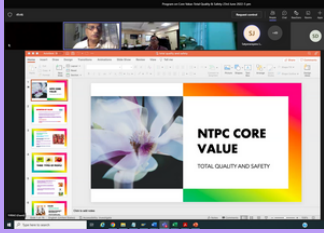


## Conflict Management

The program focused on types and levels of conflict, conflict with self and others and conflict resolution. Mr. M. V. Vasudevan was the esteemed faculty and 45 participants attended the program.

## Core Value- Total Quality and Safety

The program was conducted on 23rd June 2022 for the executives of E7 and above level. The online program was inaugurated by Sh. K. Srinivasa Rao, ED (Talcher Kaniha). Sh. Y. V. Rao, former ED-NTPC was the esteemed faculty and 65 participants attended the program.



## Developing Effective Work teams through MS Office Workshop for Women Employees

Conducted on 4th June 2022 in association with M/s SPK Multisoft IT Solutions Pvt. Ltd. , the workshop was attended by 21 lady employees of Talcher Kaniha. It covered MS Office application automation software on MS Word, MS Excel and MS Powerpoint.

## Coaching Sessions on Safety Framework at Talcher Kaniha

Shri Venkata Ravi Ram, Advisor Safety of NTPC conducted the program for NTPC from 3rd June 2022 to 16th June 2022. It was inaugurated by Shri. Vijay Goel, GM (O&M) and attended by 162 number of executives from E4 to E8 level. Each nominated individual had attended two halves of consecutive days to balance their regular office work.

## UNDERSTANDING SAFETY ASPECTS FOR STORAGE, TRANSPORTATION & HANDLING OF HYDROGEN AT WORKPLACES

Program was organised through Shri S.K. KHURANA, CHLOR-ALKALI BUSINESS DEVELOPMENT CONSULTANT from MUMBAI which around 60 participants from all over Stations attended. This Program covered specific norms which are to be followed for handling of hydrogen cylinders, hydrogen hazards, storage of hydrogen cylinders, static electricity-Hazards and safeguards etc.

## PROGRAM ON UNDERSTANDING PLANT SAFETY & HAZARD IDENTIFICATION THROUGH DGFASLI - CHENNAI.

Organised through through DGFASLI, Chennai for non-executives of NTPC , this program was in reference to series of programs being conducted for Non-Ex under AZADI KA AMRIT MAHOTSAVA CELEBRATIONS. Around 150 participants from all over NTPC projects participated and gained knowledge on the subject .

## ACCIDENT INVESTIGATION AND REPORT WRITING

In order to enhance skills of Accident Investigators NSA organized a program on ACCIDENT INVESTIGATION AND REPORT WRITING through DGFASLI-CHENNAI . It was attended by 63 executives all over NTPC through on-line TEAMS platform.

Safety  
Academy  
Unchahar

