

ISSUE 13• JANUARY-MARCH 2023

PMI BODH

NTPC PMI's Newsletter

From PMI's desk

BY RACHANA SINGH BHAL, GM(PMI)



Dear Readers,

It is a delight to present to you the 13th edition of PMI's newsletter - PMI BODH for the period January to March 2023. In this issue, we have covered the important highlights in the learning arena at PMI.

It fills me with joy to inform that NTPC was conferred the prestigious ATD International Award for the year 2023. We also won ISTD First Runners Up Trophy. In this quarter, Team PMI won the NTPC Professional Circle at CC level and was awarded "Special Recognition" at the National Level convention held at Solapur.

PMI conducted the 4th edition of the NTPC Women Leaders Conclave and were back with Annual L&D Meet.

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.

Happy Learning!

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PMI TECHNICAL TRAINING

ADVANCE MANAGEMENT PROGRAMME

An advanced management program (AMP) is an intensive non-degree senior executive education program. 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.

Mode- Offline.

Dates- 09.01.2023 - 20.01.2023 and 13.02.2023 - 24.02.2023

Total Participants - 65



660 MW Simulator Training for ETs

Simulator Training involves the use of basic equipment or computer software to create a real world scenario. This helps the employees have a hands on experience without posing any risk to them or to the plant.

Mode - Online

Dates- 26.12.2023 - 06.01.2023

Total participants - 11

Understanding E&M Handbook on Safety P1-P8

Safety is an important aspect in the plants and cannot be overlooked. Understanding it's importance we have conducted regular sessions for the same

Mode - Online

Dates- March 2023

Total participants-2448



PMI TECHNICAL TRAINING

Creating Wealth To Be Financially Independent

In today's world employees being financially independent gives them the security needed to push boundaries and establish new productivity benchmarks. This program was conducted Online.

Dates - 20.01.2023, 23.01.2023 & 30.01.2023.

Total participants - 454

COMMERCIAL ASPECTS OF POWER GENERATION

It is important for employees to be aware and well versed with the commercial aspects of the business and to know where the mint is generated.

Mode- Online.

Dates- 23.01.2023 - 25.01.2023

Total participants-41



Planning for Superannuation

Superannuation is an important event and planning for the same is of utmost importance.

Mode - Offline

Dates - February and March 2023

Total participants - 187

IOSH MODULE Batch (1-10)

Safety & health are priority concerns for a power plant. We conducted training workshops for the Institutional occupational and Safety & Health

Total participants-190

Dates - February and March 2023

Mode- Online.

PMI TECHNICAL TRAINING

Safety Leadership

Mode - Online

Total participants-41

SAP Preventive Maintenance Module

Mode- Online

Date- 16.01.2023-17.01.2023

Total participants- 273

NEBOSH -IGC BATCH (1-3)

NEBOSH IGC is the leading & most recognized safety course which can now be pursued via E-learning. It gives a deeper insight into effectively managing health & safety at your workplace.

Mode- Online

Dates - January 2023

Certification Program on International Finance

Mode- Online

Date- 07.01.2023

Certification Programme In Green Hydrogen and Green Chemicals

Mode-Online

Date-27.01.2023- 10.03.2023



PATHWAYS FOR CARBON TRANSITION

Mode- Offline

Dates- 20.03.2023- 24.03.2023

Programme on Offshore Wind Energy through IIT Bombay

Mode- Online

Dates- 30.03.2023- 12.05.2023

PMI- Functional and Leadership Training

Foundation Course for E5 Grade Executives

Foundation Course was conducted from 9/01/2023 to 30/01/2023 for E5 Grade Executives. A total of 35 participants attended the program.

Program on Land Acquisition & related issues

5 days residential training program for EET & other executive of Coal Mining project on Land Acquisition & related issues on Land Acquisition under CBA & RFCTLARR was organized at PMI from 17 /01/2023 to 21/01/2023.

