

ISSUE 8 · OCTOBER TO DECEMBER 2021

PMI BODH

NTPC PMI's Newsletter

From PMI's desk

BY R K SINHA, GM(PMI)

Dear Readers,

Wish you a very Happy New Year!

It is a delight for us to present to you the 8th edition of PMI's newsletter - PMI BODH for the period October to December 2021. In this issue, we have covered the important highlights in the learning arena at PMI, 07 RLIs and Safety Academy.

It fills me with joy to inform that NTPC was conferred the prestigious SHRM Special Recognition for Learning and Development for the year 2021. 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.



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PMI TECHNICAL TRAINING

BE Assessors Development Program

Two workshops were designed and conducted to develop business excellence assessors for conducting the internal assessments on the BE Model of NTPC. Conducted in association with Quality champions from CII and Organisational development consultants, total of 62 Assessors attended the program.

NOSA Intergated Five Star Navigator and auditor's course

A well-designed certificate program for developing internal NOSA auditors was organized in association NOSA(Pty) Ltd., South Africa.. The program took participants through a detailed and proven procedure for effective internal safety audits. Conducted in two parts in two weeks online training, it was attended by 15 selected executives.

Functional Competency Assessment

Functional Competency assessment was conducted for SJVN executives, for 160 executives from various functions through a string of assessment exercises that ran for twenty days. The assessment was conducted virtually and the entire process was carried out online.

Flexible Operation Program

The program was conducted to enable the O&M team to understand and practice the much sought-after insights needed in flexible operations of coal-based fleets. The program design was focused on understanding of the cyclic operation and its impact on the machine, and how to offset any possible unfavorable impact that lurks during cyclic operation. The chemistry aspects of operations were given higher consideration as they are much in control and have a lasting impact on metal.

Near-miss Safety Workshop

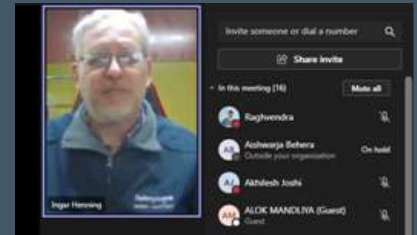
A near miss safety workshop was conducted in which a presentation on specific learnings and actionable points in safety was made by the participants, which was evaluated by the superannuated Sr. executives of NTPC. Total 41 teams made presentations. The near-miss areas were collated and compiled.

Understanding Energy Conservation

Ministry of Power (MoP) celebrated 'National Energy Conservation Week' from 08th to 14th December ,2021 as iconic Week under 'Azadi ka Amrut Mahotsav'. In line to this, Bureau of Energy Efficiency had requested all organizations under MOP to identify megaevents during the week. Rising to the occasion, PMI organised two webinar sessions for our executives on energy conservation with the help of eminent faculty from NPC.

Augmentation Program for Operation Engineers

Refresher course was conducted for the the operation engineers with 3-5 years of experience in Operation department. During the program, participants were given input on the emergency handling through case studies, and explained theory behind the different processes.



PMI TECHNICAL TRAINING



Challenges and New Technologies in HPP

Conducted on 28-29th July, the program focused on improvement & advancement in technology. It also emphasized upon understanding of environmental, health and safety, and other statutory requirements in projects design. Total of 76 participants attended the program.



Building and Leading Hi-performance Teams:

A Day long workshop was conducted on 29 November for middle-level executives of the Kerala State Electricity Board. PMI was the learning partner. The program was inaugurated by Sh. B. Ashok (IAS) CMD, KSEB. Sh.SK Ram, BUH Kayamkulam highlighted NTPC's importance of such initiatives and the company's commitment. It was conducted under the CRM initiative of NTPC- Commercial and attended by 35 executives.

BOE preparatory Course

In view of national level of BOE examinations planned in December, PMI in association with CC-OS started a online 26-days BOE preparatory Course for identified 155 participants from NTPC. Modules were delivered through dedicated online interactive platform www.boeonline.in with the help of renowned agency M/s India Boiler dot com, Vadodara



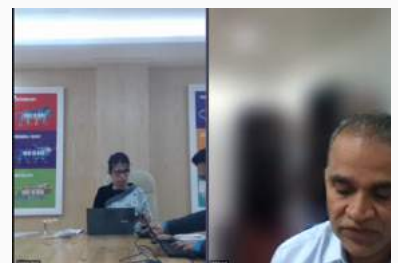
Waste Management and Related Statuary Compliances

In its endeavor to raise awareness about Waste Management and related statutory compliances, PMI conducted this program with CC-Environment group. A total of 69 participants took part. Eminent faculty from CPCB, NEERI and other institutions were invited to talk on subject. Pre-Post test were conducted and successful participants awarded e-certificates.



