

MANAGEMENT DEVELOPMENT PROGRAMMES 2023-24



Administrative Staff College of India



Shri Dharmendra Pradhan, Cabinet Minister for Education and Skill Development and Entrepreneurship, Government of India – MoU on October 1, 2022



Dr. Jitendra Singh, Hon'ble Minister of State (Independent Charge) for the Ministry of Science & Technology, PM's Office and Ministry of Personnel, Public Grievances and Pensions – Inaugural speech in Leadership Development Programme for Scientists on February 16, 2023.

MANAGEMENT DEVELOPMENT PROGRAMMES

April 2023 – March 2024





Customized Induction Programme for Junior Officer (Trainees) of NMDC



Future Energy Leaders Programme for ONGC Officials

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Advanced Management Programme



International Training Programme on Land Acquisition & Resettlement - Avoiding Costly Mistakes

About ASCI



“I need not tell you how important I feel this institution is, not because it is the first in Asia or third in the world, but because obviously, it performs a task which is of high importance in the present state of our country, perhaps of other countries too.”

— Pandit Jawaharlal Nehru, the First Prime Minister of India, during his visit to the College on 23 Oct 1958

Good Experience, knowing the good work done by the ASCI. Wish you all the best

– Sri M Venkaiah Naidu, Hon'ble Vice President of India, during his visit to the College on March 07, 2020

The observation of India's first Prime Minister carries same relevance even now as the Administrative Staff College of India (ASCI) continues to be a leading and competent training institute and consulting partner to entities in the corporate sector across the country and governments both in India and abroad.

Established in 1956 at the initiative of the government and the corporate sector, ASCI has pioneered the post-experience management education in India. It equips corporate managers, administrators, entrepreneurs and academicians with the skills to synthesise managerial theory and practice; and responds to the ever-increasing complexity of managerial issues confronting government, industrial enterprises and non-government organisations.

Situated in *Bella Vista*, one of the picturesque structures of the erstwhile Nizam, ASCI has retained its unique character as an autonomous and self-reliant institution. Without ignoring its core competency in management education, it has extended the scope of its operations and enlarged its fields of engagements into research and consultancy in a wide arena that includes public policy, urban governance, energy, environment, health, and innovations. While ASCI's training programmes have aimed at building capacity in India and abroad, ASCI's capacity as an advisor to Governments has shaped policy in numerous spheres.

ASCI's glorious academic agenda, its commitment to quality, its contributions over the years, its resilience in facing challenges, and its adherence in letter and spirit to the core value of learning together have been its guiding spirit.



The State of Art Classroom in CPC in Banjara Hills, Hyderabad



Session in progress in Conference Room-I at Bella Vista

Chairman's Profile



Sri K Padmanabhaiah, IAS (Retd)
Chairman
Court of Governors

Sri K Padmanabhaiah was born on 6th Oct, 1938 in a village in Krishna District, Andhra Pradesh. He obtained a Masters Degree in Science from Andhra University and a Masters Degree in Financial Management, from the prestigious Jamnalal Bajaj Institute of Management, Mumbai standing first in the University on both occasions. In 1961, he joined the Indian Administrative Service (IAS) in Maharashtra cadre. He served Government of Maharashtra in a variety of important positions like Director of Sugar Co-operatives; District Collector, Nashik; Principal Secretary, Planning; Principal Secretary, Finance and Municipal Commissioner of Greater Bombay.

His tenure as Director of Sugar Co-Operatives (1970-74) saw the most spectacular growth of Sugar Industry in the State and it received national and international recognition. During his tenure as Collector (1975-77), Nashik district was adjudged as one of the best districts in the country in performance of the 20-point Programme of the Prime

Minister and his initiatives were widely appreciated by the National press. He performed a stellar role as Municipal Commissioner, Greater Bombay (1990-91) and he was awarded the prestigious Gaints International's Award for excellence in Civic Administration.

He served Government of India as Joint Secretary, Petroleum (1982-84); Joint Secretary, Power (1984-86); Minister Economic in Indian High Commission in London (1986-1989) and Secretary, Urban Development and Housing (1993).

Subsequently he worked as Secretary Civil Aviation; Chairman of both 'Air India' and 'Indian Airlines' (1994) and as Union Home Secretary and Secretary, Jammu & Kashmir Affairs (1994-1997).

By 1994 the entire civil administration and political process in the Kashmir valley was in disarray, and insurgency was at its peak. As Union Home Secretary, he played a very crucial role in reviving the political process in Jammu & Kashmir State during 1994-1997, and in holding the very first elections in the insurgency ridden State after a gap of nine years. His work received nation-wide recognition and he was awarded the 'Shiromani Award' for National Development and Integration (1996) and the 'Priyadarshini Award' for outstanding Public Service (1996).

After retirement in 1997 he was appointed as the Government of India Representative for Naga Peace talks.

He persuaded the Naga rebel leadership who were based abroad for decades, to come back to India, persuaded them to move away from their rigid stand of sovereignty, continued the dialogue with patience & perseverance, and persuaded them to continue the ceasefire which led to peace in Nagaland and Naga-inhabited areas of the North East. He relinquished this post on 31st August 2009 on completion of the tenure.

He also chaired the Committee on Police Reforms (2000), and the Committee on Re-Organisation of S.S.B. Most of his recommendations on police reforms have been accepted for implementation by the Government. In 2008, he was awarded 'Padma Bhushan' by the President of India for outstanding contributions to the Nation in the field of Civil Service.

Sri Padmanabhaiah, who served ASCI's CoG as a member since September 2012, took charge as its Chairman in November 2015.

He is associated with a number of NGOs involved with development and empowerment of weaker sections. He is also an educator and commentator on matters relating to public policy, administration and governance. He is fond of travelling, reading, listening to music, walking, watching films and plays.

Director General Profile

Dr Nirmalya Bagchi is the Director General (i/c), Dean of Research and Management Studies, Director for PGDM and Centre for Management Studies at Administrative Staff College of India. He holds a PhD in Business Management and a Masters in Business Management.

He has been working with the Administrative Staff College of India since September 2006, first as an Associate Professor till October 2012 and since November 2012, as Professor.

Dr Bagchi has worked on important assignments sponsored by the Department of Science and Technology, Bill and Melinda Gates Foundation, Defence Research and Development Organisation, European Commission, UNICEF, Department of Administrative Reforms and Public Grievances, Reserve Bank of India, Ministry of Home Affairs, Ministry of Steel, Ministry of Skill Development and Entrepreneurship, Ministry of Health and Family Welfare, Department of Scientific and Industrial Research, Department of Electronics and Information Technology, Commonwealth Secretariat, Department of Biotechnology, DoPT, TIFAC, ICFRE, CIPS, FMC and INAE.

Dr Bagchi has written books, book chapters, and academic papers. Dr Bagchi's current research interests are in the areas of innovation and its management, R&D management, economics of R&D and innovation, and strategic management of technology.

He has been trained on Statistical Methods and Applications from Indian Statistical Institute, Calcutta, on E-Governance by UNAPCICT, and on Executive Evaluation by UNICEF.

From the Director General



Dr Nirmalya Bagchi, Ph.D MBA
Director General (i/c)

Dear Friend,

Warm greetings from ASCI!

The Administrative College of India (ASCI) is a self-supporting public purpose institution and has emerged as one of the foremost institutions dedicated to the capacity development of practicing managers and administrators from Public and Private Sectors.

Over the last 66 years, we have trained several generations of leaders in government and industry. Renowned for its excellence in management training, research and value-added consultancy within the country and abroad, ASCI continues to remain one of the most sought after institutions for executive education. More than 1.55 lakh practicing managers have passed through its portals, since inception.

In the last few years we have introduced long duration programmes leading to certifications. We also offer two AICTE approved PG Programmes (In PGDM and PGDM (HM)). We have a track record of 100% placement for both the Programmes.

We offer an extensive bouquet of Management Development Programmes, which is aligned with the contemporary needs of both government and business and essentially focuses on emerging areas of management to keep pace and stay relevant with changing times. Even during the year of 2021-22 we have been able to conduct these programmes very successfully and have received good feedback from the participants. With academic excellence and continuous innovation guiding our vision, our experienced faculty members employ latest teaching techniques and pedagogical tools to create enhanced impact in the classroom. Our guest speakers having extensive domain knowledge, share their knowledge and rich experience with participants to hone their skills to become 'new age leaders'.

We warmly welcome you to participate in one or more of our programmes to unleash your true potential and contribute your best to the development of your organisation and partnering with us to serve the nation to the best of our abilities.

Dr Nirmalya Bagchi
Director General (i/c)



ASCI Faculty with Hon'ble Minister Dharmendra Pradhan Ji, Hon'ble Chairman, CoG

Court of Governors

A. ELECTED MEMBERS

Sri K Padmanabhaiah, IAS (Retd)
Chairman – Court of Governors, ASCI
Former Home Secretary
Government of India

Sri Richard B Saldanha
Vice-Chairman – Court of Governors, ASCI
Former Chairman & CEO
Unilever – Peru

Prof T Navaneeth Rao
Former Vice Chancellor
Osmania University

Dr Palle Rama Rao
Former Vice Chancellor
University of Hyderabad

Dr Vijay Kelkar
Chairman
India Development Foundation

Smt K J Udeshi
Former Deputy Governor, RBI

Sri Vepa Kamesam
Former Deputy Governor, RBI

Sri Cyrus J Guzder
CMD, AFL Private Ltd

Sri P M Murty
Former Managing Director & CEO
Asian Paints Ltd.

Sri B V R Mohan Reddy
Founder Chairman and Board Member
Cyient Ltd

Sri Pradeep Dhobale
former Director, ITC

Dr N Ramesh Kumar, IAS (Retd.)
former A.P. State Election Commissioner

Sri Upendra Kumar Sinha, IAS (Retd.)
former Chairman, Securities and
Exchange Board of India

Sri Sumit Deb
Chairman and Managing Director
National Mineral Development Corporation
(NMDC)

Sri Jayesh Ranjan, IAS
Principal Secretary to Government of Telangana
Industries & Commerce (I&C) Department, and
Information Technology, Electronics &
Communications Department
Government of Telangana

Dr P V Ramesh, IAS (Retd.)
former Additional Chief Secretary
O/o Chief Minister of Andhra Pradesh

Sri Shrikant Madhav Vaidya
Chairman
Indian Oil Corporation Ltd.

B. CO-OPTED MEMBERS

Dr Pushp Kumar Joshi
Chairman & Managing Director
Hindustan Petroleum Corp. Ltd.

C. CO-OPTED MEMBERS (EX-OFFICIO)

Ms. A. Santhi Kumari, IAS
Chief Secretary
Government of Telangana

Ms S Radha Chauhan, IAS
Secretary (Personnel)
Dept of Personnel & Training
Ministry of Personnel, Public Grievances &
Pensions, Govt of India

Sri K Sanjay Murthy, IAS
Secretary
Department of Higher Education
Ministry of Education
Govt of India

Dr T V Somanathan, IAS
Secretary
Ministry of Finance
Govt of India, North Block

Prof Nirmalya Bagchi
Director General (i/c)
Administrative Staff College of India

D. REGISTRAR & SECRETARY (COG)

Dr O P Singh
Registrar & Secretary (I/c)
Administrative Staff College of India



Customized Management & LDP for the Officers of Senior Management Grade of Central Bank of India



General Management Programme for Power Finance Corporation Limited Executives

From the Dean of Training Programmes



Valli Manickam
M.Sc., M.Phil., M.C.A., Ph.D
Dean of Training Programmes
(Short and Long Duration)

Greetings from ASCI!

I have great pleasure in presenting the Management Development Programmes of Administrative Staff College of India for the financial year 2023-24. This book presents the open Announced Programmes (On-campus and Online) including ASCI's exclusive Advance Management Programme and other Programmes across various areas of management in addition to Programmes on sectoral themes.

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 1.6 Lakh. 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 2023-24.

We are happy to present the MDP book, including both short and long duration on campus and online programmes. This financial year, we are announcing both online (48) and on campus programmes (84) for short and long durations.

The Long duration programmes proposed as certification programmes have both national and international collaborations with various reputed institutions in the sectoral space. These collaborations will help participants gain not only industrial exposure and insights, but also international experience. We are also happy to announce the PhD programme in Management in this financial year, in collaboration with Jawaharlal Nehru Technological University, Hyderabad.

In addition to the announced programmes (Long and Short Duration) both online and on campus presented in this book, ASCI conducts an equal number of customized programmes in oncampus and online formats for Government of India, State Governments, Public and Private Sectors. We also conduct customised programmes for 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 and 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.

Our two picturesque campuses (Bella Vista and College Park Campus) located in the heart of Hyderabad offer comfortable facilities and basic amenities, including extracurricular activities like yoga and sports (indoor and outdoor) for the oncampus programmes. We do include sightseeing, cultural programmes and get-togethers as part of our programmes to help rejuvenate oneself. In this year, we have made special efforts to keep the campus safe from infections, so that the participants have a healthy stay on campus.

I take this opportunity to request you to use the Capacity Building Programmes offered by ASCI to strengthen your own organisation and provide a unique platform to your officers and executives to enhance their knowledge.

Best Wishes

Valli Manickam
Dean of Training Programmes (SDP & LDP)



Session in progress at Auditorium in CPC Campus



View of the residential facility at Bella Vista

Clients for On-Campus and Online Announced Programmes 2022-23

Government

Biotechnology Industry Research Assistance Council (BIRAC), New Delhi
Bureau of Police Research & Development, New Delhi
Cabinet Secretariat (Special Bureau)
Centre for Development of Advanced Computing (C-DAC), Maharashtra
Chennai Metropolitan Development Authority, Chennai
Department of Posts, New Delhi
Integrated Headquarters of Ministry of Defence Navy, New Delhi
ISRO Indian Space Research Organisation, Bengaluru, Karnataka
Land Ports Authority of India, New Delhi
Military Engineer Services, Secunderabad, Telangana
Ministry of Railways, New Delhi
Ministry of Road Transport & Highways, New Delhi
National Academy of Indian Railways (NAIR), Gujarat
National Highways Authority of India, New Delhi
Pension Fund Regulatory and Development Authority (PFRDA), New Delhi
Survey of India, Dehradun
Survey of India, Telangana
Telecom Regulatory Authority of India, New Delhi
Security Printing and Minting Corporation of India Ltd, New Delhi

State Governments / Departments

Assam Inland Water Transport Development Society
Dairy Development Department, Assam
Department of Water Resources, Odisha
Directorate General of Hydrocarbons, Noida
Directorate of Economics & Statistics, Madhya Pradesh
Directorate of Economics & Statistics, Maharashtra
Directorate of Family Welfare, Delhi
Directorate of Health & Family Welfare, Nagaland
Directorate of Urban Local Bodies, Lucknow, Uttar Pradesh
District Health Society, Purnea, Bihar
Goa State Urban Development Agency, Goa
Ground Water Department, Hyderabad

J & K Economic Reconstruction Agency, Jammu and Kashmir
Land Revenue & Disaster Management Department, East-Sikkim
Madhya Pradesh Forest Department, Bhopal
Mizoram Health Systems Strengthening Project, Aizawl
New Born Quality Improvement Project, Nalgonda, Telangana
Office of The Labour Commissioner, Chhattisgarh
Rebuild Kerala Initiative Secretariat, Thiruvananthapuram
Revenue & Disaster Management Department, Chhattisgarh
Revenue and Forest Department, Maharashtra
Revenue and Land Reforms Department, Bihar
Revenue Department, Jammu & Kashmir
Revenue Department, Madhya Pradesh
Southern Power Distribution Company of Telangana Ltd. Hyderabad
State Family Welfare Bureau, Maharashtra
State Health Agency (SHA), Kerala
The Administration of Union Territory of Ladakh
The Andhra Pradesh Mineral Development Corporation Limited, Vijayawada
Water Resource Department, Bihar
Water Resources Department, Karnataka
Works Department, Bhubaneswar, Odisha

Government Undertakings (Gol and States) / PSUs

Andhra Pradesh Central Power Distribution Corporation Limited, Vijayawada
Assam Rural Infrastructure and Agricultural Services Project Society (ARIAS)
Balmer Lawrie & Co.Ltd, Kolkata
Bharat Coking Coal Limited, Dhanbad
Bharat Dynamics Ltd, Hyderabad
Bharat Petroleum Corporation Limited
Central Coalfields Limited, Jharkhand
Central Mine Planning and Design Institute Limited, Jharkhand
Chennai Petroleum Corporation Limited, Tamil Nadu
Cochin Shipyard Limited, Ernakulam

Clients for On-Campus and Online Announced Programmes 2022-23

Damodar Valley Corporation, West Bengal
Food Corporation of India, New Delhi
GAIL (Training) Institute, Noida
Himachal Pradesh Horticulture Development Project, Shimla
Hindustan Petroleum Corporation Limited, Mumbai
Hindustan Urvarak & Rasayan Ltd., Delhi
HOI-ONGC Academy, Dehra Dun
ICAR-Indian Institute of Pulses Research, Uttar Pradesh
ICAR-NIAP, New Delhi
Indian Oil Corporation Ltd, New Delhi
Indian Oil Corporation Ltd, Noida, Uttar Pradesh
Indian Oil Institute of Petroleum Management, Gurgaon, Haryana
Indian Railway Finance Corporation Ltd., New Delhi
Indian Renewable Energy Development Agency Limited, New Delhi
Krishna Bhagya Jala Nigam Limited, Bengaluru
Life Insurance Corporation of India, Central office, Mumbai
Life Insurance Corporation of India, South Central Zone office, Hyderabad
Mahanadi Coalfields Limited, Odisha
Mazagon Dock Shipbuilders Limited, Mumbai
National Agricultural Higher Education Project (ICAR), New Delhi
National Health Mission (NHM), Odisha
National Health Mission, Bhopal
National Health Mission, Kerala
NLC India Limited, Tamilnadu
NMDC Limited, Hyderabad
North Eastern Electric Power Corporation Ltd. (NEEPCO), Meghalaya
Northern Coalfields Limited, Madhya Pradesh
NTPC Limited, West Bengal
NTPC Ltd., Noida
Odisha Industrial Infrastructure Development Corporation (IDCO), Bhubaneswar
Oil India Limited, Assam
Oil India Limited, Noida
Oil India Limited, Rajasthan
ONGC Limited., New Delhi
ONGC Tripura Power Company Limited, Delhi

Petronet LNG Ltd., New Delhi
Power Finance Corporation Ltd, New Delhi
RailTel Corporation of India Ltd, New Delhi
RITES Limited, Gurgaon
Singareni Collieries Company Limited
South Eastern Coalfields Limited, Chattisgarh
Steel Authority of India Ltd, Delhi
Swachha Andhra Corporation Ltd, Vijayawada
Tamil Nadu Urban Habitat Development Board, Tamil Nadu
Tamilnad Infrastructure Development Board, Chennai
The West Bengal Power Development Corporation Limited, Kolkata
WAPCOS Ltd, Haryana
Western Coalfields Limited, Maharashtra
MECON Limited, Ranchi
The Fertilisers and Chemicals Travancore Limited, Kerala
NTPC-SAIL Power Company Limited, West Bengal

Banks and Financial Institutions

Bank of Bahrain and Kuwait, Mumbai
Bank of Baroda, Gujarat
Bank of India, Mumbai
Canara Bank, Karnataka
Citi Bank Ltd, Mumbai
City Union Bank, Kumbakonam
CSB Bank, Thrissur
CTBC Bank Company Ltd., New Delhi
Export-Import Bank of India, Mumbai
ICICI Bank, Maharashtra
IDFC FIRST Bank Limited, Mumbai
India Infrastructure Finance Company Limited, Delhi
Indian Overseas Bank, Tamil Nadu
IndusInd Bank Limited, Andheri, Mumbai
Jalgaon Janata Sahakari Bank Ltd, Jalgaon
Karnataka Bank Ltd, Mangaluru
National Housing Bank, New Delhi
Punjab National Bank, Delhi
RBL Bank Ltd, Mumbai
Repco Home Finance Ltd, Chennai, Tamilnadu
Reserve Bank of India, Chennai, Tamilnadu
Reserve Bank of India, Fort Mumbai

Clients for On-Campus and Online Announced Programmes 2022-23

SBM Bank (India) Limited, Mumbai
Securities and Exchange Board of India (SEBI),
Mumbai, Maharashtra
Small Industries Development Bank of India,
Mumbai, Maharashtra
Société Générale Global Solution Centre (India),
Bangalore
Spice Money Limited, Noida
State Bank of India, Mumbai
State Bank of India, Rajasthan
Tamilnad Mercantile Bank Ltd, Tamilnadu
The Karur Vysya Bank Limited, Tamil Nadu
The South Indian Bank Ltd. Thrissur
YES Bank Limited, Mumbai
Suryoday Small Finance Bank, Belapur

Municipal Corporations

Greater Hyderabad Municipal Corporation,
Hyderabad
Nalgonda Municipality, Nalgonda
New Delhi Municipal Council, New Delhi
Rajamahendravaram Municipal Corporation
Surat Municipal Corporation, Gujarat
Udgir Municipal Council, Maharashtra

Private Sector

Adani Power Maharashtra Limited, Gujarat
CESC Limited, Kolkata
Cyberabad Legal Services, Hyderabad
Enpay Transformer Components India Pvt. Ltd,
Vadodara
Indian Energy Exchange Limited, Uttar Pradesh
Indian Farmers Fertiliser Cooperative Ltd, New Delhi
Institute For Plasma Research, Gujara
JK Cement Ltd, Gurgaon
National Institute of Rock Mechanics, Bangalore
North Eastern Development Finance Corporation
Ltd, Assam
Punjab Municipal Infrastructure Development
Company (PMIDC)
Quality Care India Limited, Gachibowli, Hyderabad
Rajendra Institute of Medical Sciences, Jharkhand
Reliance Ethane Pipeline Limited, Mumbai,
Maharashtra
Sarathy Autocars, Kerala

Tata Steel Ltd., Jharkhand
THDC India Limited, Uttarakhand
Andhra Pradesh Urban Finance and Infrastructure
Development Corporation, Vijayawada

International Organisations

Agency of Hydrometeorology of the Committee for
Environmental Protection under the Government of
Republic of Tajikistan
Bank of Kathmandu Ltd., Khathmandu, Nepal
Dar Rapid Transit (DART Agency), Dar Es Salaam,
Tanzania
Garowe Local Government, Somalia
ITN-BUET, Dhaka, Bangladesh
Municipal Network Advocacy on Sanitation in South
Asia (MuNASS II)
N(N)LE Open Net, Georgia
Somalia Crisis Recovery Project (SCRIP), Somalia
Tanzania National Roads Agency (TANROADS),
Tanzania
Tanzania Railways Corporation, Tanzania
The Ministry of Labor and Social Protection of the
Population, Employment Support Project, Azerbaijan
UNC, Bamako, Mali

Clients for In-Company On-Campus & Online Training Programmes 2022-23

ASCI conducted customised In-Company On-Campus & Online Training Programmes (ICTPs) for the following clients

Government

- Department of Science & Technology (DST), Government of India
- Department of Public Enterprises, Ministry of Heavy Industries & Public Enterprises, GoI
- National Health Mission, Bihar
- National Health Mission, Odisha
- State Institute of Rural Development & Panchayat Raj, Govt. of Tamil Nadu
- Comptroller and Auditor General of India, New Delhi
- Directorate of Economics & Statistics, Uttarakhand
- ISRO Indian Space Research Organisation, Bengaluru
- National Institute of Communication Finance (NICF), New Delhi
- West Bengal Major Irrigation and Flood Management Project, Govt. of West Bengal, Kolkata
- District Rural Development Agency, Erode, Tamilnadu
- Evaluation and Applied Research Department, Government of Tamil Nadu
- Greater Chennai Corporation, Tamilnadu
- Chennai Metropolitan Water Supply and Sewerage Board, Tamilnadu
- Directorate of Treasuries, Finance Department, Government of Tripura
- ICAR - National Academy of Agricultural Research Management, Hyderabad
- State Health Agency (SHA), Kerala

Public Sector

- NMDC Limited., Hyderabad
- Power Finance Corporation, New Delhi
- Power Grid Corporation of India Limited, Gurgaon, Haryana
- Life Insurance Corporation of India, Mumbai
- GAIL (India) Limited, Noida
- ONGC Academy, Dehradun

- National Agricultural Cooperative Marketing Federation of India Ltd. (NAFED), New Delhi
- GIZ - Climate Smart Buildings, New Delhi
- Northern Coalfields Limited, Singrauli
- IndianOil Institute of Petroleum Management (IiPM), Gurgaon

Banks

- Asian Development Bank Institute
- Bank of India, Maharashtra
- Canara Bank, Bengaluru
- Punjab National Bank, New Delhi
- UCO Bank, Kolkata, West Bengal
- National Housing Bank, New Delhi
- Central Bank of India, Mumbai

Private Sector

- United Nations Children's Fund (UNICEF), Bihar
- Xavier Business School, Kolkata
- PMJ Gems & Jewellers Pvt. Ltd., Hyderabad
- The Delhi Public School Society, HRDC, New Delhi

International

- Practical Action, Bangladesh

List of In-Company Training Programmes 2022-2023

The following is an illustrative list of the Customised Programmes conducted at ASCI:

Government

On-Campus

- Procurement and Contract Management (following 2016 Procurement Framework for the World Bank Aided Projects), sponsored by Government of West Bengal – April 2022
- Leadership and Team Building, sponsored by DRDA, Erode – July 2022
- Leadership and Management Training Programme for the Elected Representatives and Officers of Rural Development and Panchayat Raj Department, Sponsored by Rural Development & Panchayat Raj Department, Government of Tamil Nadu - June, July, August and September 2022 (14 Programmes)
- Managing Techno Value Chains for Directors and Divisional Heads, Sponsored by DST – July 2022
- Certificate course on Patient Safety & Quality in Public Hospitals for Hospital Managers, sponsored by NHM, Odisha – August 2022 (2 Programmes)
- Sustainable Development Goals and Good Governance, Sponsored by Government of Tamil Nadu – September 2022
- Mid-Career Training Programme (Level 4) for Officers from Comptroller and Auditor General (C&AG) of India, Sponsored by Comptroller and Auditor General of India (CAG) – August, September, October and November 2022 (4 Programmes)
- Applied Econometrics for Policy, Sponsored by DES, Uttarakhand – August and September 2022 (2 Programmes)
- Science Administration and Research Management, sponsored by DST – August 2022
- Management Development Programme for ISRO, Sponsored by ISRO – September 2022
- Programme on Capital Market Reforms for Officers from CPSEs and SLPEs. Sponsored by Department of Public Enterprises (DPE), MoF, Gol - September 2022
- Two days Experts Advisory Committee Meeting, sponsored by DST (NCSTC Division) – September 2022
- Management Development Programme for ISRO, Sponsored by ISRO – October 2022
- Programme on Project Planning and Monitoring ,

sponsored by Department of Public Enterprises (DPE) – October 2022

- Procurement and Contract Management (following 2016 Procurement Framework of the World Bank), Sponsored by Chennai Metro Water Supply & Sewerage Board – October 2022
- Procurement and Contract Management (following 2016 Procurement Framework of the World Bank), Sponsored by Greater Chennai Corporation – October 2022
- Advanced Training Programme on Administrative Laws, Accounting Standards, Corporate Governance and IBC for the Officer Trainees of Indian Posts and TAFS, Sponsored by National Institute of Communication Finance (NICF) – November 2022
- Programme on Risk Management for Executives of Central Public Sector Enterprises (CPSEs) and State Level Public Enterprises (SLPEs), sponsored by Department of Public Enterprises (DPE) – November 2022
- Public Procurement and Contract Management, Sponsored by Directorate of Treasuries, Finance Department, Government of Tripura – December 2022

Online

- Workshop on WHO's ICD Classification and Coding of Death and Diseases, Sponsored by State Health Society, Government of Bihar – November and December 2022 (4 Programmes)

Banks

On-Campus

- MDP for Newly Promoted Chief Managers of UCO Bank, Sponsored by UCO Bank – April and May 2022 (2 Programmes)
- MDP for Newly Promoted AGMs of UCO Bank, Sponsored by UCO Bank – April and May 2022 (2 Programmes)
- Executive Development Programme for Scale IV (DMs/CMs) Officers of Canara Bank, Sponsored by Canara Bank – July and August 2022 (9 Programmes)
- Leadership Development Programme for the Officers of Punjab National Bank, Sponsored by Punjab National Bank – August 2022
- MDP for Newly Promoted Officers of National Housing Bank (NHB) – September 2022

List of In-Company Training Programmes 2022-2023

- ADB Safeguards Procedures, Sponsored by ADB – September 2022
- Customized Management & Leadership Development Programme for the Officers in Senior Management Grade of Central Bank of India – November 2022 (2 Programmes)
- Executive Development Programme for DGM Level Officers of Bank of India, Sponsored by Bank of India – November 2022 (2 Programmes)
- Leadership Development Programme on Capacity Building for Top Management Executives of Canara Bank at Europe – November 2022
- Management Development Programme for Scientists/Engineers of ISRO, Sponsored by ISRO – December 2022
- General Management Programme for Women Scientists, sponsored by DST – December 2022
- MDP for NAFED Executives – December 2022

Online

- Online Certification Course on Leadership Development for City-Wide Inclusive Sanitation, ASCI-ADBI School – March 2022
- Leadership Development Programme for DGM Level Officers of Bank of India, Sponsored by Bank of India (weekend in online) – September 2022

Public Sector

On-Campus

- Induction Training Programme for Junior Officers (Trainee), Sponsored by NMDC – April 2022
- Land Acquisition, Resettlement and Corporate Social Responsibility, Sponsored by Northern Coalfields Limited, Singrauli – April 2022
- Corporate Social Responsibility, Sponsored by Northern Coalfields Limited, Singrauli – April 2022
- Creating a Safe Workplace for Women, Sponsored by Power Grid Corporation of India Limited – June 2022
- Induction Programme for a batch of Executive Trainees (ET), Sponsored by NMDC – August 2022
- MDP for Executive Trainee (Ets) - Gate - 2021, Sponsored by NMDC – September 2022
- General Management Programme-III for PFC Executives, Sponsored by PFC – September

2022

- Managing Change in the Organization: Adapting and Responding Effectively to Change, Sponsored by Powergrid – October 2022
- MDP for Middle Level Executives of LIC, Sponsored by Life Insurance Corporation – October and November 2022 (2 Programmes)
- Induction Training Programme for Junior Officer Trainees of NMDC Limited, Sponsored by NMDC – October 2022
- Achievement Orientation for GAIL Executives, Sponsored by GAIL – November 2022
- MDP on Building Capability (Developing Self & Others) for the Executives of GAIL, Sponsored by GAIL – December 2022
- Embracing disruptive technologies and Accelerating growth- An exposure to Block chain, IoT, Machine learning, Big data & Data mining, Sponsored by liPM, Gurgaon – November 2022
- Future Energy Leaders Programme for ONGC Officials, Sponsored by ONGC – December 2022

Private Sector

On-Campus

- Capacity Building for Leadership Development in City-Wide inclusive Sanitation (CWIS) and Faecal Sludge and Septage Management (FSSM) for Government Officials and Consultants (Hyderabad and Warangal), Sponsored by UNICEF – April 2022
- MDP for Floor Managers of PMJ Jeweller, sponsored by PMJ Gems & Jewellers Pvt Ltd – September 2022
- Management Development Programme for the Faculty of the Delhi Public School Society, sponsored by HRDC, The Delhi Public School Society – October 2022

Online

- Four online Training Programmes (RACHNA for Officers) Targeting Developers and Senior Officials from ULB/State/Central Governments (July 13, 19, 26 & Aug 5, 2022)
- Advance Excel for 1st semester, Sponsored by Xavier Business School- September 2022
- Introduction to Machine Learning, Sponsored by Xavier Business School – September 2022

List of In-Company Training Programmes 2022-2023

- Leadership Development for City Wide Inclusive Sanitation (Wednesday & Saturday. 4.00 pm to 5.30 pm) -Cohort-4 – September 2022

International

On-Campus

- Learning Visit on City Wide Inclusive Sanitation (CWIS) for the Officials from Bangladesh, sponsored by Practical Action-Bangladesh – September 2022

Workshop/Webinars

- Workshop on EDP for Leadership Development for ICAR Senior Officers, Sponsored by ICAR – May 2022

- Programme on Capacity Building for Health Insurance Officials on Health Economics and Health Insurance of State Health Officials, Kerala, Sponsored by State Health Agency (SHA), Kerala – June 2022

- Workshop on EDP for Leadership Development for ICAR Senior Officers, Sponsored by ICAR – May 2022

- Online Webinar on Crypto Currencies: Issues and Challenges, sponsored by PGDM – April 2022

Management Development Programmes (April 2023-March 2024)