EMC (Enhancing Managerial Competence) - For E7 Grade Executives

Sessions were conducted to enhance the managerial competencies of our managerial executives as part of the planned intervention program. These sessions were organized from 30 January-10 February 2023 with 25 participants and from 20 February - 3 March 2023 with 31 participants.

Role of EIC Program

The EIC Program was conducted from 06.02.2023 to 11.02.2023 online with 95 participants for E6 and above grade



Vigilance Executives Orientation Program

3 days Orientation Training Program was conducted at PMI from 15/03/2023 to 17/03/2023 for Vigilance Executives who have newly joined vigilance department. The program was inaugurated by the CVO, NTPC.

SAP Training

An online program on training systems in SAP was conducted for employees working in L&D area from 14-15 March 2023.

HR Analytics Programs

3 days program on HR Analytics was conducted at PMI for HR ETs from 22-24 March 2023.

Samarth C&M Batch-7

Samarth C&M Batch-7 was conducted online from 20th March-31st March 2023 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.

PMI- Functional and Leadership Training

10x batch 4 of Year 2022 completed their phase 1 in January

In the year 2022, 4 batches of 10x were organised, each in two phases. The last batch completed Phase 1 and 2 in the year 2023. As part of the 10x training, they underwent competency development, inhouse as well as external training on diverse modules and a 3-day MDP at the IIMs. Besides, the entire process involves assessments and projects at individual and group apart from assessment by the IIMs.

Prominent sessions conducted during the quarter included:-

Session 1 - "Gender Sensitisation and POSH" with the newly recruited NTPC executive trainees from HR and Finance disciplines.

Session 2 - "Effective communication and Team Building" for the brilliant executives and trainees working in the NTPC Land Acquisition domain.



Orientation Programme for BUHs

Orientation programme for BUHs was arranged from 1st March, 2023 for three weeks half day afternoon sessions each day. The objective was to familiarize them with all the important aspects of managing the issues arising from time to time. Faculties included experts from various government bodies and NTPC. As part of this programme, hon'ble CMD NTPC and D(HR) interacted with the participants in the presence of REDs.

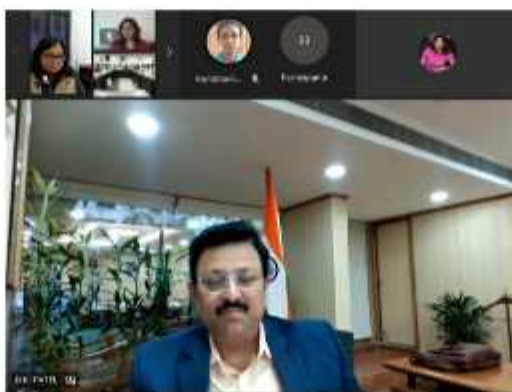


PMI - ET Cell and Project SNEHAL

Online special Interaction meeting with Director(HR)

An online special Interaction meeting of Director(HR) was held 22.02.2023 with the ET-22 Engineering Batch who joined the Company in February 2023. 206 young executive trainees in C&I, Mechanical, Electrical, Civil and Mining disciplines have joined NTPC at eight different locations. These ETs are currently undergoing one-week induction training and will shortly after get into their technical training.

On 22.02.2023, they got the opportunity to interact with Director (HR). He congratulated them on choosing NTPC for their career growth and encouraged them to put in their best during training, show curiosity and enthusiasm, invest in self-learning and enjoy the training period at the same time. He also clarified the Company's expectations of them and wished them all the best for a great career in NTPC.



"Snehal - Counseling for emotional wellbeing and mental health by trained psychologists"

Since 01.03.2023 the services of "Snehal - Counseling for emotional wellbeing and mental health by trained psychologists" are available not just for the NTPC employees and their family members, but also for PRMS beneficiaries and their spouses. It is one of its kind initiative by any PSU across the country which caters to a pool of 1 lakh + people in NTPC for emotional and mental health.