Webinar on Sustainability Development Goals

"PMI in collaboration with Corporate Sustainability Development team conducted a webinar on 'Sustainability Development Goals (SDG)' on 22nd Nov 2021. Eminent experts from NITI AAYOG addressed the session. Ms. Sanyukta Samaddar (IAS), Adviser-SDG, Niti Aayog and Mr. Soumya Guha, Officer-SDG, Niti Aayog addressed the session. Earlier the session was inaugurated by Sh. R K Sinha, Head (PMI) followed by keynote address of Sh. C Siva Kumar, ED (SSEA) who elaborated NTPC efforts towards meeting sustainable development goals.



NEBOSH IGC TRAINING PROGRAM

It is one of the most coveted program for the safety professionals across the world. Three such programmes have been organised for the participants from O&M and Safety departments.

PMI INFORMATION TECHNOLOGY

“Train the Trainer” programme on “Safe Operations of Power Plant Equipment”

PMI conducted the programme through one of the immersive technologies, Virtual Reality (VR) from 18th to 21 October, 2021. The VR technology is leveraged to conduct trainings on critical equipment of power plants. 50 Numbers of VR modules on 15 different topics of safe operations of power plant have been developed by PMI in collaboration with RLIs. Further, PMI has also procured hardware, like HTC Vive and Oculus Quest, through open tender process. 24 participants across all the RLIs and Safety Academy (Unchahar) attended the programme. Head of PMI interacted with the participants and stressed the importance of VR technology in various areas such as safety touch-points and walk-around checklist.



Learning from Near Miss and Outages

PMI conducted the programme from 27th of Dec 2021 to 30th Dec 2021, in which Shri. Ashwini Kumar Tripathy, ED (OS) inaugurated the session, and Participants from the stations of NTPC presented their near miss case-studies.

PMI is in the advanced stage of procurement of 660 MW Simulator for PMI. The Factory Acceptance Test was successfully conducted on 27th and 28th December, 2021. It will be commissioned soon.

More than 300 executives have successfully completed the courses on emerging technologies such as Artificial Intelligence, Internet of Things, cyber security etc., totaling to 466 course completions by the end of December, 2021, and received certificates from NASSCOM through FutureSkills prime platform. CMD and Director (HR) have received Appreciation Mail from NASSCOM for securing maximum number of course completions from non-IT category industry.

PMI is in the process of developing eLearning modules for internal use as well as for Mission Karmayogi, a prestigious Government of India Initiative.

PMI - EXECUTIVE TRAINING

All Girls Batch: ET 2021

47 Female ETs joined NTPC Limited through a special recruitment drive for women candidates, as a unique and first time step taken by any PSU in the country. These ETs have undergone technical and management module training and are currently doing their Field Job training at various NTPC locations. Director(HR) and CVO, NTPC Limited interacted with them online in September 2021, encouraging them to give in their best shot and to develop themselves so as to emerge as future leaders.



ET 2021 (Batch 1)

51 ETs have joined in Batch 1 of ET-2021 and are currently undergoing online classroom training with PMI after having completed technical training at various RLIs.



ET Activities

As part of book club activities of the ET Clubs, interaction of ETs was held with Mr Harish Bhat who is the author of the bestselling book "Tatalog" and chairman of Tata Coffee Ltd. He is also the brand custodian of Tata Sons Private Limited. Through book club, ETs are encouraged to read books and appreciate the power of reading.

From time to time, ETs are imparted meaningful sessions on book club, movie club and cultural club.

PMI - OTHER SIGNIFICANT PROGRAMS

Induction Training of Fixed Term employees of Corporate Communication Batch 2021
Ten Fixed Term employees of Corporate Communication Batch 2021 underwent 10-day induction training by PMI. Their training comprised of inputs on the company's core business, various cross functions and subject specific topics in which media veterans and experts interacted with them.



Gender Sensitivity Training and Celebration of 8th Anniversary of the POSH ACT.

During the year, 3 gender sensitivity training programs have been conducted by PMI which more than a hundred participants have attended. These trainings were conducted by Ms. Pritha Dubey and her team of POSH experts. In line with the same, on 09th December 2021, a special programme on POSH awareness was conducted to commemorate 8th Anniversary of the landmark decision. It was received overwhelmingly by the attendees.