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
MANAGEMENT DEVELOPMENT PROGRAMMES			
1.	Advanced Management Programme - 2023 Study Tour : Rome, Florence, Venice, Milan, Zurich, Paris & Amsterdam	May-June 2023	Nirmalya Bagchi /
2.	Advanced Management Programme - 2023 Study Tour : Rome, Florence, Venice, Milan, Zurich, Paris & Amsterdam	Aug-Sep 2023	Dr Reshmy Nair /
3	Programme for Young Managers	Sep-23	Dr Karnak Roy / Dr Saswat Kishore Mishra
4.	Advanced Management Programme - 2023 Study Tour : Rome, Florence, Venice, Milan, Zurich, Paris & Amsterdam	Jan-Feb 2024	SK Bose /
ECONOMICS & FINANCE			
1	Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT)	26-28 Apr 2023	Dr Madhusoodanan PR
2	Indian Accounting Standards (Ind AS)	08-12 May 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
3	Financial Systems, Management and Accountability in Government	15-19 May 2023	Dr Madhusoodanan PR
4	New Frontiers in Risk Management in Banks	22-26 May 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
5	Infrastructure & Project Finance	05-09 Jun 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
6	Enterprise Risk Management	19-23 Jun 2023	Dr Madhusoodanan PR
7	Financial Crime Compliance	12-14 Jul 2023	Dr Madhusoodanan PR
8	Finance for Non-Finance Managers	21-23 Aug 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
9	Indian Accounting Standards (Ind AS)	28 Aug-01 Sep 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
10	Digital Strategy and Digital Risk Management for BFSI	13-15 Sep 2023	Dr Madhusoodanan PR
11	Cashflow-based Lending	09-11 Oct 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
12	Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT)	18-20 Oct 2023	Dr Madhusoodanan PR
13	Economics and Finance for Bankers	20-22 Nov 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
14	Cyber Crime	29 Nov-01 Dec 2023	Dr Madhusoodanan PR
15	Infrastructure & Project Finance	06-08 Dec 2023	Dr Madhusoodanan PR / Dr A Sai Kiran
16	Fraud Risk Management	21-23 Feb 2024	Dr Madhusoodanan PR
ENERGY STUDIES			
1	Leading India's Energy Transition: Role of Exchange Market	26-28 Apr 2023	Prof Rajkiran V Bilolika / Sri Siddartha Ramakanth Keshavadasu
2	ESG for Energy Companies – Alignment with the SDG 7, 13	28-30 Jun 2023	Prof Rajkiran V Bilolika / Sri Amartya Awasthi
3	Resource Planning, Automation and Analytics for Indian Power Market	23-25 Aug 2023	Prof Rajkiran V Bilolika / Sri Siddartha Ramakanth Keshavadasu
4	Regulating Electricity Tariffs and Related Issues	11-13 Oct 2023	Prof Rajkiran V Bilolika / Sri Siddartha Ramakanth Keshavadasu

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
ENERGY STUDIES			
5.	Financing Energy Efficiency and Energy Conservation	15-17 Nov 2023	Rajkiran V Bilolikar / Pavan Kumar Parnandi
6	Developing Global Energy Leaders in India: Tackling and Embracing Energy Disruptions	17-19 Jan 2024	Prof Rajkiran V Bilolikar / Sri Siddartha Ramakanth Keshavadasu
HUMAN RESOURCE DEVELOPMENT			
1	Enhancing Performance and Well-Being through Leadership	21-25 Aug 2023	Dr Lakshmi B
2	Training Programme on Result Oriented Corporate Social Responsibility, Best Practices and Regulatory Framework	22-24 Aug 2023	Sri Hareesh Meppat
3	Innovation and Change Leadership	26-28 Sep 2023	Sri Hareesh Meppat
4	Enhancing for Managerial Effectiveness	09-13 Oct 2023	Dr Lakshmi B
5	Ethics and Values in Administration	06-08 Nov 2023	Dr Lakshmi B
6	Six Sigma for Business Leaders	22-24 Nov 2023	Dr Lakshmi B / Sri Hareesh Meppat
7	Enhancing Performance and Well-Being through Leadership	11-15 Dec 2023	Dr Lakshmi B
8	Improving Work Culture	21-23 Feb 2024	Dr Lakshmi B
9	Decision Making for Effective Leadership	11-15 Mar 2024	Dr Lakshmi B
INFORMATION TECHNOLOGY			
1	Advanced Data Analysis Methods and Tools for Companies	24-26 May 2023	Dr Gutha Jaya Krishna
2	Advanced Technologies for Enhancing Business Growth	12-14 Jun 2023	Dr Gutha Jaya Krishna/ Dr Rajeev Kumar
3	Advanced Text/ Speech/ Image Analytics for Office and Industry Automation	26-28 Jun 2023	Dr Gutha Jaya Krishna
4	Advanced Optimizations and their Applications in Diverse Fields for Decision Making	18-20 Sep 2023	Dr Gutha Jaya Krishna
5	Role of Digital Forensics for Securing Industry 4.0	03-06 Oct 2023	Dr Valli Manickam / Dr Rajeev Kumar
6	Cyber Security Awareness Programme for Officers	20-24 Nov 2023	Dr Rajeev Kumar
7	New Technology Adoption for Business Models and Changing Market Trends	11-13 Dec 2023	Dr Rajeev Kumar / Dr Gutha Jaya Krishna
8	Emerging Security Mechanisms for Making Profitable Businesses	22-26 Jan 2024	Dr Valli Manickam / Dr Rajeev Kumar
LAND ACQUISITION, RESETTLEMENT & REHABILITATION			
1	Pre Land Acquisition Due Diligence - Effective Social Assessment to Resettlement Planning	19-23 Jun 2023	Dr Reshmy Nair
2	Operationalising World Bank's Environmental & Social Framework (ESF)	10-15 Jul 2023	Dr Reshmy Nair
3	Acquisition of User Rights for Pipeline Projects-Conceptual Clarity to Addressing Procedural Dilemmas	31 Jul-04 Aug 2023	Dr Reshmy Nair
4	Avoiding Costly Mistakes in Land Acquisition and Resettlement (National)	09-13 Oct 2023	Dr Reshmy Nair
5	International Course on Land Acquisition and Resettlement (Good Practices and Avoiding Key Mistakes)	23 Oct-03 Nov 2023	Dr Reshmy Nair
6	Operationalising World Bank's Environmental & Social Framework (ESF)	20-25 Nov 2023	Dr Reshmy Nair
7	High Impact CSR-Need Identification to Impact Assessment	18-22 Dec 2023	Dr Reshmy Nair
8	Geospatial Technology in Land Acquisition	11-13 Mar 2024	Dr Venugopal Rao / Dr Reshmy Nair

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
MANAGEMENT STUDIES			
1	Finance for Non-Finance Executives	15-19 May 2023	Dr. M M Ali
2	Bridge-it-All Relations	17-19 May 2023	Dr Tanusree Chakraborty
3	Financial Modelling using Excel	19-23 Jun 2023	Dr M M Ali
4	Sales for High Impact	21-23 Jun-23	Sri Venkat K Emani
5	Public Procurement Principles and GeM	03-07 Jul 2023	Prof B V N Sachendra
6	Application of AI/ML/Data Mining/IoT/Blockchain in the Industry	10-14 Jul 2023	Dr Karnak Roy / Dr Saswat Kishore Mishra
7	International Programme on 2016 Procurement Policy Framework for the World Ban Aided Projects	10-21 Jul 2023	Dr Nirmalya Bagchi / Prof B V N Sachendra / Sri Dhruv Umadikar
8	Inventory Management Strategies	12-14 Jul 2023	Prof B V N Sachendra
9	New CSR Framework: Implications, Implementation and Sustainability	17-21 Jul 2023	Dr Saswat Kishore Mishra / Sri Venkata K Emani
10	Agile Leadership Today and Tomorrow	19-21 Jul 2023	Dr Tanusree Chakraborty
11	Indices, Indicators, Fiscal Variables and Budget Analysis	24-28 Jul 2023	Dr Saswat Kishore Mishra / Dr Karnak Roy
12	Project and Contract Management	31 Jul - 04 Aug 2023	Prof Vilas Shah
13	Bridge-it-All Relations	16-18 Aug 2023	Dr Tanusree Chakraborty
14	Strategic Digital Marketing	21-23 Aug 2023	Sri Venkat K Emani
15	Strategies for Cost Leadership	23-25 Aug 2023	Dr M M Ali
16	Legal Aspects of Contract Management and Administration	06-08 Sep 2023	Prof B V N Sachendra
17	General Management Programme for Middle and Senior level Executives	11-15 Sep 2023	Prof B V N Sachendra
18	Data-driven Decision Making	11-15 Sep 2023	Dr Karnak Roy / Dr Saswat Kishore Mishra
19	Workforce Management in the Post Pandemic Period	13-15 Sep 2023	Dr Tanusree Chakraborty
20	Image Building	20-22 Sep 2023	Sri Venkat K Emani
21	Alternative Dispute Resolution to the Civil Court System	30 Oct-03 Nov 2023	Prof. B V N Sachendra
22	Overview of 2016 Procurement Policy Framework for The World Bank Aided Projects	11 - 15 Sep 2023	Dr Nirmalya Bagchi / Prof Vilash Shah / Sri Dhruv Umadikar
23	Marketing Strategies for Base of the Pyramid	01-03 Nov 2023	Sri Venkat K Emani
24	FinTech	20-24 Nov 2023	Dr. M M Ali
25	Achievement Orientation	20-24 Nov 2023	Dr Karnak Roy / Dr Saswat Kishore Mishra
26	HR for Non-HR Managers	22-24 Nov 2023	Dr. Tanusree Chakraborty
27	International Programme on 2016 Procurement Policy Framework for the World Ban Aided Projects	27 Nov-08 Dec 2023	Dr Nirmalya Bagchi / Prof B V N Sachendra / Sri Dhruv Umadikar
28	Project and Contract Management	04-08 Dec 2023	Prof B V N Sachendra
29	Sales for High Impact	04-06 Dec 2023	Sri Venkat K Emani
30	Materials and Supply Chain Management	11-15 Dec 2023	Prof B V N Sachendra
31	Finance for Non-Finance Executives	11-15 Dec 2023	Dr M M Ali
32	Data-driven Decision Making	18-22 Dec 2023	Dr Saswat Kishore Mishra / Dr Karnak Roy
33	Strategic Digital Marketing	03-05 Jan 2024	Sri Venkat K Emani
34	Digital Currency	08-12 Jan 2024	Dr M M Ali

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
MANAGEMENT STUDIES			
35	Management Lessons from the Indian tradition	08-10 Jan 2024	Sri Venkat K Emani
36	Developing Capability	15-19 Jan 2024	Dr Karnak Roy / Dr Saswat Kishore Mishra
37	Public Procurement Principles and GeM	29 Jan-02 Feb 2024	Prof B V N Sachendra
38	Time Series and Applied Econometrics	29 Jan-02 Feb 2024	Dr Saswat Kishore Mishra / Dr Karnak Roy
39	Understanding Corporate Financial Statements	05-09 Feb 2024	Dr M M Ali
40	Overview of 2016 Procurement Policy Framework for The World Bank Aided Projects	12 - 16 Feb, 2024	Dr Nirmalya Bagchi / Prof Vilas Shah / Sri Dhruv Umadikar
41	Enhancing Workplace Effectiveness through the Art of Storytelling	14-16 Feb 2024	Dr Tanusree Chakraborty
42	Industry 4.0: New Age Digital Technological	26-28 Feb 2024	Dr Karnak Roy / Prof BVN Sachendra
MANAGERIAL COMMUNICATION AND MARKETING			
1	Women Leadership Programme	05-09 Jun 2023	Prof J Swarnalatha
2	Building , Leading and Engaging High Performance Teams	19-23 Jun 2023	Prof J Swarnalatha
3	Achieving Sales Excellence	03-07 Jul 2023	Dr Shahaida P
4	How to Communicate with Diplomacy and Tact	12-14 Jul 2023	Prof J Swarnalatha
5	Driving Performance through Transformational Leadership	17-21 Jul 2023	Dr Prabhati Pati
6	Leadership Excellence for Organisational Transformation	17-21 Jul 2023	Prof J Swarnalatha
7	Coaching and Mentoring for Enhancing Productivity	09-11 Aug 2023	Prof J Swarnalatha
8	Developing Entrepreneurial Mindset	22-24 Aug 2023	Prof J Swarnalatha
9	Boot Camp for Line Managers	04-08 Sep 2023	Prof J Swarnalatha
10	Corporate Social Responsibility and Communication: Planning, Implementation and Impact Evaluation	12-14 Sep 2023	Dr Prabhati Pati
11	Managing Creativity and Innovation	13-15 Sep 2023	Dr Prabhati Pati
12	HRM for Line Managers	18-22 Sep 2023	Prof J Swarnalatha
13	Critical Thinking for Strategic Decision Making	26-28 Sep 2023	Prof J Swarnalatha
14	Strategic Branding with Customer Focus	04-06 Oct 2023	Dr Shahaida P
15	Train the Trainers - Master Trainers Course	09-13 Oct 2023	Prof J Swarnalatha
16	Leadership Skills Development	20-24 Nov 2023	Dr Prabhati Pati
17	Enhancing Interpersonal Effectiveness for Positive Work Culture	11-15 Dec 2023	Prof J. Swarnalatha
18	Effective Trade Union Management	18-22 Dec 2023	Prof J. Swarnalatha
19	Tapping Leadership Potential through NLP	01-05 Jan 2024	Prof J. Swarnalatha
20	Communication Skills for Managers	08-12 Jan 2024	Dr Prabhati Pati
21	Personality Development for Executives	16-18 Jan 2024	Prof J. Swarnalatha
22	Individual Excellence for Organisational Effectiveness	05-09 Feb 2024	Dr Prabhati Pati
23	Stress Management and Performance Coaching	19-23 Feb 2024	Prof J Swarnalatha
PUBLIC POLICY, GOVERNANCE AND PERFORMANCE			
1	New Labour Codes: Context, Provisions and Implications	26-28 Apr 2023	Dr Harsh Sharma
2	Sustainable Development Goals and Good Governance	13-15 Sep 2023	Dr Harsh Sharma
3	New Labour Codes: Context, Provisions and Implications	20-22 Nov 2023	Dr Harsh Sharma

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
PUBLIC POLICY, GOVERNANCE AND PERFORMANCE			
4	Conflict Management and Negotiation Skills	04-08 Dec 2023	Dr Harsh Sharma
5	New Labour Codes: Context, Provisions and Implications	17-19 Jan 2024	Dr Harsh Sharma
6	Programme on Design and Documentation	07-09 Feb 2024	Dr Harsh Sharma
7	Building and Leading Effective Teams	21-23 Feb 2024	Dr Harsh Sharma
8	New Labour Codes: Context, Provisions and Implications	13-15 Mar 2024	Dr Harsh Sharma
ENVIRONMENT, URBAN GOVERNANCE & INFRASTRUCUTRE DEVELOPMENT			
1	Change Management for Achieving Continuous Water Supply (24/7) for all in Urban Areas	03-07 Apr 2023	Prof V Srinivas Chary / Dr M Snehalatha
2	Laboratory Certification Course Sampling and Analysis of Faecal Sludge & Used Water	17-21 Apr 2023	Dr Rajarshi Banerjee
3	Certification course on Leadership Development for City Wide Inclusive Sanitation	24-28 Apr 2023	Dr M Snehalatha / Prof V Srinivas Chary
4	Certification Programme on "Garbage Free Cities: Achieving Five Star Rating"	17-19 May 2023	Dr Prathibha Ganesan / Prof V Srinivas Chary
5	Towards zero waste management – Decentralized Solid Waste Management (DSWM)	03-05 Jul 2023	Ms Sumskrutha K / Dr Prathiba Ganesan
6	Promoting Civil Society engagement in CWIS – process and prospects	04-06 Sep 2023	Dr M Snehalatha / Ms Smaskrutha K

ON CAMPUS ANNOUNCED PROGRAMMES - NEW DELHI

MANAGEMENT DEVELOPMENT PROGRAMMES		Dates	Course Director	Programme Fee
1	Wealth Creating Mindset	18-19 Apr 2023	Sri S.K. Bose	
2	Creating High Performance Team	27-28 Apr 2023	Sri S.K. Bose	
3	Art of Influencing	12-May 2023	Sri S.K. Bose	
4	Capacity Building for Front-line Officers	25-26 May 2023	Sri S.K. Bose	
5	Financial Management as growth enablers	15-16 Jun 2023	Sri S.K. Bose	
6	Negotiation Skills	08-09 Jun 2023	Sri S.K. Bose	
7	Well-being and quest for happiness	13-14 Jul 2023	Sri S.K. Bose	
8	Leading in the Digital Era	27-28 Jul 2023	Sri S.K. Bose	
9	Merger and Acquisition	10-11 Aug 2023	Sri S.K. Bose	
10	Building Leadership Practice	24-25 Aug 2023	Sri S.K. Bose	
11	Leadership during uncertain times	13-14 Sep 2023	Sri S.K. Bose	
12	Strategy for Building and Sustaining Competitive advantage	26-27 Sep 2023	Sri S.K. Bose	
13	Preparing to be a Corporate Director	05-06 Oct 2023	Sri S.K. Bose	
14	Finance for Non-Finance Executives	09-10 Nov 2023	Sri S.K. Bose	
15	Managing Salesforce and Distribution Channel	23-24 Nov 2023	Sri S.K. Bose	
16	Corporate Governance	07-08 Dec 2023	Sri S.K. Bose	
17	Strategic Cost and Profitability Management	21-22 Dec 2023	Sri S.K. Bose	
18	Women Leadership	17-18 Jan 2024	Sri S.K. Bose	
19	Capacity Building for Front-line Officers	08-09 Feb 2024	Sri S.K. Bose	
20	Changing the game: Negotiation and Competitive Decision Making	22-23 Feb 2024	Sri S.K. Bose	
21	HRM for Line Managers	07-08 Mar 2024	Sri S.K. Bose	

Management Development Programmes (April 2023-March 2024)

ONLINE ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
1	Artificial Intelligence and Big Data Disruptions in Industry 4.0	10-12 Apr 2023	Dr Gutha Jaya Krishna
2	Sustaining Motivation in the Organisation during Crisis	18-19 Apr 2023	Dr Prabhati Pati
3	Creating a Culture of Creativity and Innovation in Organisations	10-11 May 2023	Dr Prabhati Pati
4	Women in Management	07-08 Jun 2023	Dr Prabhati Pati
5	Preparing for Digital Transformation and Transition to Industry 5.0	24-25 Jul 2023	Dr Gutha Jaya Krishna
6	Organisational Leadership in Adverse Environment	18-19 Aug 2023	Dr Prabhati Pati
7	Recycle and Reuse of Used Water – Technology and Business Models	21-26 Aug 2023	Dr Rajarshi Banerjee / Prof V Srinivas Chary
8	Advancements in Financial Technologies and their Embracement	24-25 Aug 2023	Dr Gutha Jaya Krishna
9	Finance for Non-Finance Executives	18-22 Sep 2023	Dr MM Ali
10	Managerial Effectiveness	06-07 Dec 2023	Dr Prabhati Pati
11	Building Individual Capabilities for Organisational Effectiveness	10-11 Jan 2024	Dr Prabhati Pati

ONLINE LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
1	Professional Certification Course on “Integrated Municipal Solid Waste Management”	14 Feb 2023-30 Apr 2024	Dr Prathibha Ganesan / Prof V Srinivas Chary
2	Online Certificate programme in Health Insurance with focus on Health Analytics and Project Management with Access Health International and inorder institute	Jun-23	Dr Subodh Kandamuthan / Dr Reshma Gopan
3	Certification Programme in Public Procurement, GeM, Project & Contract Management and Alternative Dispute Resolution (*3 hours of Online every Friday from 18thAugust to 20thOctober, followed by 1 week On Campus from 30thOctober to 3rd November 2023)	18 Aug-03 Nov 2023	Prof B V N Sachendra
4	Health Informatics for Health Professionals (in collaboration with ACCESS Health International)	11 Dec 2023 - 10 Mar 2024	Dr Saswat Kishore Mishra
5	International Certification Programme on Strategic Human Resource Management	18 Dec 2023-14 Jun 2024	Prof J. Swarnalatha
6	Certificate Course on World Bank’s Environmental & Social Framework (ESF)	02 Jan-30 Mar 2024	Dr Reshmy Nair

LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
1	ASCI Post Graduate Diploma in Management (Hospital Management) (AICTE approved Two Year Full Time Programme) - Batch: XVIII	2023 - 2025	Dr Subodh Kandamuthan
2	ASCI Post Graduate Diploma in Management (PGDM) (AICTE approved Two Year Full Time Programme) - Batch: V	2023 -2025	Dr Nirmalya Bagchi



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PROGRAMME BRIEFS

(On-Campus)





Executive Development Programme for DGM Level Officers of Bank of India



Mid-Career Training Programme (Level-4) for Officers from Comptroller and Auditor General (C & AG) of India

Advanced Management Programme

(Study Tour: Rome, Florence, Venice, Milan, Zurich, Paris and Amsterdam)

Programme Directors:

Nirmalya Bagchi /

Dates: May - June 2023
(Indian Component) & (International Component)

Programme Directors:

Reshmy Nair /

Dates: Aug - Sep 2023
(Indian Component) & (International Component)

Programme Directors:

SK Bose /

Dates: Jan - Feb 2024
(Indian Component) & (International Component)

Fee:
6,50,000/-+Applicable GST

Programme Overview

ASCI's AMP 2023 has been designed as a world-class learning experience that addresses the challenges of achieving sustainable growth in an increasingly competitive environment. The programme provides insights into the strategic responses of organisations to the emerging complexities and turbulence in global environment. The programme is designed to provide a comprehensive coverage of the process of strategic renewal in an increasingly complex business environment. The functional strategies in Operations, HR, Finance and Marketing which will be relevant in the changing business environment, will be delivered through innovative methodologies by academicians and industry experts. AMP participants experience global management practices and business strategies for driving growth by working together within groups on thought provoking case studies, guided by faculty, who are among the best in the world.

ASCI's AMP 2023 offers a unique opportunity to a selected group of proven leaders to leverage leadership capabilities across the organisation. This intensive and transformative learning experience would enable the participants to go beyond the acquisition of knowledge and accelerate their career growth trajectory.

Impact

- ▶ Enhance competencies to track developments in the global business environment.
- ▶ Sharpen skills to steer organisations by leveraging leadership capabilities.
- ▶ Develop strategies to achieve global leadership through organisational excellence and value creation.

Participant Profile

ASCI's AMP cohort is a carefully selected group of senior participants drawn from the top management teams of public and private sector companies and government departments with cross-functional responsibilities, likely to assume board level positions. Past participants of AMP included Directors, Executive Directors, General Managers, Additional General Managers and Senior DGMs on the verge of promotion of different Public and Private Sector organisations. Top level executives from commercial banks, finance companies and Reserve Bank of India would also benefit from the programme. Officials from Government organisations such as various Ministries, Armed Forces and Ordnance Factory Board would also find the programme value additive. International exposure to the world class management practices has benefitted many past AMP participants to gain newer perspectives on organisational issues, which helped them to reach the highest echelons of decision making.

Programme for Young Managers

Programme Directors:

Karnak Roy / Saswat Kishore Mishra

Dates:

Sep 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

Young managers form a vital resource in an organisation. Top management worldwide have acknowledged the significant contribution made by young managers and recognise that they play a pivotal role in future success of the organisation. Young managers are entrusted with multifarious responsibilities, often expected to go beyond their domain expertise and respond to change according to market demand.

This five day programme is designed to give young managers greater confidence and enhance skills to lead teams in their organisations to success. The aim of the programme is to help participants acquire fresh skills, realise their core strength, and most importantly add greater value to self and organisations.

Impact

- ▶ Facilitate to strengthen interpersonal skills, management acumen and lead with confidence.
- ▶ Prepare participants to approach organisational challenges holistically.
- ▶ Master skills to expand the sphere of influence within and outside the organisation.
- ▶ Develop attitude for driving the vision of top management in the organisation.

Programme Content

- Leadership Styles
- Organisational behaviour
- Managing change
- Financial Management
- Project Management
- Ethics and Performance at Work
- Diversity and Inclusion
- Gender and law

Participant Profile

The programme provides incredible opportunity to young managers for strategic roles within their own organisation and prepares them to act with power and persuasion. The programme is most suited for managers (with minimum of 7 years of work experience) and identified as 'change agents' by their respective organisations, entrepreneurs, newly appointed or promoted executives who are in positions of managerial responsibility.

Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT)

Programme Director:

Madhusoodanan P R

Dates:

Apr 26 - 28, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Dates:

Oct 18 - 20, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT) is one of the major requirements by almost all central banks and other financial regulators. The present day world has seen many financial crime incidents where the involvement of both domestic as well as international financial institutions has been unearthed. As the national and international regulators are monitoring it more seriously than ever, the regulatory actions and the resulting reputational consequences are highly taxing for financial institutions. It is also important to highlight the fact that just in the past 10 years the global banks paid nearly USD 300 billion in fines to various financial regulators. Therefore, the banks and other financial institutions find the importance of building a strong compliance portfolio for the successful operation of their business in any jurisdiction in the world.

India, being a global power, has been active in various global AML/CFT agencies such as FATF, APG and EAG in fighting financial crimes. Our Prime Minister's long-term pledge to crackdown financial crimes also highlights the priority of AML/CFT in the country's policy framework. As a result, more effective and combined initiatives by the government and financial sector regulators are expected in near future.

Against this backdrop, the current programme is designed to equip the executives from banks, financial institutions and intermediaries etc. with all necessary understanding to evolve them as more effective AML/CFT leaders in industry.

Impact

- ◆ To understand the process and methods of Money Laundering and major risk areas.
- ◆ To be able to assess AML risks in the Fintech world.
- ◆ To understand the measures and actions taken by regulators and other organisations.
- ◆ To be aware of the monitoring, recording and reporting processes.
- ◆ To assess various levels of CDD processes in financial institutions.
- ◆ To be able to differentiate sanctions and penalties for investors, institutions and individuals.

Participant Profile

Practicing senior and middle level executives in banks, NBFCs, capital market intermediaries, regulators, management consultants and anyone in compliance departments of financial institutions.

Indian Accounting Standards (Ind AS)

Programme Directors:

Madhusoodanan P R / A Sai Kiran

Dates:

May 08 - 12, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Dates:

Aug 28 - Sep 01, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Indian accounting standards have been developed in accordance with international accounting standards and international financial reporting standards and implemented for the adoption by the companies in multiple phases over the last few years. Accounting standards have undergone significant changes, in line with the international financial reporting standards, which shall have significant effects on financial statements and the companies are expected to comply the changed accounting standards and report financial statements accordingly. Against this background, the aim of this programme is to impart necessary and detailed information of changes and amendments in the areas of accounting standards and financial reporting and also prepare participants to understand the implication of changes in accounting standards on financial statements and application of the same.

Programme Objectives

The programme shall focus on the following objectives

- ◆ To gain deeper understanding of Accounting Standards, Ind-AS and IFRS
- ◆ Reporting of financial transactions as per the latest accounting standards
- ◆ To understand the changes took place in accounting standards, application and impact of the same on the financial statements.
- ◆ To understand the use and application of various Ind-AS sections and also the convergence of accounting standards.
- ◆ Gain understanding, applying and compliance of Ind-AS

Contents of the Programme

The sessions in this programme include:

- ◆ Presentation of Financial statements
- ◆ Inventories
- ◆ Statement of Cash Flows
- ◆ Revenue from Contracts with Customers
- ◆ Income taxes
- ◆ Property, Plant & equipment
- ◆ Employee Benefits
- ◆ Related Party Disclosures
- ◆ Impairment of assets
- ◆ Intangible Assets

Participant Profile

This programme is for executives working in the area of finance and accounts.

Financial Systems, Management and Accountability in Government

Programme Director:

Madhusoodanan P R

Dates:

May 15 - 19, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Strong Public Financial Management (PFM) systems are essential for effective and sustainable economic management and public service delivery. Also, transparent and accountable governance and administration in all sectors of society are indispensable foundations of sound economic management. The programme aims to give participants an insight into the Government Financial System. It enhances knowledge and understanding of the Public Financial Management and Accountability System – its strength and weaknesses, its limitations, challenges faced by it and reforms being undertaken. This leads to a better appreciation of the more proactive role needed to be played to bring in greater fiscal discipline, better accountability and enhanced transparency, essentially facilitating better governance.

Impact

- ◆ Enhanced awareness about budget preparation and budget execution.
- ◆ Enhanced appreciation of the role of audits in bringing in fiscal discipline, better accountability and enhanced transparency essentially facilitating better governance.
- ◆ Better appreciation of the role of Public Private Partnership in enhancing organisational performance.

Participant Profile

Chief accounting authorities/Senior officers responsible for financial management of various administrative departments as well as senior officers of the finance departments of State Governments, Union Territory Governments and Union Government.

New Frontiers in Risk Management in Banks

Programme Director:

Madhusoodanan P R / A Sai Kiran

Dates:

May 22 - 26, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Management of risks is crucial for any business operating in today's increasingly uncertain environment marked by market uncertainty, regulatory changes, political crises, higher default probability, and other various new sets of risk developments. This is more so for banking industry as they are highly vulnerable to uncertainties in macro and micro environment. Therefore, a deep understanding of the risks faced by banks are essential for risk managers in the industry.

Based on the above background, the current program is an attempt to touch up on various types of risks and their mitigation mechanisms in financial services sector, mainly the banking sector. Rather than the traditional risks and their management, the program will provide more emphasis to major new and emerging areas in risk management for banking industry.

Impact

- ◆ To equip participants with various aspects of risk management and its imminent evolution
- ◆ To provide exposure to participants to new frontiers in risk management, market risk framework, recession risk, digital banking and risk management, cyber threats, risk models and evolutions, and other emerging issues in liquidity and operational risk management.

Participant Profile

Practicing senior and middle-level executives from credit, risk management, treasury and other relevant verticals of Banks, NBFCs and Other Financial Institutions.

Infrastructure & Project Finance

Programme Directors:

Madhusoodanan P R / A Sai Kiran

Dates:

Jun 05 - 09, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Dates:

Dec 06 - 08, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Project finance is the key for large business investments in industrial and manufacturing sectors, creating infrastructure, generating large scale direct and indirect employment, growth of other sectors and economic growth. Project financing and in particular infrastructure project financing is one of the major economic growth engines for the world and India. Traditionally investments in infrastructure were financed using public sources. However, severe budget constraints and inefficient management of infrastructure by public entities have led to an increased involvement of private investors in the business. The programme also focuses on how private investors approach infrastructure projects from the standpoint of equity, debt, and hybrid instruments. The programme will also address the most frequently used financial techniques and models for large infrastructure investments

Programme Objectives

This programme is designed to address the learning requirements for practitioners, bankers and finance professionals engaged in or interested in the field of project finance as a specialised branch of corporate finance. It provides expert conceptual and practical insights on the nuances of project finance both from financing and borrowing perspectives.

Contents of the Programme

- ◆ Capital Budgeting Decision
- ◆ Project financing Proposition
- ◆ Project Financing Structures
- ◆ Infrastructure Projects – Essential characteristics, PPP projects, Concession framework under various models such BO. BOO. BOT, DBFOT – Government and Developer’s Perspectives
- ◆ Key Developer’s Perspectives in Bidding and Implementation of Infrastructure Projects.
- ◆ Pre-fund Raising Phase
- ◆ Project Cost Determination and financing Options
- ◆ Risk determination, allocation and mitigation in Project Structure
- ◆ Financial forecasting and financial viability analysis.
- ◆ Term Sheets in Project
- ◆ Case Studies and Group work

Programme Delivery

This intensive programme gives strong emphasis to interactive and participative learning. The programme will comprise of lecture sessions, experience sharing and case studies. The programme is designed to provide the participants with an opportunity to interact with experts, key practitioners and entrepreneur.

Enterprise Risk Management

Programme Director:

Madhusoodanan P R

Dates:

Jun 19 - 23, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

The increased volatility and uncertainty in the external business environment has significantly increased the risks facing an organization. Consequently, proactive management of risks is crucial for survival, especially in view of the increase in corporate collapses that have taken place in the past decade. Thus, in the increasingly uncertain environment marked by political crises, regulatory changes and price volatility, a deep understanding of the risks faced by an organization is essential. Traditionally, risk management was confined to functions such as corporate treasury, safety, project risk management, etc. However, over the last decade, enterprise-wide risk management (ERM) has been gaining momentum and various proponent frameworks have evolved, such as COSO/ERM Cube, ISO31000:2009/2018, AS/NZS 4360, etc. ERM advocates for an aggregate, coordinated and portfolio theory approach to managing risks.

Impact

- ◆ The participants will learn the key concepts of ERM
- ◆ Will be able to develop the skills in measuring risk exposure and managing it through latest frameworks for enterprise-wide risk management and hedging strategies.

Participant Profile

Officers working at middle to senior levels in various verticals of risk management and other relevant domains of PSUs, Banks, NBFCs, Corporates etc.

Financial Crime Compliance

Programme Director:

Madhusoodanan P R

Dates:

Jul 12 - 14, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

The present day world has seen many financial crime incidents where the involvement of both domestic as well as international financial institutions has been unearthed. As the national and international regulators are monitoring it more seriously than ever, the regulatory actions and the resulting reputational consequences are highly taxing for financial institutions. It is also important to highlight the fact that just in the past 10 years the global banks paid nearly USD 300 billion in fines to various financial regulators. Therefore, the banks and other financial institutions find the importance of building a strong compliance portfolio for the successful operation of their business in any jurisdiction in the world.

Issues like money laundering, fraud, corruption, bribery, sanctions, data security, cyber fraud etc. are complicated and interconnected activities that require a comprehensive and focused approach. In this juncture, it is important that the executives of banks and financial institutions are fully aware of the channels of financial crime and the country's regulatory requirements in this area.

Against this backdrop, the current programme is designed to equip the executives from banks, financial institutions, intermediaries etc. with all necessary understanding to shape them as more effective financial crime compliance leaders in industry.

Impact

- ◆ Understand the process and methods of Money Laundering and major risk areas.
- ◆ To be able to assess AML risks in the Fintech world.
- ◆ Understand the measures and actions taken by regulators and other organizations.
- ◆ To be aware of the monitoring, recording and reporting processes.
- ◆ Assess various levels of CDD processes in financial institutions.
- ◆ Differentiate sanctions and penalties for investors, institutions and individuals.

Participant Profile

Practicing senior and middle level executives in banks, capital market intermediaries, regulators, management consultants and anyone in compliance departments of financial institutions.

Finance for Non-Finance Managers

Programme Director:

Madhusoodanan P R

Dates:

Aug 21 - 23 , 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

This programme is specially designed to provide inputs in the area of Financial Accounting, Costing, Management Accounting, and Financial Management coupled with the underlying concepts and methodology ensuring a reasonable understanding of the crucial parameters in the managerial, financial, and investment decision making process. These inputs will provide a basis for the working executives to channelize their thinking in appropriate directions, besides, enhancing knowledge. The skills so acquired may be effectively utilised in their day to day work and thereby promoting the quality of business decisions.

