Karmayogi Leadership Programme

Empowering Leaders for India's Transformation

Karmachari to *Karmayogi*

ADMINISTRATIVE STAFF COLLEGE OF INDIA

(accredited as उत्कृष्ट by Capacity Building Commission, Government of India)

Programme Overview

India is well set on a course of economic transformation and poised to become the third-largest economy very soon. Having already overtaken Italy and the United Kingdom in GDP terms; India is steadily climbing the global economic ladder. This growth momentum is driven by dedicated leadership, strategic reforms, and the human resources as well as our demographic dividend. The vision to become a $10 trillion economy by 2035 mandates concerted efforts as well as capacity building across multiple domains. This bold new vision is to be powered by a new paradigm unlocking the potential of human resources at the bottom of the pyramid. This in essence is “Mission Karmayogi” envisioned by our Hon'ble Prime Minister. In this journey every karmachari must become a karmayogi, by acquiring the competencies as well as endowed with dedication and zeal.

Our Karmayogi MDP programme envisages to equip leaders in our primary sector and banking sectors with the skills to drive this economic vision forward, laced with human-centric, ethical, and sustainable practices. Karmayogi draws from the wisdom and foundational values of our culture, over 5000 year old rich civilisation and is a new paradigm of management tool. Management 4.0 and Karmayogi programme are aligned to a framework designed for the next Intelligent age. This new management paradigm focuses on leveraging digital technologies like Artificial Intelligence, Big Data, and automation with focus on human centric management ethos. By integrating our foundational values - Dharma (duty), Karma (action), and Samabhava (equanimity) into a modern context, the stage is set to redefine leadership, governance, and create a resilient economy that aligns with global sustainability goals of “Vasudaika Kutumbam” as enunciated in our ancient texts of wisdom. The Karmayogi programme envisages to unlock human potential and is transformative by driving digital transformation, a culture of innovation, and adopts a bottom up approach in an outcome oriented mode of functioning.

Mission Karmayogi: Building a Skilled Workforce

One of the cornerstones of India's economic vision is capacity building, which is essential for enhancing productivity and fostering innovation. Recognizing this, the Government of India launched Mission Karmayogi, a ground-breaking initiative aimed at transforming the capacity and competence of public servants. This mission seeks to create a workforce that is future-ready, agile, and capable of navigating the complexities of a rapidly evolving global environment.

KARMAYOGI BHARAT

BEGINNING OF A NEW ERA

The Karmayogi Competency Framework is at the heart of this mission. It is designed to equip public servants with the skills, attitudes, and ethical grounding required to deliver citizen-centric governance. The framework is built around four core attributes, or four gunas—Satva (wisdom), Rajas (drive), Tamas (resilience), and Viveka (discernment) and 4 sankalpas:

Bharata /India@100

Bharata's /India's vision of becoming "Atma-Nirmbhar-Bharat"/"Atma-Nirbhara-Bharata/ "&" Vikasita-Bharata" by 2047 and make India "Vishwa-Guru"

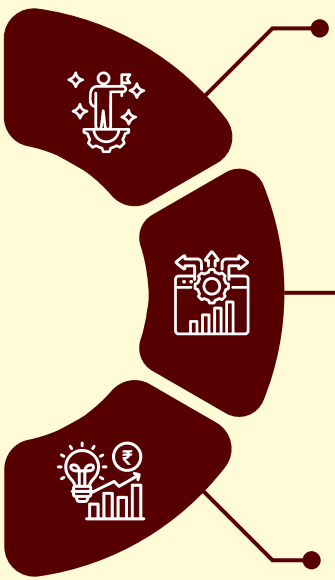
The 'Char Sankalp,' (four resolves) identified based on the articulation of the strategy for achieving the vision of Bharata/India@100, aims to inspire action and a drive to ensure and enable the public good through every decision and action made.

AMRIT KAAL KE CHAAR SANKALPA

1	2	3	4
Vikasa	**Garva**	**Kartavya**	**Ekata**
Resolve for Developed India	Be proud of India's legacy	Fulfil Duties	Strength in Unity

At the Administrative Staff College of India (ASCI), we believe that the public sector is the premier stakeholder and to be the driver to play a key role in the vision to be the third largest economy. Our PSU's contribution will be critical in areas of innovation, job creation, and fostering economic competitiveness in this journey. Recognizing this challenge, ASCI has developed the Karmayogi Leadership Model, a five-day program specifically designed for senior leaders of the Public Sector Enterprises. The program aims to bridge the gap between aspirations and outcomes and is transformative.