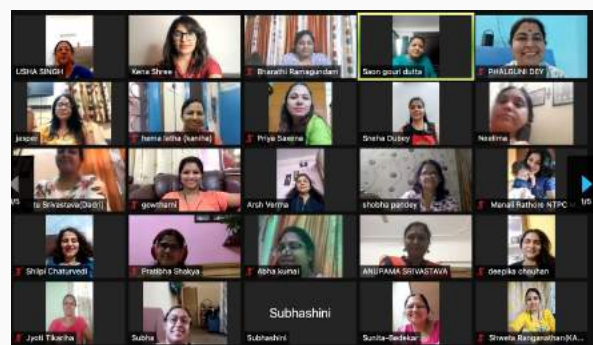
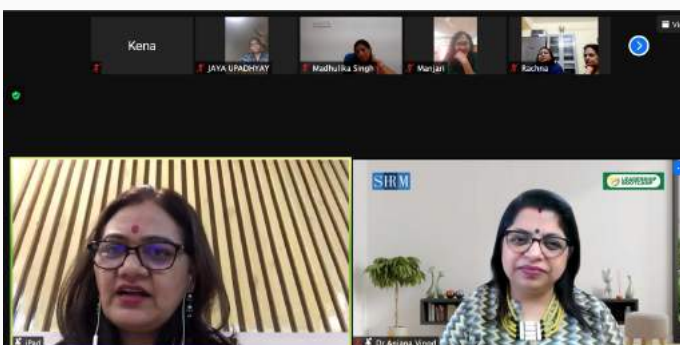


Leadership Program for Committee Members of Ladies Club

Two special programs were held for NTPC Ladies Club -

(i) Leadership Program for Presidents of the Ladies' Clubs "Agrani" was conducted by PMI in association with SHRM under the guidance and vision of honorable President, Sanyukta Mahila Samiti. The trainer Dr. Anjana Vinod shared the elements of leadership through crisis times and how to unleash the true potential.

(ii) The second program called "Spandan - Find the leader within" was conducted by Ms Kena Shree, DGM(HR), PMI for Committee Members and office bearers of the Ladies Clubs across NTPC.



PMI - GENERAL MANAGEMENT PRG.

Samarth Batch-1

Held from 27 sept-08 oct'2021 for employees who have shifted to C&M department from other departments, the program aimed to enable them to discharge their responsibilities more effectively.

HR analytics program

Organised for HR employees from 09th – 11th August' 2021, the program aimed at enhancing the capabilities of HR executives in making use of analytics for more informed decision making.

Artificial Intelligence and Machine Learning in HR

Conducted online from 8th to 12th November 2021, it aimed at providing understanding of Artificial Intelligence and Machine Learning, its applications in HR and how it works.



Competency Development Programs on Analytical Ability, Communication Skills and Quality Consciousness

- 3 (three) nos. Competency Development programs was undertaken for identified executives in E6 grade who were assessed as requiring development in one or more of the managerial competencies of Analytical Ability, Communication Skills and Quality Consciousness in the Competency, Potential and Value (CPV) assessment undertaken for them, through reputed external agency.
- The programs were designed as full 3 day programs and were delivered online through Society for Human Resource Management (SHRM) on the following dates, covering total of 136 identified E6.
 - 4th Competency Development program from 9th to 11th December 2021 covering 48 executives.
 - 5th Competency Development program from 14th to 16th December 2021 covering 42 executives.
 - 6th Competency Development Program from 20th to 22nd December 2021 covering 46 executives.
- Each session of each program was mapped to one or more of the competency descriptors for each of the afore-mentioned competencies with a view to address all the competency descriptors. The competencies (Analytical Ability, Communication Skills and Quality Consciousness) were covered by 2 reputed faculty representing SHRM. Pre and post-read was provided to the participants and pre and post test was conducted on each of the 3 competencies.

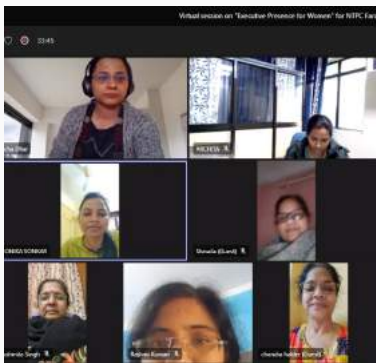
RLI FARAKKA

Some of the significant programs conducted by RLI Farakka during the quarter is given under:-

SAFETY PROGRAMS - Three programs were conducted between 7th and 11th October on the topics - Safe practices while working at height, confined or closed space, scaffolding, safety, conveyor belt operation etc.