Impact

After attending this programme, the participants should be able,

- ◆ To understand the accounting, costing, and finance domain of management.
- ◆ To grasp the accounting and finance jargons and understand the meaning and relevance and its application in their day to day working.
- ◆ To imbibe a thorough understanding of how their decisions impact the top and bottom line of their organization and thereby their departments.
- ◆ To have a thorough understanding and analysis of the important financial statements of a company such as Profit & Loss Statement, Balance Sheet, and Cash Flow Analysis.
- ◆ To identify value implications of decision alternatives and help them in making decisions

Participant Profile

Non-Finance Professionals associated with private sector companies, PSUs, and other organisations, from any functional area, who often need to take a call on the accounting, costing, and finance related aspects in their organisation.

Digital Strategy and Digital Risk Management for BFSI Senior Management

Programme Director:

Madhusoodanan P R

Dates:

Sep 13 - 15 , 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

With widespread digital transformation and industrialisation of banking, Banks and Financial Institutions need to manage emerging digital risks which were not experienced before. Focus of the program is to sensitize the Senior Management about digital risks emerging due to digital transformation, its impact on the organisation, how to measure these risks, what challenges will be faced during this journey and controls & mitigation actions required.

Impact

- ◆ Enhanced awareness of digital transformation
- ◆ Enhanced appreciation of drivers of digital business models
- ◆ Understanding future digital risk management
- ◆ Exposure to building intelligent BFSI firms
- ◆ Proximity to various mechanisms to measure digital risk
- ◆ Enhanced learning from international and national case studies

Participant Profile

Board of Directors & Senior Management of Commercials Banks, NBFCs, BFSI firms, Insurance firms, consultants and also technology firms providing services to BFSI sector. Program is meant for Senior Managers, responsible for Digital Transformation, Platform Banking, API Banking, Business Strategy for selling & white labelling third party products and services, managing transformation, ecommerce and channel projects, integration with third parties, IT Architecture and Cyber Security, Fintech Strategy, AI and ML projects.

Cashflow-based Lending

Programme Directors:

Madhusoodanan P R / A Sai Kiran

Dates:

Oct 09 - 11, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Asset based lending is a traditional method of credit given by financial institutions, wherein a loan is given against securing an asset as collateral. This process has been in existence since very long and it involves lot of due diligence, consumes lot of time and very expensive from borrowers' point of view. On becoming NPAs, the recovery of the loans through selling the collateral has been not so fruitful and banks are forced to write off a portion of the loan. Very many industries like service industries may not be having sufficient assets to offer as collateral, but financial institutions can still lend based on cash flows. Finance Minister, launching EASE (Enhancing Access and Service Excellence) reforms focused and encouraged banks to focus on cash flow-based credit among few others. Given the increasing evolution and development of fintech and digitalisation, cash flow-based lending may looked upon as possible way of lending.

Impact

- ◆ The programme shall thrust up on cash flow statement analysis, understanding cash flows of companies, understanding opportunities and threats of cash flow based lending, projecting cash flows, etc.

Participant Profile

Practicing senior and middle-level executives from credit, retail/corporate banking, risk management etc. of Banks, NBFCs and Other Financial Institutions.

Economics and Finance for Bankers

Programme Directors:

Madhusoodanan P R / A Sai Kiran

Dates:

Nov 20 - 22, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Understanding fundamentals of economics and financial systems is a prerequisite to have a meaningful assessment of government policy actions and business activities in an economy. Today's more complex and interrelated economic and financial functions make it pivotal for everyone to have a basic formal learning in these areas than ever before. Finance function is the most important of all business functions as it is important for the smooth running of any business. Financial institutions and markets are also the major intermediaries and channels of policy actions in an economy. Therefore, it is inevitable to have an essential working knowledge of various economic and financial jargons, macroeconomic policies, functioning of financial institutions, central banking, market instruments, regulatory agencies, credit ratings and their implications, as well as global fiscal and economic landscapes.

Against this background, the proposed training programme is an attempt to impart necessary knowledge of nature and functions of economy, financial systems and markets to the participants.

Impact

- ◆ To be able to understand various economic and financial jargons and concept.
- ◆ Understand trends and prospects in domestic and global economies.
- ◆ To analyse and assess government budget, fiscal and monetary policy actions.
- ◆ To be aware of the financial institutions and their relevance.
- ◆ To have a practical understanding of financial markets for government, corporate and individuals.

Participant Profile

Practicing Senior and Middle-level executives from Banks and Financial institution, Intermediaries, and relevant Government, PSU and Corporate Departments.

Cyber Crime

Programme Director:

Madhusoodanan P R

Dates:

Nov 29 – Dec 01, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Digital platforms and solutions have provided plethora of opportunities to both financial and non-financial businesses. These various cashless solutions help business to support their customers more efficiently and effectively. This also helps the government and the regulators to do their functions more efficiently. However, these technology-oriented business models and solutions are also prone to attacks from criminals if they are not used appropriately and sufficient precautionary measures are not taken care of. This gives rise to financial frauds and cybercrime which are highly disruptive to economic activities. Therefore, it is vital for businesses to know the nitty-gritty of cyber security, types of threats, the risks arising from them and the measures to detect, protect and eliminate/minimise them. From the above background, the current programme is an attempt to underline the emerging and new cyber crime issues faced by financial and non-financial firms.

Impact

- ◆ To have an exposure to cyber security principles and emerging threats
- ◆ To understand cyber security systems and monitoring
- ◆ Assessment of vulnerability and management of the same.
- ◆ Legal and regulatory landscapes and the future scenarios.

Participant Profile

Middle to senior level officials from different verticals of risk management, IT and other businesses of PSUs, Banks, NBFCs, Corporates etc.

Fraud Risk Management

Programme Director:

Madhusoodanan P R

Dates:

Feb 21 - 23, 2024

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Having a reputation for integrity is crucial to safeguarding market confidence and public trust. Unfortunately, fraud and misconduct can seriously undermine such efforts, exposing an organisation to legal, regulatory, or reputational damage. That is why experienced business leaders work to ensure that they have an effective approach to mitigating these risks. This is especially important in an environment marked by intense scrutiny and rising enforcement.

Programme Content

- Verification of Customer Identity - Public and Private Data Sources
- Verification of Assets Identity - Public and Private Data Sources - types of assets, documents and data sources
- Real Time Monitoring
- End to End Monitoring
- Omni Channel Monitoring
- Scenarios
- Machine Learning Model
- Employee Suspicious Activity
- Monitoring conflict of interest
- Scenarios
- Federating Fraud Risk, Authentication and High-Risk Transaction and Activity detection system
- Discussion and root cause analysis of major frauds in Indian banking sector

Impact

- ◆ Focus of the programme is how to prevent and detect financial frauds. It also includes how to design fraud prevention and detection systems, models and processes and equip participants with efficacy of internal process, implementing Early Warning System for frauds in both retail and corporate banking. Aim of the programme is not fraud investigation or reporting fraud to law enforcement agencies.

Participant Profile

Middle and Senior Management of commercial banks, NBFCs, Corporates, etc. handling financial frauds.

Leading India's Energy Transition: Role of Exchange Market

Programme Directors:

Rajkiran V Bilolikar / Siddartha Ramakanth Keshavadasu

Dates:

Apr 26 - 28, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

The programme has been designed by the experts with a focus on recent developments in the power sector. This course is aimed at providing insights into the development of energy markets in India with an objective to enable participants to:

- Get insights into the fundamentals of energy markets (Electricity, renewable , derivatives, new products & gas)
- Know about the functioning and regulation of energy markets
- Hands-on experience on the working of energy exchange

The Administrative Staff College of India has been at the forefront in the ecosystem of the evolving power markets through its technical assistance and capacity building initiatives to power sector stakeholders like Power Generation, Transmission and Distribution Companies, Regulatory Commission (Electricity & Gas), RE Generators, Open Access Customers (Electricity, Renewables & Gas), Traders, Financial Institutions and Banks, Academicians, Consultants etc.

Participant Profile

Senior Electricity Distribution Utility officials above the rank of Executive Engineer, Officers of Electricity Regulatory Commissions, Senior Executives in Renewable Companies, Power Generating Company officials, Personnel from Power Trading Companies, Personnel from Power Exchanges.

ESG for Energy Companies – Alignment with the SDG 7, 13

Programme Directors:

Rajkiran V Bilolikar / Amartya Awasthi

Dates:

Jun 28 - 30, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Environmental, Social, and Governance (ESG) criteria are metrics that can be used to assess the impact of sustainability and ethical practices of a company on its financial performance and operations.

There are two lenses with which ESG criteria are used predominantly,

- a) Investor Lens – Where the framework has gained more recognition among all types of investors because of the greater attention of governments and regulators to such factors, and a stronger public awareness of the environmental and social influence of companies, and
- b) Corporate Lens - Where stakeholders call for greater emphasis on long term sustainable value of a company rather than short term profitability. This approach requires corporate boards and management to understand the environment, social and governance risks that a company faces and communicate with its stakeholders through ESG reporting on what steps they are taking to address these risks through appropriate Environment, Social and Governance focused interventions with a view to create long term sustainable value.

Since the energy sector (considering energy generation as well as various energy use sectors) contributes to over 70% of GHG emissions, there is tremendous need for leaders of energy sector companies to understand assess and learn more about:

- ESG assessment and reporting approaches
- The lenses with which ESG screening is done by various investors to assess investment risks and how an understanding of this can help impact raising of funds from public markets and/ or mainstream financiers
- Understanding how Environment, Social and Governance criteria are not hermetically separate but intertwined and interdependent, impacting each other
- How exactly does a strong ESG proposition make financial sense
- How Cleantech Innovations can be an ESG opportunity and beyond.

The Administrative Staff College of India has been at the forefront of leadership and management training for senior practicing managers, along with Centre for Energy Studies has contributed significantly to the Energy and Power sector over many decades is pleased to announce this program on ESG for Energy Companies – Alignment with the SDG 7, 13.

Participant Profile

Senior Electricity Distribution Utility officials above the rank of Executive Engineer, Officers of Electricity Regulatory Commissions, Senior Executives in Renewable Companies, Power Generating Company officials, Personnel from Power Trading Companies, Personnel from Power Exchanges.

Resource Planning, Automation and Analytics for Indian Power Market

Programme Directors:

Rajkiran V Bilolikar / Siddartha Ramakanth Keshavadasu

Dates:

Aug 23 - 25, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Digitalization of the power sector allows for greater transparency into operations, which greatly increases efficiency and reliability while decreasing costs. The entire value chain of Generation, Transmission, Distribution, and Trading are adapting to the new changes brought in by digitalisation. With regards to Trading, Supply-Demand Management & Resource Planning, Power Market landscape in India is changing rapidly, adopting the new avenues opened up by digitalization.

The rapid adoption of spot/short-term based electricity market mechanisms, say, RTM, DAM, G-TAM, SCED, RRAS have been introduced, while new changes like MBED, G-DAM, Derivatives, Ancillary Services Markets, New DSM Rules, PPA exits, Retail Supply segregation, Capacity Markets, etc., are being planned. The Supply-side is also dynamically changing with rapid RE adoption, DERs, Storage, etc., and so do the Demand side with DSM, DR, Smart Grids, EVs, 24x7 Supply, Load Shedding Penalties, etc.

Discoms operating in this dynamic environment are facing increasing challenges in supply demand management, with a PX based market interface, and with reduced visibility of both supply & demand side pattern farther ahead in time. With increasing complexity and volatility on both supply & demand sides, the reliance of Discoms on the Spot market (Day-ahead & Intraday) and short-term planning/procurement is increasing. The multiplicity of suppliers/generators, with complicated operational rules, varying penalties, paired with the highly volatile Power Exchange/Spot market (Day ahead & Real-time Markets) based supply options call for the Discoms to be agile and seek out, analyze, and quickly execute opportunities on a near real-time basis to optimize cost. Digitalisation in Trading, Supply-Demand Management & Supply/ Resource Planning for short-term has the potential to save a few hundred crores in cost to Discom with regard to supply & load management efficiency improvement.

In the area of Trading, Supply-Demand Management, and Resource Planning for Discoms, Digitalisation can be adopted for the following:

- Mathematical Programming based Decision Support tools for Scheduling & Least cost supply management
- Scheduling automation with real-time data capture & integration with LDCs
- RTM & DAM Trading/Bidding Automation & Trade Decision Support
- Predictive Analytics for Generation, Demand & Price Forecasting
- Real-time Deviation Management
- Supply-demand data & cost analytics for performance monitoring

The Administrative Staff College of India has been at the forefront in the ecosystem of the evolving power systems, disruptions like digitalization and APAs through its technical assistance and capacity building initiatives to power sector stakeholders like Power Generation, Transmission and Distribution Companies, Regulatory Commission (Electricity & Gas), RE Generators, Open Access Customers (Electricity, Renewables & Gas), Traders, Financial Institutions and Banks, Academicians, Consultants etc.

Participant Profile

Senior Electricity Distribution Utility officials above the rank of Executive Engineer, Officers of Electricity Regulatory Commissions, Senior Executives in Renewable Companies, Power Generating Company officials, Personnel from Power Trading Companies, Personnel from Power Exchanges.

Regulating Electricity Tariffs and Related Issues

Programme Directors:

Rajkiran V Bilolikar / Siddartha Ramakanth Keshavadasu

Dates:

Oct 11 - 13, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

The power sector in the country has undergone tremendous legislative, policy and regulatory changes over the last two decades. One of the most significant components of this change is the way electricity tariffs are set by an independent regulatory commission for electricity generation, transmission and distribution as well as other charges for open access, parallel operations and stand-by operations. The Appellate Tribunal for Electricity has come out with several decisions that impact the regulation of electricity tariffs. A new Tariff Policy has been announced in 2016 and amendments to the Electricity Act 2003 are on the anvil in the way of Draft Electricity Bill 2022. Despite these initiatives, distribution utilities continue to face financial, operational and technical challenges.

The thrust given to renewable energy also impacts the utility. It is therefore imperative that all executives dealing with regulatory affairs and the commercial aspects of power utilities keep abreast of the latest developments on the legal, policy and regulatory fronts pertaining to electricity tariffs.

The Administrative Staff College of India has been at the forefront of the process of regulating electricity tariffs through its technical assistance and capacity building initiatives to regulatory commissions, utilities and governments, is pleased to announce the programme on Regulating Electricity Tariffs and Related Issues

Participant Profile

Senior Electricity Distribution Utility officials above the rank of Executive Engineer, Officers of Electricity Regulatory Commissions, Senior Executives in Renewable Companies, Power Generating Company officials, Personnel from Power Trading Companies, Personnel from Power Exchanges.

Financing Energy Efficiency and Energy Conservation

Programme Directors:

Rajkiran V Bilolikar / Pavan Kumar Parnandi

Dates:

Nov 15 - 17, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Government of India is working towards addressing the climate change issues and initiated various sustainable energy programmes across India through various policy interventions. In the process of gearing up the activities related to addressing this global cause, enacted Energy Conservation act 2001 and established Bureau of Energy Efficiency as its statutory body at national level under Ministry of Power. For strengthening the activities towards reduction of climate change issues, Government of India, during 2008, developed National Action Plan on Climate Change (NAPCC) with eight prestigious missions. During 2015, Government of India submitted its Nationally Determined Contributions (INDC) and recently presented five crucial elements called as 'Panchamrit' during CoP 26 covering increasing of non-fossil fuel based energy capacity by 2030 to 500 GW, increasing the share of Renewable Energy generation in total power generation to 50% by 2030, reduction of one billion tonnes of carbon emissions by 2030, reduction of carbon intensity of the economy by 45 percent by 2030, over 2005 levels and achieving the Net Zero emissions target by 2070. Further launched a global initiative 'Lifestyle for the Environment' (LiFE) movement and updated the NDCs accordingly.

Hence increasing Energy Efficiency (way of utilizing energy resources in a cost-effective manner, whereby energy losses are minimized, and the overall consumption of primary energy is reduced, leading to less fuel consumption) is considered as one of the easiest measures understanding the fact that it is frequently referred to as "new source of energy" without any further loss or gestation period. For effective implementation of any energy efficiency project, understanding the financials are very crucial which are directly related to the energy savings of the respective project.

The proposed training programme "Financing Energy Efficiency Measures" is developed by Centre for Energy Studies, ASCI with an objective of sharing knowledge and key learnings to foster energy efficiency initiatives to the mid-senior level and senior level officials/ professionals.

Following modules would be covered in this training programme

- ◆ Introduction to the energy efficiency projects appraisal
- ◆ Project Appraisals considerations
- ◆ Energy Efficiency projects technical appraisal
- ◆ Energy Efficiency financial appraisal
- ◆ Case studies, Success stories etc.,

Participant Profile

The target group for this respective programme such as government organisations, designated consumers as per Energy Conservation act, Energy consultants, energy efficiency practicing engineers, financial institutions and the other stakeholders who are interested in understanding the financing energy efficiency projects.

Developing Global Energy Leaders in India: Tackling and Embracing Energy Disruptions

Programme Directors:

Rajkiran V Bilolikar / Siddartha Ramakanth Keshavadasu

Dates:

Jan 17 - 19, 2024

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

On the climate and technological fronts, the power and energy sectors are undergoing a series of transformations, and a few innovations are altering the way we address the sector's concerns. The Hon'ble Prime Minister has offered a 'Panchamrit' to address and embrace Climate Change from an energy standpoint.

By 2030, India aims to meet half of its energy needs with 500 GW of non-fossil/renewable energy capacity. India also aims to cut overall anticipated carbon emissions by one billion tones by 2030, and to reduce the carbon intensity of its economy by less than 45 percent. India has likewise set a target of reaching Net Zero by 2070.

Electric vehicles, hydrogen, natural gas, renewable energy, and digitalization are rapidly transforming the electric power sector; this transformation has prompted many traditional power company leaders to rethink and plan for the adoption of these disruptive technologies in order to remain sustainable and competitive.

These aggressive targets by 2030 and 2070 can only be achieved by adopting and embracing the aforementioned disruptions as part of their business value system. Technology advances are rapidly impacting the energy and power value chain. EVs, biofuels, and hydrogen, among other disruptive technologies, have the potential to alter the power and energy industries in the near future.

The programme is intended to help organisations and stakeholders understand and embrace the aforementioned changes. This initiative will assist organisations in seizing the chance to expand the sector and be a part of the transformation, allowing them to emerge as champions in the country's transition to the future.

The Administrative Staff College of India has been at the forefront in the ecosystem of the evolving power sector through its policy support and capacity building initiatives to power sector stakeholders like Power Generation, Transmission and Distribution Companies, Regulatory Commission (Electricity & Gas), RE Generators, Open Access Customers (Electricity, Renewables & Gas), Traders, Financial Institutions and Banks, Academicians, Consultants etc.

Participant Profile

Senior Electricity Distribution Utility officials above the rank of Executive Engineer, Officers of Electricity Regulatory Commissions, Senior Executives in Renewable Companies, Power Generating Company officials, Personnel from Power Trading Companies, Personnel from Power Exchanges.

Enhancing Performance and Well-Being through Leadership

Programme Director:

Lakshmi B

Dates:

Aug 21 -25, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Dates:

Dec 11 - 15, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Leadership is the process through which an individual tries to influence another individual or a group of individuals to accomplish a goal. Wellbeing is being recognised as a significant performance-driver and as such the case for wellbeing programmes is compelling. Wellbeing can improve leadership skills, employee engagement, stress management and resilience, as well as lower staff absenteeism and staff turnover. Leadership is valued in our culture, especially when it helps to achieve goals that are beneficial to the population, such as the enactment of effective policies. An individual with leadership qualities can also improve an organisation and the individuals in it.

This programme is designed around integrated principles of leadership and well-being as they go to the core of performance and enhance sustainable well-being. These include frameworks such as positive psychology, the six pillars of resilience, emotional intelligence, executive coaching and a consistent promotion of self-management.

Impact

- ◆ Help participants demonstrate effective leadership behavior.
- ◆ Facilitate officers to acquire new skills in functional areas of management.
- ◆ Create an eco-system of team spirit, motivation and high performance work culture in the organisation.
- ◆ Enhancing performance and well-being through leadership.

Participant Profile

The programme provides opportunity to Senior and middle level managers of public sector, private sector, banks, financial institutions and Government departments in strategic roles.

Training Programme on Result Oriented Corporate Social Responsibility, Best Practices and Regulatory Framework

Programme Director:

Hareesh Meppat

Dates:

Aug 22 - 24, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

In the current development scenario organisational leaders are judged as to how they manage and grow their business when they are at the crossroads of sustainability. Corporate Social Responsibility has emerged as a key ingredient of an organization's branding and growth strategy. The revised Company's Act 2013 ensured that each organization through an effective policy on CSR contributes towards sustainable economic development. In this light, the Administrative Staff College of India has designed a 3-day programme for middle/senior level officials to provide them with practical CSR skill sets and help them better align sustainability projects with their organization's business goals. Programme will have holistic approach from designing CSR as per guidelines and regulatory framework, aligning with long term goals of organization, measuring the impact and reporting while identifying the best practices.

Programme Objective

The overall objective of the programme is to equip the professionals with knowledge and skills to be able to incorporate a well-formulated strategy based on a synthesized approach that simultaneously promotes CSR & sustainability and fosters goodwill & stakeholder relationships. Specifically, the programme attempts to –

- ◆ Understanding the Legislative and Regulatory Framework/Guidelines for CSR Activities by Government Organisations.
- ◆ Help participants identify, manage, run CSR projects and measure impact using Project Management Tools and Techniques.
- ◆ Develop ability to align long term goals of the company to create both financial and social value for organisation.
- ◆ Relevance and Importance of Evaluating, Branding, Reporting and Social Audit in CSR.
- ◆ Provide understanding of the relationship between sustainable development and Corporate Social Responsibility.

Participant Profile

The programme is designed for Senior and Middle Level Executives as well as for the members of CSR Committees. The aim of the programme is to provide an opportunity to officials to enhance their knowledge about Corporate Social Responsibility and gain comprehensive understanding of tools needed for impactful CSR interventions.

Innovation and Change Leadership

Programme Director:

Hareesh Meppat

Dates:

Sep 26 - 28, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

The organisational environment has always remained dynamic and ever-changing. Changes in recent era are so frequent and challenging that managers and leaders need to be vigilant about the environmental changes. Introduction of new technologies, connectivity and unconventional business models makes it even more challenging.

Present day leaders need to adopt a bold approach to inspire and drive change. The modern day adage 'perform or perish' is apt to describe the current environment. Every member of the team therefore must focus on innovation and become a change agent. Leadership is the process through which an individual tries to influence another individual or a group of individuals to accomplish a goal. An individual with leadership qualities can improve an organisation, and helps to achieve goals.

Impact

- ◆ The programme will prepare the current and future generation of leaders to become the change agent while focusing on the future business landscape. It will help them understand the current business environment, impact of innovation on the environment and help in devising strategies for organisational growth. Programme will promote lateral thinking and innovation among participants. Participants will learn to apply classroom learning into business environment with the relevant exposure.

Participant Profile

Programme is designed for Middle and Senior Level Executives, Managers and other Executives with Leadership and decision making responsibilities. Programme will also benefit professionals who are interested in improving their Leadership abilities to drive Innovation and Change.

Enhancing for Managerial Effectiveness

Programme Director:

Lakshmi B

Dates:

Oct 09 - 13, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Many factors contribute towards organisational effectiveness. On one hand are the strategies formulated for the organisation keeping in mind the changing nature of the business environment while on the other hand are the day-to-day tasks, which need to be performed for smooth functioning of the organisation. Most organisations may excel when it comes to the former. However, if the people in the organisation fail to perform what is required of them, then even the best of strategies would fail. In other words, it is necessary for organisations to equip people with necessary managerial skills, which will help them perform their roles effectively and thereby contribute towards organisational effectiveness.

Impact

- ◆ Helps in enhancing repertoire of managerial skills to face continuously changing business environment.
- ◆ Enables participants to turn the challenges into opportunities for organisational effectiveness.

Participant Profile

Senior and middle level executives (managers / administrators) of public and private sector organisations, Government departments and service organisations.

Ethics and Values in Administration

Programme Director:

Lakshmi B

Dates:

Nov 06 - 08, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Today we are witnessing far-reaching changes globally in the social and political environment. There is growing awareness in civil society and greater rights-based demands for more open, responsive and accountable governments. The earlier emphasis on 'efficiency' as a criterion for service delivery has been replaced in recent years by 'effectiveness' and more citizen-oriented approaches to service delivery. The framework of efficiency alone is no longer adequate to deal with the pressures and aspirations for change. Systemic corruption along with 'weak governance' has resulted in the misuse of scarce resources, uncertainty of outcomes, failure in achieving objectives and the gradual undermining of institutions.

Impact

- ◆ To highlight the importance of ethics and values in administration.
- ◆ To discuss the issues involved in ethical administration.
- ◆ To understand the approaches to the issues related to ethics and values.

Participant Profile

The programme is designed for Middle and Senior Level Executives who make decisions for both the public and private enterprises.

Six Sigma for Business Leaders

Programme Directors:

Lakshmi B / Hareesh Meppat

Dates:

Nov 22 - 24, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Six Sigma is proven business strategy to achieve breakthrough results. Leading organisations from diversified industries are passionately adopted Six Sigma as a strategic tool and benefitted immensely. At the core of successful Six Sigma deployment are senior business leaders, referred as champions.

This training focuses on providing champion with the managerial and technical knowledge to facilitate the leadership and deployment of the Six Sigma strategy. Champions are upper-level managers who lead the execution of the Six Sigma deployment plans for the company. That makes it one of the most critical roles in any successful Six Sigma improvement initiative. Guided by the direction set forth by the executive team, champions select the projects, determine who's trained as Black Belts/Green Belts, review progress, and mentor the Black Belts/Green Belts in order for the deployment to be effective.

This training is suitable for senior managers who are responsible for developing and leading business improvement strategy

Impact

- ◆ At the end of the training the Six Sigma Champion will be able to:
- ◆ Make a six sigma roadmap for their organization.
- ◆ Select Right Six Sigma projects.
- ◆ Select Right people as Black Belts.
- ◆ Conduct Structures project reviews.
- ◆ Manage Six Sigma cultural change

Participant Profile

Plant Managers, Head of the Departments, Area Managers those who will drive effective Six Sigma Deployment strategies in an organization.

Improving Work Culture

Programme Directors:

Lakshmi B / Hareesh Meppat

Dates:

Feb 21 -23, 2024

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Work culture is an important determinant of performance. When the work culture is positive, even employees with average skills give high levels of performance. On the other hand, negative work culture provides the breeding ground for many kinds of problems at the workplace. In extreme cases, it might lead to violence, thefts, sabotage, deliberate wastage and other forms of aberrant behavior. The best of structures, systems and processes are a sheer waste in the absence of positive work culture. This programme focuses on how an organisation can improve its work culture.

Impact

- ◆ Facilitates understanding of the elements that constitute work culture.
- ◆ Provides an insight into the determinants of positive work culture.
- ◆ Enables participants to hone skills required to improve work culture.

Participant Profile

Senior and Middle level managers across different functions from various sectors.

Decision Making for Effective Leadership

Programme Director:

Lakshmi B

Dates:

Mar 11 - 15, 2024

Fee:

Rs.65,720 (US \$1200)+
Applicable GST

Programme Overview

Decision Making is one of the most important functions of a leader. Effective leadership, to a large extent, depends on the leader's capacity to make proper decisions. If a leader is able to analyze a situation, weigh alternatives and select the best alternative, then most of the problems in decision-making can be avoided. However, decision making is a lot more complex than it might appear. There are many psychological factors that impact decision making. The programme on 'Decision Making for Effective Leadership' is designed to provide insight into factors that influence decision making and familiarise participants with processes and techniques that help in improving the decision quality.

Impact

- ◆ Provide an overview of the process of Effective Decision Making.
- ◆ Enhance Decision Making Ability.
- ◆ Fosters Effective Leadership.
- ◆ Facilitates meeting the challenges of changing business environment.

Participant Profile

Senior and middle level managers across functions from different sectors. This programme would prove beneficial for managers who are involved in decision-making.

Advanced Data Analysis Methods and Tools for Companies

Programme Director:

Gutha Jaya Krishna

Dates:

May 24 - 26, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Data analysis is important as companies draw new insights and value out of the raw data by transforming raw data into useful information. Therefore, this programme focuses on presenting a few of the advanced data analysis techniques in regression, time series analysis, cluster analysis and sentiment analysis. This programme also presents tools which companies can use for their day-to-day data analysis needs with little or no programming that is needed, as not all personnel are comfortable with programming. We will be covering tools like Tableau, Power BI, Knime, Excel, and sparingly R as well as Python. Also, as part of the programme, standard data analysis procedures of data pre-processing will be taught.

Impact

- ◆ Helps in knowing the advanced data analysis methods
- ◆ Makes use of tools where there is little or no programming required.
- ◆ Helps the companies in deriving useful insights and knowledge from the data.

Participant Profile

Senior/Mid-level IT Professionals/Officers, Data/AI/ML Scientists, Bankers, Technology Managers, and Senior/Mid-level Managers who are keen on knowing the data analysis methods and tools.

Advanced Technologies for Enhancing Business Growth

Programme Directors:

Gutha Jaya Krishna / Rajeev Kumar

Dates:

Jun 12 - 14, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Advanced technologies can enhance business growth in multiple ways, like by increasing the confidence of the stakeholders, increasing productivity, and automating routine tasks. This in the end increases the revenues, operating profits and return on investment for the businesses. Therefore, it's quite essential to embrace new and disruptive technologies. In this regard, we designed the programme to cover some of the new and disruptive technologies like artificial intelligence, machine learning, cyber security, block chain, etc. The objective of the course is not to make the participants masters of the technologies. But, to develop an interest and vigour for embracing new technologies and thereon create a positive growth for their business.

Impact

- ◆ Helps in understanding the new and disruptive technologies
- ◆ Helps in knowing the current market trends and develop possible vigour to embrace the new and disruptive technologies.

Participant Profile

Senior/Mid-level IT Professionals/Officers, Data/AI/ML Scientists, Bankers, Technology Managers, Senior/Mid-level Managers who are keen on knowing the advanced technologies for business growth.

Advanced Text/ Speech/ Image Analytics for Office and Industry Automation

Programme Director:

Gutha Jaya Krishna

Dates:

Jun 26 - 28, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Text, speech and image are three unstructured data forms. Text, speech, and image domains are the three application areas where AI and ML techniques have found tremendous use cases. When office or industry automation is needed, the use cases in the domains of text, speech and image play a vital role. Understanding the use cases in these domains is critical for devising possible processes or products which would help the office or industry. Therefore, this programme facilitates providing knowledge of these use cases, thereby helping in automating the possible sections of office or industry. The overall objective of this programme is to make the industries savvy about the uses of text, speech and image data and generate good value out of its unstructured data.

Impact

- ◆ Helps in giving insights into the possible use cases of the text, speech and image domains.
- ◆ Helps in making proper use of unstructured data and thereon generating value out of the unstructured data for the office or industry.

Participant Profile

Senior/Mid-level IT Professionals/Officers, Data/AI/ML Scientists, Bankers, Technology Managers, and Senior/Mid-level Managers who are keen on knowing the text, speech and image domain use cases.

Advanced Optimizations and their Applications in Diverse Fields for Decision Making

Programme Director:

Gutha Jaya Krishna

Dates:

Sep 18 - 20, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Optimization is the core of every application field. There are many kinds of optimization techniques and methods. In this programme, our focus is on numeric/combinatorial optimization which has possible applications for decision-making in various diverse fields like Banking, Financial Services, Insurance, Telecom, Manufacturing, Mining, Refining, etc. We will be studying how to define an optimization problem, formulate the objectives for optimization, thereon optimize the objectives to achieve our desired result. Based on the results of optimization, we will try to make decisions. We will also try to address the managerial perspective in decision-making. We will be using various tools or programming packages for addressing the main topic of the programme.

Impact

- ◆ Helps in knowing how to make decisions through various numeric and combinatorial optimization techniques.
- ◆ Helps in preparing quantifiable objectives for decision-making.

Participant Profile

Senior/Mid-level IT Professionals/Officers, Data/AI/ML Scientists, Bankers, Technology Managers, and Senior/Mid-level Managers who are keen on knowing the optimizations required for decision-making.

Role of Digital Forensics for Securing Industry 4.0

Programme Directors:

Valli Manickam / Rajeev Kumar

Dates:

Oct 03 - 06, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

In Industry 4.0, digital forensics can be used to adopt new technologies. The use of digital forensics investigation in industry, and in particular in specific industry sectors, is a significant study issue in secure Industry 4.0. With this training programme, the industry in India will learn about the digital transformation required to reach secure Industry 5.0 status. Further, digital forensics consists of identification, recovery, validation, and presentation of facts regarding digital evidence found in the virtual world, such as computers and similar digital storage media devices. The conventional digital forensic investigation follows the process of seizure, forensic imaging, examination of digital media, and finally the production of a concluding report. Forensics not only helps in getting hold of the digital evidence in cyber crime but also facilitates recognising particular suspects, understanding intent, authenticating documents, and identifying alibis.

The training programme consists of two parts over two days: an analysis of the background (i.e., reading of log reports and analysis of patterns of transactions); and an empirical analysis with the help of the prototype case studies (i.e., drawing insights from the data and understanding digital footprints). The programme aims to preserve any evidence in its most original form and perform investigations that help uncover and interpret any electronic data to reconstruct past events. The findings are often used in courts of law, which is why the data has to be thoroughly interpreted without contaminating it even a bit.

