

ISSUE 12 • OCTOBER TO DECEMBER 2022

PMI BODH

NTPC PMI's Newsletter

From PMI's desk

BY RACHANA SINGH BHAL, GM(PMI)

Dear Readers,

Wish you a very Happy New Year!

It is a delight for us to present to you the 12th edition of PMI's newsletter - PMI BODH for the period October to December 2022. In this issue, we have covered the important highlights in the learning arena at PMI, 07 RLIs and Safety Academy.

It fills me with joy to inform that NTPC was conferred the prestigious SHRM Special Recognition for Learning and Development for the year 2022. 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 make NTPC L&D shine even further.



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PMI TECHNICAL TRAINING

1. NEBOSG IGC

The program provided insights into various dimensions of safety management along with experience sharing and some safety related cases. We had conducted three programs concurrently with 66 participants.

Following aspects of Safety and it's management was covered in the program.

- Safety Management in NTPC
- Effect of Environment on Health and Safety
- Fire safety
- Chemical safety
- Occupational Health & First Aid
- Electrical Safety, E&M Rules
- PTW System and LMIs
- Statutory Requirements
- Lifting Tools and Tackles
- Case study

Total Participants - 66

2. ADVANCE MANAGEMENT PROGRAMME

This program was conducted with aim to help managers transform into leaders & strategic thinkers as they will assume higher responsibilities as General Managers.

Imbibing higher communication skills, strategic orientation, stakeholder management, understanding and interpreting financial statements and Ratios and people management skills is major focus of this program.

Total Participants - 47

3. Certification program on Carbon Trading and Markets

Offline session conducted from 21 oct - 23 nov 2022 with support from IIT-Kanpur. No. of participants -32 from varied domains RE, NETRA, CMHQ, etc.

4. Energy Transition

Offline session conducted from 10 oct-14 oct 2022 with support from IIM Calcutta. No. of participants-28 form various domains such as RE, CP, Engineering, etc.



PMI TECHNICAL TRAINING



3. 31st Corporate Communication Meet

As executives reach senior positions, their representational role becomes very important. They have to frequently address meetings, interact with media such as press/TV, organize and manage events etc. It has an important bearing on the corporate image. This program has been designed to enable the participants to understand and develop a professional approach in Communication with internal as well as external stakeholders.

Following were the topics covered during the program:

- Dimensions of Corporate Communication in the changing times
- Image Building
- Event Management
- Media expectations in the new economic environment
- Managing Media: Press/TV
- Internal communication
- Managing Exhibitions and Displays

Total Participants – 31

4. Performance Guarantee Test of SG & TG Systems

Performance Guarantee tests of all corporate and site awarded contracts were done.

Total Participants – 15

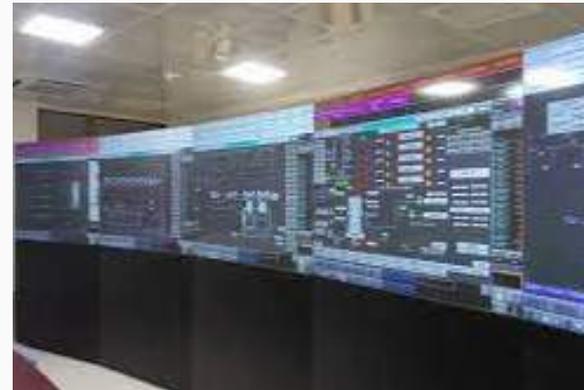
5. 660 MW Simulator training for ETs

Operating the power plant is a complex and skillful job. One has to understand the process and has to master the operational activities

Before starting the actual operation on real time basis, practicing in simulator is really a privilege and tweaking with the process and handling the emergencies in simulator helps to understand the implication of change in process variables.

In PMI we have started conducting simulator training for ETs and so far we have conducted two batches of such training.