ACTUALIZATION OF CORE VALUES program was conducted on 03.12.2021 by Ignite management consultants , Kolkata which received huge response of 97 participants.

Two programs were specially conducted for women employees - (i) **SELF DEFENCE & WOMAN SAFETY WORKSHOP** conducted in association with M/s. Invictus Gurgaon and (ii) **Executive Presence for Women Leadership** conducted in association with M/s. Strategic HR and Training Noida.



RLI SIMHADRI

Training on QC Concepts & Problem solving techniques for 2 batches were organised by RLI Simhadri jointly with BE Department through M/s QCFI, Vizag Chapter, on 2nd and 3rd of September 2021. The Program was meant for QC Members and Facilitators and 58 employees attended this training.

Certification Training on Scaffolding Systems, safety & maintenance was organised through M/s Maxsafety, Mumbai for employees of Simhadri. 17 employees have been benefited from this training.

6 PMS Workshop (through virtual mode) were conducted to sensitize the Reporting Officers of Southern Region between August and November 2021 with faculty support of retired GMs of NTPC.

13 week Induction and Technical Training followed by 3 weeks Online Management module of 1st batch of Female ETs (C&I) was completed in December 2021 and released for FJT.



RLI SIPAT

Online program “Ethical Principles and Practices in Public Life” was conducted on 02-Novemembr-2021 through Sh. Shri Anil Swarup – Ex Secretary to Govt of India. Shri Anil Swarup is a renowned speaker and author of two bestselling books. During the session he discussed with participants regarding solving their ethical dilemmas while taking decisions in their day to day working. Total 73 participants attended the program.

RLI-Sipat conducted a two day workshop on Handling Crisis through Communication. The program as delivered by Sh Saptarshi Roy, Ex D (HR),NTPC and Prof (Dr.) Anubhuti Yadav Head, Department of New Media & IT, Indian Institute of Mass Communication, Delhi. The program focused on following aspects:

- Handling crisis through Communication to key stakeholders.
- Handling the print Media and social media in case of crisis.
- e-mail and Social Media Etiquettes, Use and Precautions



To strengthen the PTW system, RLI Sipat conducted three days classroom training program on BBS and PTW Safety System from 25-27 November 2021. The program was delivered by Sh. Y.V. Rao Ex ED (OS-NTPC). He also delivered ½ day session for Sr. Executives of Sipat on Decision making.



ET-2021 Female ET Batch, presented a street play on 27 November, 2021 on “Not to use Plastic” . More than 50 Sr. Executives witnessed the play carrying a strong message on saving the environment..

RLI DADRI



Key Activities

- Interaction of ET-2021(1st batch) at Dadri with HOP and other seniors was organized in October Month.
- To promote the collective learning culture, RLI Dadri has started a new initiative “RUBARU- An online chat with Leaders”. In this regard, An interaction with Sh.P K Mishra, CGM(Gadarwara) was held online in the month of October.
- ET-2021 batch from Singrauli joined Dadri batch for training during November month.

Key Programmes organized

- 5 day special orientation program on “Power plant Operation” was conducted in December for newly joined executives at operation department in Coal plant at Dadri.
- Outbound activities-based team building programs, were conducted for executives and non-executives at Ash Mound location at Dadri plant and Baghaan Resort respectively.

RLI VINDHYACHAL

Some significant programs include:

Mentor mentee workshop (Ankur) was conducted through Bhargav Consultancy

Executive development program for VSR station was conducted through Bhargav Consultancy



Gender sensitization workshop for male employees and female employees through Tanvi Consultancy service.

Other mentionable programs included:

- New labor code reforms training for employees of NR stations through MS teams.
- Women empowerment & health online training program through Nectar factor.
- Skill development training program for contract workers of EMD and FM-EM department.
- Learning to excellence on Pradip training program for employees of NR stations through MS teams.
- Cyber security awareness training for employees of NR stations through MS teams.

RLI TALCHER



Conducted an Online Training Program on “Finance for Non-Finance” on 1st Oct 2021 by Mr. Trinath Lenka of WC Wallet4wealth Broking Pvt. Ltd. 37 employees attended the program.