Impact

- ◆ Help executives comprehend the importance of thorough forensics analysis.
- ◆ Acquire hands-on experience working on real-life challenges in cyber security and digital forensics.
- ◆ Develop the mindset to use emerging and exponential technologies to make a difference in the world.
- ◆ Use of digital forensics tools for decision-making and problem-solving.
- ◆ Use of unified forensics techniques for descriptive and diagnostic analytics with case studies.
- ◆ Data sources for planning, predictive, and prescriptive analytics with case studies.

Participant Profile

Junior/Mid-level IT Professionals/Officers/Scientists/Bankers, Technology Managers, Junior/Mid-level Managers who are keen on knowing the advanced technologies for business growth.

Cyber Security Awareness Programme for Officers

Programme Directors:

Rajeev Kumar

Dates:

Nov 20 - 24, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

Adoption of Industry 4.0 technologies and the introduction of Industry 5.0 goals are driving massive transformations in the organisations. As the use of data is more and more increasing, hacking, phishing, cybercrimes, data theft have become alarming problems for the organizations. This is because attackers can move laterally through an industrial network, jumping between Information Technology (IT) and Operational Technology (OT) systems to cause massive harm. If there isn't enough security in place, hackers can use systems for industrial espionage, stealing intellectual property, leaking IP, or even stopping production.

In this backdrop, the Administrative Staff College of India is proposing a cyber security awareness programme, intending to provide the officers of the public as well as private sector organizations with security training and necessary cyber awareness skills with the help of basic or advanced tools and techniques. The proposed programme will use a set of techniques and strategies that would be taught by cybersecurity practitioners to mitigate and prevent cyberattacks. The main objective of this cyber security awareness programme is to prepare junior and mid-level managers, executives, and officers with the technical knowledge and skills needed to protect and defend computer systems and networks. Another objective of the programme is to train managers, executives, and officers who can support, plan, put in place, and keep an eye on cyber security tools and techniques to help protect information technology assets.

Impact

- ◆ It changes and shifts the mindsets of officers from negligence to cyber awareness;
- ◆ Improves an organization's capabilities and resilience against cyber threats;
- ◆ Improve the results of the organization's security audits and regulatory compliance;
- ◆ Mitigate cyber threats and reduce human error;
- ◆ Assist in the reduction of cyber breaches (such as honeytraps) through various methods;

Participant Profile

Junior/Mid-level IT Professionals/Officers/Scientists/Bankers, Technology Managers, Junior/Mid-level Managers who are keen on knowing the advanced technologies for business growth.

New Technology Adoption for Business Models and Changing Market Trends

Programme Directors:

Rajeev Kumar / Gutha Jaya Krishna

Dates:

Dec 11 - 13, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

New technology adoption is a vital criterion for the business models and to keep up with the changing market trends. New technology adoption either enhances the growth of the business or deters it. Therefore, in this programme, we will focus on the various new and emerging technologies like artificial intelligence, machine learning, cybersecurity, blockchain, etc. We will also focus on the current and future market trends in terms of new technology adoption. We will make comparative analysis on how the new technology adoption changes the business and thereon creating value for the business.

Impact

- ◆ Helps in understanding various new technologies and their adoption in current market scenario.
- ◆ Helps in knowing the positive and negative impacts the new technology adoption does to the business

Participant Profile

Senior/Mid-level Managers and Senior/Mid-level Officers who are keen on the new technology adoption for their business models and with changing market trends.

Emerging Security Mechanisms for Making Profitable Businesses

Programme Directors:

Valli Manickam / Rajeev Kumar

Dates:

Jan 22 - 26, 2024

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

As technological advancements continue at warp speed, business owners' strategies for mitigating security risks need to keep up. New security technologies are emerging all the time; some of the key security technologies need to be trained to business organisations. Business organisations generally also have a separate IT cybersecurity team for password management, protection from data breaches, and internal or external cyber threats. This translated into two separate security departments: physical and IT, with each basically doing its own thing. Business organisations need more personnel, more space, more equipment, and more monetary investment. The pressure to change had been building for years.

Well before the COVID-19 pandemic, executives at organisations routinely worried their organisations were too slow, too siloed, too bogged down in complicated matrix structures, and too bureaucratic. What many leaders feared, and the pandemic confirms, is that their companies were organised for a world that is disappearing—an era of standardisation and predictability that's being overwritten by many big trends that are discussed and elaborated in this programme. Further, in this programme, we will discuss very important factors for security emerging analysis and how various technologies facilitate the implementation of these security mechanism analysis to build high-security mechanisms for making profitable businesses. The training programme also will cover in detail case studies using sample data from finance, marketing, projects, and production units. This programme will convey how valuable the security analysis mechanisms will be in increasing the operational efficiency of organizations.

Impact

- ◆ Experts drawn from R&D institutes and industry cover cases of employing and using security mechanisms analysis techniques.
- ◆ Helps in knowing the current market trends and develop possible vigour to embrace the new and disruptive security technologies.
- ◆ It changes and shifts the mindsets of officers from negligence to security awareness;
- ◆ Improves an organization's capabilities and resilience against cyber threats;
- ◆ Improve the results of the organization's security audits and regulatory compliance for profitable businesses;
- ◆ Increase the organization's satisfaction and decrease the maintenance cost and time.

Participant Profile

Junior/Mid-level IT Professionals/Officers/Scientists/Bankers, Technology Managers, Junior/Mid-level Managers who are keen on knowing the advanced technologies for business growth.

Pre Land Acquisition Due Diligence - Effective Social Assessment to Resettlement Planning

Programme Director:

Reshmy Nair

Dates:

Jun 19 - 23, 2023

Fee:

Rs.65,720 (US \$ 1200)+
Applicable GST

Programme Overview

The Social Impact Assessment Study mandated by the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act (RFCTLARR), 2013 is a pre land acquisition due diligence process that has the potential to transform the project external environment. SIA was neither envisaged as an academic exercise that could go on endlessly nor as a procedural hassle that had to be brushed aside. Unfortunately, in the six years after the coming into force of the 2013 Act, numerous case experiences reflect either of the two cases. Another misconceived notion is that SIA is just a demographic survey and hence a duplication to the mandatory survey to be conducted by Administrator after the publication of the preliminary notification. A well conducted time bound SIA can be a very effective pre planning tool that would go a long way in ensuring a more inclusive and equitable outcome of the land acquisition process. With state governments doing away with the process altogether (amending the central law), institutions delaying the timebound process or involved stakeholders coming together to ensure that the procedural requirement is expeditiously completed with scant regard for the process or the outcome, the pre land acquisition due diligence process that had the potential to reduce conflicts relating to land acquisition is severely compromised.

In addition to the states that have amended the RFCTLARR Act, 2013 to exempt social assessment, lands are also being acquired under the existing central and state legislations. For instance lands acquired under Coal Bearing Areas (Acquisition & Development Act), ; National Highway Act, Railway Amendment Act, 2008 along with State legislations like Tamil Nadu Highways Act, Karnataka Industrial Area Development Act, Maharashtra Industrial Area development Act etc. do not have to carry out the mandatory social assessment as envisaged above. However, it would be in the interest of the project to carry our Pre-Land Acquisition Due Diligence Studies. These Studies may not require adherence to the procedures provided in the 2013 Act but could adequately cover the forecasting of risks and adequate steps to avoid, minimize or mitigate the risks.

CMLARR, ASCI has been involved in conducting challenging SIAs for state governments with constrained local capacity. CMLARR has also responded to the requests of public/private sector organisations to conduct pre land acquisition due diligence studies in areas where the social impact assessment studies are not mandatory or not conducted. We recognize that lack of comprehensive understanding of the operational modalities and institutional unpreparedness have marred the effective implementation of SIA in the country. There is a need for comprehensive understanding of the processes and due diligence measures for meeting the statutory requirements while expediting the land acquisition process.

Impact

It is with this prerogative that the Centre for Excellence in Management of Land Acquisition, Resettlement and Rehabilitation, ASCI is organising the five day Course on Addressing Implementation Issues in SIA. The key objectives of the programme are:

- ◆ To comprehensively address implementation issues in conducting SIA effectively and clarify common queries.
- ◆ To develop an understanding of the social impacts in diverse development projects, tools and techniques for predicting these social impacts and developing appropriate mitigation plans.
- ◆ To discuss elements of pre land acquisition due diligence studies including assessment of legal risks in states where social assessment is not mandatory.

Participant Profile

Executives working in the Central and State and Governments; PSUs/Private Sector organizations in diverse sectors-power, mining industrial plants, roads linear projects etc.

Operationalising World Bank's Environmental & Social Framework (ESF)

Programme Director:

Reshmy Nair

Dates:

Jul 10 - 15, 2023

Fee:

Rs.73,140 (US \$ 1325)+
Applicable GST

Dates:

Nov 20 - 25, 2023

Fee:

Rs.65,720 (US \$ 1200)+
Applicable GST

Programme Overview

The Environmental and Social Framework (ESF) sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of ten Environmental and Social Standards (ESS) that are designed to support Borrowers' projects. Since 2018, the ESF provides the guidance for managing environmental and social risks in all new Investment Project Projects of the World Bank. All such Borrowers/Project Implementation Agencies therefore are required to incorporate certain additional social considerations such as stakeholder engagement, labor management procedures, risks

Impact

The ESF supports green, resilient and inclusive development by strengthening protections for people and the environment and making important advances in areas such as labor, inclusion and non-discrimination, gender, climate change, biodiversity, community health and safety, and stakeholder engagement. The 6-day course delves into each of the ten ESSs and seeks to strengthen the capacity of the borrowers to undertake requisite assessments and prepare commensurate mitigation plans.

- ◆ ESS1: Assessment and Management of Environmental and Social Risks and Impacts
- ◆ ESS2: Labor and Working Conditions
- ◆ ESS3: Resource Efficiency and Pollution Prevention and Management
- ◆ ESS4: Community Health and Safety
- ◆ ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ◆ ESS6: Biodiversity Conservation & Sustainable Management of Living Natural Resources
- ◆ ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities
- ◆ ESS8: Cultural Heritage
- ◆ ESS9: Financial Intermediaries
- ◆ ESS10: Stakeholder Engagement and Information Disclosure

The practical course (with case examples, FAQs, reporting formats) duly integrates the Indian legislative framework (central/state laws) in each of the ESSs.

Participant Profile

Executives working in the Central and State and Governments; PSUs/Private Sector organizations in diverse sectors-power, mining industrial plants, roads linear projects etc.

Acquisition of User Rights for Pipeline Projects- Conceptual Clarity to Addressing Procedural Dilemmas

Programme Director:

Reshmy Nair / Ratik Thakur

Dates:

Jul 31 - Aug 04, 2023

Fee:

Rs.65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Recognizing that outright acquisition of the land was not required for laying down the underground pipelines, the Petroleum and Minerals Pipelines (Acquisition of right of User in land) was enacted in 1962. The Act provides for acquisition of the right of user in land for laying and maintaining the pipelines for transporting petroleum and minerals without following the elaborate long-drawn and costly procedures required for acquisition of the land. The PMP Act, 1962 has provisions that are markedly different from legislations on land acquisition. This is particularly with regard to notification requirements, limitation period, payment of damages and timings, procedure for settlement of claims, deposit of compensation, references and appeal. Also, even after the right to use land for the purpose of pipelines is vested with the requiring body (central/state/corporation), the landowner is entitled to use the land other than building structures, excavating or planting trees, on that land. There are also some state specific legislations relating to acquisition of user rights in land for laying down pipelines.

Course Takeaways

Mistakes in the process of acquisition of user rights has the potential to impose enormous cost on the requiring bodies. The new land acquisition law, Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013 has brought about methodological differences in the determination of market value. CMLARR, ASCI has compiled the common queries relating to procedural provisions raised by dealing officers regarding RoU acquisition from different parts of India. These relate to:

- Land records and pre/post-acquisition requirements;
- Legal provisions and procedures for RoU acquisition;
- Market value determination
- Acquisition of user rights in scheduled/tribal areas
- Diversion of forest land
- Environmental issues and clearances
- Route finalization parameters including geospatial support for planning

The Course addresses each of these queries with the help of important case laws and varied practices.

The Course is indispensable for implementing agencies dealing with RoU acquisition. The following are the important takeaways of the Course.

- ◆ Comprehensive understanding of the procedural requirements in acquiring RoU-from notification to vesting and payment with practical examples, case studies and live exercises
- ◆ Conceptual clarity regarding market value determination and damages under different clauses of the legislation.
- ◆ Clarity in requirements relating to forest/environment clearances in RoU acquisition.

Avoiding Costly Mistakes in Land Acquisition and Resettlement (National)

Programme Director:

Reshmy Nair

Dates:

Oct 09 - 13, 2023

Fee:

Rs.65,720 (US \$ 1200)+
Applicable GST

Programme Overview

In India, land for infrastructure projects is assembled through multiple tools - land acquisition, land purchase, land pooling etc. However, the power of compulsory acquisition (with or without the consent of the landowner) only exists when land is acquired following the legal process laid out in the land acquisition laws. Often the steps taken by the dealing officers to expedite the process without following due process of law risk judicial interventions and quashing of proceedings. The Central Land Acquisition Law presently in force is the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 Act (LARR Act henceforth). There are considerable variations in the procedural provisions of the general law with sector specific laws viz. the National Highways Act, 1956, Coal Bearing Areas Acquisition & Development Act, 1957 etc. It is important for the dealing officers to have absolute clarity about these divergences as well as case laws/judicial interpretation of these provisions. Executive interpretation that transcends the boundaries of the law is liable to be quashed by the judiciary. It is observed that lack of awareness has been resulting in the same mistakes being repeated in different projects/states. This has adverse implications on both time and cost front for infrastructure projects meant for welfare of the general population.

The ASCI Five-day Course on Avoiding Costly Mistakes in Land Acquisition is conceptualized with the objective of addressing the existing knowledge gap and to strengthen the knowledge base of the officers dealing with acquisition of land. Given the social risks in land acquisition, it would be in the interest of the project to carry out Pre-Land Acquisition Due Diligence Studies. The Course will share implementation case studies of projects and discuss checklists for avoiding, minimizing social risks. CMLARR, ASCI has compiled the common queries relating to procedural provisions raised by dealing officers from different parts of India. The five-day Course addresses each of these queries with the help of important case laws. The Course is indispensable for land acquisition officers/implementing agencies and will assist them to undertake a flawless land acquisition process.

Impact

- ◆ To provide a comprehensive understanding of the procedural requirements in land acquisition and resettlement from notification to possession and de-notification of land.
- ◆ To provide conceptual clarity regarding components of market value and award.
- ◆ To discuss and clarify common queries relating to Compensation, Resettlement & Rehabilitation and award with practical examples, case studies and live exercises

Participant Profile

Officer dealing with Land Acquisition, Resettlement & Rehabilitation.

International Course on Land Acquisition and Resettlement (Good Practices and Avoiding Key Mistakes)

Programme Director:

Reshmy Nair

Dates:

Oct 23 – Nov 03, 2023

Fee:

Rs.1,18,720 (US \$ 3200)+
Applicable GST

Programme Overview

Infrastructure projects involving land acquisition and displacement/resettlement are essential not only to meet the needs of the modern society, but also to ensure more inclusive economic growth. Mistakes committed during land acquisition (survey- related, process-related, compensation/resettlement related etc.) often result in conflicts/judicial interventions eventually resulting in enormous time/cost overruns for the infrastructure projects. Such mistakes happen at every stage of the project life cycle viz. planning, implementation, monitoring and evaluation phases. Some of the indicative areas where such costly mistakes are committed include:

- Meeting Lenders' mandate-duplicity in gap filling, new requirements (World Bank's ESF)
- Finalising Project alignment-non-consideration of essential indicators, technology support
- Collecting baselines-gaps in census/socio-economic survey, PRA, technology support
- Land Survey-missing plots, differences in extent, land use and records, assets on land
- Assessing social impacts-magnitude, spatial/temporal, vulnerability indicators, broader social impacts (labour issues, community health), directly affected & area of influence
- Determining compensation-valuation standards & common gaps-land, structure, trees
- Developing resettlement plans-resettlement options, relocation strategies, gender-inclusive participation, social integration, indigenous peoples, adaptive management
- Engaging stakeholders-timing, strategy/techniques, estimating costs
- Designing grievance redressal-culturally appropriate, accessible, costing, reporting
- Estimating resettlement costs-estimation issues in cost components, contingency
- Monitoring & evaluation-indicator gaps/exclusions

Many of these issues can be addressed/minimised through suitable due diligence measures.

For the practitioners, learning from project failures is as useful as understanding good practices in land acquisition and resettlement.

Impact

Managing the social risks and impacts associated with infrastructure projects in an effective manner requires careful attention of the government and project authorities. The International Course aims at promoting capacity of professionals by identifying potential areas where mistakes are committed at each stage of the project, from its inception to planning, implementation, monitoring and evaluation. The integrated comprehensive course consists of three modules (and set of sub-modules) that will be completed over seven days. The Modules are diagnostic and problem solving and includes case studies/examples from many countries/sectors.

- ◆ Module I Legal, Policy and Regulatory Framework
- ◆ Requirements under national Laws and IFI Policies (World Bank's ESF)
- ◆ Project Preparedness & Avoiding Common Mistakes
- ◆ Module II Social Risks and Resettlement Planning
- ◆ Effectively engaging stakeholders
- ◆ Special planning requirements-indigenous people & gender inclusivity
- ◆ Accurate surveys & asset valuation
- ◆ Robust resettlement planning
- ◆ Module III Resettlement Implementation
- ◆ Estimating resettlement costs and contingencies
- ◆ Designing effective GRM
- ◆ Monitoring & Evaluation

Participant Profile

Practitioners from national governments, public and private sector organisations, resettlement professionals in international development institutions involved in LARR projects and desirous of gaining practical knowledge on land acquisition, social assessment and resettlement management.

High Impact CSR-Need Identification to Impact Assessment

Programme Director:

Reshmy Nair

Dates:

Decr 18 - 22, 2023

Fee:

Rs.65,720 (US \$ 1200)+
Applicable GST

Programme Overview

High income disparities combined with lack of access to basic necessities for a significant majority of our population has necessitated a concerted action from all stakeholders including the corporate sector. It is recognized that corporate intervention can become a forceful tool contributing towards sustainable development and societal regeneration. With the Companies Act, 2013, India, has become among the first countries in the world to have Corporate Social Responsibility (CSR) in the statute (providing for mandatory spending/reporting on “CSR” activities). Eradication of extreme hunger & poverty reduction, education, health, environmental sustainability, gender equity and women empowerment are the focus areas for CSR spending specified by the Act.

The adverse effects of development projects on the natural capital of an economy have attained global credence. The local communities, particularly the primitive indigenous groups, affected by the projects have often failed to reap the socioeconomic benefits created at the macro level. On the other, rapid socio-economic changes and the process of liberalization and globalization leading to an increase in the nature and extent of market competition have compelled corporate firms to aim squarely at reducing their operation costs for remaining competitive at the marketplace, often at the cost of welfare of the society. This ensues in external costs to the stakeholders and litigation costs and diminished brand value to the firms themselves. Consequently, the sustainability and social responsibility of businesses have become an increasingly prominent issue in many countries and industries. Over the years, governments in many countries have relied on legislations and regulations to improve the socio-economic conditions and maintain ecological balance in the project affected regions. It is being increasingly realised that contribution to the welfare of society is an inherent responsibility of the corporate firms since they operate in the realm of society and draw their resources from it.

The passage of the Companies Act is seen as a step forward in ensuring that business contributes to equitable and sustainable economic development. However, there is a critical knowledge gap in identifying socially relevant projects as also the executing agency, resulting in CSR spending channelized for projects that are piecemeal, less impactful as also resulting in duplication of efforts (due to lack of convergence with the existing Courses and schemes). Also, in an effort to meet the spending obligations, the organisations/companies may not do the right due diligence to select high-impact CSR interventions. There is also a critical need to effectively quantify the impact of the CSR interventions, using the latest techniques.

Impact

- ◆ Strategies for operationalisation of the CSR initiatives through situational analysis and identification of needs (social, economic, environment) of the CSR target area.
- ◆ Design of specific high impact CSR initiatives in line with the legislative framework and policy guidelines.
- ◆ Practical understanding of the evaluation strategies for high impact CSR.
- ◆ Robust CSR roadmap/policy with focus on impactful interventions.

Participant Profile

Officers of Public sector and Private Sector organisations engaged in Planning, Land Acquisition, Environment, CSR and R & R Department.

Geospatial Technology in Land Acquisition

Programme Directors:

Venu Gopal Rao / Reshmy Nair

Dates:

Mar 11 - 13, 2024

Fee:

Rs.41,340 (US \$ 760)+
Applicable GST

Programme Overview

The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013 mandates minimization of land requirement, assessment of best alternatives, estimation of land and assets for LARR planning etc. The uses of geospatial technology has increasingly become important for project planning, land acquisition and rehabilitation process. Satellite images support in identifying and selecting appropriate & suitable land area considering availability land, land use/land cover and environmental norms. One of major challenge in land acquisition process is non-availability of cadastral maps. With the availability of very high-resolution satellite images, accurate topographic maps/cadastral maps can be developed with time & cost effectiveness. Further, the declassified 1960s-time CORONA spy satellite imagery (2m to 60 cm spatial resolution), the Landsat civilian remote sensing satellite imagery (1975 to present), Indian Remote Sensing (IRS) satellite data and high-resolution remote sensing satellite imagery (up to 30 cm) from other countries are invaluable sources for generating legally qualified geographic information on illegal encroachments in urban lands, forest lands, mining, and other government lands.

Course Takeaways - Planning and Monitoring for Land Acquisition and Resettlement

The three-day course shall provide in-depth understanding/knowledge of:

- ◆ Remote sensing satellite sensors and image data suitable for Land Acquisition (LA) and project planning
- ◆ Satellite image technical specifications with reference to LA requirements
- ◆ Selection of appropriate satellite data for supporting requirements of social assessment and resettlement planning provisions under RFTLARR Act, 2013
- ◆ Sources of satellite image data (open source and commercial) to meet requirements of LA and resettlement planning
- ◆ Technical information for data purchase/procurement of commercial data.
- ◆ Satellite image interpretation and analysis for land acquisition requirements
- ◆ Ground verification of satellite data and collection of attribute data required for Social Impact Assessment and illegal encroachment record finalization
- ◆ GIS based Social Impact Assessment and Monitoring of LA
- ◆ Case studies of projects implemented by the ASCI Land Centre

Finance for Non-Finance Executives

Programme Director:

M M Ali

Dates:

May 15 - 19, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Dates:

Dec 11 - 15, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

In today's integrated businesses environment, acquaintance of financial jargons is the key to success. As Executives move up the corporate hierarchy, they need to develop an understanding of the numbers that drive business. This programme is designed to decipher financial concepts and develop the ability to understand the implications of numbers on various corporate activities. A major learning of the programme is to interpret the informational content of financial statements and understand their connection with managerial decisions. The emphasis will be on making the contents relevant to the participants' own business environment. The programme would also enable the participants to understand how to use financial information in evaluating the impact of operating decisions on the bottom line. The concept of shareholder value creation and its linkages with managerial decisions will also be covered.

Impact

- ◆ Understand the key elements of Statement of Profit & Loss, Balance Sheet, and Cash flow Statements
- ◆ Experience the power of numbers in driving business performance
- ◆ Analyze and Interpret Financial reports and know the liquidity, Solvency, Profitability and Turnover position
- ◆ Explore the impact of managerial decisions on the profitability of the business
- ◆ To Build an analytical aptitude using case studies
- ◆ Effective communication with the finance executives

Participant Profile

Senior executives from non-finance functions such as marketing, operations, technical, HR, Legal, Analytics and IT, who would like to enhance their knowledge of finance and obtain practical insights into the subject. The programme is also applicable for those executives who are responsible for achieving performance targets and take decisions based on financial information

Bridge-it-All Relations

Programme Director:

Tanusree Chakraborty

Dates:

May 17 - 19, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Dates:

Aug 16 – 18 , 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Successfully navigating interpersonal relationships is an inherent quality of effective managers and is imperative to an organization's positive culture. Communication between persons, teams and other organizations have undergone a massive change today with the use of technology and an exponential increase of social media. There have been great changes in the way communication takes place from earlier times. In this context, Bridge-it-All Relations is a capsule programme that offers participants hands-on knowledge about different types of digital media and how to use them to accomplish certain goals and retain best interpersonal relationships. It also acquaints participants with the hazards of digital communication and declining interpersonal relationships. It explores various fundamentals of interpersonal relationships, helps gain a competitive advantage by learning the best practices backed by research methods, handles virtual communication dynamics and focuses on skills that managers need to reach their goals and target audience. Bridging the gap of any communication – whether digital or non-digital, effectively, is the main motto of this programme.

Coverage

- Interpersonal Relationships.
- Interpersonal Communication.
- Bridging the Gap.
- Personal Branding.
- Tech detox.
- Introduction to Virtual Teams and Virtual Communication.
- Media Richness.
- Social Media Management.
- Virtual Meetings: Boring to Awesome.
- Influence, Power and Questioning Strategies in Virtual Collaboration.
- Speaking and Presenting in a Virtual Context.
- Cyber Loafing.
- Phubbing.
- Communicating differently.
- Communicating with all.

Impact

- ◆ Gather greater insights into communication principles and techniques for in-person and virtual teams.
- ◆ Explore a science-based approach to create and deliver impactful presentations.
- ◆ Understand where there is a need to enhance and build communication skills.
- ◆ Develop an awareness of the differences between virtual and face-to-face communication when creating an effective team.
- ◆ Be aware of the social media do's and don'ts.
- ◆ Get awareness of cyber loafing and Phubbing and develop strategies to overcome them in self and others

Participant Profile

Senior and Middle Level Executives responsible from any functional area, including line functionaries. This programme is ideal for professionals and leaders at all career stages.

Financial Modelling using Excel

Programme Director:

M M Ali

Dates:

Jun 19 - 23, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Financial modelling using excel is the preparation of expected financial statements and predicting the financial performance of a company using valuation tools based on the assumptions and historical performance information. It will help managers to develop a solid understanding of financial modeling and to build efficient and error-free financial models, using best practices from the industry. Financial models are helpful to Investment Banker in valuing the company, research analyst in examining an organizations financial projection, credit analyst to determine the degree of risk factor, project managers in assessing the financial viability and financial analyst in accessing the value of a company which they want to merge or acquire and to create a funding plan through debt and equity components. This programme is designed for participants to forecast a company's future results and project future financial performance by combining accounting, finance, and business metrics. It is intended to give participants the opportunity to widen and deepen their knowledge of financial theory and practice by explaining how financial models and techniques may be implemented.

Impact

- ◆ Gain in depth understanding of financial forecasting
- ◆ Apply several support tools and techniques in spreadsheet programs
- ◆ Create models with multiple scenarios
- ◆ Design and construct useful and robust financial modelling applications
- ◆ Communicate the model clearly and concisely by utilizing sensitivity and scenario analysis

Participant Profile

Senior executives, corporate executives involved in financial decision making and professionals and research scholars dealing with financial data can enhance their knowledge of financial modelling and obtain practical insights into the subject. The programme is also applicable for those executives who are responsible for achieving performance targets and take decisions based on financial information

Sales for High Impact

Programme Director:

Venkata K Emani

Dates:

Jun 21 - 23, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Dates:

Dec 04 - 06, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Sales is a crucial function in any industry as it directly impacts the Top-Line. Sales Managers are under constant stress to perform better. As the world is rapidly changing due to the impact of Technology, they need to stay motivated and constantly upskill themselves to gather the skills needed to stay relevant and perform better in a VUCA world.

The focus of the programme will be to introduce the concepts of Modern Marketing, understanding the customers, GTM strategies, Effective Customer Relationship Management, using Marketing Analytics for competitive advantage, and Team and Channel Management for quantum leaps in sales numbers.

Becoming a better negotiator and learning to cope with stress is also going to be focussed.

Impact

Participants would have developed these key skills after the programme:

- ◆ Manage Sales cycle for high impact
- ◆ Leverage new Technologies and Digital Marketing strategies
- ◆ Bring behavioural changes in the Front-line sales team
- ◆ Become more customer-oriented
- ◆ Spot opportunities and better lead conversion
- ◆ Develop good negotiation skills
- ◆ Effective Stress Management
- ◆ Building a performance-oriented culture
- ◆ Channel optimization strategies

Participant Profile

This programme is designed for the Middle and Senior level Managers in the Sales function across industries such as BFSI, oil and Gas, Automobiles, Telecom, Information Technology, FMCG, FMCD etc. both from the PSUs and Corporate world.

Public Procurement Principles and GeM

Programme Director:

B V N Sachendra

Dates:

Jul 03-07, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Dates:

Jan 29 – Feb 02, 2024

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Public Procurement is a mechanism by which Governments and Public Sector Enterprises procure goods, capital equipment and supplies and arrange for their distribution, or award contracts for construction of civil and related works utilizing public funds and resources in a fair and transparent manner.

Public Procurement plays an important role in the economy of any country. Its importance stems in budget formulation and in achieving Value for Money through optimized resource application. It also plays a pivotal role in achieving and maintaining aggregate fiscal discipline through robust process control systems.

Various Ministries, Departments, and their subordinate offices, local urban bodies, Public Sector Enterprises and other Government(including autonomous) bodies spend a sizeable amount of their budget on procurement of goods, works and services to discharge the duties and responsibilities assigned to them. To ensure that these procurements are made in a uniform, systematic, efficient and cost-effective manner and also to ensure that there is fair and equitable treatment of suppliers, governments prescribe various statutory guidelines, provisions, rules, financial, vigilance, security, safety, counter- trade and other regulations from time to time. It is imperative that the executives / officers engaged in procurement activities possess thorough knowledge of all the relevant rules, regulations and procedures of public procurement to discharge their functions and duties effectively.

Impact

This training programme is intended to provide / refresh the broad perspectives of the principles and best practices of Public Procurement. The impact of the programme on the participants will be in terms of

- ◆ Familiarizing with the policies, principles and practices of Public Procurement with specific reference to GeM and global IT initiatives
- ◆ Sensitizing on processes / issues pertaining to Bid Documents, Receipt, Opening, Evaluation of Bids and Award of Contracts
- ◆ Deliberating on pitfalls and loopholes leading to corrupt practices and deliberating on how to plug them through effective audit and vigilance systems

Participant Profile

The programme is structured to serve the needs and interests of middle and senior level executives / officers in positions related to Public Procurement in Government departments, Manufacturing and Service Organisations. In particular, the programme will be of special interest to Ministries, Departments, and their subordinate offices / units; Central Public Sector Enterprises (CPSEs) / undertakings; any other body (including autonomous bodies) substantially owned or controlled by or receiving substantial financial Government assistance from taxpayers' money. This programme would be useful for all officials working in projects, procurement, contract and implementation functions with goods and equipment suppliers, civil works contractors and consultancy firms.

Application of AI/ML/Data Mining/IoT/Blockchain in the Industry

Programme Directors:

Karnak Roy / Saswat Kishore Mishra

Dates:

Jul 10 - 14, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

Organizations across the world are in the process of transitioning to Industry 4.0 for optimum utilization of resources and yielding best results using new-age digital technologies like artificial intelligence (AI), machine learning (ML), internet of things (IoT), blockchain, and so on. These new-age technologies are becoming more indispensable in the post-COVID business scenario as the key business functions are getting digitized at a faster pace as part of strategies to counter the challenges posed by the pandemic.

Objective(s)

The programme aims to build capability of the participants in decoding AI, ML, IoT, Blockchain and their business applications. Specifically, the programme attempts to – (i) provide an in-depth understanding of AI and ML – their purpose, scope, stages, applications and effects; (ii) provide a solid grasp of data science processes to make data-driven predictions through statistical inference; and (iii) provide insights on IoT and Blockchain technologies – their business utility and concerns.

Impact

- ◆ Perform data exploration, visualization, hypothesis building and testing
- ◆ Evaluate classification and clustering models to improve performance
- ◆ Learn the disruptions occurring in several domains/industries due to AI & ML
- ◆ Validate ML models and decode various accuracy metrics
- ◆ Build deep learning models on the cloud
- ◆ Implement data mining and deep learning algorithms
- ◆ Create interactive dashboards that tell a story with data
- ◆ Apply skills with hands-on projects

Participant Profile

Middle and senior-level officers/ managers/executives working in various sectors and who are instrumental in driving data-driven decisions for monitoring and improved business performance.

International Programme on 2016 Procurement Policy Framework for The World Bank Aided Projects

Programme Directors: Nirmalya Bagchi / B V N Sachendra / Dhruv Umadikar	Dates: Jul 10 - 21, 2023	Fee: Rs. 1,18,720 (US \$ 3390) +Applicable GST
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Programme Directors: Nirmalya Bagchi / Vilas Shah / Dhruv Umadikar	Dates: Sep 11 - 15, 2023	Fee: Rs. 1,18,720 (US \$ 3390) +Applicable GST
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Programme Directors: Nirmalya Bagchi / B V N Sachendra / Dhruv Umadikar	Dates: Nov 27 - Dec 08, 2023	Fee: Rs. 1,18,720 (US \$ 3390) +Applicable GST
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Programme Directors: Nirmalya Bagchi / Vilas Shah / Dhruv Umadikar	Dates: Feb 12 - 16, 2024	Fee: Rs. 1,18,720 (US \$ 3390) +Applicable GST
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Programme Overview

'Procurement' refers to the process of engaging contractors, suppliers and consultants for the construction of various works, facilities or supply of goods / equipment or providing related services required for development projects. The procurement function involves substantial investments that are often funded from loans or credits / grants provided by International Financial Institutions (IFIs) such as the World Bank, Asian Development Bank, African Development Bank, European Bank for Reconstruction and Development, etc.

This Programme explores, explains and clarifies the World Bank's 2016 Procurement Framework (PF) in detail.

