

PMI BODH

NTPC PMI's Quarterly Newsletter



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From PMI Desk

D S Rao
ED(PMI)

Hello everyone,

An eventful and challenging year has just gone by and we have entered the New Year 2021 with a lot of hope, fresh vigour and new energy.

Year 2020 was like a surprise or more appropriately, brought surprises no one had ever imagined of. But it would not be wrong to say that difficulties open the new doors of growth. NTPC L&D recognised the opportunity in the face of adversity which led to complete revamping of our training approach and methodology. We, thus, moved from offline training to complete digital transformation touching newer domains and setting new records.

Building on the strengths of our technical capabilities and support of L&D fraternity from PMI, RLI, EDCs and HR, we step into the new year with many aspirations.

As we present the fourth issue of PMI BODH, it gives us immense pleasure to congratulate entire L&D for its remarkable performance!

Wish you all a Happy and Healthy New Year!

PMI - Technical Training

BE Assessors development Workshop

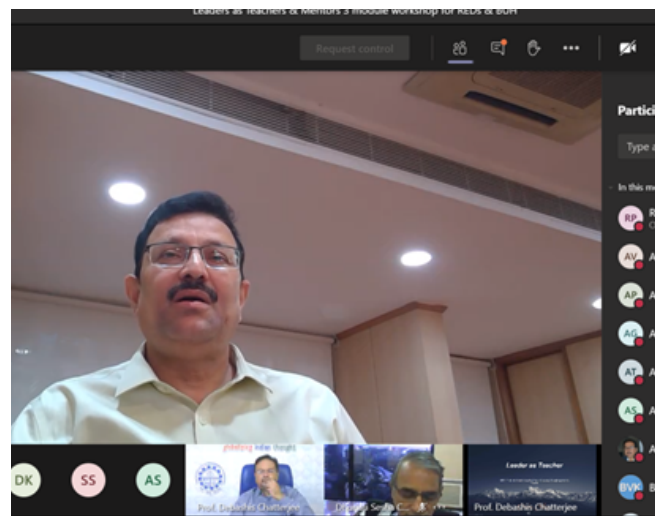
Two "Business Excellence Assessors Development" programmes were conducted in the month of September. First programme was conducted from September 3 to 9. It was attended by 32 participants. The second programme was conducted from September 24 to October 1. It was attended by 27 participants in the level of E7 and E8.

Leaders As Teachers

A workshop for BUHs through a planned L&D event under the title "Leaders as Teachers & Mentors" was organised on three weekdays in the month of October and November.

The program focused on leveraging BUHs capability to put into action the knowledge-sharing efforts aimed at enriching and transforming executives into enterprising entrepreneurs working within the corporations. Renowned faculty gave their inputs in the programme including Prof. D Chatterjee, Director, IIM Kozhikhode

It was inaugurated by Dir(HR), Sh. DK Patel.



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*Good business leaders
create a vision,
articulate the vision,
passionately own the
vision, and
relentlessly drive it to
completion.*

~Jack Welch

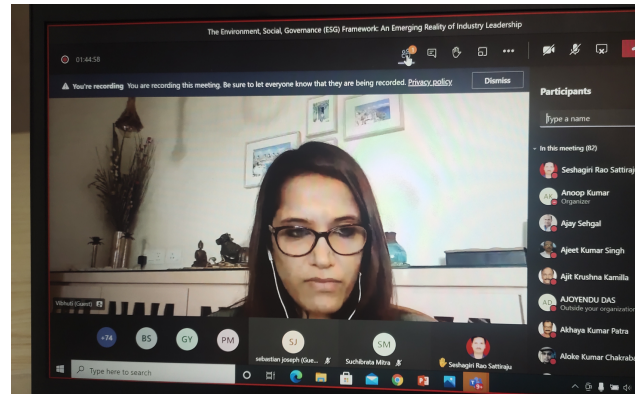
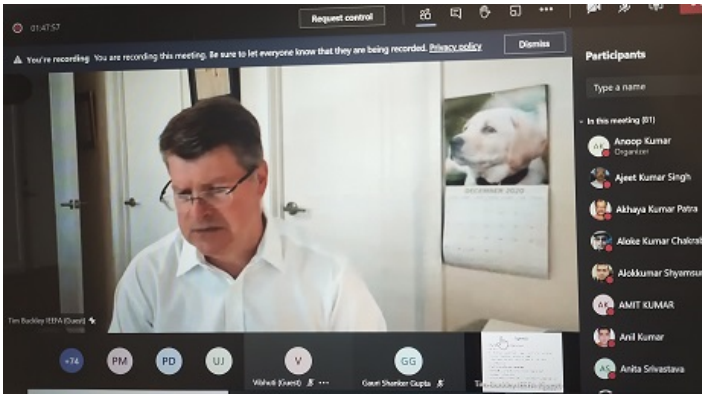
Enhancing Managerial Competence

