

PMI BODH

NTPC PMI's Quarterly Newsletter



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From PMI Desk

Hello everyone,

As we complete the third quarter this year, we present to you ISSUE III of PMI BODH, our quarterly newsletter, through which we keep you posted with important activities and updates of PMI and RLIs.

It gives us immense delight to share that **RLI Sipat** has bagged the globally acclaimed **Brandon Hall HCM Excellence Award 2020 under Gold Category** for implementing 'Inclusive Learning Strategy'. Congratulations to the team!

In the last few months, L&D in NTPC has witnessed a complete change of working systems. We have successfully been conducting training programmes and planned interventions through online mode furthering our reach across boundaries.

Besides, we have also conducted several physical, mental and spiritual programmes (PMS Series) on continual basis to help us garner strength that we need to sail past pandemic and continue to work towards our goals.

Thank you for supporting PMI, becoming a part of our endeavours and for your persistent positive feedback. Together, we grow as a learning organisation and a fabulous team!

PMS Series (Physical, Mental, Spiritual)

Holistic Wellness Series to cope with stress

The Corona pandemic has brought about anxiety in people, including NTPC employees and their family members.

In this regard, PMI re-coined PMS in the light of context as "Physical, Mental and Spiritual" wellbeing to build on positive psychology of our people and help them cope in times of crisis.

All the sessions held were interactive in nature wherein the experts delivered talks and answered Q&A rounds with eagerness .

On July 11, Mr. Satyam Sahai, delivered a special session on how to keep physical fitness during crisis times. He is ex-Grasim Mr India 2003, Mr International, 5 times Iron Man, Founder – "The Run" and empowers people with fitness programmes.

On July 14, Dr. Samir Parikh Director (Mental Health – Fortis) and Eminent Psychiatrist spoke on emotional wellbeing.

On July 17, Swami Sukhbodhanand, the Corporate Guru from Prasanna Trust delivered a spiritual talk,



Satyam Sahai



Dr Samir Parish & Swami Sukhbodhananda

Parenting Workshop

From 29th to 31st of July a parenting workshop was conducted under guidance of Dr Rajeshwari Narendran, who is a trained psycho-dynamic analyst, for three different age groups -- 0 to 8 years, 8 to 16 years and for 16 years plus, in which 550 employees (~ 1000 participants including spouses of employees) participated .

The programme went oversubscribed with both parents becoming a part of the programme and undergoing parent archetype test, which was followed by discussion and Q&A round.

Yoga for Respiration

Yoga for Respiratory Health by Isha Foundation was conducted thrice during July 2020 which was open to employees as well as family members

Emotional Wellbeing talk by Sister Shivani

In September, a talk was conducted by Sister Shivani from the Brahma Kumaris in a programme in which Powergrid and NHPC also joined as partners.

The programme received a lot of appreciation and positive feedback from employees and their family members



Power plant related training

(1) "Failures of Power Plant Components - A Metallurgical Perspective". conducted jointly with NETRA and focussed on the awareness on metallurgical perspective

(2) Preparatory course for "National Certification Examination for Energy Managers and Auditors"

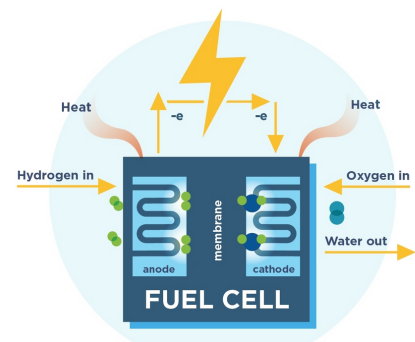
(3) Artificial Intelligence Techniques for solar PV power plants. Techniques like Artificial Neural Networks, Genetic algorithm, Ant Colony Algorithms, Salp Swarm Algorithm and Particle Swarm Optimization were taken up.

(4) Floating solar PV power plants.