According to the International Financial Institutions, the term 'Procurement' is applied broadly to the acquisition or purchase of works, goods, non-consulting services, and consultancy / advisory services of a project. Broadly the five stages involved in the procurement process for a project are:

- Identification of unique procurement needs
- Preparation of Project Procurement Strategy for Development (PPSD) and approval, and preparation of associated procurement documents / RFPs
- Bid / Proposal opening, evaluation and award of contract
- Contract administration, payments, claims and disputes resolution
- Closing of Contracts and project evaluation

The World Bank and the multi-lateral agencies have been providing loans, credits and grants for various developmental projects in countries all over the world. The deployment plans for procurement functions of implementing agencies are often confronted with problems and delays due to lack of trained personnel. The trained officials, if available, can cope with and perform complex national and international procurement operations at every stage of the project in accordance with the Procurement Procedures of the funding agency.

This has been identified as one of the major reasons for the delay in award of contracts, management of contracts and consequential time and cost overruns in many projects all over the world.

In order to assist borrowers to improve and speed up procurement operations, over the last 26 years, the Administrative Staff College of India has been conducting this Programme on a self-sustaining basis, in association GPCL Consulting Services Limited and with the technical support of the World Bank. The aim of the Programme is to build capacities for better understanding of the underlying core principles of the World Bank's 2016 Procurement Framework as applicable to various stages of project from the planning to final completion and acceptance. The Programme provides principles and procedures to be followed by the World Bank funded projects, based on the 2016 Procurement Framework of the Bank and opportunities to learn from experienced, practicing professionals.

The Programme addresses the main features of 2016 Procurement Framework regulations, approved selection methods and market approaches for procurement of goods, civil works and non-consulting services, and main features of selection documents for consultants and describes the relevant procedures for soliciting competitive bids and the subsequent processes for bid/proposal evaluation, award of contract and implementation of contract agreements.

Impact

The participants will be able to competently and effectively strategize, plan and carry out the procurement activities in accordance with the Procurement Framework / Regulations of July 2016 (revised in Aug2018) and associated procurement documents.

Participant Profile

Senior officials involved in the preparation, design, appraisal, procurement and contracts implementation of the World Bank Aided Projects.

LIST OF COUNTRIES PARTICIPATED IN THE PROGRAMMES SO FAR:

- | | | |
|--------------------------|----------------------|------------------|
| 1. Afghanistan | 20. Jordan | 39. Russia |
| 2. Albania | 21. Lao PDR | 40. Samoa |
| 3. Azerbaijan | 22. Lesotho | 41. Sierra Leone |
| 4. Bangladesh | 23. Liberia | 42. Sri Lanka |
| 5. Bhutan | 24. Macedonia | 43. Sudan |
| 6. Bosniaand Herzegovina | 25. Malaysia | 44. Swaziland |
| 7. British V.I. | 26. Malawi | 45. Tajikistan |
| 8. Cambodia | 27. Maldives | 46. Tanzania |
| 9. China | 28. Mauritius | 47. Thailand |
| 10. Egypt | 29. Moldova | 48. Turkey |
| 11. Ethiopia | 30. Mongolia | 49. Uganda |
| 12. Gambia | 31. Mozambique | 50. Vanuatu |
| 13. Georgia | 32. Nepal | 51. Vietnam |
| 14. Ghana | 33. Nigeria | 52. WestIndies |
| 15. India | 34. Pakistan | 53. Yemen |
| 16. Iran | 35. Palestine | 54. Zambia |
| 17. Indonesia | 36. Papua New Guinea | 55. Zimbabwe |
| 18. Kazhakastan | 37. Philippines | |
| 19. Kenya | 38. Romania | |

Inventory Management Strategies

Programme Director:

B V N Sachendra

Dates:

Jul 12 - 14, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

In today's economy, companies must be able to move large quantities of products quickly to locations across the globe. Overnight delivery methods have drastically altered customers' expectations regarding delivery times. Effective inventory management is no longer static. The emphasis is on movement and quick response to changing market demands.

Successful inventory management involves balancing the costs of inventory with the benefits of inventory. Research reveals that many organisations are failing to appreciate fully the true costs of carrying inventory, which include not only direct costs of storage, insurance and taxes, but also the cost of money tied up in inventory in a comprehensive way.

Outburst of COVID-19 has resulted in a health and humanitarian crisis. Supply Chains have been disrupted in many countries as the strategic focus of organisations, till then, was mostly on lowering costs of materials. Having been locked out of supplies due to shutdowns across and within the nations, organisations suffered greatly because of lack of access to components, intermediate goods and even finished products. They realised that in the Post Covid environment, there will be a high risk of disruption if they continue carrying limited inventories and rely heavily on few sources of geographically diversified supply. They are now being forced to revisit their Inventory Management Strategies incorporating a Just-In-Case (JIC) inventory system in addition to the popular Just-In-Time (JIT) inventory system, diversifying sources of supply and also developing fall back domestic suppliers because none of them want to get locked down again.

This programme will equip the participants with the tools and techniques they need to analyse and control inventory - from cost-cutting techniques to day-to-day management and the latest developments in inventory handling. The programme will be deliberating on the changes to be undertaken in the Inventory Management Strategies to effectively operate in Post Covid 19 business scenario.

Impact

- ◆ Enhance the understanding on how to purchase, plan, manage and control inventories and materials.
- ◆ Facilitate reduction of excess inventory and investment in the right inventories for better customer service, better investment turnover and greater profits.
- ◆ Promote an active exchange of experiences to evaluate inventory methods, make improvements to the current system, determine optimum inventory levels and analyze replenishment policies in light of the changes caused by the pandemic.

Participant Profile

Senior executives and managers who are involved in activities pertaining to forecasting or demand management, sales and operations planning, production planning, material requirements planning and inventory reduction. It will also be very useful to the operations managers, planners, product managers, other senior officers and managers who are involved in inventory accuracy, cycle counting, lot sizing, safety stock, manufacturing, warehousing, shipping, receiving, material handling and safety.

New CSR Framework: Implications, Implementation and Sustainability

Programme Directors:

Saswat Kishore Mishra / Venkata K. Emani

Dates:

Jul 17 - 21, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

With the Companies Act, 2013, India has become among the first countries in the world to have CSR in the statute providing for mandatory spending/reporting on corporate social responsibility (CSR) activities. Many firms have started to invest considerably in ensuring that their social initiatives are of the highest order and satisfy all stakeholders across company value chain. However, there is a huge gap in selecting projects that are socially more pertinent. Eventually, the CSR spending is maneuvered for projects that are fragmentary and relatively less impactful as also resulting in repetition and overlapping of efforts with the existing welfare programmes and schemes. It is equally important for firms to incorporate United Nation's Sustainable Development Goals (SDGs) into CSR strategies and, thus, operate across multiple jurisdictions. Additionally, there is a critical need to effectively quantify the impact of the CSR interventions using latest tools/techniques and methodologies.

Objective(s)

The programme aims to equip the participants with knowledge and skills to be able to incorporate a well-formulated strategy based on a synthesized approach that simultaneously promotes CSR & sustainability and fosters goodwill & stakeholder relationships.

Impact

- ◆ Understand the growth of CSR in India and the nuances of new CSR Regulation/Framework
- ◆ Learn the concept of CSR from a multi-stakeholder perspective
- ◆ Identify the implementational and operational challenges pertaining the new CSR framework
- ◆ Plan and strategize CSR through situational analysis of the target area
- ◆ Learn the tools and techniques to measure the impact of CSR interventions
- ◆ Develop a robust CSR roadmap with focus on sustainable development

Participant Profile

Middle/Senior level executives with at least two years of professional association in dealing with issues pertaining corporate social responsibility, sustainable development, conflict resolution and grievance redressal.

Agile Leadership Today and Tomorrow

Programme Director:

Tanusree Chakraborty

Dates:

Jul 19 – 21, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

As Industry 4.0 starts permeating into the economy, there is increased complexity, disruptiveness, and uncertainty, leading to changes in the way business is done. In order to cope with the demands of these changes, organizations and their leaders must deliver more innovative products and services and on a more frequent basis. Firms need to get used to changes in both their internal and external environments, and create systems that center on new trends, identify improvements, look at new manufacturing systems, all while assessing their impact on the management of their organizations. Leaders have to learn to embrace this change and adapt to moving quickly with the fast-paced changing business dynamics. This new kind of agile organization requires a new and radically different leadership approach. It is essential that business leaders develop new mindsets to successfully implement and lead agile organizations. They will need to acquire new skills so that they can change the way they work, demonstrate digital acumen, and also have the ability to unlock the potential in others. The present programme endeavors to develop an agile mind set among managers and leaders towards embracing changes in today's business and finding the time to nurture their own agility and discovering a meaningful role to play in an agile transformation. The Agile Leadership programme unveils a real-world experience and successful strategies in coaching agile teams and supporting agile transformations.

Impact

- ◆ A blueprint for becoming a strong leader and respond to change and uncertainty with resilient leadership.
- ◆ Skills to make data-driven decisions to real-world challenges.
- ◆ A robust view of strengths and weaknesses.
- ◆ The ability to quickly identify sources of conflict and solve them.
- ◆ The skills to motivate teams, encourage loyalty and influence people you work for and work with.

Participant Profile

Senior and Middle Level Executives responsible from any functional area, including line functionaries. This course is ideal for professionals and leaders at all career stages

Indices, Indicators, Fiscal Variables and Budget Analysis

Programme Directors:

Saswat Kishore Mishra / Karnak Roy

Dates:

Jul 24 - 28, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

Indicators and indices pertaining macro-economic variables constitute the backbone of fiscal policy making, including the coordination and surveillance of budgetary policy at the state/national levels. Hence, it is pertinent to enrich the debate on the fiscal indicators / indices and enhance the understanding of their functioning. More specifically, it is crucial to – (i) further inquire about the long-term sustainability of fiscal policy; (ii) measure the underlying budgetary position and fiscal policy; and (iii) learn about the reliability of fiscal indicators.

Objective(s)

The programme aims to enrich understanding of the participants on macro-economic indicators, indices, fiscal variables and budget analysis.

Impact

- ◆ Understand the planning process and appraisal
- ◆ Learn about accountability & transparency in budget preparation & execution
- ◆ Juxtapose the pros and cons of Goods and Services Tax
- ◆ Learn environmental accounting and budgeting techniques
- ◆ Carryout monitoring and evaluation of government programs
- ◆ Learn the concepts, methodology and construction of WPI and CPI
- ◆ Examine the role of public-private-partnership (PPP) in public service delivery
- ◆ Carryout social auditing as an impact assessment tool
- ◆ Understand how to construct multi-dimensional indices (such as MPI, MEDI, etc.)
- ◆ Learn how to empower communities through participatory rural appraisal (PRA)
- ◆ Learn why and how to use logical frameworks or 'logframes'

Participant Profile

Middle/Senior level officials of all – (i) State Departments of – Finance, Planning, Economics & Statistics; (ii) Union Govt. depts. of –Economic Affairs, Expenditure, Revenue, Financial Services, Public Enterprises, and Investment & Public Asset Management. The programme will also benefit financial analysts, investors, NGOs, etc., who keep a track of the macroeconomic indicators.

Project and Contract Management

Programme Director:

Vilas Shah

Dates:

Jul 31 - Aug 04, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Director:

Vilas Shah

Dates:

Dec 04 - 08, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Due to the complexities associated with executing both small and large scale projects, in all domains of expertise, more and more organisations are focusing on the development of project and contract management skills. The need for cross-functional coordination, human aspects of project success, intricacies of project formulation, implementation and evaluation and effective administration of contracts during execution, have become key success areas of project management expertise. These programmes aim towards meeting the current needs of a project manager both from the organisational and individual perspective. The programmes adopt an interactive approach, with a judicious blend of pedagogical tools like lectures, case studies, simulation exercises, group discussions, audio visual aids, business games and other exercises.

Objectives

The programme will aim towards meeting the current needs of a project manager / executive working in project mode; both from the organisational and individual perspective. The specific objectives of the programme will be to:

- ◆ Acquaint participants with tools and techniques to develop effective and efficient project planning, implementation and monitoring systems for various projects
- ◆ Enable participants to take well informed decisions under situations of uncertainty
- ◆ Enhance the understanding and appreciation of various (operational and legal) aspects of contract management
- ◆ Provide a forum for executives from different organisations to discuss various problems, project and contract management, and share their experiences, and issues pertaining to Government Departments

Participant Profile

Executives, Engineers, Officers and Managers responsible for project planning, appraisal, contract administration commercial management and project implementation in Government Departments, Public Sector Enterprises, Manufacturing Industries, Financial Institutions, Development Authorities, Research and Development Agencies, Construction Companies, and Service Organisations are ideal candidates to attend the programme.

Strategic Digital Marketing

Programme Director:

Venkata K Emani

Dates:

Aug 21 - 23, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Dates:

Jan 03 - 05, 2024

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

This programme serves the interest of people who are working in the area of marketing and communications. With the explosion of social media, Digital Marketing has become increasingly relevant for any organization. Managing messages in various channels for consistency across traditional silos of marketing, sales, advertising, and public relations assumes great importance. This has to be done keeping the strategic direction of the business in mind to achieve the corporate goals and objectives.

The programme aims to develop strategic Digital communication strategies for reaching out to the target customers by leveraging the strength of digital marketing across platforms and also learning to collaborate and work across Teams for effective performance.

Impact

Participants would have developed these key skills after the programme:

- ◆ Develop competence in various platforms of Digital Marketing and use it effectively
- ◆ Marketing Analytics for competitive advantage
- ◆ Collaborate and work across Teams
- ◆ Develop effective communication strategies
- ◆ Understand social media and use it effectively
- ◆ Understand and develop an IMC Plan

Participant Profile

This programme is designed for Middle and Senior managers in the Marketing and communication functions, PROs, and Business Heads across industries such as BFSI, oil and Gas, Automobiles, Telecom, Information Technology, FMCG, FMCD etc from the PSUs, NGO's and Corporate world.

Strategies for Cost Leadership

Programme Director:

M M Ali

Dates:

Aug 23 - 25, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

The intensification of competition has made it imperative for organizations to pursue strategies for cost leadership. Achieving cost leadership through cost minimization strategies can have a significant impact on the bottom line, by eliminating waste and making business processes more efficient. This programme offers a unique approach to managing costs by improving visibility over cost structures and business processes. The objective of the programme is to enable the participants to develop cost leadership by studying best practices both nationally and internationally. This programme provides the participants with valuable insights into the activity-based analysis of the business processes. This will enable them to identify non-value-adding activities and redesign these processes for improved efficiency. The programme provides comprehensive coverage of the implementation issues in developing strategies for cost minimization. The programme demonstrates a broad range of examples from both the manufacturing and service sectors. In this programme, participants develop a deeper understanding of a company's value chain and the link between the cost drivers and value creation.

Impact

- ◆ Understand product/service cost structures
- ◆ Gain insights into techniques for analyzing and minimizing costs across the value chain
- ◆ Develop perspectives on strategies for cost minimization
- ◆ Exemplify the significance of creating competitive advantage through cost leadership
- ◆ Develop skills in using tools like Activity Based Costing (ABC), Target Costing & Bench marking

Participant Profile

Senior executives in the finance and accounting functions and those responsible for managing the business through the P&L SBU heads and team leaders responsible for bringing about improvements through cost minimization will also find the programme useful

Legal Aspects of Contract Management and Administration

Programme Director:

B V N Sachendra

Dates:

Sep 06 - 08, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Contracts form the basis for many business relationships and dictate every aspect of business strategies and relationships. A tangible Contract Management function enables an organization to manage obligations in an effective manner; saves the involved parties from wasting significant time and effort countering non-productive and unpleasant situations and provides significant benefits in terms of business strategies and procedures.

Research reveals that in most of the developing countries, about 55% of contractual parties are not happy with each other and a majority of them end up in legal hassles despite spending a considerable amount of time and resources concluding contracts to their liking.

Once the contract is finalized and services are procured, many parties fail to properly monitor and ensure the implementation of the contracts and fail to fulfil their contractual obligations. Failure to meet these obligations often results in missed savings, heavy fines, costly and time-consuming litigations, and broken relationships — all of which constitute decreased stakeholder benefits and reduced Value for Money. Contract failures not only result in financial losses but also result in cascading adverse effects on performance because of disruption of work; counter productive activities like litigation; loss of reputation, goodwill; and so on.

In today's business environment, organizations have a wider choice in deciding on their contracting partners and contract management methodologies than ever before. As a result, managing contracts for supply of Goods, Works and Services has become a predominant activity for middle and senior level managers, officers and executives. It has become imperative for them to have thorough understanding of Contract Interpretation, understand the issues arising in contracts and their implications; sharpen the Contract Management skills; benchmark, adapt contract management best practices from the business world, familiarize themselves and enhance their knowledge on the Legal issues in Contract Management and Administration

The training programme aims to build the capability of the participating departments / organizations by enhancing the knowledge of participating officers / managers / executives to better appreciate the Legal Aspects of Contract Management and Administration.

Impact

By improving the capability of the managers, officers and executives in better managing contracts, organisations can achieve:

- ◆ Greater efficiency by having knowledgeable and confident officers / executives in place to manage risk and complexity associated with contract administration
- ◆ Better value through informed and proactive contract management decision-making and superior quality services and more satisfied service users

Participant Profile

The programme is structured to serve the interest of Executives / Officers / Engineers / Managers in middle and senior positions in Government, Manufacturing and Service organisations involved in contract management functions. In particular, the programme will be of special interest to:

Project Managers / Executives, Contract Managers / Engineers, Purchasing Managers / Executives, Commercial Managers / Executives, Materials Managers, Industrial Engineers, Financial / Cost Accountants, Legal Officers / Advisors – in short - everyone who is involved in management and administration of Contracts.

General Management Programme for Middle and Senior level Executives

Programme Director:

B V N Sachendra

Dates:

Sep 11-15,2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

In today's complex business environment, it is imperative that organizations continuously redefine their goals, revisit their strategies, restructure their structures, reshuffle their plans, redesign their products, reposition their services, recast their initiatives and refurbish their corporate image. In such a major ongoing exercise, organizations depend to a large extent, on the talent, drive, initiative and enthusiasm of their middle and senior level managers / executives.

However, if the middle and senior level managers have to deliver what is being expected of them, without failing and faltering, they will need to absorb, adopt and apply a variety of concepts, ideas and practices, which are outside their extant knowledge base. Therefore, progressive organizations will certainly want to equip them with multi-functional knowledge, problem-solving capabilities and inter-personal skills.

The proposed programme fulfills this very need of organizations - with a comprehensive, multi-disciplinary and cross-functional general management package customized to the profile of the middle and senior level executives. The Programme imparts to them, the knowledge and skills sets today, which will be required and expected of them tomorrow --- when they don the roles and assume higher responsibilities.

The Programme is designed to accelerate the career growth trajectory of the participants. It offers a unique opportunity to reflect on the major developments in the external business environment and their implications in the formulation of strategy. The programme will empower participants with the management expertise and cross functional perspective to drive strategic thinking in an increasingly competitive environment.

Impact

The programme will enable participating executives to

- ◆ Develop competencies to track changes in the business environment and understand their implications for business
- ◆ Measure, analyze and formulate strategies for sustainable growth
- ◆ Understand latest tools and techniques to develop operational capabilities for competitive advantage
- ◆ Obtain insights into leadership capabilities and leverage the leadership potential of the organization

Participant Profile

Middle and Senior level Executives, Engineers, Officers and Managers who are expected to shoulder leadership responsibilities in the near future in various Government Departments, Public Sector Enterprises, Manufacturing Industries, Financial Institutions, Development Authorities, Research and Development Agencies, Construction Companies, and Service Organizations are ideal candidates to attend the programme

Data-driven Decision Making

Programme Directors:

Karnak Roy / Saswat Kishore Mishra

Dates:

Sep 11 - 15, 2023

Fee:

Rs. 65,720(US \$ 1200)+
Applicable GST

Dates:

Dec 18 - 22, 2023

Fee:

Rs. 65,720(US \$ 1200)+
Applicable GST

Programme Overview

Data and algorithms are coalescing in powerful novel ways to solve organizational and real-world problems. Organizations that learn to extract the fundamental value of data and use it stand to drive profitable activities. However, the full value of big data and information can only be unlocked by enhancing the analytical capabilities of the stakeholders. Although many sectors are aggressively adopting applied econometrics, artificial intelligence (AI), machine learning (ML) and other new-age technologies such as internet of things (IoT), blockchain, data mining, etc., a massive skills gap exists across industries and government departments. Thus, it has become imperative for the officers/executives/managers to have in-depth understanding of applied econometrics techniques and new-age digital technologies.

Objectives

The programme aims to build competencies of the participants around– (i) handling big data, business analytics & applied econometrics tools, and (ii) decoding AI/ML/IoT/ Blockchain – that be used to drive critical strategic organizational decision-making.

Impact

- ◆ Perform data exploration, visualization, hypothesis building and testing
- ◆ Analyze, interpret and deliver data in meaningful ways
- ◆ Evaluate classification and clustering models to improve performance
- ◆ Learn the disruptions occurring in several domains/industries due to AI & ML
- ◆ Implement data mining and deep learning algorithms
- ◆ Create interactive dashboards that tell a story with data
- ◆ Apply skills with hands-on projects

Participant Profile

Middle and Senior Level Officers working in the State/Union Departments of – Planning, Economics & Statistics, Commerce & Industries

- Middle and Senior Level Managers working in Securities and Exchange Board, Stock Exchange, Consulting Companies, PSUs, and so on, who are instrumental in driving data-driven decisions
- Business Analysts/Economists/Statisticians working with the Banks
- Any Data Analytics Enthusiasts

Workforce Management in the Post Pandemic Period

Programme Director:

Tanusree Chakraborty

Dates:

Sep 13 - 15, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

As Industry 4.0 starts permeating into the economy, there is increased complexity, disruptiveness, and uncertainty, leading to changes in the way business is done. In order to cope with the demands of these changes, organizations and their leaders must deliver more innovative products and services and on a more frequent basis. Firms need to get used to changes in both their internal and external environments, and create systems that center on new trends, identify improvements, look at new manufacturing systems, all while assessing their impact on the management of their organizations. Leaders have to learn to embrace this change and adapt to moving quickly with the fast-paced changing business dynamics. This new kind of agile organization requires a new and radically different leadership approach. It is essential that business leaders develop new mindsets to successfully implement and lead agile organizations. They will need to acquire new skills so that they can change the way they work, demonstrate digital acumen, and also have the ability to unlock the potential in others. The present programme endeavors to develop an agile mind set among managers and leaders towards embracing changes in today's business and finding the time to nurture their own agility and discovering a meaningful role to play in an agile transformation. The Agile Leadership programme unveils a real-world experience and successful strategies in coaching agile teams and supporting agile transformations.

Impact

- ◆ A blueprint for becoming a strong leader and respond to change and uncertainty with resilient leadership.
- ◆ Skills to make data-driven decisions to real-world challenges.
- ◆ A robust view of strengths and weaknesses.
- ◆ The ability to quickly identify sources of conflict and solve them.
- ◆ The skills to motivate teams, encourage loyalty and influence people you work for and work with.

Participant Profile

Senior and Middle Level Executives responsible from any functional area, including line functionaries. This course is ideal for professionals and leaders at all career stages

Image Building

Programme Director:

Venkata K Emani

Dates:

Sep 20 - 22, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Image Building becomes imperative for any company that desires to build credibility and brand loyalty. It takes years to consistently build a strong image but only a fraction of a second to destroy it. Engagement with all the stakeholders and an integrated communication effort can help in creating this image. Participants will also learn about various aspects of branding along with the nuances of advertising and public relations

Impact

Participants would have developed these key skills after the programme:

- ◆ Understand the elements of image building
- ◆ Appreciate Brand creation and development
- ◆ Monitor social media
- ◆ Strategize the presence on social media
- ◆ Understand the value creation process
- ◆ Image 'makeover'

Participant Profile

This programme is designed for Middle and Senior managers in the Strategy, Marketing and communications functions, PROs, and Business Heads across industries such as BFSI, oil and Gas, Automobiles, Telecom, Information Technology, FMCG, FMCD etc from the PSUs, NGO's and Corporate world.

Alternative Dispute Resolution Mechanism to the Civil Court System

Programme Director:

B V N Sachendra

Dates:

Oct 30 - Nov 03, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

Dispute is like cancer. The sooner it is resolved the better it is for all the parties concerned. If resolution of dispute is delayed, new issues emerge over time, conflict grows at a very fast pace and the complexity associated to resolve it increases exponentially. Hence, it is essential to resolve the dispute, at the earliest.

Whenever a dispute arises, both parties generally seek professional help to enable them resolve the dispute. Litigation in Civil Courts can be expensive, inflexible and highly time-consuming. As a result, organisations prefer resolving disputes through alternative methodologies, wherever possible.

Settlement of disputes through reference to a third party is not anything that is new to us. It has been a part of our culture since time immemorial. It has undergone a phenomenal metamorphosis, growing from the stage of village elders sitting under a tree and resolving disputes to the stage of gaining a statutory recognition. Now-a-days, more and more disputes are being resolved out of the civil court system using Alternative Dispute Resolution (ADR) methods. The most commonly practiced forms of Alternative Dispute Resolution are Negotiation, Mediation, Conciliation and Arbitration.

Alternative Dispute Resolution methods offer a less adversarial procedure when compared with traditional litigation system. ADR methods can be employed in most of those cases that can be litigated, such as disputes relating to insurance, trade, technology, and so on. In most cases, ADR methods are faster, cheaper, less formal and more flexible than litigation. Another advantage in Alternative Dispute Resolution methods is that all the hearings and awards are private and confidential. Hence, organisations across the world are increasingly opting for these alternative forms of dispute resolution instead of going for litigations and civil court system.

This programme will equip the participants with the concepts, principles, provisions, and latest happenings in the domain of Alternative Dispute Resolution.

Objectives

The Programme is intended to provide a comprehensive perspective on the concepts, principles, provisions, latest happenings and best practices of Alternative Dispute Resolution Mechanism to the Civil Court System to the participants. The specific objectives of the programme are:

- ◆ To sensitise participants on the professional measures to maintain good relationship with Supply Chain partners and avoid conflicts in Contract Management
- ◆ To enhance the understanding of participants on the legal issues pertaining to Contract Management in terms of Commercial and Contract laws
- ◆ To enrich the knowledge of participants in the effective methodologies of Alternative Dispute Resolution Mechanism (Negotiation, Mediation, Conciliation and Arbitration) to the Civil Court System

Participant Profile

The programme is structured to serve the interest of executives in middle and senior positions in Government, Manufacturing and Service organisations involved in managing contracts, drafting legal documents, managing legal affairs and responsible for taking care of legalities like Conciliation and Arbitration. This programme is also suitable for Legal Officers, Legal Advisors, Company Secretaries, Chartered Accountants and all Officers/Executives managing and administering contracts.

Marketing Strategies for Base of the Pyramid

Programme Director:

Venkata K Emani

Dates:

Nov 01 - 03, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

This course is intended for those organizations that want to reach out to the section of the world's population who form the lowest strata in the socio-economic classification. Marketers need to target this segment for reaping the benefits. This course presents effective strategies for the same and helps companies to expand their customer base in emerging economies.

Impact

Participants would have developed these key skills after the programme:

- ◆ Develop a fair understanding of the Bottom of the Pyramid markets
- ◆ Effective use of Digital Marketing for targeting them
- ◆ Marketing Analytics for competitive advantage
- ◆ Go to Market strategies for these markets

Participant Profile

This programme is designed for Middle and Senior managers in the Marketing and communication functions, PROs, and Business Heads across industries such as BFSI, oil and Gas, Automobiles, Telecom, Information Technology, FMCG, FMCDs etc from the PSUs, NGOs and Corporate world.

FinTech

Programme Director:

M M Ali

Dates:

Nov 20 - 24, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

FinTech refers to the convergence of financial services and exponential technologies which will be key to build a strong digital economy, and lead India's transformation. India remains one of the largest markets where the structural enablers to setup and incubate fintech have come together strongly and at an apt time. Combination of steady economic growth with low penetration of financial services and availability of supporting infrastructure such as internet data access, smartphones along with utility infrastructure including Aadhaar based authentication and India Stack capabilities are likely to provide the required impetus to India's FinTech sector.

This course will be able to give the participants a "big picture" understanding of Fintech, break down the hype and jargon, and take tangible first steps towards the adoption of new technologies applicable to financial business and services and equip with FinTech techniques to analyze these financial innovations

Impact

- ◆ Knowledge in FinTech, Digital finance and RegTech
- ◆ The fundamental role of Data and Security in data-driven finance.
- ◆ Business and regulatory implications of technology for the financial industry.
- ◆ Ways to analyze and evaluate what is driving technology innovation in Finance

Participant Profile

Senior executives, corporate executives involved in financial decision making and professionals and research scholars dealing with financial data can enhance their knowledge of financial modelling and obtain practical insights into the subject. The programme is also applicable for those executives who are responsible for achieving performance targets and take decisions based on financial information

Achievement Orientation

Programme Directors:

Karnak Roy / Saswat Kishore Mishra

Dates:

Nov 20 - 24, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Achievement Orientation is continuously raising the bar to achieve superior performance in operational performance parameters, stakeholder value, and so on. It involves taking initiative for enhanced results and continuous creation of new opportunities. Given the ambitious strategic plans of governments and various other public/private sector firms, this competency would drive an individual to constantly raise performance standards and strive to achieve higher goals thereby contributing significantly to the organization's growth.

Objectives

The programme aims to increase the participant's strength of achievement motivation.

Impact

- ◆ Learn how to move from self-awareness to self-improvement
- ◆ Improve individual performance
- ◆ Assess and evaluate psychology and personality profiling
- ◆ Learn diverse team-working skills
- ◆ Develop and manage high performance teams
- ◆ Develop entrepreneurial mindset
- ◆ Embrace digital innovation skills for change
- ◆ Develop emotional intelligence
- ◆ Learn how to create and embrace an ownership mentality at work

Participant Profile

Junior/Middle level executives of the state/union government departments, public sector undertakings, and private sector companies with at least five years of professional association in dealing with issues pertaining leadership.

HR for Non-HR Managers

Programme Director:

Tanusree Chakraborty

Dates:

Nov 22 - 24, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Human Resource is a function that every organization from every sector has. It is such an indispensable vertical that no organisation can run without it. Its involvement starts from the time a requirement is planned or posted for a particular role and continues to every aspect of an employees' role in the organisation. Anybody who has been employed will appreciate the involvement of the HR at some or other points in their career or job. This programme HR for Non-HR Managers provides a robust introduction to the key principles, policies, and practices of human resource management. The programme aims to help participants understand various functions performed by HR and HR related functions, assemble sufficient knowledge about day-to-day HR activities. The programme also targets to develop a certain level of camaraderie and healthy relationship between HR and other functions of the organization. This programme is apt for people who are not from HR background or those who desires to refresh their HR concepts

Impact

- ◆ Anyone who wants to upskill in the Human Resource Management. Business owners and business persons of various pedigree. Any professional who wants to understand what HR role could be, management and leadership role holders in various organisations.

Participant Profile

Senior and Middle Level Executives responsible from any functional area, including line functionaries. This course is ideal for professionals and leaders at all career stages

Materials and Supply Chain Management

Programme Director:

B V N Sachendra

Dates:

Dec 11 - 15, 2023

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

The advent of globalization has resulted in a paradigm shift in the business environment. A transformed global commerce has eschewed highly unstable, unpredictable demand intensities and shrinking product life-cycles. Organisations, worldwide, have realized the need for optimizing effectiveness and efficiency at systems' level and adopting new technologies to enhance and optimize their supply chain capabilities.

The outburst of Covid 19 pandemic has resulted in a health and humanitarian crisis. It resulted in a huge adverse impact on every organisation across the world. The last two years have witnessed organisations experiencing tremendous cash flow pressure due to declining sales and high fixed costs.

Organizations, today (i.e., in the post covid environment), have to necessarily optimize effectiveness and efficiency at systems' level by collaborating across their Supply Chains. Managing Materials across the Supply Chain is not only an opportunity but is also a necessity for organizations to improve their competitiveness and of course, their performance. The scale of opportunity is immense for almost every business including those who are doing very well. The more efficient a business is in managing its Supply Chain, the cheaper and more reliable the operation becomes.

The programme is designed to provide valuable insights on key concepts and strategies in the management of Materials and Supply chains in Post Covid business environment; effective materials and supply chain management practices; business policies necessary to achieve effective materials management; ideas for organising warehouse or stocking facility; norms to decide when and how much to order; and analyzing the extent of material investment required.

Impact

- ◆ Enhance the understanding on the key issues in customer-centric supply chains.
- ◆ Highlight the increasing significance and contribution of materials and supply chain management to business results in the post pandemic environment and illustrate ways to cope with uncertainty in supply chains.
- ◆ Promote an active exchange of experiences to evaluate materials management methods in the changed environment, make improvements to the current materials management system, determine optimum inventory levels and analyze replenishment policies.
- ◆ Facilitate reduction of excess inventories and investment in right materials for better customer service, better investment turnover, and of course, greater profits.

Participant Profile

Senior executives and managers of operations, materials / production planning; purchasing, stores, distribution, marketing and sales. It is also very useful to systems analysts and MIS managers, financial and cost accountants and maintenance engineers for the design and implementation of materials and supply chain management systems and all those whose activities are closely associated with marketing, materials and distribution. Bankers can also derive benefit from this course in developing background in materials management to help their clients in financing and managing their working capital.

Digital Currency

Programme Director:

M M Ali

Dates:

Jan 08 - 12, 2024

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

A Central bank Digital Currency (CBDC) is the legal tender issued by a central bank in a digital form. It is the same as a fiat currency and is exchangeable one-to-one with the fiat currency. Only its form is different. CBDC is a digital or virtual currency, but it is not comparable to the private virtual currencies that have mushroomed over the last decade. Private virtual currencies sit at substantial odds to the historical concept of money. They are not commodities or claims on commodities as they have no intrinsic value; some claims that they are akin to gold clearly seem opportunistic. Usually, certainly for the most popular ones now, they do not represent any person's debt or liabilities. There is no ISSUER. They are not money (certainly not CURRENCY) as the word has come to be understood historically. Recent innovations in technology-based payments solutions have led central banks around the globe to explore the potential benefits and risks of issuing a CBDC to maintain the continuum with the current trend in innovations. RBI has also been exploring the pros and cons of introduction of CBDCs for some time and is currently engaged in working towards a phased implementation strategy, going step by step through various stages of pilots followed by the final launch, and simultaneously examining use cases for the issuance of its own CBDC (Digital Rupee (e?)), with minimal or no disruption to the financial system. This programme would enable the participants to pioneer the adoption of digital currency.

