



asci
Leadership through Learning

ADMINISTRATIVE STAFF COLLEGE OF INDIA

Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India
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Prof. Rashmi Jha
Programme Director

December 16, 2019

Programme on
People Capability Maturity Model

(March 16 -18, 2020)

Dear Sir/Madam,

In today's changing business environment, the only way for organizations to reach their goals is to make the most of their people. For that, organizations must build teams, develop skills, and enhance performance to fuel organizational growth. The People Capability Maturity Model provides guidance for improving the capability of an organisation's workforce.

Keeping the above in view, the Administrative Staff College of India has launched a programme on "People Capability Maturity Model". The aim of the programme is to help any organisation serious about business performance, people development, organisation strategy and goal alignment.

A brochure outlining the details of the above programme and other pertinent information together with a nomination form is enclosed. If you need any additional information, please do contact us.

The programme is meant for senior and middle level executives entrusted with the responsibility of managing HR processes and functions.

The last date for the receipt of nomination form is March 09, 2020. Since we expect this programme to attract a large number of nominations, we advise you to send in your nomination well before this date to enable us to give due consideration. Accordingly, you can make your plans for the release of the nominee(s) for the programme. Facsimile of nomination form can be used.

Please note that the nominees are requested to carry with them the proof of Medical Insurance. The Sponsoring Agency is required to endorse the nominee's Medical coverage in the event of hospitalisation.

Thank you for your interest and support for Management Development Programmes of the College.

Sincerely,

Rashmi Jha

Encl : Brochure & Nomination form

Programme on
People Capability Maturity Model

(March 16 -18, 2020)

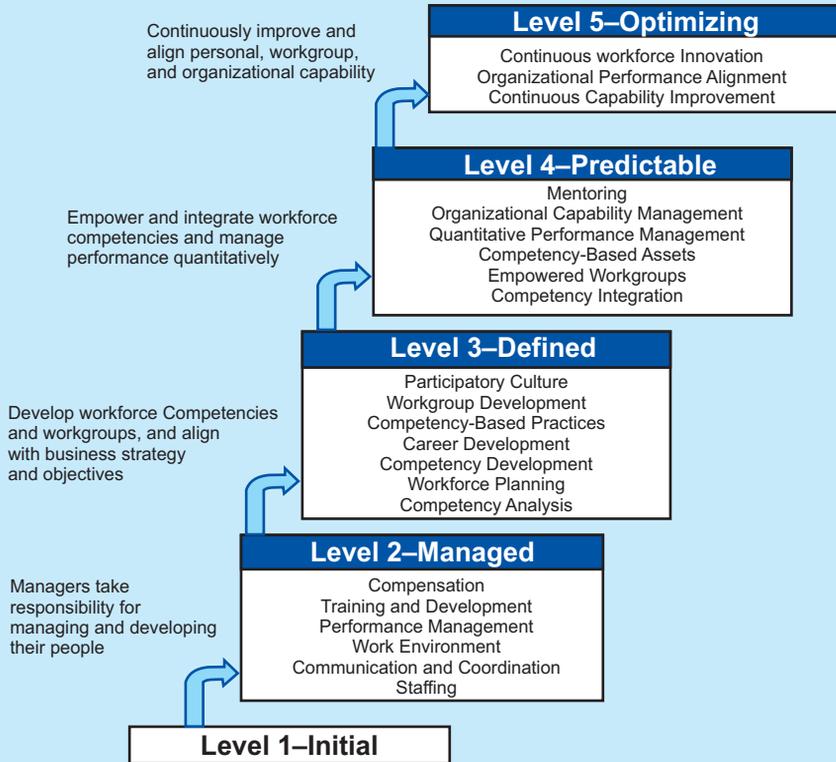


Administrative Staff College of India

PROGRAMME OVERVIEW

People Capability Maturity Model (PCMM) is a people-centric maturity framework that focuses on continuously improving the management and development of the human assets of an organization. It describes an evolutionary path from ad hoc/initial, inconsistently performed practices, to a mature, disciplined, and continuously improving development of the knowledge, skills, and motivation of the workforce that enhances strategic business performance.

PROGRAMME OBJECTIVES



*The five maturity levels of the People CMM adapted from Humphrey (1989) Carnegie Mellon University (1995)

The People Capability Maturity Model helps organizations;

- ◆ characterize the maturity of their employee/workforce practices,
- ◆ establish a programme of continuous people development,
- ◆ set priorities for improvement actions,
- ◆ integrate people development with process improvement, and establish a culture of excellence.

PROGRAMME CONTENT

The People Capability Maturity Model is a proven set of human capital management practices that provide a roadmap for continuously improving the capability of an organization's workforce.

PCMM's primary objective is to improve the capability of the workforce. Workforce capability can be defined as the level of knowledge, skills and process abilities available for performing an organization's business activities. Workforce capability indicates an organization's :

- ◆ Readiness for performing its critical business activities,
- ◆ Likely results from performing these business activities, and
- ◆ Potential for benefiting from investments in process improvement or advanced technology.