(5) Material for Supercritical Units and Welding Practices, conducted with support from OEM BHEL. attended by nearly 80 participants.

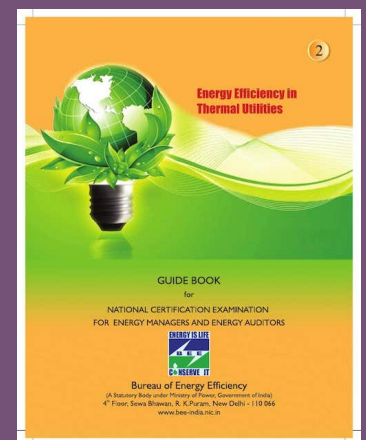
(6) Frequency Regulation through deloading. A new concept with support from renewable resources such as Wind Turbines and Solar PV system have been introduced. More than 100 participants attended.

(7) Fuel Cells - This programme introduced the emerging technology, "Hydrogen Energy" and its application in generating electricity without any pollution.



Preparatory course for "National Certification Examination for Energy Managers and Auditors"

In view of upcoming National examination for Energy Auditors and Managers, PMI conducted this program for our executives



Conducting THDC cadre change examination

PMI conducted THDC cadre change examinations with complete paper setting, evaluation and results.

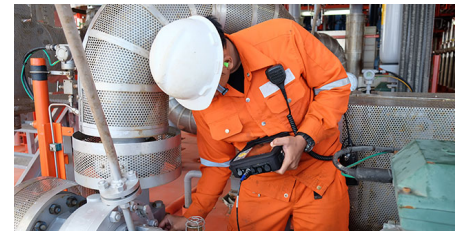
Diagnosis of Boiler Performance through Process Parameters'

This Level-3 program is taken as overwhelming response from Operation people. Some case studies are also expected as an outcome of this program.



Vibration Analysis - Batch 2

The second batch of Vibration Analysis Level 0 was organised in August 2020 on much demand by the employees. The self learning programme is based on video tutorial, reading material and webinar by an expert in the field. Consequently, successful completion of online assessment led to certifications. Overall, 143 participants went through the course out of which 29 got certified for Level 0/1.



HR programmes:-

HR Analytics

Program was organized for HR executives. in which 44 nos. participated. The program covered concept of analytics, HR Dashboards, HR Metrics, Descriptive Analytics, among other topics. The faculty (Shri Jyoti) delivered the program on MS Teams platform from USA.

HR Business Partner Program

Organized for HR executives in which 33 nos. participated. The program was organized through M/s SHRM and besides the master facilitator from SHRM (Shri Sushil Tayal) included interaction with Shri Rohit Thakur, CHRO, Paytm.

Artificial Intelligence & Machine Learning in HR

Program had 51 participants from HR, HR-IT and IT. It covered classification and regression Machine Learning (ML), different types of ML algorithms and applications of ML in HR.



Planned Interventions

Foundation Course in General Management THROUGH DBSL METHODOLOGY

To ensure continuity of planned interventions in COVID-19 times, Foundation Course in General Management for 414 participants started on DBSL methodology (Drip Based Sustained Learning) . Program is spread over three months with one session scheduled on a particular day of a week, per week. The participants are divided into batches to create diversity. Almost 72 Sessions are delivered in program.

Enhancing Managerial Competence THROUGH DBSL METHODOLOGY

A planned intervention at DGM level is started again based on the concept of Sustainable drip based learning. One Batch started on 14-September with 42 participants.

Certificate program for NABL accredited "Laboratory Management System Awareness & Internal Auditing"

(As per ISO/IEC 17025:2017 & NABL Requirements)

Program had 37 participants from HR, HR-IT and IT. It covered classification and regression Machine Learning (ML), different types of ML algorithms and applications of ML in HR.

