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FROM PMI'S DESK

R K Sinha, GM (BE & PMI)

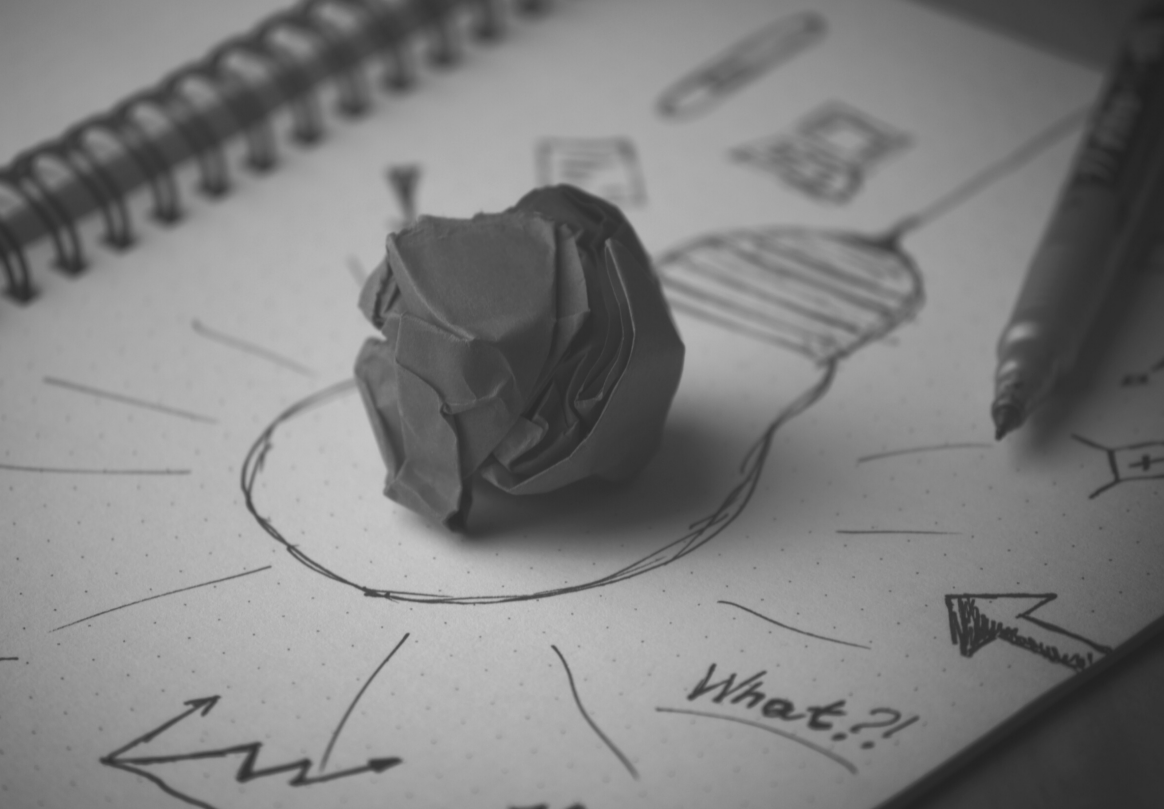
Dear Readers,

It is a delight for us to present to you the fifth edition of PMI's quarterly newsletter - PMI BODH for the period January to March 2021. In this issue, we have covered the important highlight in the learning arena at PMI, 07 RLIs and Safety Academy.

It gives me immense pleasure to share with you that NTPC's L&D has been recognised on the national map once again with PMI bagging the prestigious ISTD Award third time in a row for year 2019-20. It's a hat-trick for Team NTPC!

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 bringing in the best L&D practices to our Company. Together, we can and we shall!

Technical Training



1. **Bangladesh (BFIPCL) 43 ETS**

batch completed their physical training on technical modules at PMI. The program duration was approx. 75 days. This includes various high end technical inputs related to power plant Operation and maintenance aspects including Boiler, Turbine, Generators and Transformers. Besides, **07 trainees in Chemistry** also completed their module in association with RLI-Dadri.

2. **14 Modules of SAMARTH** training were completed covering 861 NTPC executives. SAMARTH training is NTPC's vital L&D intervention for augmenting knowledge of our executives who are either job-rotated or newly posted in different function.