PCMM describes an evolutionary improvement path from ad hoc, inconsistently performed workforce practices, to a mature infrastructure of practices for continuously elevating workforce capability.

PEDAGOGY

This will include a mix of experiential learning exercises, skill practice, group work, role-plays and lectures followed by mock session.

PARTICIPANT PROFILE

Senior and middle level executives in-charge of Human Resource Function, primarily responsible for core HR (Public and Private sector organizations). Senior executives from other support function and entrepreneurs will also find the programme useful.

Organisational sponsorship is essential

VENUE

The programme is fully residential and the participants will be accommodated in air conditioned single occupancy rooms. The college does not provide accommodation for the family. College will arrange transport between airport / railway station and venue. The College is WiFi enabled in a comprehensive way.

DURATION

The programme duration is from **March 16 - 18, 2020**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Residential Fee: Rs. 37,500/- (US \$700 for foreigners) plus GST as applicable, presently 18% per participant. The fee covers tuition, board and lodging, courseware (in electronic form) and other facilities of the College including internet usage.

Non-Residential Fee: Rs.31,500/- plus GST as applicable, presently 18% per participant. The fee covers tuition, course ware (in electronic form) working lunch and other facilities of the College including internet usage.

A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the payment is credited into our Bank account on or before **March 13, 2020**.

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the **Programme Code (Prg/19-20/1/300)** to **pooffice@asci.org.in** for confirmation.

Bank details are given below:

For Indian Participants :

Bank A/c Number 62090698675
Beneficiary Name Administrative Staff College of India
IFSC Code SBIN0020063
Bank Name State Bank of India
Branch Address Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

For Foreign Participants:

Bank A/c Number 62090698960
Beneficiary Name Administrative Staff College of India
Swift Code SBININBB327
Bank Name State Bank of India
Branch Address Bellavista Branch, Rajbhavan Road, Somajiguda, Hyderabad - 500 082.

Nostro Account 6550992180
(Optional)

MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominee's medical coverage in the event of hospitalization.

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date for receiving nominations is **March 9, 2020**. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

March 10, 2020. Any withdrawals after this date will entail forfeiture of fee paid, if any.

ASCI ALUMNI ASSOCIATION

Participants of the College programmes will automatically become members of the ASCI alumni association.

CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on conclusion of the programme.

Programme Director

Prof. Rashmi Jha

e-mail: rashmi.jha@asci.org.in



ASCI is the first management development institution set up in the country at the instance of the Government of India and industry in 1956 to impart state-of-the-art management education for practicing managers, a legacy that we proudly take forward each year with a strong alumni of over 1,50,000. We are proud of our alumni which includes the leaders of Indian industry and senior Civil Servants in the government, public sector undertakings to be a part of this unique organisation. We are thankful to you all for the support extended in the past and look forward to your continuing patronage in 2019-20.

Also, ASCI conducts customized programmes for Government of India, State Governments, Public Sector, Private Sector and various international organisations. Our experienced faculty bring to the table a wealth of academic credentials, rich industry exposure and act as a catalyst in the classroom discussions, case study analyses and tutorials. Our faculty also conduct international programmes which provide an exposure to the global best practices. In addition to this, faculty at ASCI also carry out large number of management research activities (typically about 100 each year) which helps them provide the much needed value addition in the training programmes. In addition, we conduct non-residential programmes at our New Delhi Centre as well as off-campus programmes at the venue of the client's choice.



Administrative Staff College of India

Bella Vista, Raj Bhavan Road, Khairatabad,
Hyderabad - 500 082, India.

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Delhi Campus

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www.asci.org.in



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ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, (India)

Nomination Form

Programme on

People Capability Maturity Model

(March 16 -18, 2020)

Nominee's Contact Information

Name (Mr/Ms) :	_____	Date of Birth :	_____
Designation :	_____	Qualification :	_____
Organisation :	_____		
Address :	_____		
Phone(s) :	(Off) : _____	(Mobile) :	_____
		Home :	_____
e-mail :	_____	Fax :	_____

Sponsor's Details

Name of the Sponsoring Authority _____	Designation _____
Organisation :	_____
GSTIN :	_____
Address :	_____

	Pincode : _____
Phone(s) :	(Off) : _____
	(Mobile) : _____
e-mail :	_____
	Fax : _____

Fee Particulars

Amount Payable :	_____	Mode of Payment (DD/Chq/NEFT) :	_____
Name of the Bank :	_____	Date of Instrument/Transfer :	_____
Instrument Number :	_____	UTR Number for NEFT :	_____

Medical Insurance

Name of the Insurance Agency	Policy Number	Validity upto
Note : Coverage should be available in Hyderabad, India		

Signature and Official Seal of the Sponsoring Authority :

NOTE: Forward nomination form to: **Mr. G. Srinivas Yadav, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone: 0091-40-66534247, 66533000, Mobile: 9246203535, Fax: 0091-40-66534356, e-mail: poffice@asci.org.in