Mid Career preventive Vigilance Workshop

Program was inaugurated by Secretary CVC in presence of CVO (NTPC). Group discussions and coming up with recommendations. Sr. Faculty members from NSB were engaged as the group moderators and Ex-DHR(NTPC) along with ex-Dir(Fin- PFC) for evaluating and giving critical inputs on presentation. Further, the CVC along with Secretary-CVC and CMD (NTPC) evaluated the final presentation and suggested the process improvement. CVC lauded the efforts and rigour NTPC has put into the process efficiency and transparency. 131 employees participated.

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“Those people who develop the ability to continuously acquire new and better forms of knowledge that they can apply to their work and to their lives will be the movers and shakers in our society for the indefinite future.”

– Brian Tracy



HR Talk by Prakash Iyer

Renowned HR Leader and Speaker Sh Prakash Iyer delivered a session for NTPC HR fraternity on Cricket : Game of Life. He covered basic principles of people management and life lessons in an interesting way, drawing analogies from cricket, a game we are all familiar with.

ET - 2019

New ETs join NTPC

60 ETs joined NTPC in 2019 batch in Mechanical, Electrical, C&I and Mining disciplines at RLI Simhadri, RLI Vindhyachal, RLI Talcher and EDC Dadri.

While ETs are undergoing technical training at the RLIs, they will be further imparted functional/management and Field-Job-Training.

ETs are centrally as well as regionally monitored and all their training, assessments and monitoring is done through Techman Gurukul portal run by PMI.



Main ET Activities

(1) An online **interaction of CMD and Board of Directors** with ETs was held on September 28th, 2020. In the interaction, CMD spoke to the ETs personally, motivating and guiding them towards the way forward. The session was attended by REDs, BUHs, ED HRs among other dignitaries.

(2) ET CLUBS

For the first time, 3 ET clubs have been made functional. The book club or KITAAB GHAR, movie club or THE REEL and cultural club or ABHIVYAKTI. All ETs meet online, discuss and perform every Saturday on the clubs forums.

(3) UNMASK ice-breaking workshop

Since the ETs did not get to physically meet each other and have had restricted movements within the location, a special workshop on their induction and ice-breaking was organised in association with M/s Vistaar.



KITAAB GHAR



THE REEL



ABHIVYAKTI

Lateral Inductees

90 Lateral inductees have joined NTPC. Director (HR)'s interaction with the batch was held in which he welcomed the new recruits and guided them with way forward.

These employees are undergoing hands-on training at their posting locations and a special 75 hour online training by PMI on "Power Generation Technologies".

SNEHAL 2.0

"Communication in Relationships" during pandemic - an online webinar- was organised under the aegis of Snehal 2.0 in association with 1to1help.net

Relationships during Covid-19 times are undergoing huge change and leading to stress in a few cases. Trained counselors delivered a talk on the topic followed by Q&A for the attendees.

Safety Programmes

SAFETY COMPETENCY BUILDING

The programme covered understanding of NTPC Safety Perspectives, Power Plant Hazards and NTPC Electrical and Mechanical Safety Rules. 126 employees participated.

Certification program for NEBOSH IGC

(5 programs with 110 participants). NEBOSH IGC course is well known for providing an excellent knowledge on the fundamentals of health and safety, The International General Certificate is now commonly seen as an especially useful qualification for managers, supervisors and those who need to have a sound understanding of their health and safety responsibilities



Collaborative programmes:-

Assessor's Development Workshop

To develop the assessors for the NTPC- Business Excellence Model, three workshops were conducted. Nominations were taken from various stations/Projects. The otherwise four-day workshop was spread over seven days to get the same effectiveness. Total 91 participants are covered.

Leadership Enhancement for school principals

school principals programme conducted with the objective to impart the art and science of management and leadership in schools. 60 principals participated.

Programmes for External Agencies

- (i) Assessment & Development Centre for PFC and Training Process in which 15 General managers from PFC participated
- (ii) Effectiveness Evaluation for SJVN were conducted for external agencies.