3. 06 nos. of **Technical training** modules were delivered online to IOCL executives covering approx. 150 participants. These trainings are conducted as hand-holding MOU with IOCL captive power plants by NTPC.

4. Three physical training programs on **PAUT Level-2 certificate** (Phased array ultrasonic testing) were conducted at Dadri, Solapur and Vindhyachal RLIs. Whereas online learning was completed by 41 participants, 16 days physical training was organized at various RLIs for practical and examinations.

5. In association with M/s TWI, UKRTFI (**Radiographic Film Interpretation) Level-2 certificate** program was conducted from 08-13 March 2021. 06 nos. of executives amid strict social distancing protocols attended it.

6. Two no. of **ESG modules** (Environment, Social and Governance) were conducted in Jan'2021. ESG modules were designed as per emerging business needs of NTPC. The modules were delivered to senior executives of NTPC (including various EDs and GMs).

"We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn."

~ Peter Drucker

Human Resources & General Management



1. The **2nd edition of NTPC's Women Leadership Conclave**, a two-day event to celebrate women leadership, grit and inspiration was held at PMI on March 8 (International Women's Day) and March 9th (webinar). Sh. M S D Bhattamishra, Executive Director (HR) inaugurated the Conclave. Wing Commander Shweta Batra, and Squadron Leader Nehmat Warich, (Indian Air force), Dr. Sandhya Rao (Senior Water Resource Professional from IIT-Delhi, Founder - INRM and Marathoner), Ms Trishaljit Sethi, (Chief Vigilance Officer – NTPC) and Ms Shaili Chopra (Founder – She The Peopled) were in the illustrious list of speakers.

2. 10-day **Induction training** of ten Fixed Term Employees from **Corporate Communication department** was held online by PMI. Faculty from NTPC, media personnel and leaders from the domain were a part of the sessions. ED(HR) interacted with the FTEs in a special session.

3. A special training program was physically held at PMI for **Vigilance** executives posted at CC under the chairmanship of Ms Trishaljit Sethi, CVO with R. Gayathri, Deputy Secretary, ISTM.



4. **9-week Holistic Wellness Weekly session** in association with the Bramha Kumaris: To beat the blues of pandemic and to keep up our motivation for the forthcoming times ahead, NTPC-PMI has come up with " विश्रान्ति: A 12-week Holistic Wellness Program" for all NTPC employees and their family members. The program will have faculty from 'The Bramha Kumaris' speak to us on pertinent topics every Saturday from 06 to 07 pm and also take up question and answers from the audience.

“Develop a passion for learning. If you do, you will never cease to grow.”

~ Anthony J. D'Angelo

Human Resources & General Management



5. On February 5, NTPC-PMI hosted His Excellency Hon'ble Ambassador, Mr Dilshod Akhatov and Second Secretary, Mr. Azamjon Mansurov, **Embassy of Republic of Uzbekistan** in the campus as part of exploring collaboration and business opportunity in the field of L&D. Mr. D S Rao, ED(PMI) and Mr. N M Gupta, CGM(BD) led the NTPC hosting team. The visit is one step forward towards bringing NTPC L&D on the global map.



6. On March 18, NTPC-PMI hosted His Excellency Ermindo Augusto Ferreira, High Commissioner of Republic of Mozambique and Mr Christiano Dos Santos, Minister Counsellor, **Republic of Mozambique** in the campus as part of exploring collaboration and business opportunity. The occasion was graced by Shri U K Bhattacharya, Director(Projects) along with Shri N M Gupta, CGM(IBD) and Shri R K Sinha, GM(BE & Head-PMI).

7. **Training for Apprentice Management:** Half-day training programme was organized by PMI on March 19, 2021 for Nodal Officers who are dealing with Apprentice Management at the project/locations. Faculty was Additional Director, BOAT. The objective of the training was to ensure that queries pertaining to the topic may be addressed before the onset of FY 2021-22 so that target of apprentice engagement may be smoothly achieved.