EMC, a planned intervention programme, was conducted online from September 14 to November 14. It ran for two months with sessions scheduled on alternate days with 3 sessions per week. The total programme was delivered in 24 sessions.

The concept is termed as drip based sustained learning (DBSL).

It was attended by 42 executives in E7 Grade.

More Technical Training programmes



- Environment, Social, Governance (ESG) Framework Module-1 - Three modules on ESG were conducted from December 16 to 18, with international faculty Mr. Tim Buckley from Australia and Ms. Vibhuti from IEEFA.
- Augmentation Programme for Operation Engineers -It was done in association with Raipur OS deptt., had 151 participants and included interaction with ED OS. Successful participants awarded e-certificates.
- PG Test of Boiler and TG package systems - Two Programmes were done in association with Raipur OS deptt and had 71 participants
- Railway Planning, Operation and Commercial - 5 day programme in collaboration with Fuel transportation group was conducted with Indian Railway Institute of Transport Management (IRITM) Lucknow.

PAUT classroom training

PAUT classroom Training, Batch-1 - After COVID pandemic, first classroom and practical PMI calendar training was organised physically at Dadri for 08 participants. Faculty from Chennai (TWI-India) took sessions and practical training for the batch.



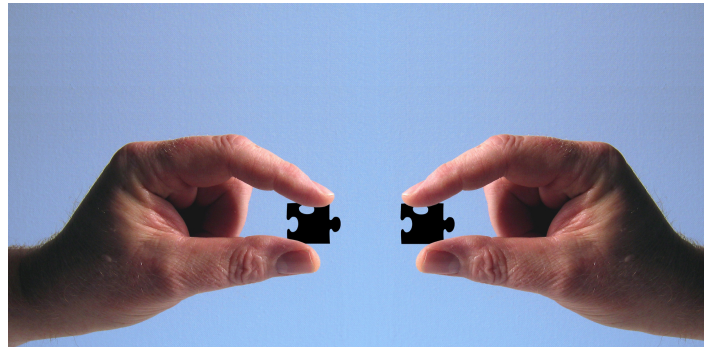
PMI Programmes - HR

Induction programme of Lateral Inductees and

An induction programme was held on October 13 for newly recruited engineers under Lateral Induction scheme. Sh D K Patel, Director (HR) addressed the gathering, welcoming the new members of NTPC family while also emphasizing on the importance of intense technical training in their formative years.

Subsequently, a 75 hours mandatory online training on 'Power Generation' spread over 25 days was organised by PMI under the guidance of Dr. K Vidyanandan, Senior Faculty.

As per the schedule, everyday (from Monday to Friday) the participants underwent 3 hours training from 02 pm to 05 pm with weekly evaluations.