IT Programmes

Industry 4.0 Champion

Development of Foundation Module I and II courses

Covid 19 Leadership Narrative Curated by Harvard Business Publishers

Last few months (Owing to the COVID pandemic), there are interesting researches and thinking which have been emerging for 100 Global CEOs. HBP presented the synthesis of these interactions for NTPC Management on 28th Aug 2020. D(HR) and all HOHRs interacted with the Harvard Faculty during the session..

PMI and Sipat team up to complete the Virtual Reality Training Module

Electrostatic Precipitator Isolation Procedure Part 1, that includes Isolation Procedures to be done in the Control Room, BAPCON Room, CERM Field.

PMI partners with Siemens Limited to develop Virtual Reality (VR)

Siemens will develop Virtual Reality for assembly and dis-assembly procedures for Journal Bearing, Journal & Thrust Bearing, HP module, IP Module and LP Module for the SST 5000 Frame Relay machines that has been installed for 800 MW units of NTPC. M/S Siemens will develop these modules within a time period of 16 months and this will be followed by four years of trainings to be provided by Siemens Experts at PMI. There will be a minimum of six trainings per year, and the participants will be assessed for practical ability, at the end of the training through VR assessment modules. Successful participants will be awarded Joint Certification by M/S Siemens and PMI.



If we knew what it was we were doing, it would not be called research, would it?

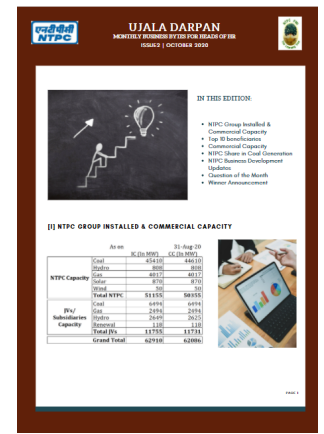
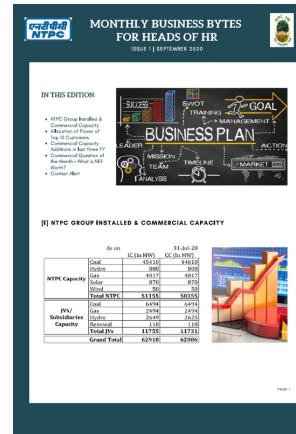
- Albert Einstein

Publication of Ujala Darpan

Monthly commercial bytes for HR fraternity

Beginning August 2020, monthly commercial byte called "Ujala Darpan" is being published by PMI as new initiative.

The purpose of publishing Ujala Darpan is to keep HR fraternity updated with commercial aspects of business and changes therein on monthly basis.



Introduction of the NTPC RLI of the Year Award Scheme

To further strengthen the L&D delivery mechanism in the organization, formulated an in-house award scheme (NTPC RLI of the Year Award Scheme) which after approval was introduced through CHRC No. 884 / 2020 dated 01.07.2020



HMM 3rd batch

92.17% of the participants were able to complete all the 21 modules assigned to them.

RLI Accomplishments

Celebrations!!

RLI Sipat wins Brandon Hall Award :- RLI Sipat has won the globally acclaimed Brandon Hall HCM Excellence Award 2020 under Gold Category. The award recognizes the best organizations from across the world who have developed and implemented successful Learning Strategy for their organization. RLI-Sipat received the award for implementing "Inclusive Learning Strategy" for Sipat.

Publication of Digital Case Study

RLI Sipat published a Digital Case Study Booklet(Volume II) consisting of 10 Cases collected from across NTPC stations/projects.





NEW LIFE WITH COVID-19 & IMMUNITY BOOSTING

Dr. Trehan is a living legend in Indian Medical Society deliberated on Covid-19 Myths and Facts. He discussed at length the future probable scenario and the most appropriate path to adopt. probable scenario and the most appropriate path to adopt.