Total Participants – 9



IPMA level C Certification-

IPMA Level C certification program was conducted online from 12.12.2022 to 17.12.2022, for 19 participants, with 18 participants clearing the examination, and are now 'Certified Project Manager (CPM). IPMA is an international recognition of experience level of managers in managing projects.

Samarth C&M Batch-5-

Samarth C&M was conducted online from 19 December to 30 December 2022, for Executives posted to C&M from other departments / functions to enable them to discharge their responsibilities more effectively and efficiently. The initiative helped employees from different departments to effectively discharge their duties on ROJs and will increase the synchronization between departments.

Online valedictory-

Online valedictory was conducted on 30.12.2022 for Online Certification Course on Supply Chain Management by IIT Delhi for 46 NTPC C&M participants who successfully completed the course and passed the examination.

EMC(Enhancing Managerial Competence)-

Sessions were conducted enhance the managerial competency of our managerial executives The sessions were organized from 10-21 October 2022 with 33 participants & from 28 November – 09 December 2022, with 48 participants.

Competency Development Programs -

Competency development program pivoting around Customer Focus, Quality Consciousness & Analytical Ability were held. These sessions were conducted based on cost assessment

Virtual Session to train NTPC medical and para medical staff-

An online series of virtual interactive sessions has started from 15 November 2022, to sensitize and train all NTPC doctors, nurses and paramedical staff on Essential Skills with a view to bring out a Behavioral Change with regards to demonstrating greater empathy towards their patient

Residential Training Program for Capacity Building of FTEs in CSR/R&R-

3 days Residential Training Program for Capacity Building of FTEs in CSR/R&R, new batch of Laterally inducted HR executives at various stations/ projects of NTPC was conducted from 17-19 November 2022 at PMI.

Online QC/LQC-

Online QC/LOC training program on Problem Solving Tools and Techniques was conducted in association with BE department from 17th -18th October 2022

Competency Development Programs -

Competency development program pivoting around Customer Focus, Quality Consciousness & Analytical Ability were held. Based on Competency, Potential and Value (CPV) assessment

PMI - ET CELL

The ET CELL of PMI has been the pioneer in inculcating latest and effective induction training of new members of NTPC family to the organization.

Initiating ETs' is the a intricate exercise which requires precision planning with focus on all minute details.

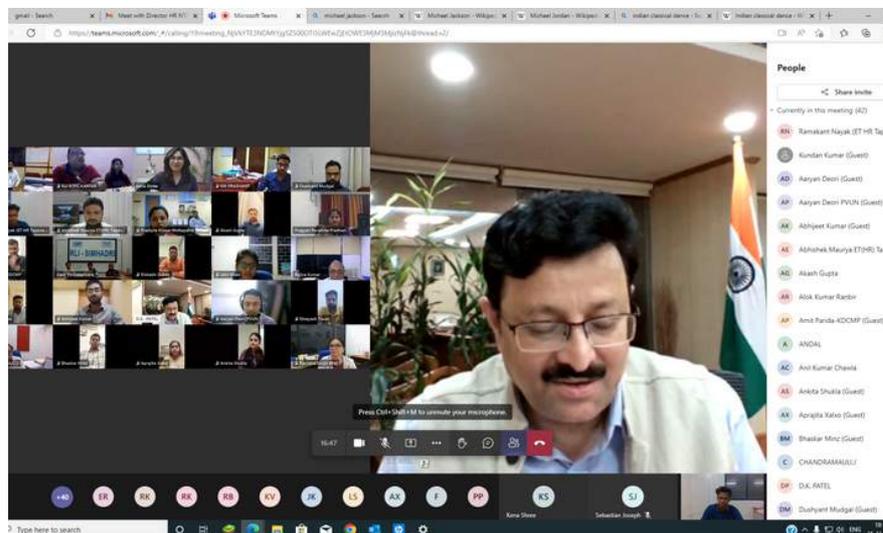
We at PMI make sure to design a curriculum that would keep it both engaging for ET's and would cover all the essential skills they will be needing to excel in their.