Impact

- ◆ Understanding about digital currencies in general and CBDC more specific
- ◆ Distinguishing between regulated digital currencies and crypto currencies
- ◆ Learning about Blockchain technology and its impact
- ◆ Determining the advantages and challenges of implementing a central bank digital currencies in terms of technical and economical

Participant Profile

executives and managers of any banking or financial institution or related regulatory authority, who would like to enhance their knowledge of digital currency and obtain practical insights into the subject.

Management Lessons from the Indian tradition

Programme Director:

Venkata K Emani

Dates:

Jan 08 - 10, 2024

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

India has a rich source of knowledge in our scriptures and epics that provide important lessons in Management for practitioners that are relevant even in the context of the present world. This will drive a person to live in harmony with his surroundings and achieve all the goals and objectives. Leaders can draw vital lessons in managing their teams and achieving personal excellence. Other aspects like motivating the team and dynamics of human behaviour shall also be discussed.

Lessons from folklore shall also be included. The participants can develop deeper insights into them self and learn to manage in the context of lessons from the scriptures

Impact

Participants would have developed these key skills after the programme:

- ◆ Understanding and appreciating the Indian Tradition along with its importance
- ◆ Relevance of the Indian style of management in the present-day world
- ◆ Achieve personal excellence
- ◆ Motivate self and Team
- ◆ A scientific overview of scriptures in the context of management

Participant Profile

This programme is designed for Administrators in the Government and Managers across levels and functions and Business Heads from industries such as BFSI, oil and Gas, Automobiles, Telecom, Information Technology, FMCG, FMCD etc from the PSUs, NGO's and Corporate world.

Developing Capability: Developing Self and Others

Programme Directors:

Karnak Roy / Saswat Kishore Mishra

Dates:

Jan 16 - 20, 2024

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

Building capability for developing self and others is key to sustained success, growth, and organizational effectiveness. It is about building a work environment of opportunities, meritocracy, creative learning and harmony. It also involves creating a knowledge culture and building an adaptive and flexible organization. However, self-improvement and change are an absolute pre-requisite for supporting and encouraging others in developing their knowledge, skills, and behaviors. Expressions such as “make sure you walk-the-talk”, “provide a role model”, “be the example your people can follow”, are though clichés but they aptly explain the role and responsibilities a leader carry. Future leaders have a critical role in securing the long-term future of an organization and its ability to achieve the strategic objectives.

Objectives

The programme aims to build competencies of the participants around – (i) identifying one’s own strengths, weaknesses and personality traits; and, (ii) exploring pragmatic ways of motivating, managing and raising awareness of colleagues’ character traits.

Impact

- ◆ Learn how to create a learning organization
- ◆ Explore and learn the tools of knowledge management
- ◆ Assess and evaluate personality profiling
- ◆ Learn to improve organization’s team-working skills
- ◆ Understand the importance of creating a learning culture within an organization
- ◆ Develop emotional intelligence
- ◆ Build and manage high performance teams
- ◆ Solicit solutions through crowd sourcing and open innovations
- ◆ Embrace digital innovation skills for change
- ◆ Build a learning organization through transformational leadership styles
- ◆ Apply Kaizen (in learning and development strategy) for continuous improvement
- ◆ Learn the essentials of blue ocean strategy to create new market space

Participant Profile

Junior/Middle level executives of the state/union government departments, public sector undertakings, and private sector companies with at least five years of professional association in dealing with issues pertaining leadership.

Time Series and Applied Econometrics

Programme Directors:

Karnak Roy / Saswat Kishore Mishra

Dates:

Jan 29 – Feb 02, 2024

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

The subject matter of 'econometrics' integrates economic theory, mathematics and statistical inference with an objective to quantify economic phenomena. The econometric methods and tools offer help whenever there is a requirement to find stochastic relationship in mathematical format. The econometric models, that essentially describe the behavior of people, are also used in other areas of science such as engineering, biology, medicine, geosciences, agriculture, and so on.

Objectives

The programme aims to develop deeper understanding of the participants on various econometrics techniques and their applications in policy analysis.

Impact

- ◆ Develop a robust understanding of the building blocks of modern econometric techniques
- ◆ Understand how to evaluate public policy initiatives using econometric tools
- ◆ Learn how to program econometric models using R-Studio / Python / STATA

Participant Profile

- Practitioners/Professionals who wants to build on their quantitative research skills
- Professionals working in or aspiring to work in policy research
- Business Analysts/Economists/Statisticians working with the Banks
- Any Data Analytics Enthusiasts

Understanding Corporate Financial Statements

Programme Directors:

M M Ali

Dates:

Feb 05 - 09, 2024

Fee:

Rs. 65,720 (US \$ 1200)+
Applicable GST

Programme Overview

Meticulously Analyzing Financial Statements can lead to better opportunities and growth of Business. Managers must develop a skill to gather insights into business by assessing financial health and discover how finance and accounting tools can be used to support informed decision-making within the organizations. This programme will equip the requisite financial skills and decipher the relevance of financial information for every functional manager in effectively contributing to the growth and success of their organizations.

Impact

- ◆ Able to recognise and describe the documents and financial statements of the Annual report
- ◆ Enumerate and interpret the information from the income statement, balance sheet, statement of changes in shareholders' equity, and statement of cash flows
- ◆ To analyse the impact of operating, financing and investing activities on cash flow
- ◆ To study the liquidity, solvency, activity and profitability and leverage position of the organisations

Participant Profile

Senior executives in the finance and accounting functions and those responsible for managing the business through the P&L SBU heads and team leaders responsible for bringing about improvements through cost minimization will also find the programme useful

Enhancing Workplace Effectiveness through the Art of Storytelling

Programme Director:

Tanusree Chakraborty

Dates:

Feb 14 - 16, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Storytelling is a powerful tool to creatively sketch the fundamentals of any transformation. Organizations need motivational nudge to adopt any kind of change. Today's agile organizations need good stories that include a hero, which can be a boss, a supervisor a colleague or may be a change agent, who stands out tall as a role model. Stories from the role models show the path of their goal or destination; explain the challenges that are in the way and also draw out the ways in which they can be overcome. As we step up to leadership roles, we are required to present our ideas to more audience as well as more frequently. Doing this is an art. The programme Managing through the Art of Story Telling is a blend of the art and science of storytelling to influence. It engages the participants with the technical as well as the artistic way how one story helps the audience to connect the dots. Scientifically well-told stories are so impactful because it lights up the same parts of the brain that would activate living the story in real time.

Coverage

- Leadership basics
- Introduction to storytelling
- Understanding the power of your voice
- The art of storytelling
- The Neuroscience of Storytelling
- Concept of mirror
- Communicating the right way
- Communicating with impact
- Listening skills
- Presenting your story
- Developing authenticity and building rapport
- Telling your story: Developing a dramatic narrative
- Handling objections and overcoming resistance

Impact

- ◆ Critically evaluate a range of theories to decode the components of persuasive communications
- ◆ Apply a range of different strategies to a variety of contexts to build rapport, overcome resistance, and find acceptance
- ◆ Develop skills to interpret the motivation of the audience and influence the way they think and feel to support your ideas

Participant Profile

Senior and Middle Level Executives responsible for Human Resource Management, including line functionaries can join the programme. Professionals from the functional area of marketing can also join the programme. Those interested or awaiting a leadership role would benefit from the programme.

Industry 4.0: The New Age Digital Technology

Programme Director:

B V N Sachendra / Karnak Roy

Dates:

Feb 26 - 28, 2024

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

The Fourth Industrial Revolution (Industry 4.0) is the continuing automation of conventional manufacturing and industrial practices using new edge digital technologies like AI, ML, IoT, Blockchain etc. These technologies are critical to establish large-scale Machine-to-Machine communication (M2M) and thereby ensuring increased automation, improved communication and invention of smart machines that can analyze and provide insights without the need for human intervention.

Organizations across the world have been in the process of transition to Industry 4.0 for optimum utilization of resources and yielding best results. These new edge technologies are becoming more indispensable in the post Covid business scenario as the key business functions are getting digitized at a faster pace as part of strategies to counter the challenges posed by the pandemic. Thus, it has become imperative for middle and senior level managers / executives to understand the concept of Industry 4.0 and appreciate the disruption that happened because of Industry 4.0 and its implications. The business environment is expecting the new age managers to enhance their knowledge and sharpen the technological skills, which are critical to undertake the transformation process, and to adapt best practices from the business world.

In this context, the training programme would provide a strong foundation on the concepts of Industry 4.0. and would equip the participants with the necessary understanding of the cutting- edge technologies that are central to the success of Industry 4.0. The programme also aims to build the capability of the participating departments

/ organizations by enhancing the knowledge and skill of participating officers / managers / executives in latest digital technologies like Artificial Intelligence (AI), Machine Learning (ML), Internet of Things (IoT) and so on.

Impact

By enhancing the capability of the managers, officers and executives in better understanding the scope and implications of Industry 4.0, organisations can achieve:

- ◆ Greater efficiency by having knowledgeable, skilled and confident officers/executives in place to manage risk and complexity associated with Industry 4.0.
- ◆ Better value through informed decision-making and
- ◆ Superior Quality services and more satisfied service users.

Participant Profile

The programme is structured to serve the interest of Executives / Officers / Engineers / Managers in middle and senior positions in Government, Manufacturing and Service organisations. Middle and Senior level managers responsible for driving the organizational growth using new age technologies will emerging benefit from the programme.

Women Leadership Programme

Programme Director:

J. Swarnalatha

Dates:

Jun 05 - 09, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

More than a few women have risen to positions as corporate chief executives, university presidents, state governors, and presidents of nations. Although women's progress in attaining power and authority is unmistakable, even now the presence of women in elite leadership positions is unusual enough that it evokes a sense of wonder.

Women's rarity in powerful roles has most often been ascribed to the glass ceiling, but this explanation no longer fits. The glass ceiling metaphor conveys a rigid, impenetrable barrier, but barrier to women's advancement are now more permeable. Although men have long monopolized leadership, especially in the more powerful roles, this is changing. In the United State and many other nations, women have gained new access to a wide range of leadership roles.

Organisations depend on effective managerial leadership. Managers have control over the organization of work as well as the hiring and firing of lower – level employees. Some scholars of leadership distinguish and controlling the flow of work in an organization without necessarily undertaking the leadership activities of setting new direction, inspiring innovations, and enabling successful adaptation to challenges. Even though this distinction between leadership and management can be useful, the two types of activities are intertwined in organisations.

Therefore, the mission of this program is extremely important. The best leadership is found by choosing leaders from the largest pool of talent, and that includes women. Opening doors for women fosters equal opportunity and can help a society to allocate its human resources optimally. With excellence in leadership is short supply, no group, organisation, or nation should tolerate the losses that follow from unfairly restricting women's access to leadership roles. This programme evaluates whether such restrictions are present and, if they are present, what can be done to eliminate them?

The demands of leadership roles promote similarity in male and female leaders. Still, even among managers in the same role, some sex differences have been detected. Women, more than men, have a democratic, participative, collaborative style. However, this tendency erodes some what when women are in male- dominated roles. Because women in senior management are rare, particularly in large corporations, they very often lead in much the same way as their male counterparts do. It is when leader roles are more integrated that women are more likely to exceed men in displaying democratic, participative style as well as interpersonally oriented styles.

It is also true that female managers are slightly more likely to have a transformational style than male managers. This trade emerges most strongly in the attention and mentoring those women managers provide to their subordinates. Also, women, more than men, use rewards to encourage appropriate behaviors. In contrast, men, more than women, attend to subordinates' failures to meet standards and adopt more problematic behaviors of avoiding solving problems until they became acute and being absent or uninvolved at critical times.

By the end of the programme participants will be able to understand and implement the following:

- ◆ Leadership modules and theories.
- ◆ Leadership assessment and evaluation: application of psychometric tools.
- ◆ Understanding and managing Gender Diversity at workplace.
- ◆ Leadership perspectives.
- ◆ Creative problem solving and decision making.
- ◆ Developing future leadership pipeline.
- ◆ Strategic Leadership in VUCAWorld.
- ◆ Crises management: leading high impactful teams and groups.
- ◆ Leadership for managing change: developing change makers.
- ◆ Strengthening verbal and non-verbal communications.
- ◆ Establishing a strong personal brand.
- ◆ Corporate governance and ethics.
- ◆ Understanding workplace dynamics.
- ◆ Sexual harassment at workplace and empowering women leaders to deal with it effectively.
- ◆ Potential to Performance : Training and Developing High performers.
- ◆ Talent management and Succession Planning – Exploring global best practices.
- ◆ Work-life Balance.
- ◆ Managing Stress and Time effectively.
- ◆ Fostering Innovation and Creativity in workplace.

Participant Profile

Senior and middle level executives of private sector, public sector and government departments. Also useful for HR professionals and trainers.

Building, Leading and Engaging High Performance Teams

Programme Director:

J. Swarnalatha

Dates:

Jun 19 - 23, 2023

Fee:

Rs. 65,720 (US \$1200)+

Applicable GST

Programme Overview

What does it take to build and manage a successful virtual team? Dispersed workforces are today's norm, and while virtual teams can be similar to traditional ones, leaders can no longer rely on only face-to-face communication and team building methods to build a productive virtual team.

The digital age is changing the way we work, play, communicate and think. It is an exciting frontier that rewards those that step up to the challenge and develop new levels of competence. While it may seem difficult to keep pace with technological changes, the abundance of new, user-friendly tools actually makes it easier to lead and collaborate across distance than ever before.

As Virtual Private Networks, Wi-Fi, and low-cost communication methods such as instant messaging and video chat become more reliable and common place, home-working and teleworking become an option for many teams. This option has provided organisations with numerous economic alternatives to the traditional face-to-face team structure.

Overall, virtual teams are very similar to traditional teams. However, communication and team building occur more naturally in face-to-face teams. Because of this, leaders of virtual teams should take deliberate actions to build in activities and practices that are vital to team success.

Impact

- ◆ Define the skill sets important to virtual team members and leaders.
- ◆ Identify the five success factors for building and leading virtual teams.
- ◆ Discuss the prevailing myths and challenges about leading virtual teams and ways to overcome them.
- ◆ Introduction to the tools, attitudes and actions leaders need.
- ◆ Creating a virtual team environment based on relationships
- ◆ Establish clear team expectations based on mutual trust and respect.
- ◆ Communicate effectively and use technology that fits the situation.
- ◆ Review the three components of an effective online meeting leadership strategy: Pre-meeting planning, managing the meeting, and post-meeting follow-up.
- ◆ Discovering ways to build cooperation and positive results in meetings using activities.
- ◆ Identify technical guidelines for online meeting effectiveness.
- ◆ Use activities to energize your next online meeting.
- ◆ Help identify what's unique about running an online meeting and what's needed to make it an interactive experience.

Participant Profile

Senior and middle level executives of private sector, public sector and government departments and HR professionals and trainers.

Achieving Sales Excellence

Programme Director:

Shahaida P

Dates:

Jul 03 - 07, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

The sales manager's role is challenging from numerous perspectives: Accelerating sales performance using digital-led sales channels, handling a diverse sales team, leading and coaching team members. Sales productivity has gained higher prominence as organisations strive to achieve enhanced performance to improve sales lead management, target setting, transparent metrics, robust sales mechanism and technical support systems which are severely stressed owing to the trials posed by longer sales cycles and slow receipts collection due to overall economic conditions. The focus of this programme will be on enhancing parameters for sales managers in the critical areas of lead management, aligning sales and marketing teams, go-to-market strategy and sales performance management.

Impact

This programme is designed for sales managers to strengthen their overall effectiveness in performing their roles by providing deeper insights into the sales/marketing functions and leveraging on the human capital in the sales team.

- ◆ Understand go-to-market strategy and lead management in the digital-first environment.
- ◆ Performance driven sales management. Insights about leading high performance sales teams.
- ◆ Understanding customer needs and assessing competition by blending online and offline channels.
- ◆ Creating value for the customer.
- ◆ The new integrated sales process (online and offline).
- ◆ Managing the sales pipeline.
- ◆ Managing behavior and results.
- ◆ Understand how technology enhances sales force effectiveness.
- ◆ Developing sales negotiation skills.
- ◆ Sales coaching techniques.

Participant Profile

The programme is designed for middle and senior level managers engaged in management of sales function or about to assume such responsibilities at corporate, zonal, regional or branch level, promoters of start-ups and family business. Marketing and commercial managers responsible for revenues and field level sales, retail and category managers, heads of business units, CEOs of small and medium enterprises.

How to Communicate with Diplomacy and Tact

Programme Director:

J. Swarnalatha

Dates:

Jul 12 -14, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Have you ever been awed by people who always seems to know what to say and how to say it in any situation? These people know how to communicate with diplomacy, tact and confidence.

The ability to communicate with diplomacy and tact improves your leadership skills by helping you manage change, negotiate and compromise, resolve conflicts, gain consensus and collaboration, and create a cohesive team. This is perhaps the single most important skill to influence people and drive results.

This workshop gives participants the opportunity to practice dealing with trying situations in a confident and diplomatic way. This program will help you influence outcomes and create cooperation through diplomatic and tactful communication. You'll realize that standing up for yourself, when done effectively, doesn't offend others; rather it strengthens your relationships and enables positive results through effective communication.

Diplomatic communication skills not only improve your professional image; they just make people like you! Develop flexibility in your communication style and assess the intent of your messages against the outcomes. Learn to control your "hot buttons" and respond instead of reacting, maintain composure when criticized. Avoid conflict by staying calm and poised under pressure.

You'll gain dexterity and grace in dealing with new or trying situations. You'll recognize how you come across to others, learn to speak honestly and confidently, manage your emotions, give and receive criticism constructively, and present yourself as strong – but not intimidating. Most importantly, you'll discover how to communicate in a manner that does not offend or create conflict.

Impact

- ◆ Discover whether your image is sending the wrong message.
- ◆ Develop flexibility in your communication style.
- ◆ Speak confidently, diplomatically, and tactfully in difficult situations.
- ◆ Use a tried and true method to disagree agreeably.
- ◆ Communicate more effectively through active listening skills.
- ◆ Avoid conflict, but stay calm and poised when it's unavoidable.
- ◆ Present yourself in a powerful way without intimidating others.
- ◆ Deal assertively and diplomatically with difficult people.
- ◆ Maintain your composure when criticized.
- ◆ Increase trust, credibility, and respect through words and actions Use Mediation Skills.
- ◆ Give and receive constructive feedback.
- ◆ Help others find common ground when holding opposing viewpoints.

Participant Profile

Senior and Middle level executives of private sector, public sector and government departments. HR professionals and trainers.

Driving Performance through Transformational Leadership

Programme Director:

Prabhati Pati

Dates:

Jul 17 - 21, 2023

Fee:

Rs. 65,720 (US \$1200)+

Applicable GST

Programme Overview

Organisations have to flourish in an environment characterised by uncertainty and unpredictability arising from constant technological, social, political and economic changes. In such environment, organisations necessitate an effective leadership to guide them through changes. Transformational leadership is about renovating an organisation; it is about transmuting the firm following a new vision which will lead to the evolution of the organisation's culture. Transformational leadership seeks positive transformations "in those who follow" and that achieves desired changes through the "strategy and structure" of the organisation. Substantially interactive leadership with clear vision/strategy will result in superior organisational performance.

Impact

- ◆ Improve core analytical skills required for approaching business performance challenges holistically .
- ◆ Gain insights into what drives successful execution of strategic initiatives.
- ◆ Apply design thinking principles to solve business problems—learn effective ways of designing teams, business operations, change management initiatives, and organisational structures and culture.
- ◆ Create a compelling vision for your initiatives and tie your initiatives to your organisation's overall strategy.
- ◆ Stakeholder implementation plan.
- ◆ Creating a Culture for High Performance.

Participant Profile

This programme is beneficial for the middle and senior level managers of the organisations both private and public enterprise. Newly promoted or to be promoted managers who hold key responsibility will benefit from the programme.

Leadership Excellence for Organisational Transformation

Programme Directors:

J. Swarnalatha

Dates:

Jul 17 - 21, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Transformation planning is a process of developing a [strategic] plan for modifying an enterprise's business processes through the modification of policies, procedures, and processes to move the organization from an "as is" state to a "to be" state.

The program on 'Leadership excellence for organizational transformation' is designed to provide a platform for deliberating upon key issues and challenges through meaningful dialogue and structured discussion.

Impact

- ◆ The objective of organizational transformation and renewal is to enable the participants to totally align with the organisation's vision, mission, strategy and systems. Transformational planning and organizational renewal is the coordinated management of change activities affecting users, as imposed by altered business processes, policies and procedures, and related systems implemented by the organisation.
- ◆ The workshop aims at enabling the participants to diagnose the current situation, generate ideas, explore possibilities and develop an agenda for the organizational transformation journey. The training presents a unique opportunity for greater bonding among the participants through carefully planned interactive exercises. The training emphasizes the need to incorporate the four pillars for organizational excellence namely: strategy and structure, process, leadership and performance. The program would be a transformation embracing experience for the participants making them open to fresh perspectives that would lead to organizational excellence.

Participant Profile

Senior and Middle level executives (Managers / Administrators) of public and private sector organisations, Government departments and service organisations such as banks, corporate hospitals, transport corporations, etc.

Coaching and Mentoring for Enhancing Productivity

Programme Director:

J Swarnalatha

Dates:

Aug 09 - 11, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Developing stronger relationships among colleagues drives results within the organisation and with vendors and partners. These relationships cannot be developed without strong mentoring and coaching. To develop these skills, mid- and senior-level leaders must have the tools to drive coaching and mentoring initiatives.

Distance is a critical challenge when building a culture of coaching and mentoring. Remote employees, cultures, age and geography all impact the ability to coach for strong results. Careful focus must be utilized to create the right environment and relationships for mentoring and coaching.

Additionally, commitment is related to all the other success factors. To get commitment from employees, you must lead by example and demonstrate your willingness to adapt to and thrive in the working environment.

A powerful way to engage employees, improve performance, and build loyalty is to create a mentoring program. Pairing less experienced workers with tenured workers can help keep lines of communication open. It demonstrates an interest in the longterm goals and success of employees, identifies opportunities to meet those goals, assists in succession planning, and passes on values and expertise.

A mentor provides professional advice and support. He or she willingly shares knowledge, experience and often personal and professional network contacts. Successful mentoring can help less experienced individuals navigate away from costly mistakes. For a mentor, the relationship provides an opportunity to gain a fresh perspective and the satisfaction from guiding others to professional success.

Impact

- ◆ Developing trust and relationships among employees.
- ◆ Coaching colleagues for continuous improvement.
- ◆ Recognizing the qualities of successful employees and leaders.
- ◆ Utilizing time-tested principles to lead your employees to success and help others advance in their careers.
- ◆ Applying the essentials for launching a successful mentoring initiative.
- ◆ Determining a mentoring purpose and what mentee groups your programme will serve.
- ◆ Using guidelines to find, prepare, and match mentors to mentees for win-win outcomes.
- ◆ Using a five-step process for mentoring conversations to build strong relationships.
- ◆ Effective coaching techniques.
- ◆ Helping close the gap between expected performance and actual results.
- ◆ Using the appraisal meeting to focus on future growth and training for others.
- ◆ Defining coaching and identify traits and behaviors of an effective coach.
- ◆ Applying the 7 coaching process steps to improve the Performance of others.
- ◆ Using the 9 coaching principles to get better results.
- ◆ Creating guidelines for measuring performance.
- ◆ Preparing and delivering contrastive feedback to avoid common feedback barriers Identifying ways to celebrate success.

Participant Profile

Senior and middle level executives of private sector, public sector and government departments and HR professionals and trainers.

Developing Entrepreneurial Mindset

Programme Director:

J Swarnalatha

Dates:

Aug 22 - 24, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

We often have the best intentions when it comes to goals. Some times we surprise ourselves and achieve great things - either personally or professionally. At other times we make a few attempts then abandon our efforts before we realize any benefits. How is it that sometimes we push through barriers to reach our goals, yet at other times we come up short or get derailed?

Successful leaders and managers take an active role in goal setting and hold their people accountable. But doing so in a supportive way is critical for the members of the team to feel that what they do makes a difference, keep engagement levels high, and ultimately achieve optimal results.

Employees are open to influence and motivation. “If you tell me what to do, I will do it to protect my job. But if you inspire me to do it, I will do it to the best of my ability.”

Many people are uncomfortable when it comes to facing tough managerial situations, such as giving negative feedback, taking an unpopular stance, or handling difficult situations and people. They worry about dealing with motions, aggression and fear. Without strategies in place to manage these difficult situations, it’s easy to become overwhelmed and react poorly.

Learning the right strategies to deal with difficult circumstances enables managers to courageously approach conflict in an unemotional way and influence others to do the same. The resulting conversations create a more productive environment filled with employees and leaders willing to compromise and provide specific and meaningful feedback.

How well do you really know your coworkers? Even though you may see and talk to team members on a regular basis, some may still feel like strangers to you. The best way to create the foundation for teamwork and professional relationships is by getting to know others as individuals, looking beyond their role in the organization.

Great conversationalists are able to find connections with others by asking the right questions and learning team members’ likes and dislikes. As a result of these relationships, trust is formed and teamwork comes more naturally. In this fast-paced webinar, you will hone the skills needed to have powerful conversations that will improve professional relationships, build trust, and get real results.

In this programme, you will learn the importance of getting really clear about what you want. You’ll pinpoint with a laser-like focus the small steps that you need to getting big results. And you’ll learn how setting SMARTER goals is the key to overcoming obstacles and consistently achieving success.

This programme will help you instill in your team the importance of individual, team, and development goals, and create a culture of high performance. You will learn tips to build employee engagement that drives positive outcomes, and best practices for holding individuals and teams accountable to the agreed upon goals.

This programme is designed to work through multiple strategies and formulas to help participants remain cool under pressure, navigate difficult situations, and practice giving and receiving feedback.

Impact

- ◆ Create SMARTER goals for personal and professional success.
- ◆ Identify why dreaming big and focusing small can help you overcome any obstacle.

- ◆ Explore 10 tips for achieving goals and improving your performance.
- ◆ Communicate the importance of individual, team, and development goals to achieve strategic objectives.
- ◆ Create a culture of performance to deliver excellence.
- ◆ Build employee engagement to ensure positive outcomes.
- ◆ Hold individuals and teams accountable to realize results.
- ◆ Determine your leadership style and the impact of that style on your team.
- ◆ Value human potential and build relationships of mutual trust and respect.
- ◆ Delegate responsibility, authority and accountability.
- ◆ Create stretch goals for yourself and your team members.
- ◆ Bring out the leadership potential in others.
- ◆ Give difficult feedback without creating resentment.
- ◆ Resolve conflicts quickly before they affect the whole group.
- ◆ Create stretch goals for yourself and your team members.
- ◆ Bring out the leadership potential in others.
- ◆ Give difficult feedback without creating resentment.
- ◆ Resolve conflicts quickly before they affect the whole group.
- ◆ Share information and viewpoints openly and directly.
- ◆ Navigate difficult people and difficult situations.
- ◆ Skillfully give and receive constructive feedback.
- ◆ Use a six-step process to remain cool under pressure.
- ◆ Apply a proven process for connecting with others.
- ◆ Identify the 3 types of questions for effective conversations
- ◆ Leverage the 7 keys to being a great conversationalist.
- ◆ Use the Conversation Starter Guide to have meaningful conversations with anyone.

Participant Profile

Middle level executives and first time managers of private sector, public sector and government departments and HR professionals and trainers.

Boot Camp for Line Managers

Programme Director:

J. Swarnalatha

Dates:

Sep 04 – 08, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Trust is the foundation of all successful professional relationships. Once we have built trust, we are able to build even stronger relationships by collaborating with our colleagues. By focusing on the “Be Collaborative” behavior, we will establish professional rapport while building productive work relationships.

In any industry, our managers and customers have high expectations of us, and most of our organizations require that we do more, better, faster, with less. The best way to meet those challenges is through creating strong teams, supportive relationships, and a cooperative work environment. Beginning with establishing trust and rapport, we can develop relationships that will enable us to meet our career goals.

By recognizing our dominant style and developing the ability to identify traits in others, we can change our behaviors to interact with a wide variety of personalities and tendencies.

You need to identify your own strengths and weaknesses in order to take control of your actions and feelings. Then you can focus on understanding others and use effective approaches to build collaboration.

If you have ever needed to persuade others through a presentation, you know there are a host of challenges to doing so effectively. By putting yourself in the listener’s situation, a presenter can more easily see the audience’s point of view and appeal to their interests. It is also critical that you have a message that is clear, concise, and easy to understand.

A presentation is one of the most important tools a professional has forgetting things done and influencing others. Whether you are persuading colleagues, selling to a client, energizing a team, or recommending an idea to senior leaders, an effective presentation can be the difference between your success and failure.

You will learn a proven structure for organising a persuasive presentation, identify ways to use audience-appropriate evidence, and learn other best practice tips for presenting to persuade.

This interactive programme will help you focus on the visual, vocal, and verbal components of presentation delivery so that your message has the intended impact on your audience.

Impact

- ◆ Cultivate a trust-based work environment using proven principles.
- ◆ Minimize trust busters and restore broken trust.
- ◆ Appreciate how trust is cornerstone to employee engagement and retention.
- ◆ Identify your own personality style and how you react under pressure.
- ◆ Modify your behaviors to be able to connect with people of different styles.
- ◆ Influence attitudes and behaviors of others.
- ◆ Identify and use the steps in a proven structure for persuasion.
- ◆ Apply the power of evidence and other presentation best practices.
- ◆ Compel listeners to action by clarifying the benefits for them.
- ◆ Use the planning worksheet to create a persuasive presentation.
- ◆ Follow eight tips to build rapport and persuade.
- ◆ Recognize how structure, content and delivery together create impact.
- ◆ Examine the importance of verbal and nonverbal cues to your message.
- ◆ Use the correct opening and closing to match your message.
- ◆ Leverage seven tips for delivering a message with greater impact.
- ◆ Examine a variety of methods and tools to strengthen your message.
- ◆ Apply principles for building trust and rapport in relationships.
- ◆ Identify opportunities to improve relationships and build collaboration between teams.
- ◆ Collaborate with others to create synergy.

Participant Profile

Middle level executives and managers of private sector, public sector and government departments and HR professionals and trainer

Corporate Social Responsibility and Communication: Planning, Implementation and Impact Evaluation

Programme Director:

Prabhati Pati

Dates:

Sep 12 - 14, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

With the Companies Act, 2013, India has become among the first countries in the world to have CSR in the stature providing for mandatory spending/reporting on corporate social responsibility (CSR) activities. But CSR is particularly important for firms in sectors characterised by their close ties with their social and environmental context, especially the multinational enterprises operating in resource-rich developing countries. Such firms face – environmental, health & safety, liability, and reputational - risks which are critical to the corporations' long-term success. Many firms have started to invest considerably in ensuring that their social initiatives are of the highest order and satisfy all stakeholders across company value chain. However, there is a huge gap in selecting projects that are socially more pertinent. Eventually, the CSR spending is maneuvered for projects that are fragmentary and relatively less impactful as also resulting in repetition and overlapping of efforts with the existing welfare programmes and schemes. It is equally important for companies to incorporate United Nation's Sustainable Goals (SDGs) into CSR strategies and thus operate across multiple jurisdictions. Moreover, strong stakeholder connect, effective communication and credible reporting of activities are integral to successful implementation of CSR projects. Also, for every investment made under the CSR, it is imperative to measure the outcomes/returns. Hence, there is a critical need to effectively quantify the impact of the CSR interventions using latest tools/techniques and methodologies.

Programme Objective

The overall objective of the programme is to equip the professionals with knowledge and skills to be able to incorporate a well-formulated strategy based on a synthesized approach that simultaneously promotes CSR & sustainability and fosters goodwill & stakeholder relationships. Specifically, the programme attempts to -

- Equip the participants with comprehensive understanding of the new CSR framework and operational knowledge
- Acquaint the participants with the design of specific impactful CSR initiatives in line with the new framework and policy guidelines
- Provide an in-depth practical understanding of the impact evaluation techniques/strategies/methodologies of CSR interventions.
- Provide learnings on how to effectively communicate CSR activities.

Programme Content

- CSR in the present business scenario
- CSR in the Indian macroeconomic environment
- Legal framework for CSR in India
- CSR and stakeholder connect
- Corporate strategy, sustainable development, and CSR
- CSR and Operational challenges
- Effective CSR communication
- CSR and employee engagement
- CSR project impact assessment and performance analysis

Participant Profile

The programme has been designed keeping in mind the needs of middle/senior level executives with at least two years of professional association in dealing with issues pertaining corporate social responsibility, sustainable development, conflict resolution and grievance redressal mechanism.

Managing Creativity and Innovation

Programme Director:

Prabhati Pati

Dates:

Sep 13 - 15, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Creativity is the thinking process that helps us generate ideas and innovation is the practical application of such ideas towards meeting the organisation's objective in a more effective way. There is an urgent need to expose the employees to the process of creativity and remove thinking blocks so that they can contribute to the development of their organisations.

Further, nurturing a creative culture has also become a necessity in the organisations of today. In a highly competitive environment, creative and innovative organisation succeeds and prospers better than others. This programme has been designed to impart the skills of creative thinking and understand the whole process of innovations at work.