- The services under Project Snehal are available 24*7, is completely confidential and free-of-cost.
- Counselling may be taken on a wide array of issues such as --- anxiety, depression, parenting, eat or sleep disorders, trouble coping with office/studies/relatives/society, domestic and marital issues, and other personal matters.
- In addition to the above, the PRMS beneficiaries may seek counselling assistance on post retirement issues, loneliness, stress, health issues, geriatric troubles, family matters etc.
- Apart from counselling, facilities related to - self-assessments, videos, webinars and articles written by experts are also available under SNEHAL.

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 in the quarter. The entire quarter witnessed back to back ET trainign programs at PMI as well as at RLIs and EDCs identified for technical training.



GROUP	PERIOD	MODULE NAME	No. of ETs	ETs' SPECIALIZATION
1	9 Jan-21 jan	Management Module	47	25 ETs -HR 22 ETs -Finance
2	22 Jan-30 April	Discipline specific module	25	25 ETs -HR
3	23 Jan-15 feb	Management Module	70	ETs-Electrical & Mechanical
4	13 feb-26 feb	Management Module	45	ETs-Electrical & Mechanical
5	20 Feb-1 April	Discipline specific module	22	22 ETs -Finance

PMI- Activities

4th edition of NTPC's Women Leadership Conclave

The 4th edition of NTPC's Women Leadership Conclave was held on 6th March 2023 to celebrate women's leadership, grit and inspiration. The Conclave hosts national-level women icons from diverse fields like defense forces, academia, literary circuits, creative arts, corporates, etc. who share their journey and life lessons with participants through interactive sessions.

The Conclave was inaugurated by GM(PMI) along with the distinguished Guest Speakers for the day.

Honorable Director(HR) graced the occasion and delivered the keynote address. He shared the special initiatives taken by NTPC for women employees and encouraged young executives to take up challenges and perform with merit. He congratulated women leaders from NTPC for their exemplary contribution towards building the workplace, society, and nation.

The list of distinguished Speakers in the Conclave this year had prominent national-level icons like Dr Vinita Singh Sahai, Director (IIM Bodhgaya), Ms Toolika Rani (Ex Squadron Leader, 1st woman from UP to climb Mount Everest and G20 Ambassador for the UP), Ms Pratyaksha (CGM-Finance in PGCIL who is a renowned Hindi author having penned twelve books) and Wing Commander Jyotsana Renu and Group Captain Bhavana Mehra from the Indian Air Force.

The speakers shared their life's challenging journey, how they overcame obstacles in their path to become a torch bearer in respective domains and put forward exemplary examples of the strength of a woman.

The Conclave was physically attended by women executives from NTPC CC/EOC while employees from all NTPC locations participated through webcast mode and YouTube Live.



PMI Team wins "Special Recognition" Award at the Annual PC Convention

The PMI team of Sh Surenthiran (DGM HR), Ms Kena Shree (DGM HR) and Ms Vasudha Sharma (Manager PMI) emerged as winners of the PC Convention from the CC and participated in the national round held at Solapur in which they were awarded "Special Recognition" certificate for their presentation on Project Snehal.

PMI - ACTIVITIES

Republic Day

The newly inducted Executive Trainees in HR, Finance and Engineering who celebrated the Republic Day by conducting an immaculately laid cultural program comprising of skit, music, dance and interesting quiz fillers, with an absolute professional precision, entirely on their own. They put everyone in awe with their talent.



L&D Meet 2023

The L&D Meet 2023 was held in PMI on 09-10th February 2023 in which honorable Sh. D K Patel, Director HR inaugurated the 660 MW Simulator (R&M) and the automated honorarium system of PMI was launched.

In the meeting attended by the Heads of RLIs and EDCs and PMI officials, Director HR gave the keynote address and emphasized the key role of L&D in the growth of the Company and its employees. He emphasized on targeted, focused and skill training of our people, and praised the efforts of L&D team in the last three years towards strengthening the manpower. He congratulated the entire team on winning the prestigious international ATD Award for the sixth time in a row.

