

PMI BODH

NTPC PMI NEWSLETTER



FROM THE DESK OF PMI

BY
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Dear Readers,

It gives me immense pleasure in presenting to you the 15th Edition of PMI's Newsletter PMI BODH for the period July to September 2023. As an effort towards continuous learning and innovation, we hope to enrich our readers with the highlights of the activities at PMI.

I feel elated to share that NTPC has been conferred with 2 Gold Awards at the prestigious Brandon Hall Group HCM (Human Capital Management) Excellence Awards 2023. NTPC has also won First Prize in the Indian Society for Training & Development (ISTD) Awards, securing the trophy for the sixth time in a row. NTPC also received the prestigious Economic Times (ET) Future Skills Award 2023 under two categories.

The continuous support and encouragement from you all, shall make PMI a world-class institute of learning, and bring more laurels to the ever-shining NTPC L&D.

Happy Learning!



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**"Synergy in
action"**

CERTIFICATION PROGRAMME ON ELECTRICITY (POWER) MARKETS

A certificate programme on Electricity (Power) Markets in collaboration with IIT Roorkee was conducted by PMI from 31 July - 2 August in which 42 employees from various departments and stations participated.

The programme focused on capacity building initiatives and developing preparedness for NTPC for the challenges and opportunities in the sector.

Eminent speakers including Shri Sushanta Chatterjee (CERC), Shri Michael Hogan and Shri Dominic Scott (Regulatory Assistance project), Ms. Neha Patankar (State Univ. of New York), and Shri Abhishek Ranjan (ReNew Power) among others shared various aspects of electricity (power) markets in India, US, Australia, and Europe as part of 13-session series.



CERTIFICATION PROGRAMME ON PUMP STORAGE HYDRO

NTPC PMI conducted a training programme on Pump Storage Hydro in collaboration with IIT-Roorkee from 28 to 30 August 2023.

The programme offered 12 sessions covering various aspects of PSPs in India including their costing and integration issues. Prof. Arun Kumar and Prof. Himanshu Jain (IIT-Roorkee), Shri S L Kapil (Former ED, NHPC) and speakers from WAPCOS, GSI, VOITH and NHPC were among the faculty members. The programme successfully covered 35 participants from across NTPC.



PMI TECHNICAL TRAINING

WELDING INSPECTOR CERTIFICATION PROGRAMME BATCH-3

PMI makes continuous efforts towards providing high-end technical trainings for NTPC participants. NDT trainings are also very essential for NTPC employees working in QA, Inspection, and related O&M and Erection functions. PMI in association with CC-CQA team has organized Welding Inspector Certification Programme from 03-08 July 2023. The training was conducted in physical form at PMI, Noida and 24 participants took part in the programme. This was the third Welding Inspector Programme conducted by NTPC from M/s TWI, UK. The programme was a rigorous classroom training followed by an examination for certification.



BOILER COMPONENTS:

GENERAL ARRANGEMENT AND FUNCTIONING

PMI has designed an intervention programme for our newly inducted executives, who are posted in Operations. This intervention will provide a detailed understanding of the Boiler system and its sub-systems, its design principle and operation philosophy. The intervention will act as foundation/refresher course for further knowledge and in-depth multi-discipline understanding of Boiler Tube Failures with an understanding of Boiler tube metallurgy and their limitations, various tube failure mechanisms, their root causes and preventions. The programme was conducted online with 85 participants from across NTPC.



PMI TECHNICAL TRAINING

CRITICAL ANALYSIS OF BOILER PRESSURE PARTS FAILURE

PMI organized a calendar programme on Critical Analysis of Boiler Pressure Parts Failure through physical mode from 23-25 August 2023. The course included understanding limitations of boiler metallurgies in their system, the importance of circulation and feed control in ensuring the health of evaporator tubes, various undesirable conditions to which the Boiler tubes are exposed during normal and emergency operations, identifying these undesirable conditions in their system which could lead to a failure by analyzing operation parameters, various damage mechanisms that can be seen in PF boilers, given specific failure modes of a boiler, identify the cause and evaluate how this failure might be prevented and routine repair procedures that might be applied. A total of 43 participants attended the programme.



DYE PENETRANT TESTING, LEVEL II AS PER CSWIP, ISO 9712

PMI in association with CC-CQA team has organized a Dye Penetrant Certification programme from 07-11 August 2023 for the second time from M/s TWI, UK. The training was conducted in physical form at PMI, Noida and 10 participants took part in the programme. The programme was a rigorous classroom training followed by an examination for certification. This programme was much appreciated by senior members as capacity building in the domain.



PMI TECHNICAL TRAINING

VISUAL TESTING AND INSPECTION CERTIFICATION PROGRAMME

PMI has organized a certification course on 'Visual Testing', Level II as per CSWIP, ISO 9712 for Batch-1 from 05-09 Sept 2023. This is the first of its kind certification programme in NTPC. The training was conducted in physical form at PMI, Noida and 12 participants took part in the programme. This was a rigorous classroom training followed by an examination for certification.