8. **Pratibha Singh, DGM(HR), EOC and Kena Shree, DGM(HR), PMI** were deputed as counsellors in the special Relief team at Tapovan for nine days to interact with the affected families of flash floods. They visited 22 families located in tough terrains to lend support to them in their time of grief.

“You don't understand anything until you learn it more than one way.”

– Marvin Minsky

Human Resources & General Management



9. **ET-2019 : 57 ETs from the 2019 Batch** joined at PMI for their physical training in General Management module starting from 31.03.2021. All 57 ETs have completed 2-week Simulator training at Sipat/Korba.

ET-2020: In parallel, 86 ETs from 2020 batch underwent technical training at various RLIs – namely Vindhyachal, Simhadri, Farakka and Sipat during the quarter.

ET-2020 (additional offers) – Further, 83 ETs from the 2020 batch joined as ETs against additional offers sent. They are undergoing technical training at RLIs - Dadri, Solapur and Vindhyachal.



10. **Recognition of Prior Learning (RPL)** programs for staff of M/s ICWCS and M/s Sulabh International Social Society working at PMI.

Three (3) such programs were organized in February 2021 through Tata Community Initiatives Trust (TCIT) for house keeping attendants and Food and Beverage (F&B) staff (Bearers and Cooks) deployed by M/s ICWCS and M/s Sulabh at PMI. The programs were conducted for 18 days from 10.00 AM to 1.00 PM.

11. **Induction training** for executives transferred to **Vigilance** function Was held online (on MS Teams platform) for 23 executives transferred to Vigilance function from other functions / departments to facilitate them for performing effectively in their new role. The program was conducted for 2 full days (on 10th and 11th March 2021) and 2 half-days (on 12th and 22nd March 2021).

“That is what learning is. You suddenly understand something you’ve understood all your life, but in a new way.”

– Doris Lessing

Information Technology



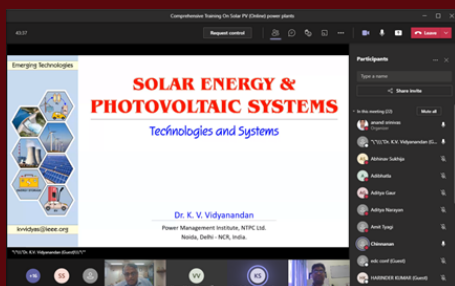
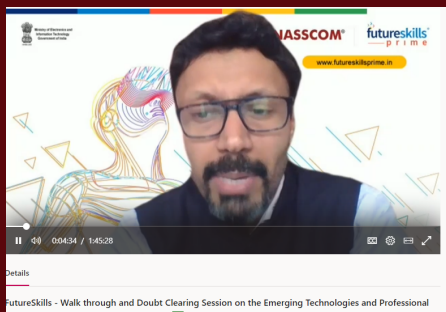
1. NTPC had awarded a contract to M/s G.P. Strategies India Pvt. Ltd. for **GPiLearn online technical courses** for all O&M employees for Enhancing Technical Competency for 5 years. The duration of service period is from 1.1.2021 to 31.12.2026. Mr. V. Ramesh Babu, D(O) and Mr. D.K. Patel, D(HR) in the presence of Mr. A.K. Tripathy, ED (OS), Mr. D.S. Rao, ED (PMI) had inaugurated the GPiLearn portal for all O&M employees on 8th January 2021.

2. In order to make all NTPC employees, **Future Ready with respect to New Digital Technologies** like Artificial Intelligence, Big Data Analytics, Robotic Process Automation, etc, and Professional Skills like Problem Solving, Design Thinking, Project Management, Digital Leadership, etc, PMI has tied up with Government of India's, Ministry of Electronics and IT, to provide online access through NASSCOM's FutureSkills Prime Portal. A mail was sent by Mr. D.S. Rao, ED(PMI) on 31st December 2020, to all employees for utilising this opportunity.

4. PMI had organized a training program on EDC, RLI and PMI from 1st to 6th February 2021 for understanding the **Dashboards for Learner, Organization Admin, Manager, Creating a Virtual Course, Classroom Course, Creating Learning Paths, Creating a Question Bank, Browsing, Catalogue, Reports, etc.** The faculty of the program was from G.P. Strategies US team.