Objectives



Enhance Leadership Competencies:
To develop leadership skills aligned with the Karmayogi Competency Framework, focusing on ethical decision-making, adaptability, and a growth-oriented mindset.

Promote Data Driven Decision Making:
To enable participants to understand and leverage emerging technologies like AI for data-driven decision-making & sustainable organizational growth.

Foster Innovation and Strategic Thinking:
To equip leaders with the mindset & methodologies, such as design thinking and risk management, required to drive creativity, innovation, and long-term business success.

Programme Duration

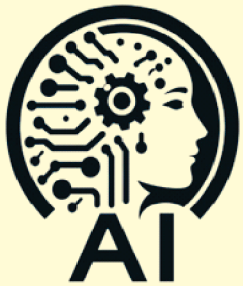
The programme will be for a 5-day duration, with four sessions of 90-minute each per day.

Programme Schedule

Day	Theme (Banking Focus)	Theme (Other Sectors Focus)	Session	Topic
Day 1	**Foundations:** Trust & Ethical Conduct	**Foundations:** Purpose & Principled Leadership	1 2	Introduction to the Karmayogi Leadership Model Ethical Leadership and Decision-Making
			3 4	**Leadership Competencies:** Character & Authenticity **Leading Self and Others:** Emotional Intelligence
Day 2	Strategic Agility & Navigating Change	Strategic Foresight & Adapting to Change	1 2	Strategic Thinking and Formulation Leading and Managing Change
			3 4	Governance & Regulatory Excellence Organizational Culture and Values
Day 3	Data-Driven Insights & Digital Evolution	Data-Driven Innovation & Technological Advancement	1 2	**Data-Driven Decision Making:** Concepts & Applications Data Analysis and Visualization Tools
			3 4	**AI:** Fundamentals and Applications for Leaders Cyber security Awareness and Risk Management
Day 4	Financial Inclusion	Will be customised based on the specific requirement of the organization	1	Sector specific concept and case studies will be part of this module. A specially curated case study based on the "Karmayogi" ethos of a leading organisation, which is the pride of our nation, is an integral part of this program.
Day 5	**Integration:** Leading with Purpose & Impact	**Integration:** Applying Principles for Growth & Impact	1 2	Integrating Karmayogi Principles with Management Leading in a Digital and Globalized World
			3 4	Action Planning and Implementation Strategies Program Conclusion and Feedback

While we recommend the structure for 4 days of the Programme, 5th day can be customised for organisations based on their nature of work and sector.

Andragogy



The training methodology combines a mix of interactive and participatory learning techniques to ensure engagement and effectiveness. **Interactive lectures** will be used to introduce key concepts and frameworks, followed by **case studies** that provide real-world examples and allow participants to analyze and apply concepts in a practical context. **Group discussions** will encourage collaborative learning, enabling participants to share perspectives, challenge assumptions, and deepen their understanding. **Role plays and simulations** will be conducted to immerse participants in real-life scenarios where they can practice and refine their skills in a safe environment. Finally, **hands-on training on AI tools** will offer a practical approach, allowing participants to directly apply their learning through activities and exercises tailored to their specific challenges.

Faculty

In addition to the College faculty, eminent practitioners from industry with expertise in leadership, management, data analytics, and cybersecurity will share their practical experiences with the participants.

Venue

The Programme will be conducted in the picturesque Hyderabad campus of ASCI.

Programme Date

To be decided based on mutual convenience.

Programme Fee

The programme fee for on-campus programme for 5 days (in the campus of ASCI) is Rs. 75,000/- per participant for a minimum of 20 participants. The fee includes professional fee, boarding and lodging, provision for courseware (in electronic form) and a kit (bag, pen, pad, etc.) for all participants. A Certificate of Participation will also be given to all participants. Participants over and above 20 will be charged on a pro-rata basis. Taxes, as applicable (currently a GST of 18%) will have to be paid by the client in addition to the programme fee.

Faculty Profile

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