

Programme for Young Managers

(December 01-05, 2025)



Administrative Staff College of India
(accredited as उत्कृष्ट by Capacity Building Commission, GoI)

PROGRAMME OVERVIEW

In today's dynamic business landscape, young managers are expected to be agile decision-makers, strategic thinkers, and effective leaders who can drive organizational growth. However, stepping into managerial roles requires not just technical expertise but also leadership capabilities, financial acumen, and an understanding of customer centric and sustainable business practices. As organizations face increasing complexity due to technological advancements, global market shifts, and sustainability imperatives, it is essential for young managers to develop a well-rounded skill set that enables them to navigate these challenges with confidence.

This programme is meticulously designed to provide young managers with the knowledge and skills required to transition into leadership roles successfully. It offers a comprehensive understanding of the core competencies essential for managerial success, including strategic thinking, financial decision-making, risk management, conflict resolution, and data-driven decision-making. Participants will also explore negotiation techniques, team collaboration, and governance structures to enhance their effectiveness in managerial roles.

Delivered by experienced faculty and industry experts, the programme combines theoretical frameworks with practical applications through case studies, hands-on exercises, and interactive discussions. Participants will gain real-world insights into how successful leaders navigate challenges, foster innovation, and drive sustainable business growth. By the end of the programme, young managers will be better prepared to make informed decisions, lead high-performing teams, and contribute meaningfully to their organizations' success.

IMPACT

By the end of the programme, participants will be able to:

- ◆ Develop leadership skills with a Karmayogi focus on resilience, strategic thinking, and ethical decision-making.
- ◆ Understand sustainability and ESG as key business strategies aligned with Karmayogi values.
- ◆ Gain insights into financial and governance aspects to enhance accountability.
- ◆ Learn data-driven decision-making using AI & ML with a Karmayogi mindset of adaptability.
- ◆ Understand customer centricity as a core business principle

CONTENT

Day 1: Integrating Sustainability into Business Strategies, Communication Skills, and EI

This module explores the role of sustainability and ESG as essential elements of business strategy. Participants will gain insights into aligning corporate objectives with sustainable development principles while fostering ethical governance and responsible leadership. The session will also cover key aspects of communication skills and emotional intelligence.

Day 2: Leadership Development through the Karmayogi Approach & Project Management

This module delves into the core principles of leadership, emphasizing resilience, ethical decision-making, and strategic thinking. Participants will explore a values-driven leadership approach inspired by Karmayogi principles, promoting personal effectiveness and self-discipline. The session will conclude with insights into project management, focusing on lessons learned from past failures.

Day 3: Financial Acumen, Governance for Accountability & Negotiation Skills

This module equips managers with essential financial knowledge, covering decision-making, governance frameworks, and risk management. Participants will develop financial literacy and strengthen their ability to uphold accountability within their organizations. The session will conclude with a focus on enhancing negotiation skills.

Day 4: Data-Driven Decision-Making with AI & ML & Leadership Personality Traits

This module introduces participants to the role of artificial intelligence and machine learning in business decision-making. Emphasizing the Karmayogi principle of adaptability, the session will cover analytical tools and methodologies for making informed, data-driven choices. It will conclude with an exploration of key personality traits essential for effective leadership.

Day 5: Customer Centricity & Value Creation, Governance and Ethics

The final session will focus on customer-centric business strategies, brand positioning, and delivering long-term value to stakeholders. Participants will understand how prioritizing customer needs can drive sustainable business success.

METHODOLOGY

The programme adopts a blended learning approach with:

- ▶ Expert-led interactive sessions on leadership, finance, and data-driven decision-making.
- ▶ Real-world case studies for practical application of concepts.
- ▶ Group discussions and role-playing exercises to enhance collaborative learning.
- ▶ Experiential learning techniques to simulate real-time business challenges.

PARTICIPANT PROFILE

This programme is designed for mid-career professionals with a minimum of seven years of work experience who are recognized as high-potential managers within their organizations. It is ideal for young managers, entrepreneurs, and newly appointed or promoted executives preparing for strategic roles.

Organisational sponsorship is essential

FACULTY PROFILE

Dr Tanusree Chakraborty, a distinguished leadership development and behavioural sciences expert, leads the programme. With extensive experience in executive education, she has designed and delivered numerous training programmes for professionals navigating complex organisational challenges. In addition to Dr Chakraborty,

renowned industry and academic experts will contribute diverse insights, ensuring a comprehensive learning experience.

Mr. Pavan Kumar Parnandi is an Assistant Professor at the Centre for Energy Studies at the Administrative Staff College of India (ASCI). With over 18 years of expertise in sustainable energy, spanning policy formulation, capacity building, energy audits, and consultancy projects across India and internationally. He holds a B.Tech in Electrical & Electronics Engineering from JNTU, Hyderabad, and an MBA in Power Management from UPES, Dehradun. He is a BEE-certified ECBC Master Trainer and an IRCA-certified Lead Auditor in QMS and EnMS.

He has contributed to key national programmes including ECBC, PAT, DSM, and MSME energy efficiency initiatives and has worked extensively with USAID, UNDP, UNIDO, GIZ, BEE, MNRE, CEA, and state governments. His notable contributions include developing Andhra Pradesh's Civil Aviation Policy, Telangana's Cool Roof Policy, and frameworks for ECBC implementation in multiple states.

At ASCI, he leads consultancy and training programmes, oversees ECBC Cells in Andhra Pradesh, Telangana and Maharashtra, and serves as Convenor of the Telangana State Energy Conservation Awards Committee. His current focus areas include renewable energy, biomass assessment, sustainable cooling, and policy advocacy for energy efficiency and conservation.

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. The college is Wi-Fi enabled in a comprehensive way.

DURATION

The programme duration is 5 days starting from **December 01-05, 2025**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Residential Fee: Rs. 69,500/- (US \$1086 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. 59,500/- 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 before **November 28, 2025**.

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the **Programme Code (Prg/25-26/1/130)** e-mail: to **poffice@asci.org.in** for confirmation.

Bank details are given below:

For Indian Participants :

Bank Account 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 Account Number	62090698675
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.
Country	India

MEDICAL INSURANCE

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

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date for receiving nominations is **November 24, 2025**. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

November 27, 2025. 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 Directors

Dr Tanusree Chakraborty/ Mr Pavan Kumar Parnandi

Email: tanusree@asci.org.in / pavan@asci.org.in

Administrative Staff College of India (ASCI) is taking all the precautionary measures and following all the norms (in light of COVID 19) to provide a safe environment for the participants who are visiting our Campus to attend the Training Programmes.



ABOUT ASCI

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 with a strong alumni of over 1,76,500. 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 2025-26.

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.

Telefax (Programmes Office) : 0091-40-23324365

Mobile: 9246203535, Phone : 0091-40-66534247

Fax : 0091-40-66534356

College Park Campus

Road No. 3, Banjara Hills,
Hyderabad - 500 034.

Tel: 040-66720700 / 01 /02 /05

Fax : 040-66720725

Delhi Campus

C-24, Institutional Area
South of IIT, Behind Qutub Hotel
New Delhi-110 016.

Tel: 011-26962204, 26961750, 26961850

Nomination Form

Programme for Young Managers

(December 01-05, 2025)

Nominee's Contact Information :

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

Sponsor's Details

Name of the Sponsoring Authority _____	Designation _____
Organisation :	_____
GSTIN No. :	_____
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. Sreenivasa Reddy, 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