SIMULATOR TRAINING

PMI has conducted 03 batches of 660 MW 660 MW Module Simulator training for the ETs during, 10-21 July 2023, 07 to 18 August 2023, and 04 to 15 September 2023.



PI USER / ADMINISTRATOR TRAINING

PI User/Administrator training was arranged during 26-28 September 2023 in online mode. The objective of this programme was to understand the PI System Attributes, PI Tag management & Control, Network setup for PI, DCOM Configuration of OPC and Interface PC, IT Firewall settings, PI Process book for performance monitoring, OPC Server testing, PI to SAP data flow, PI Server Installation, IT and C&I executives attended the training.



FUNCTIONAL TRAINING

SAMARTH TRAINING

Samarth training was conducted at PMI, Noida and 12 Executives participated in the programme. This was a rigorous classroom training followed by an examination for certification. SAMARTH training for newly joined executives in Engineering Dept. was arranged from 3 July 2023 for seven days at SRHQ, Intelligent Office Building. The objective of this programme was to familiarize the new joiners with all the important aspects of detailed work structure and design procedures. This programme covered various aspects design aspects of new projects such as feasibility studies, feasibility reports, statutory clearance, cost estimates NIT, investment approval and also basic design, sizing criteria, highlights of the technical specification of boiler and auxiliaries, turbine and auxiliaries, offsite area equipment, civil, electrical, C&I, station engineering, RE cell activities, nuclear cell activities etc. Contract procedures for new projects and contract closing procedures and role of finance and financial aspects for new projects were also covered in great detail. Faculties were drawn from the relevant engineering groups.



ET TRAINING

The 3rd Batch of Executive Trainees ET-2022 joined NTPC on 10 August 2023, ET Batch 3-extension joined NTPC on 12.09.2023 and Civil Discipline joined NTPC between July to October 2023. Continuing the NTPC Philosophy of 'Grow your own timber', the young executives shall undergo comprehensive training on various modules including simulator training. Parallely, a 2-week Management Training Module of ETs is being conducted at PMI in rotation of batches comprising roughly 60-70 trainees each batch.

LEADERSHIP & MANAGEMENT

TRAINING AND COMPETENCY BUILDING INITIATIVES AT NTPC

NTPC recognizes the importance of Resource Management and Administrative Ability for Managers, Senior Managers, and Deputy General Managers, and has conducted 09 programmes that covered 361 participants. The programmes, were conducted using SHRM methodology, which included presentations, discussions, and activities at both individual and team levels. Approximately 84% of eligible participants took part in the programme, which concluded with a commitment plan that was reviewed by SHRM subject matter experts in a follow-up session after 21 days.

FOUNDATION COURSE

To build competencies, NTPC conducted a Foundation Course in two phases. The first phase, which covered cross-functional topics such as corporate planning, commercial, contracts life cycle, and vigilance, was held at PMI from August 21-25, 2023, while the second phase, which focused on management modules, took place at MDI Gurgaon from August 28-September 2, 2023.

MORE PROGRAMMES

NTPC PMI has also organized the following training programmes:

- A full-day hybrid training on GEM in association with the Corporate C&M department on September 18, 2023, for all NTPC projects with over 100 participants joining online.
- A week-long Samarth C&M training from September 25-30, 2023, at PMI for employees who have joined the C&M department from other departments, aimed at helping them learn effectively and discharge their roles efficiently.
- Training on preparatory classes for Level-D Certification from September 25-29, 2023, at PMI.
- A half-day online session on the preparation of purchase requisitions in association with the Corporate C&M department on September 5, 2023, for all departments of CC-EOC, NETRA, and SCOPE, with over 50 employees participating.



LEADERSHIP & MANAGEMENT

ENHANCING MANAGERIAL COMPETENCE (EMC)

Planned Interventions are Key L&D initiatives to make people ready to take on bigger roles and higher responsibilities. Power Management Institute has organized two Enhancing Managerial Competence (EMC) programmes from 31 July to 11 Aug and 18 to 29 Sept 2023 for E7 level executives respectively. The programme is a planned intervention for strengthening the leadership competence of the participants for further elevation. The inputs to be imparted during the programme include experiential learning on team building, leadership, communication skills, resource management, safety, etc. As an integral part of the EMC programme, participants also enjoyed a 2-day outbound training module at Manesar and Neemrana respectively.



*"If everyone is moving forward together,
then success takes care of itself."*



LEADERSHIP & MANAGEMENT

Kshitij programme in Bangalore: Empowering Personal and Strategic Development

The Kshitij programme - 2023, Phase-1 took place in Bangalore from September 25-30, 2023. This exclusive programme, developed in collaboration with the Art of Living - Bangalore, is designed to help individuals grow and succeed in various areas such as self-awareness, management principles, lifestyle secrets, and energy. With guided meditation and other powerful processes, participants can achieve personal transformation and enhance their strategic thinking. The programme is divided into two phases, with the second phase scheduled for January 2024 and lasting four days.