Impact

- ◆ Gain conceptual and operational understanding on organisational creativity and Innovation.
- ◆ Learn various techniques to improve creativity.
- ◆ Help the organisation create a culture of creativity and innovation.

Participant Profile

Senior and middle level executives of public sector, private sector and government institutions both functional and personnel / human resources.

HRM for Line Managers

Programme Director:

J Swarnalatha

Dates:

Sep 18 – 22, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Human Resource Management function, per se, is largely performed by line functionaries, as they interface with the people on continuous basis to accomplish the task and make the organisation effective. The competition in the business environment has intensified the need for innovation in Human Resource Management to enhance HR's contribution to organizational performance. There has been growing realization among enterprises that the alignment of Human Resource Management is a prerequisite to complete internal alignment processes and make the organisation to effectively respond to the ever-changing business environment. In this context, it is extremely important that the Line Managers and HR professional develop a common perspective of Human Resource Management function. Accordingly, the Programme on Human Resource Management for Line Managers is aimed at aligning Human Resource management function at the shop floor as well as at the organization level.

Impact

- ◆ Develop better understanding and diagnosis of the problems associated with the people management in organizations aiming at aligning Human Resource management function with Corporate Direction.
- ◆ Provide an opportunity to study various dimensions of Human Resource Management, including Human Resource Development, Performance Management, Leveraging Human Potential, Employee Relations, etc. in the light of changing Business Environment.
- ◆ Exchange information, based on the experience to reinforce the learning process on practices and strategies in managing Human Resources.

Participant Profile

Senior and middle level executives connected with the responsibility of Managing Human Resources including those dealing with HRD, Performance appraisal, Manpower Planning, Employee Relations, etc.

Critical Thinking for Strategic Decision Making

Programme Director:

J Swarnalatha

Dates:

Sep 26 - 28, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Individuals and organisations alike are faced with many choices and an overload of information that can make decision-making quite a challenge.

Decisions are best made at the level at which they will be executed. To gather the right data, analyse it, involve the right people and resources, and come to a good decision all takes time. Sometimes this seems impractical, or even impossible.

One of the greatest challenge's organizations face is how to foster innovation while still practicing critical thinking and logical decision making. Critical Thinking guides us through all the phases of generating and evaluating new ideas and can help organizations solve problems using rational thought and logical decision-making.

Successful leaders and managers take an active role in goal setting and hold their people accountable. But doing so in a supportive way is critical for the members of the team to feel that what they do makes a difference, keep engagement levels high, and ultimately achieve optimal results.

You can't always control change, but you can control your attitude towards it. Adapting your attitude is the first step toward being prepared for the challenges of a changing environment. When you learn to be flexible in uncertain times, you can remain productive and positive and help others do the same.

Impact

- ◆ Getting really clear about what you want.
- ◆ Pinpointing with a laser-like focus the small steps that you need to get big results.
- ◆ Creating SMARTER goals for personal and professional success.
- ◆ Identifying why dreaming big and focusing small can help you overcome any obstacle.
- ◆ Exploring 10 tips for achieving goals and improving your performance.
- ◆ Learning to embrace change by focusing on what you will gain, not what you will lose.
- ◆ Garnering the attention of others as a change agent, armed to lead the change in your organisation.
- ◆ Defining the challenge of change.
- ◆ Committing to principles for adapting to change.
- ◆ Adapting personal work patterns and attitudes in response to change.
- ◆ Being a role model of change for others.
- ◆ Using six proven tools and methods to solve challenging problems.
- ◆ Applying decision making techniques to reach more sound decisions.
- ◆ Applying principles for controlling stress and worry that can get in the way of making good decisions and problem solving.
- ◆ Use the Critical Thinking Process to gather and interpret relevant information and come to well-reasoned conclusions and solutions.
- ◆ Differentiate between the Green-light and Red-light thinking mechanism.
- ◆ Employ visualization and fact finding to verify that you have identified the real cause of the problem.
- ◆ Critically evaluate alternatives using deductive and inductive reasoning strategies, the ladder of inference, and ogic trees.
- ◆ Apply decision-making techniques to choose effective solutions.
- ◆ Communicate the importance of individual, team, and development goals to achieve strategic objectives.
- ◆ Create a culture of performance to deliver excellence.
- ◆ Hold individuals and teams accountable to realize results.

Participant Profile

Senior and middle level executives of private sector, public sector and government departments.

Strategic Branding with Customer Focus

Programme Director:

Shahaida P

Dates:

Oct 04 - 06, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Brands are built in the minds and hearts of customers. Ensuring that brands are relevant to the changing customer psychology is a major challenge faced by brand managers especially in the new world scenario where in the traditional brand-customer touch points have migrated to the digital and applications world.

The most valuable assets of a company are its brands and they have to be nurtured over time. Investment in brand building has resulted in short term and long-term profitability.

This programme is holistic and provides you with necessary theory, models and practical applications to analyze, develop and manage a brand over time.

Impact

- ◆ Understanding the process of building a customer-focused brand in a virtual-first world with empathy
- ◆ Develop an in-depth understanding of brand management from strategic and tactical perspectives
- ◆ Understand Brand Positioning strategies by bridging the gaps between customer relationships and brand authenticity
- ◆ Know Key Brand Analytics
- ◆ Understand consumer research in branding
- ◆ Understand effective brand communication strategies by staying effective in the age of e-commerce

Participant Profile

Middle and senior level managers working in the areas of sales, marketing and business development. The programmes is suitable for managers from any sector such as consumer, trade and business to business markets representing both products and services. Typical designations would be product / brand managers, marketing managers, public relations officers, strategic planners, business heads, Marcom managers, corporate communications managers from public, private and NGO sectors.

Train the Trainers - Master Trainers Course

Programme Director:

J. Swarnalatha

Dates:

Oct 09 - 13, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Effective delivery of training is emerging as a key competency required for executives to grow in the organisation and ensure effective performance. Experience and skills are necessary for high quality training delivery. However, these in isolation are not sufficient for ensuring effectiveness of training programme. Training design and delivery require ability to effectively communicate with the participants, understand learning orientations of the individuals and building training climate conducive to internalization of learning. The proposed programme is designed to help participants in developing above-mentioned skills.

Impact

The programme focuses on providing training design and delivery skills to the executives. By the end of the programme participants will be able to:

- ◆ Understand individual strengths and weaknesses for being effective trainer.
- ◆ Acquire competencies required for being an effective trainer and understand intricacies involved in training delivery.
- ◆ Build an individual action plan for further developing knowledge, skills and attitudes required for being effective trainer.

Participant Profile

HR professionals, trainers, senior and middle level executives of private sector, public sector and government departments

Leadership Skills Development

Programme Director:

Prabhati Pati

Dates:

Nov 20 - 24, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

In the current fast-paced business environment and highly competitive labour market, organisations have high expectations of their leaders. The ideal leader is flexible, proactive, possesses strategic thinking and analytical skills. S(he) is culturally well versed and adept at taking the organisation to the next level of performance. To attain this level of leadership, the organisation must be committed to leadership development of its senior and middle level executives. The programme is designed towards achieving these objectives.

Impact

To enhance participants learn various leadership skills like

- ◆ Organizational Leadership in Adverse Environment’.
- ◆ Problem Solving and Decision Making.
- ◆ Communication Skills.
- ◆ Conflict Resolution and Negotiation Skills.
- ◆ Managing Change.
- ◆ Adversity Quotient.
- ◆ Executive Coaching and Performance Counseling.
- ◆ Creating Organisational Culture for High Performance.
- ◆ Strengthening Organizational Processes and succession Planning for Organizational Growth and Sustainability’.

Participant Profile

Senior and Middle level executives (Managers / Administrators) of public and private sector organisations, Government departments and service organisations such as banks, corporate hospitals, transport corporations, etc.

Enhancing Interpersonal Effectiveness for Positive Work Culture

Programme Director:

J. Swarnalatha

Dates:

Dec 11 - 15, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

A positive culture in the workplace is essential for fostering a sense of pride and ownership amongst the employees. When people take pride, they invest their future in the organization and work hard to create opportunities that will benefit the organization. By identifying and rewarding those who are actively striving towards creating a positive work culture, and supporting others around them, companies can encourage others to do the same. Positive attitudes and behavior in the workplace are the direct results of effective leadership and a positive management style.

Interpersonal relationship is a key factor for achieving organisational goals. However, there has been little effort by organisations to enable their managers to develop the skills of interpersonal relationship. This programme is designed to bridge the gap.

Although the programme is based on the simple but profound theory of Transactional Analysis, it is designed keeping in mind the need for managers to internalize the concepts within the short duration of the training programme.

Impact

- ◆ The thrust of the programme is self-realisation and reinventing one's relations with others, particularly in the context of organisational functioning. The programmes will be highly practical with hands-on exercises and group discussions.

Participant Profile

Senior and Middle level executives of private sector, public sector and government departments. Also useful for HR professionals and trainers.

Effective Trade Union Management

Programme Director:

J Swarnalatha

Dates:

Dec 18 - 22, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Trade unions are in the midst of dramatic changes the world over. Trade unions need to organize their resources better and utilize the executive and administrative skills of their office-bearers optimally.

The present context of the business environment brings enormous pressure on the Trade Unions to keep themselves aligned with the changes.

Moreover, there has been, over the last few decades, a marked change in the socio-economic status of workers in the organised sector. This change has created new challenges for the leaders of most unions. Further, several segments of officers too have collectivized.

Impact

- ◆ Develop appreciation of the business environment and the role of trade unions in the corporate sector.
- ◆ Facilitate exchange of experiences and provide insights into efficient management of trade union affairs and
- ◆ Help provide a platform for experience-sharing and creating a network.
- ◆ It is a Capacity Building training for trade unions and their members to improve members knowledge related to trade union administration and financial management.
- ◆ The programme will provide an opportunity for the participants to improve their knowledge and skills on trade union administration including financial management of their organisation.
- ◆ This training is expected to contribute to the capacities of trade unions for effective workplace cooperation and improve productivity as well as to strengthen and enhance the capacity of trade union members on Trade Union administration.

Participant Profile

This programme is not only meant for the office-bearers of trade unions, associations or federations, but also for HR professionals and line managers who are in regular contact with workers and union members.

Tapping Leadership Potential through NLP

Programme Director:

J. Swarnalatha

Dates:

Jan 01 - 05, 2024

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

The fast-changing business scenario and an increasingly competitive environment are sending strong signals for change in organizational culture and managerial practices. Organizations that have largely been static and mechanistic, so far, need to become dynamic, organic and innovative now. Managers, therefore, have to reorient their functioning by shifting attention from more efficiency in performance to effectiveness and excellence through refining the inter-departmental and intra organizational management processes.

Leading is about inspiring yourself and others to work towards a vision and mission and purpose in which the team believes in instead of telling people what to do. It is about finding unique ways of using your talents instead of using old processes (or programs) from the past. NLP is concerned with developing our awareness of others and ourselves so that we each find our own way to do what we want to do. More than anything, NLP is a way of continually learning that what works today will be different from what worked yesterday and what will work tomorrow.

Identifying leadership potential, determining the right development actions for them, and putting high potential individuals into key development roles quickly can differentiate successful organizations. Sometimes leadership potential means becoming more professionally competent in an area of the organization that the individual is already working in, sometimes it means taking on new responsibilities in another area of the organization, and sometimes it means taking on leadership responsibilities. What we do know is that Leadership potential, regardless of the direction, involves a combination of both personality and cognitive ability.

NLP methodologies enable people to modify beliefs, feelings and behaviours that used to hold them back and assist them in taking on new ways of speaking, learning, deciding, feeling and acting. And organizations need people who can communicate, relate, manage time, motivate and develop their own and others' performance; one way to do this is by pinpointing the precise qualities of thinking, emoting, speaking and acting used by effective change agents so that they can train their people to do the same.

Neuro-linguistic Programming (NLP) is a set of principles, models, and tools for learning, communication, and change. It describes the workings of the mind and how verbal and non-verbal language is used to communicate our thoughts.

NLP is the study of our thinking, behaviour, and language patterns so that we can build sets of strategies that work for us in making decisions, building relationships, starting up a business, coaching a team of people, inspiring and motivation others, creating balance in our lives, negotiating our way through the day, and above all, learning how to learn.

We have strategies for everything we do. The good news is that we can learn how to refine existing strategies as well as redundant.

Impact

The programme will help you in understand and implement the following:

- ◆ Leadership theories and styles.
- ◆ Tapping Leadership potential
- ◆ Emotional intelligence in leadership development.
- ◆ Leadership assessment inventories.
- ◆ Neurolinguistic Programming and its relevance to leadership development.
- ◆ Understanding the elements of NLP.
- ◆ Modelling oneself with NLP.
- ◆ Leading with NLP.
- ◆ Modelling excellence.
- ◆ NLP coaching for leadership.

Participant Profile

HR Professionals, Senior and Middle level executives of public and private sector organisations and government departments.

Communication Skills for Managers

Programme Director:

Prabhati Pati

Dates:

Jan 08 - 12, 2024

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Organisations are facing unprecedented and often unforeseen challenges in meeting the growing expectations of stakeholders both internal as well as external. In order to sustain growth in such a competitive market environment, these organisations are constantly looking for strategies, which would result in cost reduction, improvement of productivity, and quality of products. These could be achieved to a certain extent through technological upgradation and absorption of new technology. It is observed that technological changes per se, without employees co-operation in the entire process would not yield the expected results. Managers have a crucial role to play in obtaining this co-operation.

Success of managers in this endeavor depends on how effectively they use their repertoire of communication skills. Effective communication involves use of a variety of skills appropriate to the situation. The present programme is designed to help the practising managers communicate effectively in various situations such as interpersonal interactions, group interactions, managing change and negotiations, and thereby contribute to overall organisational effectiveness.

Impact

The present Programme is a comprehensive application-oriented communication skills package designed to meet broadly the following objectives:

- ◆ To reflect on the way people communicate currently and enable them to diagnose and minimise the barriers they encounter in communication.
- ◆ To help them sharpen their verbal, non-verbal, written communication skills and communication in various cultural context.
- ◆ To understand communication as a strategic tool in achieving organisational effectiveness.

Participant Profile

The programme is suitable for senior and middle level managers of Government, Public, Private and Service Sector Organisations including Banks from all functional areas based in India and other neighbouring countries.

Personality Development for Executives

Programme Director:

J. Swarnalatha

Dates:

Jan 16 - 18, 2024

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Our awareness of self is closely linked to our ability to read the behaviour of others, construct courses of action and deliver an effective performance. People who have a high level of self – awareness understand how their own values, beliefs and subjective theories influence what they see and do. This awareness offers them the possibility of taking account of know biases to reappraise first impressions and rehearse alternative ways of behaving.

Covey (1989) in his book - “The Seven Habits of Highly Effective People”, suggests that we are all products of our habits. He argues that habits are powerful factors in determining how effective we are because they can be both consistent and unconscious. His argument suggests that the more we are aware of our habits and our basic “paradigms” maps and assumptions’ (Argyris’ theories in use) and the more we are aware of the extent to which these habits have been influenced by our experience, the more we take responsibility for them. We can examine them, test them against reality, listen to others and be open to their perceptions, and thereby gain a far more objective view of our approach to others.

To be a skilled reader of the behaviour of others we need to be aware of ‘who we are’(what we value and believe) and how this influences the way we look at the world around us, including the people whom we encounter. We also need to be aware, of how other people perceive us, and how this influences how they behave towards us.

Our approach to perceiving others affects both our reading of their behaviour and the way we behave towards them.

Personality assessment is an integral part of clinical and organizational case conceptualizations, intervention planning, and change efforts. Personality assessment, the measurement of personal characteristics. Assessment is an end result of gathering information intended to advance psychological theory and research and to increase the probability that wise decisions will be made in applied settings.

A distinctive feature of the scientific approach to personality measurement is the effort, wherever possible, to describe human characteristics in quantitative terms.

How much of a trait manifests itself in an individual? How many traits are present?

Personality tests provide measures of such characteristics as feelings and emotional states, preoccupations, motivations, attitudes, and approaches to interpersonal relations.

Impact

- ◆ Defining personality and its measurement.
- ◆ Preparing for personality questionnaires.
- ◆ The Personality Toolkit.
- ◆ The role of emotional intelligence in shaping personality.
- ◆ Personal Profile Analysis using Thomas Profiling.
- ◆ Job profiles and personality reports.
- ◆ Coaching, mentoring and counseling.
- ◆ Cognitive Behavioural Therapy for personality disorders.
- ◆ Transactional Analysis.
- ◆ Neuro-Linguistic Programming(NLP) for personality development.

Participant Profile

Senior and middle level executives of private sector, public sector and government departments and HR professionals and trainers.

Individual Excellence for Organisational Effectiveness

Programme Director:

Prabhati Pati

Dates:

Feb 05 - 09, 2024

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Organisational effectiveness depends largely on how well individual excellence resonate with the organisational vision, mission and objectives. If the individuals, as leaders, fit as jewels in organisations, peak performance starts emerging. Journey towards excellence starts when the individual brilliance of leaders is synchronized with the effective teamwork in an organisation.

In a nutshell, the aim of the programme is to help the participants discover strengths in them for further amplification and identify some areas for their self development, which in turn should contribute to organisational outcome.

Impact

- ◆ Helps build competence in the areas of Personality correlates of Leadership.
- ◆ Time and Stress Management.
- ◆ Emotional Intelligence.
- ◆ Communication.
- ◆ Leadership Competence.
- ◆ Individual and group counseling after psychological assessment.
- ◆ Creativity and Innovativeness.

Participant Profile

Top and Middle level executives from Government, Private, Public Sectors including executives from Multinational Companies.

Stress Management and Performance Coaching

Programme Director:

J. Swarnalatha

Dates:

Feb 19 - 23, 2024

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Over the past one decade, stress management has become a popular health program offered in work settings. Stress management refers collectively to a group of techniques that seek first to foster awareness and recognition of stress and related health effects and secondly, to teach arousal (stress) reduction skills.

It is important that we understand how and why exposure to a constantly changing work environment might be manifest in terms of poor performance, productivity and ill health. Until we can identify the source of stress it is unlikely that stress management activities will be successful. Therefore, it is necessary

1. To recognize our response to stress in behavioural, emotional and physical terms, also to understand how models of stress evolved to influence our thinking about the stress response and stress management.
2. To understand the differences between adaptive and maladaptive stress coping strategies.
3. To define and clarify what we mean by the word, 'stress'.
4. These steps are all vital to the effective management of stress and so will be discussed in the first part of this chapter. However, it is also important that we:
5. Identify potential sources of stress in our environment.

Performance coaching is an ongoing process which helps build and maintain effective employee and supervisory relationships. Performance coaching can help identify an employee's growth, as well as help plan and develop new skills. Using their coaching skills, supervisors evaluate and address the developmental needs of their employees and help them select diverse experiences to gain necessary skills. Supervisors and employees can work collaboratively on developing plans that might include training, new assignments, job enrichment, self-study, or work details.

Impact

- ◆ What is stress? What is workplace stress?
- ◆ Stress Inventories.
- ◆ The Holmes and Rahe Stress Scale.
- ◆ Managing Stress.
- ◆ Stress Diaries.
- ◆ The workplace coaching.
- ◆ Workplace coaching models and methods.
- ◆ The GROW model of coaching.
- ◆ Active Listening skills.
- ◆ Questioning techniques for coaching.
- ◆ Communication in workplace coaching.
- ◆ Managing workplace stress through performance coaching.

Participant Profile

Senior and Middle Level Executives of private sector, public sector and government departments.

New Labour Codes: Context, Provisions and Implications

Programme Director:

Harsh Sharma

Dates: Apr 26 - 28, 2023	Fee: Rs. 41,340 (US \$ 760)+ Applicable GST	Dates: Nov 20 - 22, 2023	Fee: Rs. 41,340 (US \$ 760)+ Applicable GST
Dates: Jan 17 - 19, 2024	Fee: Rs. 41,340 (US \$ 760)+ Applicable GST	Dates: Mar 13 - 15, 2024	Fee: Rs. 41,340 (US \$ 760)+ Applicable GST

Programme Overview

Four new labour codes have been legislated by the parliament that will comprehensively change the labour governance landscape in India.

New Labour codes primarily have the following objectives:

- Give flexibility to industry to hire and fire to provide more jobs
- To ensure better social security to organised and unorganised sector workers including GIG economy (Uber/OLA/Swiggy etc.)
- To reduce the burden of compliance on smaller organisations

Following are some of the highlights of the provisions relevant for business organisations:

1. Fixed-term employment in all the categories of work is legal henceforth. Service conditions like wages etc. have to be on par with the similar work done by the regular employees if any.
2. Any establishment having less than 300 workers need not have any Standing Orders (Service conditions) certified by the Government. An establishment can make its service conditions for all categories of workers including regular and fixed term.
3. Any establishment having less than 300 workers can retrench regular workers without prior permission of the Government.
4. The industrial establishment is obliged to negotiate with the union having representation of at least 51% of workers.
5. Minimum 14 days is required for going on strike. Mass casual leave will be considered a strike. In general, striking work is going to become difficult.

The implication for Industry

- Industry can employ workers as per the needs for any duration as fixed-term employees.
- Regular employees can also be employed or retrenched as per the requirements without Government permission after following certain norms as per the code.
- Framing of service conditions for the regular employees is the prerogative of the establishment in certain conditions.
- EPF, ESI, Gratuity, Maternity Benefit, Accident compensation etc. need to be strictly implemented for all the employees as per the law and insurance need to be taken wherever applicable.
- If workers are employed through the contractor, the contract should have a clear mention of social security obligations.

ASCI is launching a comprehensive residential program to demystify these codes and discuss in detail the practical implications for industry.

Impact

- ◆ To understand the context and provisions of the new labour code.
- ◆ To assist participant in identifying implications of these for their work environment.
- ◆ To prepare an action plan to adapt to the new labour codes.

Participant Profile

Managers and stakeholders working in the area of industrial relations, HR Management, General Administration, Establishment departments and other related department

Sustainable Development Goals and Good Governance

Programme Director:

Harsh Sharma

Dates:

May 13-15, 2023

Fee:

Rs.41,340 (US \$ 760)+
Applicable GST

Programme Overview

The changing trend of economic, social and environmental factors, such as, demographic shifts, growing inequalities, evolution of digital economy, rapid urbanization, climate change etc. are reshaping the governance landscape at all levels. Thus, there has been an increased demand for mechanism that integrates all the dimensions of sustainable development by engaging all relevant stakeholders. The Sustainable Development Goals (SDGs) are considered as the cornerstone of global commitment to end poverty, protect the planet and improve everyone's lives and prospects everywhere. The world community reaffirmed its commitment to sustainable development and its 17 SDGs by endorsing the 2030 Agenda.

To accelerate the pace of work in all States/UTs in India concerning SDGs and good governance, utmost priority has been given to the capacity building of the government officials and other relevant stakeholders to create an institutional enabling mechanism that supports reasonable resource allocation and convergence between schemes and departments. To this extent, the Centre for Public Policy, Governance and Performance (CPPGP) of Administrative Staff College of India (ASCI) is working closely with NITI Aayog and embarked on the process of developing a Manual for "Design and Delivery of Capacity Building Program for Civil Servants to Implement the 2030 Agenda of SDGs".

This programme, hosted by CPPGP-ASCI aims to provide a platform to share perspectives and concrete examples from diverse stakeholders about successful interactions between government and other stakeholders related to SDG implementation. At the end of the programme, the participants would be able to:

- Generate common understanding of principles of effective governance for sustainable development, methods of analyzing gaps in their institutional application and strategies to address them.
- Enhance collaboration among national, regional and local level actors in building strong institutions for achievement of the SDG 2030 Agenda.
- Share knowledge on approaches and tools for SDG monitoring and evaluation

Impact

The main objective of the programme is to enhance the knowledge and skills of government officers to put in place institutional arrangements, systems and processes to ensure the participation of key stakeholders. Following are the specific objectives of the programme:

- ◆ Highlight the relevance, efficiency, effectiveness, and impact of SDG 2030 Agenda.
- ◆ Focus on the relevance of SDGs in national, regional and local context.
- ◆ Raise awareness among policy makers and other stakeholders about the importance of partnership and collaboration in the context of achieving SDGs.
- ◆ Foster a national dialogue for monitoring and reporting of official statistics on SDGs in India.
- ◆ Review the project achievement and progress towards goal, objectives, key outputs and outcomes.
- ◆ Identify learning and challenges under the SDG 2030 agenda

Participant Profile

The programme would include senior civil servants, officials central line ministries (NITI Aayog, Ministry of Statistics and Programme Implementation etc.), representatives from SDG monitoring units of various States/UTs, academicians, practitioners having conceptual knowledge of SDGs.

Conflict Management and Negotiation Skills

Programme Director:

Harsh Sharma

Dates:

Dec 04 - 08, 2023

Fee:

Rs. 65,720 (US \$ 1200)+

Applicable GST

Programme Overview

This programme is designed in view of an overwhelming need to deal with conflict in our social and official domains. One of the strategies likely to be more successful in this endeavour is 'Collaboration'. However, collaborative solutions are unique, risky and do not guarantee intended response from the other stakeholders. This also has an impact in formal and informal negotiation where in parties having common agenda but different objectives have to reach a win-win resolution.

Individual skills in understanding and establishing relationship are crucial in the success or failure in managing conflict and ensuring successful negotiations. This programme is designed to develop these skills and focus is on customized and individual oriented learning. Primarily, business simulations and other modern didactic techniques will be used.

This will help participants to deal with and negotiate issues like intrapersonal issues like conflict because of 'Ageing' process, interpersonal issues like 'Boss-Subordinate' conflict, institutional conflict like 'Trade Unions vs. Management' or typical 'Buyer and Seller' conflict and societal conflict like 'Land Acquisition' or 'Age and Gender Diversity'.

Impact

- ◆ Facilitate understanding the individual's role in conflict and negotiation process.
- ◆ Help in developing effective and successful conflict handling and negotiation strategies.

Participant Profile

Senior and middle level executives of public and private sector organisations, financial institutions and government departments, specially dealing with internal and external stakeholders are eligible to participate in this programme.

Design and Documentation

Programme Director:

Harsh Sharma

Dates:

Feb 07 - 09, 2024

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Documentation of successful practices is considered as one of the most important aspects as it effectively integrates the efforts, expertise and experience of the stakeholders in providing solutions to some of the most critical social, economic, environmental, etc. problems faced by the concerned State/UT government departments and other related organizations. The design and documentation of case studies can therefore be a very effective technique that can be used in any discipline to explore how the learnings can be applied to real world situations. Case studies can be of various formats, from a simple “What would you do in this situation?” question to a detailed description of a situation with accompanying data to analyze. Although the idea of developing case studies is not new, especially to those in education and training, there seems to have a rapid increase in the number of organizations seeking to introduce Case Study method to bring in substantial improvement in their working practices.

Impact

The training programme would help the participants to develop their skills on the following:

- ◆ Problem solving.
- ◆ Analytical tools.
- ◆ Decision making in complex situations.
- ◆ Coping with ambiguities.

Participant Profile

Faculties from Administrative Training Institutes, Senior and Middle-level officers from State Government departments, faculties from universities as well as industry researchers are eligible to participate in this programme.

Building and Leading Effective Teams

Programme Director:

Harsh Sharma

Dates:

Feb 21 - 23, 2024

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

The demand on managers to pool together people of diverse backgrounds, personalities, training and experience and integrate them into an effective team is increasingly felt in recent years. Effective teams are thus inevitable to organisational growth and development. A cohesive team, while ensuring optimum utilisation of human resources and talent, enables the members to be effective in whatever task they undertake and provide necessary capabilities in solving problems and achieving goals.

Impact

- ◆ Help mitigating differences and conflicts at work place and in other social situations.
- ◆ Facilitate building organisational culture conducive for teamwork.
- ◆ Develop creative and learning skills to enhance interpersonal relationships.

Participant Profile

Senior and Middle level executives of public and private sector organisations, financial institutions and government departments.

Change Management for Achieving Continuous Water Supply (24/7) for all in Urban Areas

Programme Directors:

V. Srinivas Chary / M. Snehalatha

Dates:

Apr 03 - 07, 2023

Fee:

Rs.65,720 (US \$1200)+
Applicable GST

Programme Overview

Provision of high quality and continuous urban water and sanitation services for all residents, including the poor, is critical to enhance the economic productivity through public health improvements. Presently, water and sanitation service in urban areas of India is limited, financially unsustainable and is particularly unsatisfactory for the urban poor who are the target beneficiary of all the governmental and international agencies programmes and efforts.

For cities to achieve world-class public health status, it is imperative that they move from an intermittent water supply system to a continuous (24/7) supply regime. Twenty-fourhour water supply, seven days a week, is an accepted global practice and is prevalent in cities of not only developed but also less developed countries.

For Indian towns to achieve continuous water supply, a change management programme that can challenge the existing mind set and provide the knowledge and skills necessary to plan and manage the system on a sustainable basis is required. The Programme has the endorsement and support of the Ministry of Urban Development, Gol.

Impact

- ◆ Gain knowledge and skills needed for achieving continuous water supply (24X7) in urban areas through balanced integration of technical, financial, social, institutional and managerial aspects
- ◆ Gain knowledge on non revenue water management
- ◆ Gain knowledge on national and international experiences

Participant Profile

Senior policy makers, elected representatives, Municipal Commissioners of urban local bodies, senior water supply engineers and Public Health Officials from water utilities and urban local bodies.

Laboratory Certification Course on Sampling and Analysis of Faecal Sludge & Used Water

Programme Director:

Rajarshi Banerjee

Dates:

Apr 17 - 21, 2023

Fee:

Rs.65,720 (US \$1200)+

Applicable GST

Programme Overview

Waste water management has been given a high priority in the National Water Policies, which also supports opportunities recycling and reuse for beneficial purposes. Emerging field of continual development are Faecal Sludge (FS) and Used Water (UW) treatment.

Monitoring of treatment performance becomes crucial to treatment plants designed for appropriate levels of treatment based on type of resource recovery. Established methods for scaling up laboratory- analysis can facilitate increased uptake and advancement of knowledge and experience. At present most of the facilities are deficient of trained professionals to perform these tasks. There are barely a few accredited laboratories in the country that are addressing this widespread demand from urban local bodies, other decision makers and practitioners.

This course focuses on some of the most recent advances in laboratory analysis of important chemical and biological parameters for Faecal Sludge and Used Water analysis and characterization.

Impact

The course will focus to deliver the following objectives.

- ◆ Sensitization and need assessment for setting up of a waste water/faecal sludge laboratory and sampling
- ◆ Gaining knowledge and skills for testing wastewater/ fecal sludge
- ◆ Significance and principles for the analysis of chemical and biological parameters of FS and UW
- ◆ Interpretation of results with respect to existing regulatory norms
- ◆ Improvisation in preparing SOPs for lab-based monitoring of various FS and Wastewater management systems.

Participant Profile

The course aims to develop specialists in laboratory analysis and interpretation of FS and UW. It is targeted at post graduate students with an ambition to join the sanitation sector. It is also targeted at early and mid-career research professionals working in the fields of waste water management, NGOs and consulting firms.

Certification course on Leadership Development for City Wide Inclusive Sanitation

Programme Directors:

V Srinivas Chary / Dr. Rajarsri Banerji

Dates:

Apr 24 - 28, 2023

Fee:

Rs. 65,720 (US \$1200)+
Applicable GST

Programme Overview

Safe sanitation for all is essential for improving public health, providing a clean environment, and breaking the cycle of disease. Countries in South Asia are experiencing rapid urbanization with increasing numbers of people living in slums and growing urban sanitation challenges. India has made considerable progress in providing access to toilets in households and at public places under the Swachh Bharat Mission (SBM). However, sanitation entails more than just building toilets, and it's a system that addresses human excreta from generation to its treatment and use. The cities in India are currently facing a large burden of untreated faecal waste entering the environment causing large public health and environmental risks.

Faecal sludge and septage management (FSSM) include safe management of sanitation across the sanitation value chain covering safe containment, collection, transport, treatment, and reuse of waste. Furthermore, city-wide inclusive sanitation (CWIS) looks to shift the urban sanitation paradigm and prioritizes equity, public and environmental health, and co-existence of a range of solutions - onsite/non-sewered and sewered, centralized or decentralized - tailored to the requirements of the cities. CWIS means focusing on service provision and its enabling environment, and not on building infrastructure alone. While national, state and city governments are prioritizing FSSM and CWIS, they are faced with shortage of knowledgeable and skilled human resources to scientifically plan, implement, and monitor CWIS activities for bringing environment and health benefits to all.

This course aims to develop skilled urban professionals equipped with a practical and comprehensive understanding of CWIS by amalgamating global knowledge and best practices with on-field implementation experiences and provides a step-by-step approach for safe, inclusive, and sustainable management of sanitation in South Asian cities.

Impact

At the completion of the course, participants would be able to:

- ◆ Critically examine policy and regulatory frameworks for achieving universal, pro-poor, and gender inclusive sanitation in urban areas, with a focus on non-sewered/faecal sludge and septage management.
- ◆ Describe principles of CWIS and demonstrate knowledge of faecal sludge and septage management technologies across the sanitation value chain.
- ◆ Apply tools and frameworks for sustainable sanitation planning, funding, implementation, and monitoring.
- ◆ Create a practical action plan for CWIS in urban areas of varying size and nature and ideate and formalize innovations and social enterprises to support city-wide inclusive sanitation implementation at scale

Participant Profile

The course is designed for the policy makers, government practitioners, consultants, and graduates in the fields of environmental science/ management/ urban planning/ infrastructure planning/ architecture/ civil engineering or allied fields and management with an interest to learn and apply knowledge and skills in the sanitation sector. Women are encouraged to apply and are given preference.