Further, he motivated PMI, RLI and EDCs to impart world-class training to the Executive Trainees who are joining the organization in huge numbers and bringing in fresh energy and values. He encouraged everyone to facilitate their cultural assimilation into NTPC.

The two-day meeting, chaired by Ms Rachana Singh Bhal, GM(PMI), entailed elaborate discussion on progress of training in PMI, RLI, EDCs and chalking out the way forward.



PMI- Activities

Association for Talent Development (ATD) Best Awards 2023

NTPC has been conferred with the prestigious Association for Talent Development (ATD) Best Awards 2023 in talent development space. This is the 6th time NTPC has been selected for demonstrating enterprise wide success through talent development.



Special program conducted by the Ministry of External Affairs

In pursuance to its spirit of working towards gender equity and DIEB, NTPC participated in the special program conducted by the Ministry of External Affairs in partnership with Haryana Institute Public Administration which was attended by 22 Participants were from 9 friendly foreign nations. Honorable Shri Gurdeep Singh, CMD NTPC, delivered the keynote address while Sh D K Patel (Director HR NTPC) was present as the Guest of Honour. Eight newly recruited EETs from the female batch along with Ms. Rachana Singh Bhal (GM PMI), Ms Prem Lata (GM NSPCL HQ) and Ms Kena Shree (DGM HR).



ET Meritorious Award ceremony

Much awaited ET Meritorious Award ceremony was conducted in the L&D Meet 2023 at PMI on 09-10th February 2023 in which the best performing ETs of the year 2017, 2018 and 2019 were felicitated by honorable Sh D K Patel, Director HR.

Due to the unprecedented pandemic situation in the last two years, the ET Meritorious Award ceremony could not be held, and hence was long awaited. The noteworthy ETs who got felicitated are -

Mr Rajdeep Bhattacharjee (Gold Medal - 2019), Mr Anil Kumar Palwar (Gold Medal - 2018, C&I), Ms Aditi Sharma (Silver Medal, 2018, C&I), Mr Jayaraj K (Gold Medal - 2018, Mining), Mr Vishal Singh Gaurav (Silver Medal - 2018, Electrical), Mr Sharad Seth (Star ET Gold Medal, Batch of 2018), Prashant Nayal (Silver Medal - 2018, Mechanical), Mr Raunak Singh Rana (Gold Medal, 2017) and Ms V Aarthi V (Silver Medal, 2017).

Director HR congratulated them for their stupendous performance during the training period.



2023 Workplace Learning Report by LinkedIn

This moment requires agility — *and L&D can lead the way.*

For individuals, agility fuels career growth and relevance. For organizations, agility equals the ability to survive and thrive even amid economic headwinds.

And what is agility if not constant learning? To build a resilient and adaptable future, learning leaders are working across HR to ensure everyone has the tools, the career paths, and the skills to succeed. The three pillars that will support L&D in 2023 are:-

1. The state of L&D
2. Creating resilience
3. How L&D succeeds

The state of L&D

Learning leaders are making the most of their voices to ensure that people strategy and business strategy are one and the same. Top four focus areas of L&D for 2023 have been identified as:

- Aligning learning programs to business goals
- Upskilling employees
- Creating a culture of learning
- Improving employee retention

Creating an engaged and resilient workforce

So many obstacles can impede large-scale initiatives. But individual people can make enormous strides. Empowering employees with career development tools and internal mobility options engages learners and expands workforce skills. The ultimate benefit is an organization that can act quickly on valuable opportunities. Key factors are:

- “Progress toward career goals” is the No. 1 motivation for employees to learn
- People who aren’t learning will leave.
- Promotions aren’t the only path to career progress.
- Internal mobility boosts retention and builds workforce skills i.e. giving employees opportunities to move into different roles within the business. To spark more mobility, L&D needs to connect with talent acquisition.

How L&D succeeds

- Invest in cross-functional relationships
- Improve your data literacy
- Activate people managers - “supporting career development” on the list of priority

[Source - LinkedIn Learning. Read full report at <https://learning.linkedin.com/resources/workplace-learning-report/>]