Young Leaders 10x programme

This is a two-phased planned intervention programme for high-potential executives. It has been designed to cover various areas such as system thinking, design thinking, entrepreneurial skills, finance, project finance, strategy and tactic, long-term planning, power sector regulation, and power market, etc. Interesting learning methods like business simulation, case studies, business problem-solving are adopted for making learning truly effective. This is supplemented by live business projects assigned to executives by the management. Phase-1 is of five days while Phase-2 is of ten days.



Gender Sensitization and POSH Awareness

On 3-4 August 2023, PMI Noida hosted a two-day residential workshop focused on promoting a positive and healthy work culture. The workshop aimed to increase awareness of gender issues, provide guidelines for a gender-sensitive approach in the workplace, and encourage respect for the different roles that men and women play in their families, communities, and workplace. Topics of discussion included understanding gender bias, stereotypes, DIEB, inclusive communication, and legal perspectives. The workshop was interactive and included exercises, games, and discussions to foster learning and engagement.



'Leadership is about vision and responsibility, not power.' - Seth Berkley

HEALTH & WELLNESS

PMI has arranged a health talk on the topic **"Bone and Joint health"** on 25-08-2023 with the support from Corporate Medical Cell in association with Max Hospital Patparganj. Employees, ex-employees and dependents have attended this webinar.



PMI has arranged a health talk on the topic **"Dil Se Dil Tak"** on 29-09-2023 with the support from Corporate Medical Cell in association with Fortis Memorial Research Institute. 29 September was celebrated as World Heart Day. This theme for this year is "Use heart, know heart". Employees, ex-employees and dependents attended this webinar.



PMI has arranged a health talk on the topic **"Dil ki Baat - Taking Care of Heart"** on 29-09-2023 with the support from Corporate Medical Cell in association with Indraprastha Apollo Hospital. 29 September was celebrated as World Heart Day. Employees, ex-employees and dependents have attended this webinar and benefitted.



"Health is a state of body. Wellness is a state of being." – J. Stanford.

ACCOLADES

Alone, we can do so little; together, we can do so much. - Helen Keller



NTPC has bagged the First Prize in The Indian Society for Training & Development (ISTD) Award held at SCOPE Convention Centre on 3rd August 2023. NTPC secured the coveted trophy, which is NTPC's sixth ISTD win in a row.

NTPC wins 2 Gold Awards in Brandon Hall Group HCM (Human Capital Management) Excellence Awards 2023, under categories: Best Unique or Innovative Leadership Programme & Best Results of a Learning Programme.



NTPC has received the prestigious "Economic Times (ET) Future Skills Award 2023" under two categories- "Best use of AI/AR/VR in learning and upskilling (Silver) " and "Best Advance in creating an Extended Enterprise Learning programme (Silver)".

"Awards are not just accolades; they are the fruits of collaboration and dedication."



The Power of Microlearning: Unleashing Potential in Bite-sized Chunks



In the fast-paced world of professional development, staying ahead of the curve is crucial. Microlearning involves the delivery of educational content in short, focused bursts, typically ranging from 3 to 5 minutes. This innovative approach is designed to cater to the modern learner's preferences and align with the constraints of our busy schedules.

Key Characteristics:

1. **Brevity:** Microlearning focuses on concise and targeted content, ensuring learners can easily digest information without feeling overwhelmed.
2. **Accessibility:** With the rise of mobile devices, microlearning can be accessed anytime, anywhere, making it a flexible solution for on-the-go professionals.
3. **Engagement:** Interactive and multimedia elements are often incorporated to enhance engagement, keeping learners motivated and invested in the learning process.

Benefits:

1. **Increased Retention:** Studies have shown that learners retain more information when it is presented in smaller, easily digestible segments.
2. **Time Efficiency:** Microlearning fits seamlessly into busy schedules, making it a time-efficient solution for organizations and individuals alike.
3. **Adaptability:** The modular nature of microlearning allows organizations to tailor content to specific needs, ensuring relevance and applicability.

Implementation Strategies:

1. **Curated Content Libraries:** Develop a repository of microlearning modules covering diverse topics, creating a resource that employees can access as needed.
2. **Integration with Daily Workflow:** Embed microlearning into their cloud systems, aligning content with tasks to reinforce learning in real time.
3. **Gamification Elements:** Introduce gamified elements to enhance engagement and make the learning experience more enjoyable.

Success Stories: Google, Cisco, IBM and many others have successfully adopted this practice, showcasing measurable improvements in employee performance, knowledge retention, and overall job satisfaction.

In a nutshell:

In an era where continuous learning is a prerequisite for success, microlearning emerges as a dynamic and accessible approach. By breaking down barriers to learning, organizations can empower their teams to thrive in the face of change. As we integrate microlearning into our L&D strategies, we can open new doors to a future where knowledge is not just power but also convenience.

(Source: Inspired from "Microlearning: Bite-Sized Lessons For Maximum Know-How" available at elearning.com)

"Learn continually. There's always 'one more thing' to learn." – Steve Jobs