NUTRITION & DIET (LOCKDOWN DIET 2020),

Topics like MANAGING JOINT PAIN DURING CORONA VIRUS PENDING, CORPORATE WELLNESS FOR NTPC were covered

INDUSTRIAL PROTECTION WITH NUMERICAL RELAY

L&T Series of Webinars for Electrical Protection and Numerical Relay was designed and coordinated to delivered to learn the subject. Relay coordination and protection is a very sought after subject for Electrical and operation executives.

ENVIRONMENTAL CHALLENGES FOR THERMAL POWER PLANT & ITS SOLUTION

A S Verma , Environmentalist discussed in detail the challenges of Environment and the solutions. Session on composting was highly praised by attendees.



Some other mentionable programmes conducted by RLI Vindhyachal during the quarter

- DIGITALISATION OF LEGACY DOCUMENTS IN NTPC
- HINDI WORKSHOP
- ICE BREAKING & COMMUNICATION SKILLS ALONG WITH ASSERTIVENESS
- HOW TO STAND OUT IN ORGANISATION, DOOR TO SUCCESS & OPEN HOUSE(CORP SPIRITUALITY)

RLI Talcher

Pipe line support training

This training covered importance of Pipe Support Systems, their correlated international standards, operation principles, underlying theoretical fundamentals, installation methodologies, support handling during transportation, commissioning of supports prior to start-up and maintenance aspects. This is station specific requirement.

Cookery workshop for Lady employees and spouses of Employees

Recipes like Red Velvet cake, Chocolate cake, grill chicken, Restaurant butter chicken, Paneer butter masala, ICING ON CAKE, chocolava, pizza, Date walnut cake, chicken rezela, Prawn malai curry, Tandoori chicken, Nawabi Kalmi Kabab, Peri peri prawn and chicken etc were given the demo of the items by actual cooking by the faculty from Kolkata.

Awareness on Ash Dyke

Ask Dyke is the important area in a power plant. To create awareness on how the ash dyke is managed is imparted to Operation personal

Some other mentionable programmes conducted by RLI during the quarter

- Hazard Identification & Risk Analysis
- ONLINE Internal Auditor Training for IMS
- ONLINE Internal Auditor Training for IMS

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The more that you read, the more things you will know. The more that you learn, the more places you'll go.

— Dr. Seuss



Government e-Marketplace Program

The objective of the program was to understand the procurement process using the GeM platform. Program was done in association with Corporate C&M.



Optimization of Raw Water Consumption in Power Plants

Faulty of the program was Sh. R. S. Sharma, Ex CMD (NTPC) and MD(Bajaj Energy). Sh. Sharma was assisted by Shri A. N. Sar, Chief Operating Officer and Dr. A.V. Singh, Chief Sustainability Officer of Lalitpur Power Generation Company Limited (Bajaj Energy). RED-WR II, all HOPs of Western Region II and HOP, NSPCL participated in the program.

Artificial Intelligence

Impact on Power Industry including Power Sector :- During the program Faculties from IIT Ropar presented used cases where Artificial intelligence can be implemented in Power Sector.



Operator Training Program

RLI-Sipat successfully completed 02 batches of training for electrical operators.

On-Line One Month Vocational Training Program

RLI-Sipat conducted one month online training programs for Vocational Trainees. 154 Students from across the country attended the training.

Besides, 33 On-line Training programs were conducted during July to September, 2020 in which more than 3000 participants attended the programs. In the past, April to September, 2020 80 programs with 8000 participants were conducted

RLI Simhadri

Corrosion in coastal power plants & Engineering Metallurgy

Outline of the course entailed (a) Corrosion Assessment (b) Failure Investigation (c) Corrosion Monitoring (d) Corrosion Audit (e) Design of cathodic protection (f) Engineering Metallurgy

Fly Ash Concrets Overview of Performance

All stake holders of Ash utilisation including the customers who are taking Ash from Simhadri participated in the workshop.