This time we had a total of 255 ETs joining us. The details are as follows-

ET -2021 Batch 4 - A total of 255 ETs joined in this batch in 4 groups.



GROUP	PERIOD	Module	No. of ETs	ETs' SPECIALIZATION	Mode of Instruction
1	28 Nov-9 Dec	Management Module	70	29 ETs - C & I 27 ETs - Electrical 14 ETs -Mechanical	offline
2	12 Dec-24 Dec	Management Module	70	40 ETs -Electrical 30 ETs -Mechanical	offline
3	10 Nov -16 Nov	Induction Program	25	25 ETs -H R & , Finance	Online



Renewable Energy

•A training program “BASIC COURSE ON FLOATING SOLAR PV PLANTS” was conducted during 19.10.2022 to 20.10.2022. Seventeen participants have attended this training.

•A training program “HYDROGEN & FUEL CELLS: THE FUEL OF THE FUTURE” was conducted during 27.10.2022 to 28.10.2022. Fourteen participants have attended this training.

•A training program “CAPABILITY DEVELOPMENT PROGRAMME FOR NPCIL SENIOR EXECUTIVES” was conducted during the period of 27.10.2022 to 28.10.2022. Fifteen senior executives of NPCIL have attended this training.

Immersive Technology

•A training program “SAFE ISOLATION & NORMALISATION PROCEDURES USING VR” was conducted during 27.10.2022 to 28.10.2022. Five participants have attended this training.

IT

•A training program “CYBER SECURITY” was conducted during the period of 26.10.2022 to 28.10.2022. One hundred and ninety participants have attended this training.

•A training program “CYBER SECURITY PROGRAMME FOR ELECTRICAL & C&I ENGINEERS” was conducted during the period of 22.11.2022 to 23.11.2022. One hundred and ninety four participants have attended this training.



Gas Turbine

• A training program “CURRENT TECHNOLOGIES IN ADVANCE COMBINED CYCLE PLANT” was conducted during the period of 10.11.2022 to 10.11.2022. Thirty participants have attended this training.

Project Management

• A training program “PROJECT MANAGEMENT USING MS PROJECT” was conducted during the period of 29.09.2022 to 01.10.2022 (Batch-6), which is tailor made program for the executives working in various projects of NTPC. Ten executives have attended this program.

RLI FARAKKA

Some of the significant programs conducted by RLI Farakka during the quarter is given under:-

- **POSH ACT**- Awareness session on POSH ACT was conducted with Kirti Das as faculty on 21.12.2022
- **Let Food be your Medicine**- On 09.01.2023 session was conducted to encourage healthy eating habits and boost a healthy lifestyle.
- **Anand Mela 2023**- A fun recreation event was organized for the entertainment with stalls and game zone for all



SAFETY ACADEMY - UNCHAHAR

- **Management of Change related to safety** - NSA Unchahar organized Management of change program related to safety for NTPC executives . The program was organized in association with New Age power Engg & professionals, LLP . The program received good response.
- **Confined space safety & associated rescue management** - NSA Unchahar organized Management of change program related to safety for NTPC executives. The program was organized in association with Safety consultant EP Group, Lucknow . The program received good response.
- **Program on Lockout Tagout (LOTO)** - NSA Unchahar organized the program related to safety for NTPC executives in various batches. The program was organized in association with . The program received good response.
- **VR TRG for Employees & Contract Workers** - NSA Unchahar organized safety related modules for NTPC executives & Contract workers in various batches. A total of 178 employees and 95 contract workers were trained in various safety related modules like working at height, Confined space etc.