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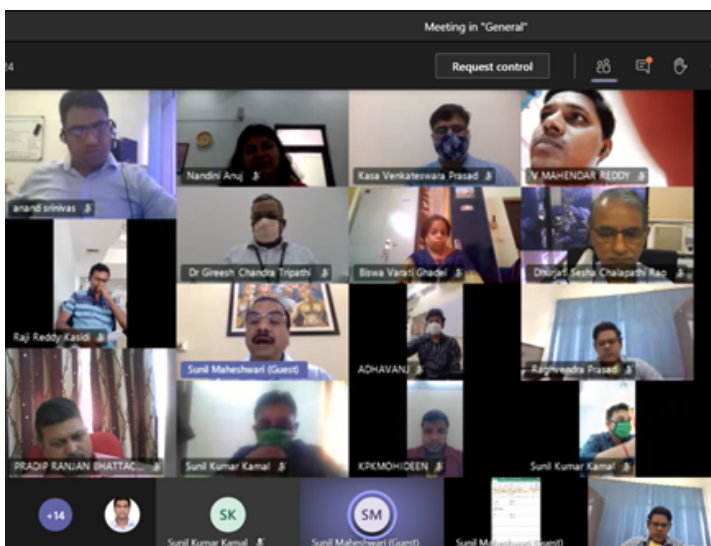
Be willing to be a beginner every single morning.

~ Meister Eckhart

Faculty Development Program

Faculty development program with academic support from IIM-A was organised on 13-15 October. The program was focused on design, delivery and pedagogy in the training programs.

19 faculty and participants from PMI and RLIs attended the program.



PMI Programmes – HR

Talent Identification for HR executives

From Nov 6 to 11, a programme was held in which 24 HR executives across NTPC participated. It was for 15 hrs (5 sessions of 3 hrs each). Pedagogy included group-work and case-studies. The program broadly covered the entire gamut of talent management from Job Analysis, Job Design and Interviewing techniques to talent engagement and development



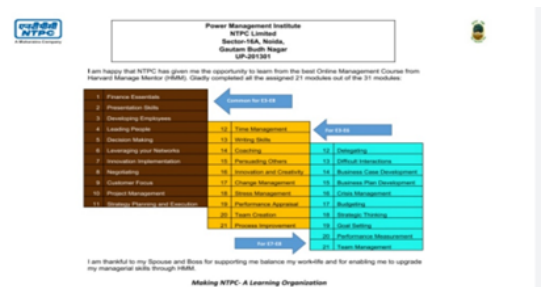
Inner Engineering for all employees and spouses

Inner engineering Online by ISHA FOUNDATION was made open for all employees and their spouses. This program offers potential tools for self transformation for strengthening the inner strength, stability, balance and clarity. Around 998 participants registered for this course.

PMI - Information Technology

1. HMM & GPiLearn

- 3rd batch of HMM was completed in September 2020 with a Completion rate of 92%. Total users were 1979.
- 2nd batch of GPiLearn was successfully completed with an average completion of 54 modules per user. Total users were 1390.



Harvard Business Publishing
Corporate Learning

NTPC congratulates
Geeta Singh

ON COMPLETION AND UNDERSTANDING OF THE PRINCIPLES, APPROACHES,
AND BEST PRACTICES PRESENTED IN

Harvard ManageMentor®
2020

RE-COLLABORATION WITH
HARVARD BUSINESS PUBLISHING

Information Technology cont..

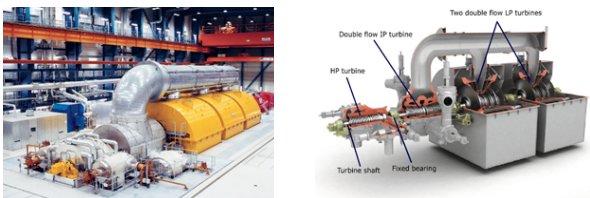
2. Setting up of Smart Classroom at six RLIs



- Smart rooms to be set up at RLIs Sipat, Solapur, Talcher Kaniha, Simhadari, Vindhyachal, Farakka
- One room will be Virtual Reality room where participants will be trained on Safe operation of Power Plant Equipment.
- 2nd room will be for viewing 3D modules while using 3D Projector, active glasses and 3D PC.
- 3rd room will be Smart Classroom having touch panel for operating all the audio video devices, VC equipment, Camera, Mic, sound system, Interactive Display devices, etc.
- In Solapur, all the three classrooms have been set up. In Sipat, Virtual Reality room, 3D Module room is ready. Work in progress in Smart classroom.