3. A training programme, **"Comprehensive Training on Solar PV power plants"** was conducted on during 24 and 25th March, 2021. It was specifically designed for the employees of Faridabad. Mr. Cinnanan Ravi, CGM (Faridabad) inaugurated the programme

It also organized a Learner Workshop through Microsoft Event on 20th February 2021 for all the learners. The faculty for this program was from PMI.





5. PMI Team, "**Athena**" consisting of Mr. Ananda Srinivas, Ms. Geeta Singh and Ms. Vasudha Sharma participated in "CC-Region Professional Circles Convention" held on 22.01.2021 at Aurobindo hall, PMI,Noida and **secured 3rd position**. The topic of the presentation was "Leveraging Artificial Intelligence to optimize Solar Power Generation".

The team also participated in **International Virtual Conference** on Research & Development Technology Forum on 12th & 13th February 2021, organized by IONEX, and was **awarded the best paper**.



7. Mr. D.K Patel, Director (HR) inaugurated the theoretical training module for second batch of **Lateral Inductees (O&M)** on 16.03.2021 in the presence of ED(OS), REDs, BUHs, and L&D fraternity.



8. On 23rd March 2021, Director(HR) **inaugurated the SMART classrooms and the Virtual Reality based training set up** provided at RLIs, in the presence of Mr. R.K.Sinha, GM(BE & PMI), Heads of RLI and L&D fraternity. Heads of RLI explained the important features (e.g. annotation, 3D digital display, remote presentation, VC, VR Set Up, Smart touch panels, etc.) of Smart Classroom to D(HR).

Information Technology



9. PMI had organized a training program on “Train the Trainer: for Safe Operation of Power Plant Equipment’s from Virtual Reality during 22nd to 24th March 2021 for six RLIs. Mr. D.K. Patel, D(HR), had interacted with the participants of the “Train the Trainer” training programme and experienced the VR module on “Working at Height”. PMI had till now developed ten modules of 210 minutes on safe operation of power plant equipment’s, and the same is being given to RLIs to enable them to start the trainings at RLIs.

Safety Academy Unchahar

(A) TARGETTED PROGRAMMES

1. Two programmes organized for Heads of Operations and Maintenance of all generating stations on HUMAN FACTORS IN SAFETY . Conducted through Administrative Staff College of India ASCI Hyderabad .
2. During ROAD SAFETY MONTH, a programme on ROAD SAFETY through IRTE Faridabad and one on Defensive Driving through Road Safety Foundation Navi Mumbai conducted.
3. This year Corporate Safety adopted LOTO as the theme for Safety Month i.e, March 2021. Programme on LOTO- Lockout Tagout organized for participants all over NTPC through M/S E Square Alliance Pvt Ltd. consuted.

(B) NEED BASED PROGRAMMES

Programme on Disaster Management through Orissa State Disaster Management Authority and on BBS- Behavioral Based Safety through M/S SafeStart International organized.

(C) SAFETY COMPETENCY BUILDING PROGRAMME

More than 100 participants participated in 4 sessions of half day duration each on aspects mentioned in NTPC Electrical and Mechanical Rule Book (YELLOW BOOK) and NTPC SAFETY POLICY /CODE OF PRACTICES etc.

1 Basic **Life Support** (BLS) and Advance Cardiac Life Support (ACLS) Training Program was organized in association M/s SOUL GUARDS LLP, New Delhi

2. **Operators training programme**- eleven numbers of training programmes for operators were organized

3. Awareness program on **GeM webinar** was organized. 195 participants attended the program

4. **PTW and LMI training program** was organized- delivered by renowned faculty, Shri Y. V. Rao, Ex ED(NTPC).



1. **SMART Class rooms** having features of annotation, 3D digital display, presentations from remote locations, VC VR Set up, smart touch panels have been installed & commissioned at RLI-Simhadri and Director(HR) has inaugurated the SMART class rooms through virtual mode.



2. 4 days **IMS internal auditor certification program** was conducted by RLI-Simhadri through M/s.DNV-GL, Hyderabad from 03.03.2021 to 06.03.2021 wherein 12 executives participated.