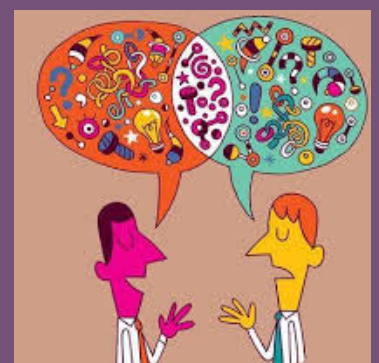
Effective Communication skill

For middle level management and top management executives.

Simhadri is identified as a pilot project for implementing safety framework, multiple programs on awareness of "SAFETY FRAMEWORK" were organised in association with safety department

Besides, 51 online programs were organized by RLI Simhadri in this quarter in which more than 2200 participants were covered. **Other important programs** conducted by RLI:

- Issues in O&M bills payment processing
- IoT in Power Generation
- 5 programs related to environment & sustainability
- ET 2019 batch technical module,
- DT-2018
- FJT Fluid coupling





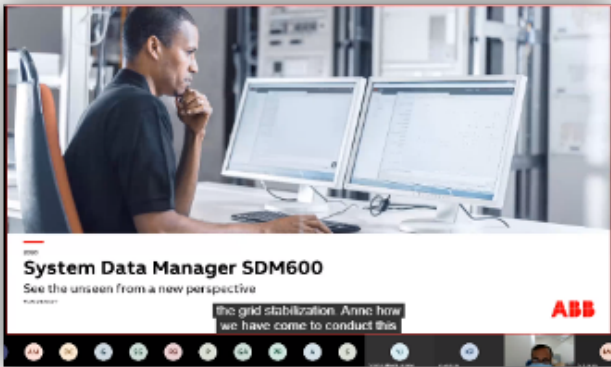
25 online programs were organized by RLI Solapur in this quarter in which more than 1500 participants participated across the company.

Post Award Management in Pradip

As a change management adaptability initiative a program for all EIC across NTPC for new feature of Post Award Management in Pradip was organized with support of Corp C&M/ Corp IT Team.

Glimpse of programs which have been arranged covering various topics

- Grid Automation Products- ABB
- Safety during hazardous chemical handling
- Water Chemistry of Super critical boilers
- BE Model Awareness & Position Report Writing
- Cooling water Treatment and Corrosion Management
- Financial Planning for young professionals
- RLA of Gas Turbine/HRSG/Generator
- Coal Quality Aspects and Testing Methodology
- Transformer Basic Application and Protections
- Basics of Cooling Tower Performance Testing
- Safe Operation of NTPC Railway System-MGR
- Post Award Management in Pradip for EIC
- Boiler Tube Failure- Boiler Corrosion Management
- Dry Ash Evacuation Principles



RLI Farakka

UNITED NATION GLOBAL COMPACT- AN NTPC PERSPECTIVE

The program was conducted under the series of Pragya-Pratibimb. Shri Basant Kumar Jha , Sr. Manager(OPN) the faculty, covered Sustainability report of NTPC for FY 2019-20 .

SENSITIZATION PROG. ON NTPC SAFETY FRAMEWORK

Organized 3-day programme for General Manager and HODs of Farakka was inaugurated by Shri DSGSS Babji , ED Farakka. Shri V. Ravi Ram. the faculty discussed concepts of responsibility and accountability. The program was very intense and interactive with one to one discussion.

WEB DESIGNING

The Six days Online program on Web Designing was organized in association with M/s. Acompworld Technosoft Pvt Ltd., Singrauli. The program was interactive with lot of quizzes and with hand on practice assignments.

Some other mentionable programmes conducted by RLI Vindhyachal during the quarter

- TECHNICAL COMPETENCY DEVELOPMENT-SAFETY TRG.
- BEHAVIOUR BASED SAFETY AND INDUSTRIAL PSYCHOLOGY
- MATERIAL HANDLING SAFETY IN POWER PLANTS
- LIFE LESSON FROM BUDDHA



For the things we have to learn before we can do them, we learn by doing them.

— Aristotle