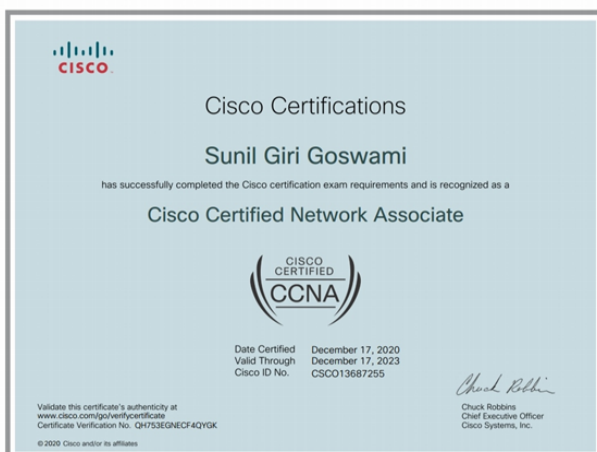
3. Virtual Reality Modules

- 18 virtual reality modules were developed with the help of Sipat team.
- Siemens has collaborated with NTPC for development of Virtual Reality Modules on SST5-6000 Frame Steam Turbine and providing trg. to NTPC employees for four years.
- Six batch in a year, 10 participants in each batch.



4. Training Programme on CCNA Certification Programme

- Programme on CCNA was conducted during 7th to 17th December 2020.
- After attending the programme, 16 nos. of participants have to appear in the Cisco online exam from Cisco Website. Exam is of 140-170 minutes duration and of 1000 marks. Passing marks is 825.
- Out of 16 participants, 13 participants have received CCNA Certification after passing the CCNA exam from CISCO. Rest 3 will appear in January 2021.
- 10 participants are from IT and 6 from C&I departments.



RLI Sipat

Brandon Hall Award Trophy handover

RLI-Sipat has won the globally acclaimed Brandon Hall HCM Excellence Award 2020 (Gold Category). The award recognizes the best organizations from across the world who have developed and implemented successful Learning Strategy for their organization. Award was announced in Florida USA on 20.08.2020. Due to Corona pandemic, the announcement ceremony was done in virtual mode and award trophy was shipped from USA to the recipients. Sh. Sanjay Madan RED (WR-II) handed over the award trophy to Sh. Padmakumar Rajasekharan, ED (Sipat). ED (Sipat) received the award trophy on behalf of Sipat in a function held in RLI Sipat of Dec 05, 2020.



Few Significant programs at RLI Sipat:

- Training program on Advanced NDE, Metallurgy, NFT & Vibration analysis of Turbo-Generator Components - Conducted in association with NETRA. More than 100 participants across NTPC attended the program
- Online Welding Skill Development for Welder Trainees & Supervisors - Conducted in association with Sh. M. K. Asthana GM (New Initiatives - welding Research) for the skill development for elder Trainees & Supervisors. Welders from eight stations attended the program.
- Structured Program for Operators - RLI Sipat has completed 03 Batches of Operators training. Total 41 employees have been covered till date. 04th Batch operator training is in progress and has started from 14.12.2020

RLI Solapur



- Training under Operator Modules for Electrical Operators and TG Operators - To inculcate adequate safety behaviour by giving exposure to Plant Safety requirements and Job specific safety training
- Safety: 3 Webinars on (i) Best Safety Practices in O&M of TPPs (ii) Material Handling (iii) Role of HR in Safety Management were conducted through M/s MaxSafety
- Two day felicitation ceremony for HMM-3rd batch Achievers with Dinner was organised.
- Simulator: Basic Operation Simulator Training-for Newly recruited lateral Induction Engineers of NTPC BARH and for Newly recruited lateral Induction Engineers of NTPC TANDACompleted. The remote simulator training model was inaugurated by Sh A K Pandey RED (WR-1) on 20th Nov 2020. In this model, the trainees located at participating station are given simulator panel access over internet and faculty is stationed at Solapur. This is a unique feature launched by RLI Solapur.

RLI Farakka

Few prominent programmes

- Technical Competency Development Program for Operators and Best Maintenance Practices for CHP Equipments In association with Academy of Industrial Management. New Delhi
- Commercial Issues related to NTPC Farakka - 80 participants joined the program.
- Social Security Code 2020: Programme on Industrial Relations Code and New Labour Laws code 2020
- Actualization of Core Values and Gender sensitization - Conducted in association with Bhargav Management Consultant
- Working in Adversities: Organized in association with Strategic HR and Training, Noida. Methodology included quizzes, online group activities, and was designed for Doctors and the O&M executives working in adverse conditions.
- Managing Contract Labour and Outsourcing: Four Days online program in association with XLRI , Jamshedpur, delivered by renowned faculty -Dr. P K Padhi.