RLI SIMHADRI

- Raise awareness about ESG - RLI organized 2 Programs on Environment, Social and Governance for SMC Members and other Executives on 10th and 11th October 2022. Shri Sushil Kumar Sharma Former GM (Corporate Sustainable Development), NTPC conducted the sessions.
- Foundation Course for E5 level executives - 2 weeks course organized by RLI Simhadri from 17th to 29th October and 21st November to 3rd December 2022 at IIM-Visakhapatnam (1st week) and RLI Simhadri (2nd week)
- Program Chemistry for Main Plant Operation - RLI Simhadri is, the Centre of Excellence in Chemistry and has organized the programs corresponding the same since April 2022. The October Program was organized at Kaniha, November Program at Ramagundam and December Program at Unchahar respectively.
- Executive Development Program for Southern Region Employees - Employees from Workman cadre to Executive cadre. The Program commenced on 12-Dec-2022 at RLI Simhadri and concluded on 23rd December



RLI SOLAPUR

- During October to December 2022 total 15 program had been conducted on webinar mode, total participation was 1488 numbers.
- During October to December 2022 total 08 program had been conducted in physical mode, total participation was 60 numbers Simulator Training
- Total 80 Participant attended simulator training.
- Refresher simulator training for Tanda executive was conducted in online mode with team viewer.
- Refresher simulator training for Telangana executive conducted in physical mode.
- 26 apprentices (13 Graduate Enggs. & 13 Diploma Enggs.) have been engaged for one year apprenticeship
- 30 ET's of 2021 (Electrical) Batch-4 have completed their Technical Module training, MTA, Simulator training and released on 31-12-2022 for PMI, Noida to attending 3 weeks of General Management module and 2 weeks of NPTI Training



RLI DADRI



Key Activities

- BUH & Sr mgt of Dadri shared their experience & BUH took training session on Power Plant Operation and Maintenance challenges to ET-2021 (4th batch) at Dadri.
- Planned Intervention Program- Foundation Course in General management for DBF region was conducted in Dec'22. The participants made presentations on key emerging issues of NTPC.
- To enhance the health and wellness by natural way of life, a special program on " Health & Wellness " were organized through Nector Factor for Executives with their spouses and non-Executives.





Key Programs organized

- Special plant visits for providing exposure to workmen were organized –
- Civil dept was sent to Koldam and Operation group to Simhadri. The learnings were shared widely with others.
- For work life balance and attitude of well, a three-day Outbound tour was organized to Shanti Kunj Haridwar for non-executives In Oct'22.
- Based on site on the employees' observations and requirements at Gas plant & Electrical Safety - hands on learning was provided to handle key safety issues specially in switchyard, a program was organized for Gas plant employees in Nov'22 at Site.
- Outbound activities based program to strengthen teamwork were conducted for executives and non-executives at Ash Mound location at Dadri plant and Baghaan Resort.
- Safety Modules being covered at Site to Contract workers, to enhance their safety understanding in more experiential way

RLI Sipat

- Learning Corner (ज्ञानार्जन कक्ष) in the Control Room Stage I - The purpose is to establish a mini Learning & Development kiosk which is readily available to O&M for short trainings and academic discussions. The faculty will be mostly shift Operation executives and participants could be any stakeholder including contract workers, executives or non-executives of O&M. This will cut the need for coming to RLI for all the physical training sessions and will make training easily accessible. The Learning Corner was inaugurated by Executive Director & Project Head Sipat Shri Ghanshyam Prajapati.



- **NavchetnaA new initiative called नवचेतना –**

सब पढ़ें, सब बढ़ें has been started by NTPC Sipat. It is a joint initiative by RLI Sipat and the Executive Association of NTPC Sipat. It is an endeavor for social change, with the theme of ‘Sabhi Padhe Sabhi Badhe’. It will work through employee volunteering model. The Navchetna center will be providing a platform for studying/ teaching various subjects like English, Maths, and Science, safety, ethics, environment, GK, career prospects etc to the children of attendants / other agencies residing in the Ujjwalnagar township. The Navchetna Center was inaugurated by Executive Director & Project Head Sipat Shri Ghanshyam Prajapati on 30.12.2022



- **Leadership for Women Employees** With a view to enhance leadership in women employees, a program on “Leadership for Women Employees” was conducted and which 27 women employees participated. RLI Sipat has organized two weeks Foundation Program from 05-17 Dec 2022 for E5 level executives of WR-II in the picturesque premises of IIIT Naya Raipur. The program was inaugurated by RED (WR-II&OS) Sh A K Tripathy in the august presence of ED Sipat Shri Ghanshyam Prajapati, VC and Director IIIT Raipur Dr. P K Sinha, faculty , ex RED NTPC Sh C V Anand and GM RLI Sh A K Tripathi. Twenty (20) E5 level executives from different locations are participating in the program.