Conducted a program for the MGR executives of Talcher Kaniha from 5th to 7th Oct 2021 which was attended by 12 number of executives from MGR



RLI Talcher Kaniha conducted an awareness program on breast cancer on 29th Oct 2021. The program was inaugurated by Ms. K Swarnalatha Rao, President (Tanvi Sangam) in the presence of CMO and other Doctors of Talcher Kaniha .

Conducted an online Talk on “We and Our Constitution” on the occasion of our Constitution Day, on 26th Nov 2021, delivered by Ms. Swapna Bijayini, Assistant Professor- Law, Capital Law College, Bhubaneswar.

A training program to develop Auditors for IMS (Integrated Management System) on ISO Standards 9001:2015(QMS), ISO 14001:2015(EMS), ISO 45001:2018(OHSMS) & ISO 50001:2018(EnMS) was organised from 1st to 4th Dec 2021

SIMULATOR PROGRAMS -

- 1.Total 65 participants were covered in the last quarter which includes E0, Job rotation, EET and Refreshers . So far 257 participants attended simulator training , out of which around 125 attended through remote mode .
- 2.Updated Solapur Model with all the sub-modules and auxiliaries has been installed. Simulator was run in double shifts in both the Simulator Halls.
- 3.Provided Simulator Training to 26 /46 Girl's ET batch and the first batch of North Karanpura through remote
- 4.Testing of models completed and Available models for training – Solapur, Tanda, Gadarwara, Darlipalli, Kudgi , Meja, Barh II.

In-house programmes included -

1. VFD & DAVR programme through BHEL EDN Bangalore on 1st -2nd Dec 2021. Total 50 executives from EMD across NTPC attended the programme.
2. Total 15 programmes conducted in-house in which 339 employees participated and 15 programmes on safety conducted for contract workers in which 493 participants attended.

SAFETY ACADEMY - UNCHAHAR

Two day programme was conducted on Safe handling of Material, safe lifting and rigging practices, safety aspects of erecting & operating cranes through M/s Max Safety Navi Mumbai. It was useful for employees working at construction sites as well as at O&M stations. 47 executives from all over NTPC participated.

NTPC Safety Academy at Unchahar has established Virtual Reality Labs in its campus which was inaugurated by CGM- Unchahar, Sh. Kamlesh Soni on 20th Dec.2021. Efforts will be made to cover all O&M employees of NTPC Unchahar in VR Training at the earliest in phased manner. In future, participants from other stations/organizations coming for attending Safety programmes at NSA will get additional advantage of going through these VR modules



Programme for two days duration was conducted to cover the concepts, methods, protection and safety aspects of earthing, grounding, lightening and surge protections and arrestors etc.

In order to enhance Safety Audit skills, program on Safety Audit Principles as per IS 14489:2018 and Auditing Principles as per IS 19001:2018 , ISO 45001 and NTPC Internal safety audit system were conducted.

Safety program were conducted on:

- Aspects of CHP/MGR operation, safety during coal receiving , handling , storage and transportation . Hydro Tunnel, Penstock , Boiler, Acid tank etc.
- Storage of LDO/Naphtha in large quantity and risk control systems

PMI ACTIVITIES

Celebration of NTPC Raising Day 2021

On the occasion of 47th raising day of NTPC Limited celebrated in PMI's Saraswati auditorium, Union Minister for Power, New and Renewable Energy RK Singh congratulated NTPCians for their consistent performance outlining the Company's achievements, expertise, future goals and also discussed NTPC's role in leading India's energy transition. Swarna Shakti Awards ceremony was held followed by Cultural performances by children of Bal Bhawan and a dance troupe performance by disciples of Padmashri Yamini Krishnamurti.



Delegates from the Embassy of Denmark visit PMI campus

On September 23rd, NTPC-PMI hosted delegates from the Embassy of Denmark in the campus as part of exploring collaboration and business opportunity in the field of L&D in association with NTPC's International Business Department. PMI welcomed the guests - Mr. Mattia Baldini and Mr. Andreas Sejl Anderson from Danish Energy Agency, Mr. Rechter Ivan and Mr. Soren Hallberg Olsen from COWI and Ms Aishwarya Joshi from the Embassy of Denmark, Delhi - to the campus.

NTPC was conferred the SHRM Special Recognition for Learning and Development for the year 2021. The award was received by Shri R K Sinha, Head PMI and GM(Business Excellence) on behalf of Director(HR) in a virtual ceremony which formed part of the SHRM India PSE Conclave 2021, on 3rd December 2021.