RLI Vindhyachal

Few Significant programs

- Operators training programme - In line with D(O)'s directive and local management advise, five numbers of training programs for operators were organized
- Requirement of Systems and Earthing: 6-day webinar was organized in association with M/s. L & T Electrical & Automation.
- Human architecture: Physical, Emotional Health programme organised in collaboration with M/s Nectar Factor.
- Safety awareness programme for senior management and workshop on environment, health and safety.

RLI Simhadri

Few prominent programmes

- Operators Competency Development- Batches 1, 2 and 3 organised in line with D(O)'s directive and mandate of site management.
- Electrical Maintenance Strategies of Power Plant: A programme featuring practitioner's experience sharing of 35 years (Veterans Speak) conducted wherein a Power Veteran, Sh. K V Rao, GM(EMD), was invited to share his Technical / Managerial Journey in NTPC before their Superannuation.
- One programme in "ROBOTICS in power sector" was conducted
- NEW LABOUR CODE 2020: A PERSPECTIVE - The program conducted which entailed detailed explaining the provisions of 4 codes.
- Business Writing Skill programme on how to draft letters and different modes of written communication was conducted.



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‘Tell me and I forget.

*Teach me and I
remember.*

*Involve me and I
learn.*

~ Benjamin Franklin



RLI Talcher

Few Significant programs

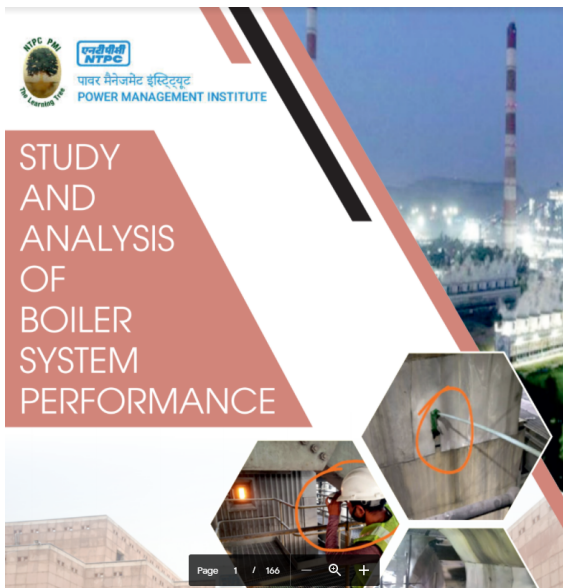
- Operator Competency Training
- Awareness on NPS for ER-II stations
- Safety Frame work training and Safe working at heights
- CPV related programmes included (i) Assessment 2020 (ii) Training on CPV low score - Decision Making and Business attitude and (iii) Training on CPV low score - Communications Kills
- Power Generation technologies for new lateral inducted at E2 level was conducted

PMI Updates

ET CELL

73 new ETs joined in 2020 batch during the quarter in Electrical, Mechanical and C&I disciplines. They are undergoing technical training at RLI Farakka, RLI Vindhyachal, RLI Sipat and RLI Simhadri.

60 ETs of 2019 batch who had joined in July/August 2020 are currently undergoing their FJT (Field Job Training) at various locations of NTPC.



Compendium Published

Compendium Published on 'Diagnosis of Boiler Performance through Process parameters'

Consequent to 5-day workshop which was followed by assigning different research topics to different teams relevant to their working fields for Level-3 feedback, a compendium was released.

The book is ready in e-form and contains 'FOREWORD' by ED(OS) and ED(PMI). It is available in PMI/OS website and intranet for NTPC executives.



Neki Ki Deewar

A "Neki Ki Deewar" has been installed in the Premise of PMI. If any one wishes to donate clothes, shoes, books or stationary items, they are welcome to put it up on the wall while the needy may utilise it.