Some significant programs include:

WORKLIFE BALANCE FOR WOMAN EMPLOYEES-A two day Work life balance program for women employees was organized on 6-7 September. The program was designed to help participants learn to appreciate the importance of work life balance especially women employee who shoulder unique and differentiated.

The delivery was focused on how to combat adversity, build resilience, and find Joy. Take challenges heads-on and responding with understanding--or better yet, action.

GOVERNMENT E-MARKETPLACE (GEM)- Ease of procurement while maintaining transparency is one of the on going and ever improving way in establishing effective process in NTPC. Government e-Marketplace (GeM - gem.gov.in) is an audacious move by government embraced by NTPC to the commendable extent. With this in mind a program on GeM , government e marketplace is organized

AR/VR PROGRAMME

Riding on technology enabled Immersive VR system is closest to the virtual environment. The technology brought excitement and engagement together for learners. It acquire another dimension if the learners are non-executive contract worker.

Contract workers are trained on Safety modules on VR facility available at RLI Vindhyachal. The learners appreciates the when they experiencing the highest level of immersion. They stated It that had provided them the closest feeling of being in virtual world. Five batches of Workers are trained on various safety modules.



GENDER SENSITIZATION WORKSHOP

Workshop on “Gender Sensitization” . is conducted for executives of VSR Stations. The workshop was organized for two groups. In The first group senior executives General managers and HODs were covered. In the second workshop women employees with their reporting officers were covered.

Various activities were conducted to communicate the essence of gender sensitization. Understanding and provision under acts and adopted across corporates as a measure of good practice. In addition to importance of work place diversity input on basic understanding of sexual harassment at places of work along with the statutory and corporate provisions that Prohibits , Prevents and Redress were detailed.



DECISION MAKING WORKSHOP

A Decision-making workshop for executives was organized by RLI (NR). During the program the Participants were familiarized with strategic and transactional aspects of decision making. During one full day session participants practiced the various simulations with limited data and information. Participants were learned the interplay amongst the various factors that influence the alternatives available, and choices finally made. The role of various paradoxes and cognitive biases were discussed and practiced.

The importance of analytical ability as the central skill in the decision-making process was stressed

ET TRAINING PROGRAMME:

ET INTERACTION WITH CULTURAL PROGRAMME WITH VSTPS LEADERSHIP TEAM

A follow-up Interaction with ETs followed cultural event “SPANDAN” is conducted .

ETs led the programme then onward. It was a wonderfully craft events laden with lot of fun games. Were women done exceptionally well. HOP and GM(O&M) and other GMs participated in couple games.

GM(HR) and GM(RLI) sung the melodious songs . Sh. Mathur AGM (RLI) and his wife sung a enchanting duet song. The songs , dances and skit performances by ETs were captivating and everyone remained stucked to their seats.



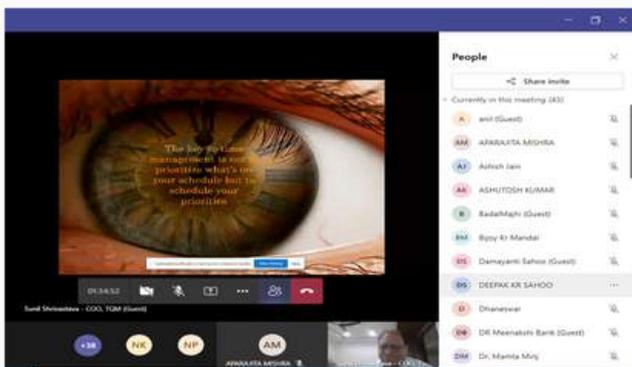
RLI TALCHER KANIHA

Training on Safety through the VR (Virtual Reality) - Training was conducted Technology with VR headset, sensors, guiding voice and software. The training was done for the contract labors of Talcher Kaniha. The participants were enthusiast to attend the training in this new technology, where they experienced the Safety needs in a realistic environment.