3. 104 weeks training program of **DT 2018 Batch** was successfully completed by RLI-Simhadri for 55 DTs and trainees were regularised w.e.f. 21.03.2021. An interaction meeting with HOP-Simhadri, CGM-SSC-SR, HODs was organized followed by Dinner. Shields presented to 1st & 2nd rank holders of the batch on the eve.



4. 16 weeks Induction & Technical Training Program of 24 **C&I ET** (2020 Batch) was successfully completed and ETs are being released for FJT.



5 . **ETs have donated** Rs.5,500 to Mandala Vikalangula Samkshema Sangam (local orphanage at Atchutapuram)

1. A four week on site Technical training for **Executive Trainees (Chemistry) of BIFPCL**, Bangladesh organized from 4th March at RLI Dadri in association with PMI. (Inauguration picture of this program -GGM(NCPS), Sh. C Sivakumar, GM (CBE & PMI) Sh. R K Sinha and other senior officials from Dadri.



3. The 4- week **operator training programs** were organized for Electrical Area, Turbine Area, Boiler Area and Offsite area operators to enhance their technical skills and workplace safety.



3. Felicitation program for 45 achievers of **HMM 3rd batch** was organized on 06-02-21 at NTPC Dadri Club.



4. A special training program was organized on **Communicating & Leading** on 24-02-21 for workmen. The program was designed considering various outdoor activities and games for experiential learning.



1. Inauguration of **Smart Class, VR and 3D classroom** at RLI Farakka was done by ED Farakka, Shri DSGSS Babji. Unleashing the new age learning he experienced all the new technologies first hand and encouraged the participants of first classroom along with the faculty members to embrace and use these facilities whole heartedly.

2. In February, **Basic Life Support Program** was organized at Hospital for Doctors and Paramedical staff.

3. RLI Farakka organized **Scaffolding Safety, Material Handling and Safe Practice** while working at Height for executives of core functional teams in association with M/s. Nasim Khan.

4. **Operators Technical Competency Development** Program was successfully completed. The Various technical modules including safety were conducted by internal and external faculties with practical exposure.

5. Designed for female executives in association with M/s. Sharpknol, the workshop aimed at **instilling right beliefs in female executives** and nurturing the positive mindset which can help them manage their unique workplace challenges and also provide them the guidance on self care and self love.

1 Online program “**Leadership through Values**” was conducted for two hours every Saturday for six Saturdays starting from 30 January, 2021 through Prof. S K Chakraborty Memorial Trust, Kolkata.

2. NTPC Sipat has started new generation “**Welding Simulator**”. Sipat becomes the first project in NTPC to start such a simulator which is equipped to simulate SMAW, GMAW & GTAW processes for training purposes. It was inaugurated by Shri Padmakumar Rajasekharan, ED(Sipat)



3. **Decision Making and Business Attitude** Workshop was arranged online through Yogamaya Associates Pvt. Ltd. Bhubaneswar on 02 and 03 February, 2021 for all executives of WR II at E7/E8 level who scored low in decision making and business attitude competency in CPV Assessment.

4. ET-2020 Mechanical Batch, undergoing technical training in RLI Sipat presented a **street play** on 22 February, 2021 on Road Safety inside the Plant. More than 175 employees and contract workers witnessed the play carrying a strong message on Road Safety.



5. International Women’s Day was celebrated on 08 March, 2021 with an online program “**Tejaswini – Connecting with the Power within**” through Vistaar Management Solutions . 32 women employees participated in the programme.

1. 2 Weeks Training on Phased Array Ultrasonic Testing (**PAUT**) **Level-II** was organised in association with CC-New Initiatives/Welding Research from 8-23 Feb 2021

2. Training on **Self Defence Techniques** was organised for **Women Employees** on the occasion of International Women’s Day

3. 37 No of Engineer Trainees (ET) joined Solapur for induction and PPF training programs. Inauguration of **ET2020 Batch2** was held on 26 March 2021 in RLI Auditorium

4. State of the art Audio Video equipment ordered by PMI have been received and installed in RLI class rooms. RLI is now equipped with **Smart Classrooms** and facilities for creating AR/VR modules

5. **Industrial Safety Talk** for manpower of Contracting Agencies organised through Safety Department