Online training program on our Core Value “Mutual Respect & Trust”- The training was held on 28th Oct 2022. The eminent Faculty of the program was Sh. Y. V. Rao, former ED, NTPC. The program was attended by the executives of various Projects/Sites of NTPC. Sh. Rao threw light on the attitudes for depending on each other to create an environment of mutual respect and trust.

Classroom training program for 5S Internal Auditors - The program was inaugurated by respected HOP, ED (Talcher Kaniha), Sh. K. S. Sundaram in the presence of Sh. A. K. Sehgal, GM (O&M), Sh. Ch. Satya Rama Krishna, GM (Ash Dyke Management), Sh. S. K. Nayak, GM (Fuel Management), Sh. Prem Chand, GM (HR) and the Internal Auditors of 5S of Talcher Kaniha. The program was conducted through experienced Faculty of M/s QCFI



Online training program on “7 Habits of Highly Effective People” - Held on 21st Nov 2022. The eminent faculty of the program was Sh. Sunil Shrivastava. The Managerial program shared insights on the most effective habits exhibited by the successful Leaders in various spheres of work life. The program was attended by the executives of Talcher Kaniha and other Projects/Sites of NTPC. Respected HOP, ED (Talcher Kaniha), Sh. K S Sundaram Sir has interacted with the Apprentice of 2022-23 batch at RLI Talcher Kaniha on 2nd Dec 2022. HOP Sir had enlightened the Apprentices to look at various avenues of career growth. He has encouraged them to reach great heights in life and make the best use of the training facilities available at RLI and NTPC Kaniha.



RLI TALCHER KANIHA

Series of training programs on Renewable Energy- RLI Talcher Kaniha is the School of Excellence in Renewable Energy. The program was inaugurated by HOP, ED (Talcher Kaniha), Sh. K S Sundaram Sir, who has expressed his aspirations on spreading knowledge on the Renewable Energy Technology to all the corners of NTPC for building enormous capacity to implement effective Renewable Energy based Power Generating Stations



Online training program on our Core Value "Integrity" - Held on 16th Dec 2022. The eminent Faculty of the program was Sh. Y. V. Rao, former ED, NTPC. The program was attended by the executives of various Projects/Sites of NTPC. Sh. Rao vividly explained about the strong principles and values, which should be demonstrate through our conduct in the work environment by being always honest.

Online training program on technical topic "Refresher course on Boiler"- A classroom training was conducted in RLI Talcher Kaniha from 15th to 16th Dec 2022. The faculty was Sh. R. C. Patnaik, former CGM, NTPC. The program covered topics on General Arrangements of Boiler Component, Boiler Steam & Water Circulation System, Boiler Fuel Firing System, Boiler, APH & Auxiliaries – Performance.



Program on Gender Sensitization- has organized a training program on Gender Sensitization on 6th Dec 2022. The program has been conducted through eminent Faculty Smt. Pritha Dubey. The program was both online and offline and many employees had joined the program in online mode. The participants had been sensitized on the concept of gender and has been made aware on Gender Equality and about the act of prevention of sexual harassment at workplace

Online training program on PRADIP (Pro-Active and Digital Initiatives to become Paperless) System - Held on 28th Dec 2022. In-house faculty from IT-ECM department had taken sessions in the program. Many executives of different Stations of NTPC had joined and got benefitted with the knowledge of online automated system of day-to-day office work and payment procedure through PRADIP.