Certification Programme on Garbage Free Cities: Achieving Five Star Rating

Programme Directors:

Prathibha Ganesan / V Srinivas Chary

Dates:

May 17 - 19, 2023

Fee:

Rs. 41,340 (US \$ 760)+

Applicable GST

Programme Overview

Urban India generates 62 million tonnes of waste, out of which only 36% is scientifically treated. The Ministry of Housing and Urban Affairs launched the Star Rating Protocol for Garbage Free Cities (GFC) as a governance tool to support cities to achieve Garbage Free status in a phased manner and accelerate the implementation of SBM 2.0. GFC enables healthy competition between the cities.

A garbage-free city is a city where at any point in time, there is no littering in public places, there is a hundred per cent scientific management of the waste, and all the legacy dumpsites are remediated appropriately. The star rating conditions are based on over 25 key parameters across the solid waste management spectrum and has been designed to help cities assess their progress while encouraging them to move towards a better rating and improving overall cleanliness and aesthetics.

A city requires human resources with adequate scientific knowledge, infrastructure and awakened citizens to achieve the ranking. This programme is intended to introduce a circular economy approach to garbage management that can help achieve a five star or above rating in Garbage free cities. The course will impart technical knowledge, innovative ecosystems and IEC/BCC strategies to the stakeholders.

Impact

- ◆ Understand the circular economy approach to garbage management and its role in improving the city's star rating
- ◆ Understand the star rating protocol to envision, plan and implement sustainable waste management in a city.
- ◆ Use of the GFC tool for waste governance

Participant Profile

The programme is primarily aimed at the municipal commissioners, engineers, sanitation inspectors, consultants, civil society organizations associated with waste management in the cities.

Towards Zero Waste Management – Decentralized Solid Waste Management (DSWM)

Programme Directors:

Sumskrutha K / Prathiba Ganesan

Dates:

Jul 03 - 05, 2023

Fee:

Rs.41,340 (US \$ 760)+

Applicable GST

Programme Overview

In India, the problem of waste is enormous. With the increasing population and the types and quantities of waste generated, waste management has become a vital component of the Swachh Bharat Mission in India.

Today, with various policy interventions and amendments, India is moving towards circularity in waste management through the 'zero-garbage cities' initiative, with an aim to deviate waste reaching landfill sites and dumpsites towards waste recycling and recovery.

The cost of waste treatment in India is very high and many cities have resorted to landfill sites waste-to-energy plants, various pilot-scale waste treatment facilities. Landfilling is inefficient and expensive and is no longer an option for most cities. The functionality of waste-to-energy plants, and other pilot-scale waste treatment facilities as questionable due to the very low efficiency of segregated collection leading to unviable conditions of the treatment systems. In this context, the ULBs must look at innovative and decentralized SWM practices as sustainable alternatives.

Taking the momentum generated by Swachh Bharat Abhiyan (SBA) to implement sustainable & participatory initiatives in waste management at the grassroots, this training program is designed to capacitate Urban Local Bodies (ULBs) to improve and upgrade the SWM value chain in their cities enabling circularity and contributing towards mitigation of climate change. The core objective of the program is to build the capacities of the ULB officials, sector experts and other relevant stakeholders to drive circular SWM in Indian cities.

Impact

- ◆ Upgraded skill set for developing city-level SWM strategy and action plans
- ◆ Obtain an understanding of the concepts of SWM in the context of the circular economy in the purview of the current policy environment in India.
- ◆ Acquire knowledge of various innovations for replication and scaling up.
- ◆ Acquire technical knowledge on various technologies w.r.t SWM.
- ◆ Practical understanding of various aspects of SWM across the value chain, through exposure visits.

Participant Profile

This training program is intended for

- Municipality Officials of the ULBs
- Sector Experts
- Private entities in SWM business
- NGOs leaders of community-based organizations and other key stakeholders who are directly and indirectly contributing to the sustainable SWM
- Young professionals

Promoting Civil Society Engagement in CWIS – Process and Prospects

Programme Directors:

M. Snehalatha / Smaskrutha K

Dates:

Sep 04 - 06, 2023

Fee:

Rs. 41,340 (US \$ 760)+
Applicable GST

Programme Overview

Water, Sanitation and Hygiene are integral and essential parts of healthy living. For ensuring sustainable sanitation a comprehensive city-wide Inclusive sanitation approach is needed as it involves various activities such as promoting open defecation free towns, faecal and used water management, solid and liquid waste management etc. Further, a sustainable sanitary system should meet social needs while conserving natural resources across the value chain of wastewater systems that are economically, socially and environmentally viable. Another essential component for sustaining these interventions is to have strong civil society engagement. Promoting civil society engagement requires specialist processes that are to be dovetailed to improve service delivery by bringing accountability among the service providers and citizens. The citizen forum can act as a platform to bridge the gap between citizens and Urban Local Body (ULB) officials towards sustainable sanitation service delivery.

This training programme is designed to equip municipal officials and other key stakeholders to engage with civil society organisations, community-based organizations, voluntary groups and informal networks to achieve sustainable city-wide sanitation systems. This courseware provides valuable information, case studies, field experiences on engaging with communities for effective sanitation management. It focuses on the effectiveness of these actors in improving sanitation services and maintenance, as well as their capacity-building opportunities through effective service delivery, integrating the private sector and other relevant government agencies, etc. The course provides a review of different types of community-based organizations (CBOs) engaged in social action, as well as an overview of their operations and roles within the public health sector. It also highlights how such CBOs can be utilized to bring in accountability and thereby improve service delivery.

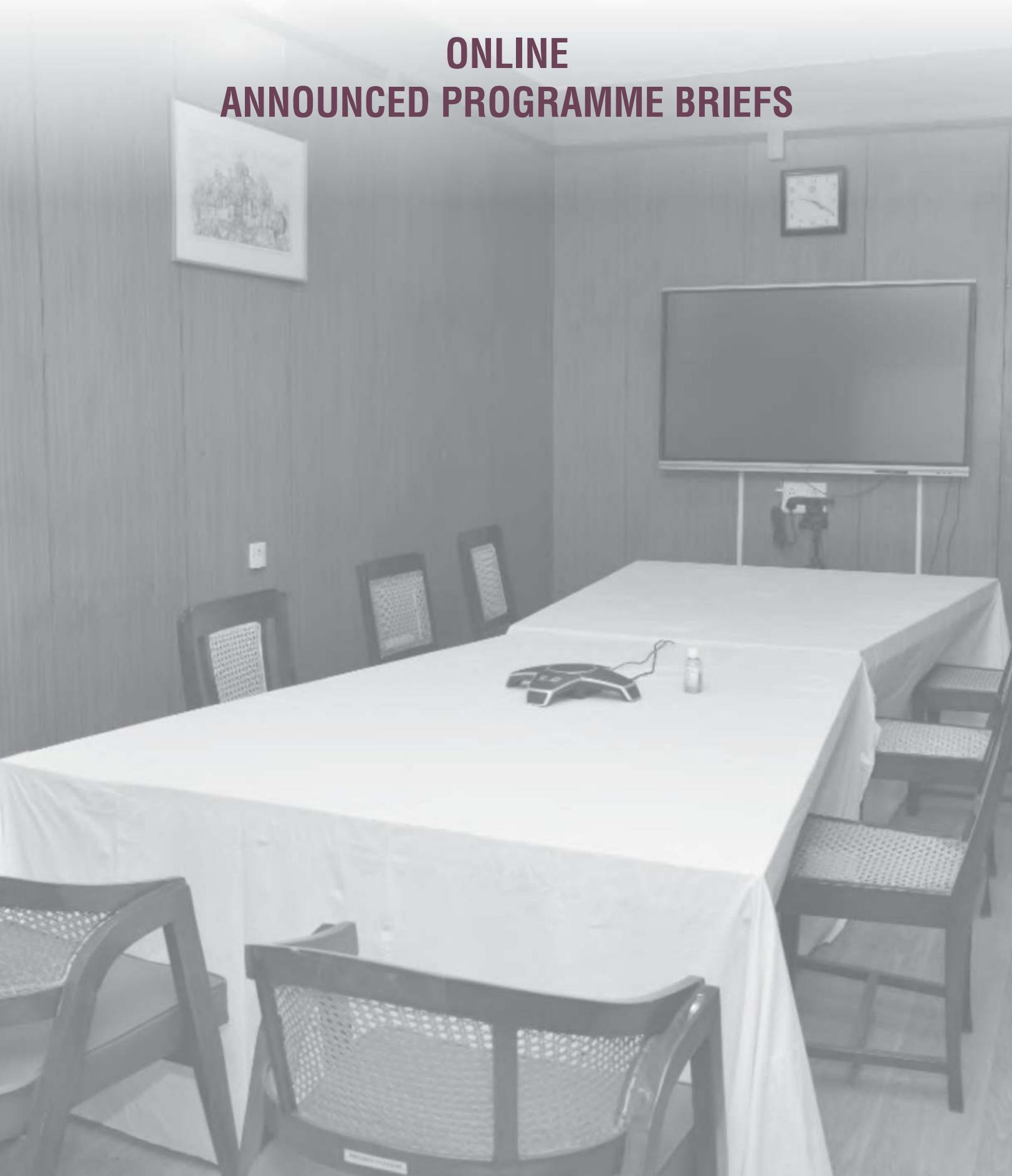
Impact

- ◆ Acquire practical knowledge to catalyse community-driven sustainable sanitation systems in urban areas duly engaging CSOs and CBOs.
- ◆ Exposure to case studies that demonstrate community participation and CSO's engagement in sanitation service development, management and operations.
- ◆ Provide an opportunity to interact and engage with the Citizen forums / Civil Society networks contributing to the safe sanitation and faecal sludge management programs at ULB level.

Participant Profile

This training program is intended for the Municipality Officials, Public representatives of the ULBs and others who are directly involved in initiating and implementing Safe sanitation systems in their localities. This program will also be helpful for District Health officers, leaders of community-based organizations and other key stakeholders who are directly and indirectly contributing to a safe and sustainable environment.

ONLINE ANNOUNCED PROGRAMME BRIEFS



ONLINE ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
1	Artificial Intelligence and Big Data Disruptions in Industry 4.0	10-12 Apr 2023	Dr Gutha Jaya Krishna
2	Sustaining Motivation in the Organisation during Crisis	18-19 Apr 2023	Dr Prabhati Pati
3	Creating a Culture of Creativity and Innovation in Organisations	10-11 May 2023	Dr Prabhati Pati
4	Women in Management	07-08 Jun 2023	Dr Prabhati Pati
5	Preparing for Digital Transformation and Transition to Industry 5.0	24-25 Jul 2023	Dr Gutha Jaya Krishna
6	Organisational Leadership in Adverse Environment	18-19 Aug 2023	Dr Prabhati Pati
7	Recycle and Reuse of Used Water – Technology and Business Models	21-26 Aug 2023	Dr Rajarshi Banerjee / Prof V Srinivas Chary
8	Advancements in Financial Technologies and their Embracement	24-25 Aug 2023	Dr Gutha Jaya Krishna
9	Finance for Non-Finance Executives	18-22 Sep 2023	Dr MM Ali
10	Managerial Effectiveness	06-07 Dec 2023	Dr Prabhati Pati
11	Health Informatics for Health Professionals (in collaboration with ACCESS Health International)	11 Dec 2023 - 10 Mar 2024	Dr Saswat Kishore Mishra
12	Building Individual Capabilities for Organisational Effectiveness	10-11 Jan 2024	Dr Prabhati Pati

Artificial Intelligence and Big Data Disruptions in Industry 4.0

Programme Director:

Gutha Jaya Krishna

Dates:

Apr 10 -12, 2023

Fee:

Rs.21,600+
Applicable GST

Programme Overview

With the developments in Artificial Intelligence (AI), machine learning, and data analytics methods, companies can get powerful insights from data, and it doesn't matter how much the amount of data is; the more data is available, the better the results. AI and big data are disrupting or are going to disrupt industries like Banking, Financial Services, and Insurance (BFSI), healthcare, marketing, defence, lifestyle, logistics, retail, cyber security, transportation, customer service and experience. Therefore, this programme will study some of the current Industry 4.0 disruptions with special emphasis on AI and Big Data technologies. Will also try to discuss the current and future market trends as well as growth in terms of the above technologies.

Impact

- ◆ Helps in knowing and getting insights on AI and Big Data Technologies
- ◆ Helps participants in understanding the current AI and Big Data technology market trends as well as disruptions

Participant Profile

Senior/Mid-level IT Professionals/Officers, Data/AI/ML Scientists, Bankers, Technology Managers, and Senior/Mid-level Managers who are keen on knowing AI and Big Data Disruptions.

Sustaining Motivation in the Organisation during Crisis

Programme Director:

Prabhati Pati

Dates:

Apr 18 - 19, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

Motivation essentially means positive energy, enthusiasm, the driving force, the intention to take appropriate steps to survive, thrive, continue and grow irrespective of the setbacks one goes through. In difficult times, individually as well as in institutions, it becomes extremely difficult to sustain the organizational energy to take it forward. So, in organizations, we need to sustain the collective motivation through organizations systems, culture, team work, utilization of employees appropriately and above all leadership. Leaders through their passion and positivity create a culture for high performance and unleash energy in the workforce.

Participant Profile

Managers and offices from corporate sector, Government sector, Academic sector and Banks

Creating a Culture of Creativity and Innovation in Organisations

Programme Director:

Prabhati Pati

Dates:

May 10 - 11, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

In the organisation context, creativity is the collective thinking process that helps us to generate ideas and innovation is the application of the ideas, skills and knowledge towards meeting the organization's objectives in a more productive way. There is an urgent need to enable employees understand the process of creativity and the blocks those hinder the process. Further, the creation of a conducive culture will help us understand that creativity is the essence behind excellence in all our efforts. The programme will provide a comprehensive knowledge base to participants on creativity, job motivation and team work on innovation.

Participant Profile

Professionals from all Sectors including Government, Corporate Academic and Research institution.

Women in Management

Programme Director:

Prabhati Pati

Dates:

Jun 07 - 08, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

Managing diversity in the workplace is one of the many challenges before the top management and the HR department. In most of the professionally managed organisations, there is a sizable 'women in management' positions due to their education, aspiration, and their proven capabilities. Even though, at a generic level, we can say all managers are same, a little sensitivity in understanding the needs of different gender group, age group and other differentiating variables will go a long way in creating policy which is more inclusive. It will also improve the utilisation of the talent available in the workplace.

Participant Profile

Women in Management / Officer cadre from Government, Corporate, Banks and Finance, Health and Education sector.

Preparing for Digital Transformation and Transition to Industry 5.0

Programme Director:

Gutha Jaya Krishna

Dates:

Jul 24 - 25, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

The benefits of digital transformation are perceived and obvious in multiple industries. Digital transformation is one of the cores of Industry 4.0. Therefore, it's very much needed that we embrace digital transformation and try to prepare ourselves for the next industry transition which is imminent. This programme will start with Industry 4.0 technologies and emphasise the need for digital transformation. This programme is specifically designed for Torchbearers, Managers, Pioneers, and Industry Leaders with a focused discussion on how to prepare our workforce for the next transition that is Industry 5.0. This programme will also discuss on benefits as well as downsides of transition and possible changes that are needed in multiple facets like people, processes and technologies.

Impact

- ◆ Helps in understanding the Digital Transformation uses
- ◆ Helps participants in getting the preparedness for the next industry transition.

Participant Profile

Torchbearers, Managers, Pioneers, and Industry Leaders keen on preparing for the next industry transition.

Organisational Leadership in Adverse Environment

Programme Director:

Prabhati Pati

Dates:

Aug 18 - 19, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

In adverse situations, whether economic, social or political, true leaders emerge to deal with the impact they have on common people and on institutions. The Management literature has time and again identified the critical role leaders play in stabilizing the negative impact and bring the situation under control. Leaders with their personal and professional experiences create resilience in the system through appropriate decisions, inclusiveness, and build an agile workforce and create a 'not to give up' attitude thus ensuring survival and stability in the workplace.

Participant Profile

Managerial level employees of corporate sector, government sector including education and health professionals in charge of managing a team, department, functions and institutions.

Recycle and Reuse of Used Water – Technology and Business Models

Programme Directors:

Rajarshi Banerjee / V. Srinivas Chary

Dates:

Aug 21 – 26, 2023

Fee:

Rs. 21,600+
Applicable GST

Programme Overview

Waste water management has been given a high priority in the National Water Policies, which also supports opportunities like recycling and reuse for beneficial purposes. Further, environmental issues like Global Warming and Climate Change are likely to reduce water tables and disrupt water supplies in many areas, making water even more costly and energy intensive to obtain in the future. In these growing times of water scarcity, it becomes imperative to make the most of all water sources, whether that means treating sewage to prevent the pollution of surface water, or treating it further for safe reuse in landscape irrigation, cooling towers, toilet flushing or even recharging of ground water etc.

Impact

- ◆ This course on Recycle and Reuse of Used Water aims to equip the participants with fundamental understanding, knowledge and skills in the field of recycle and reuse of treated water i.e., used water management.
- ◆ It would focus on establishing a direction in decision making, document levels of service along with feasible and established different technologies and innovations coupled with their cost effectiveness.
- ◆ The course will also showcase successfully implemented business models ensuring customer service leading to increased accountability and recognition of points for improved performance.

Participant Profile

This course can be a learning curve for urban planners, architects, engineers, decision makers from government and non-government institutions, PMU assisting Govt., Representatives of NGOs, resident welfare associations and consultants keen to expand their career in wastewater research and management.

Advancements in Financial Technologies and their Embracement

Programme Director:

Gutha Jaya Krishna

Dates:

Aug 24 - 25, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

Financial Technology popularly known as FinTech, refers to technologies/software /applications developed to automate the conventional ways of finance for doing business. These include the conjunction of various technologies like Artificial Intelligence, Big Data, Crypto Currencies, Block chain, Cloud Computing, etc. Therefore, this programme is quite essential to bankers, Fin Techs, and various other stockholders/players in government, semi-government and corporates to understand the essence of Financial Technologies. This programme facilitates providing the current financial technologies and their possible uses. Also provides a focused discussion on the impediments to adoption and the possible gains of embracement.

Impact

- ◆ Helps in knowing current Financial Technologies
- ◆ Helps participants in the embracement of the Financial Technologies
- ◆ Conveys the advantages the firm/industry gets by adopting the Financial Technologies

Participant Profile

Senior/Mid-level Bankers, FinTech Managers, and Senior/Mid-level Managers who are keen on knowing the advancements in Financial Technologies and looking for possible adoption.

Finance for Non-Finance Managers

Programme Director:

M M Ali

Dates:

Sep 18 - 22, 2022

Fee:

Rs.18,000+
Applicable GST

Programme Overview

In today's integrated businesses environment, acquaintance of financial jargons is the key to success. As Executives move up the corporate hierarchy, they need to develop an understanding of the numbers that drive business. This programme is designed to decipher financial concepts and develop the ability to understand the implications of numbers on various corporate activities. A major learning of the programme is to interpret the informational content of financial statements and understand their connection with managerial decisions. The emphasis will be on making the contents relevant to the participants' own business environment. The programme would also enable the participants to understand how to use financial information in evaluating the impact of operating decisions on the bottom line. The concept of shareholder value creation and its linkages with managerial decisions will also be covered.

Impact

- ◆ Understand the key elements of Statement of Profit & Loss, Balance Sheet, and Cash flow Statements
- ◆ Experience the power of numbers in driving business performance
- ◆ Analyze and Interpret Financial reports and know the liquidity, Solvency, Profitability and Turnover position
- ◆ Explore the impact of managerial decisions on the profitability of the business
- ◆ To Build an analytical aptitude using case studies
- ◆ Effective communication with the finance executives

Participants Profile

Senior executives from non-finance functions such as marketing, operations, technical, HR, Legal, Analytics and IT, who would like to enhance their knowledge of finance and obtain practical insights into the subject. The programme is also applicable for those executives who are responsible for achieving performance targets and take decisions based on financial information

Managerial Effectiveness

Programme Director:

Prabhati Pati

Dates:

Dec 06 - 07, 2023

Fee:

Rs.14,400+
Applicable GST

Programme Overview

Covid-19 has forced organisation to make a quick transition to virtual mode without enough preparation. Though organizations have made considerable progress in adapting themselves to the new norm, the challenge of employee engagement and enabling the organisation to achieve the goals and targets becomes the responsibility of the managers. Training the key professionals, empowering them through enabling systems/policies/strategies and building managerial excellence competencies will go a long way in strengthening the people component and bring competitive edge to the organization. The programme on managerial effectiveness will equip the managerial professionals with the needed clarity regarding the expectations, the skill requirements and the organizational support needed to achieve organizational performance.

Impact

- ◆ Helps in enhancing repertoire of managerial skills to face continuously changing business environment.
- ◆ Enables participants to turn the challenges into opportunities for organizational effectiveness.

Participant Profile

Junior and Middle level executives, First time managers, Newly recruited managers / officers from all Sectors.

Health Informatics for Health Professionals

(in collaboration with ACCESS Health International)

Programme Director:

Saswat Kishore Mishra

Dates:

Dec 11 2023 - Mar 10, 2024
(Blended – Online and
3-day on-campus)

Fee:

Rs.+
Applicable GST

Programme Overview

Over the last one decade, there has been a growing enthusiasm of the potential usefulness of data analytics and informatics in transforming health care, especially in India. The National Health Policy (2017) envisaged the creation of a digital health technology ecosystem to leverage the potential of data in transforming personal care, clinical care, and public health delivery. The Indian Government has also focused on the development of quantum technology in the country. This is fast driving the health sector organizations to adopt advanced communication and collaboration systems across their settings. However, the bigger challenge facing the health care industry is how to crunch these data, logically educe actionable insights with creation of interventions at which health IT interact and affect the organization.

Objective(s)

The programme aims to is to provide a solid grasp of the end-to-end process of making effective decisions with informatics and data-based medico-metrics and, thus, enhance the clinical, managerial, and business decision-making ability of the participants.

Impact

- ◆ Assess a health informatics problem, determine the missing dots, and identify the solutions
- ◆ Make effective use of vast volume of data to improve healthcare operations and delivery
- ◆ Map the patient’s health journey and contribute to improved healthcare outcomes
- ◆ Create multi-dimensional simulation models using contextual variables to produce predictions

Participant Profile

- Officers of National Health Mission (NHM) in States/UTs dealing with data
- Officers of National Digital Health Mission in States/UTs
- Senior Officers of State Health Authority dealing with Pradhan Mantri Jan Arogya Yojana scheme
- Health Policy Experts
- Other Senior Managers/Officers dealing with data at district level
- Information Systems Professionals
- Physicians, pharmacists, social workers, and other allied health professionals interested in expanding their understanding of digital health, big data, health information systems

Building individual Capabilities for Organisational Effectiveness

Programme Director:

Prabhati Pati

Dates:

Jan 10 - 11, 2024

Fee:

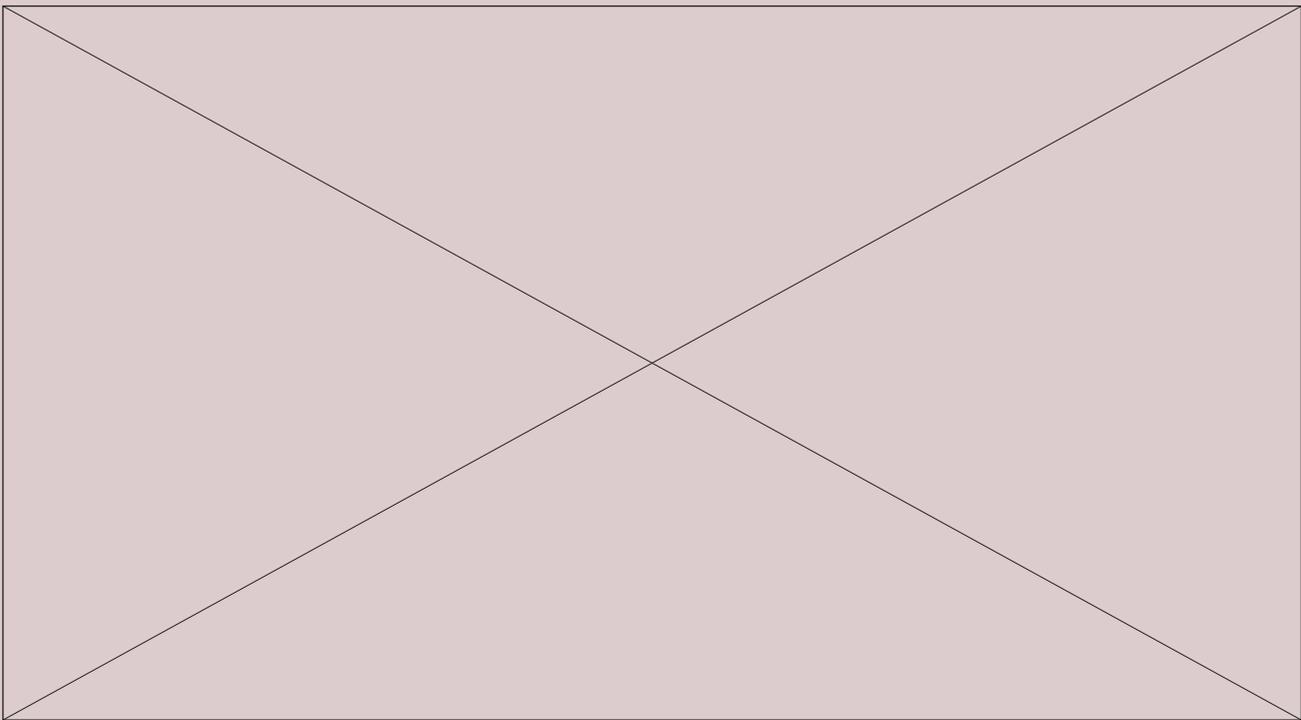
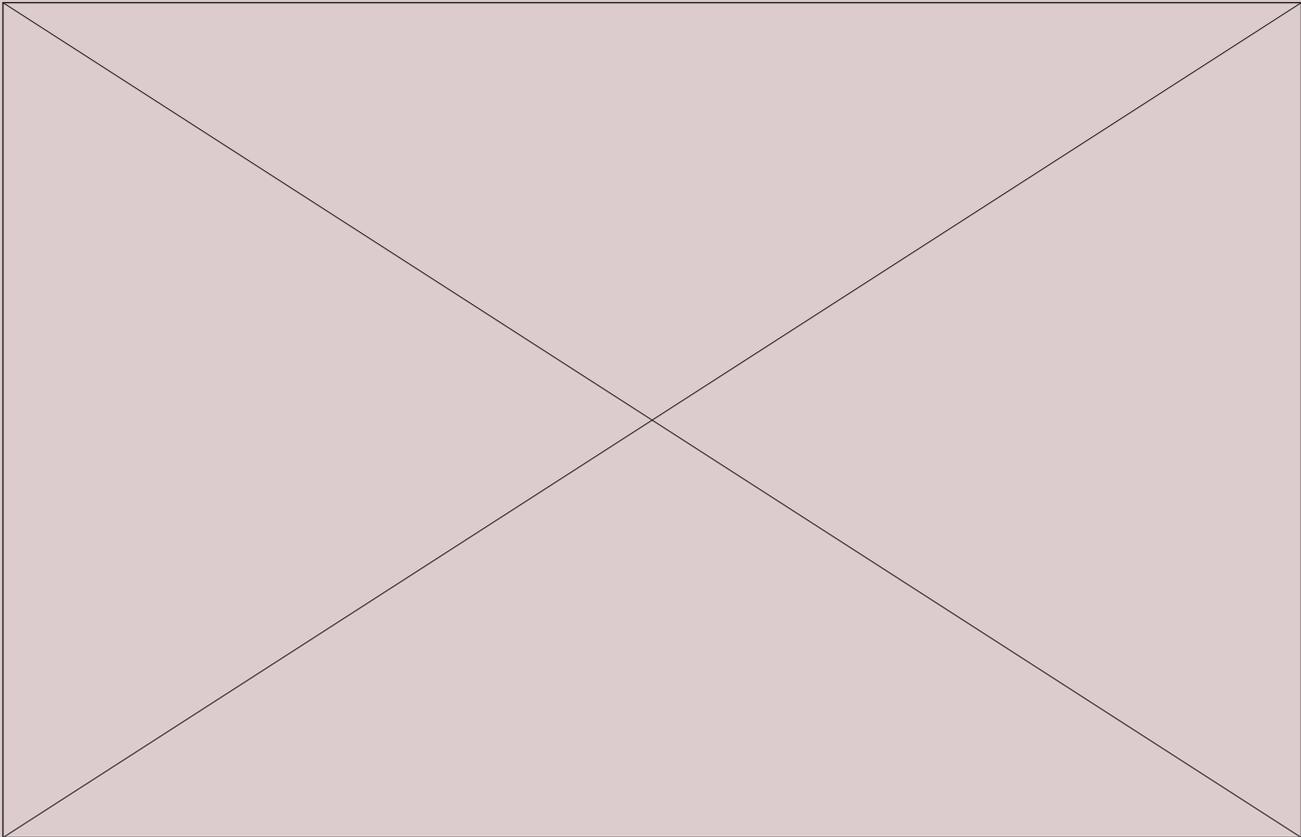
Rs. 14,400+
Applicable GST

Programme Overview

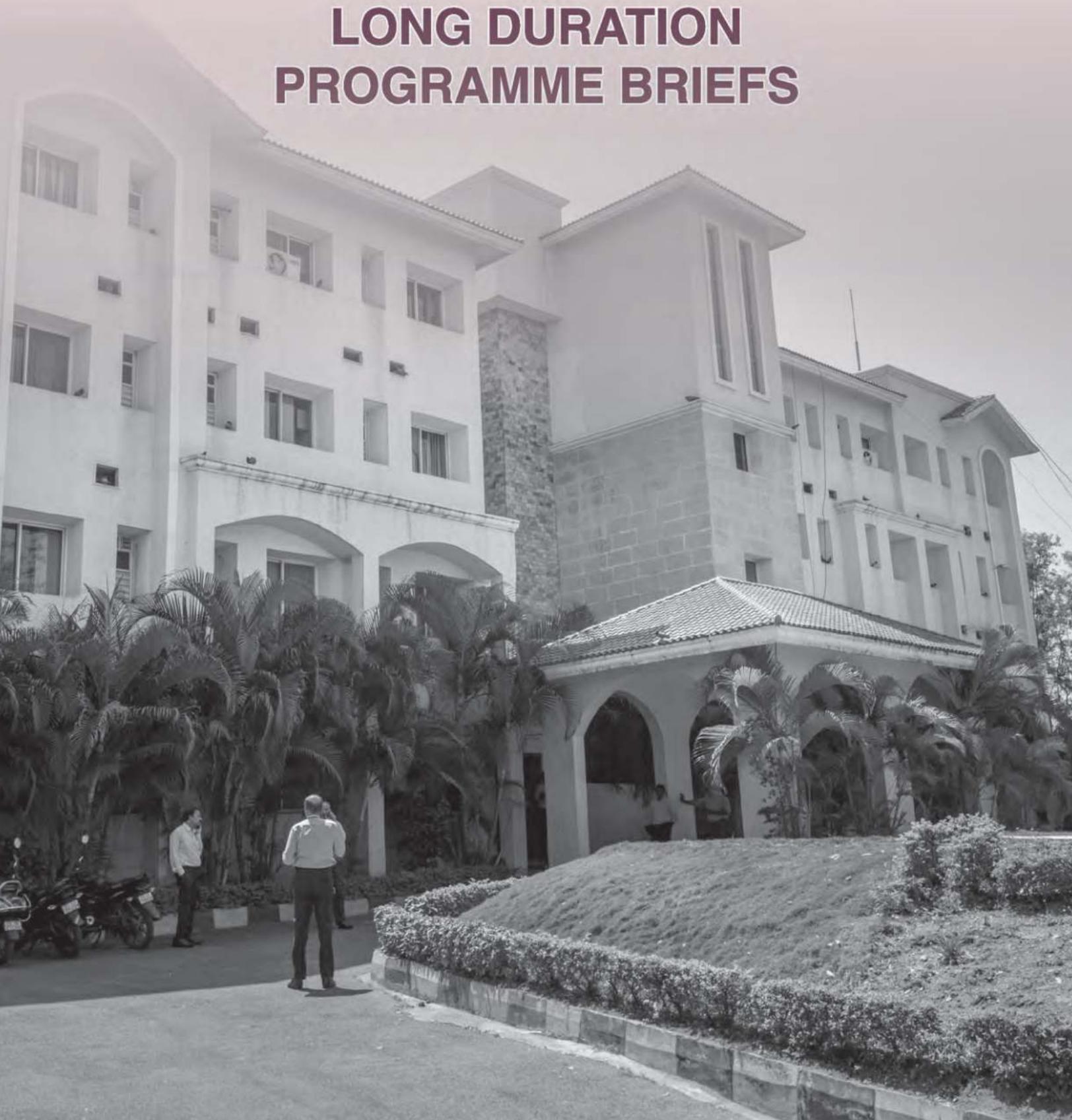
Organisational effectiveness depends largely on how the leader's excellence resonates with the organisational Vision, Mission and Objectives. If the individuals, as leaders, fit as jewels in organisations, peak performance starts emerging. Journey towards excellence starts, when the individual brilliance of leaders is synchronized with the effective teamwork in an organisation. In a nutshell, the aim of the programme is to help the participants discover strengths in them for further amplification and identify areas for their self-development. Furthermore, it will help participants understand the link between individual excellence at work and its impact on organisation's performance. The programme aims at facilitation of learning of the participants in the domains of personal effectiveness for promoting organisational excellence.

Participant Profile

Middle and Senior level Managers/ officers, Function heads from Corporates, Government and Banking sector.



LONG DURATION PROGRAMME BRIEFS



ONLINE LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
1	Professional Certification Course on “Integrated Municipal Solid Waste Management”	14 Feb 2023-30 Apr 2024	Dr Prathibha Ganesan / Prof V Srinivas Chary
2	Online Certificate programme in Health Insurance with focus on Health Analytics and Project Management with Access Health International and inorder institute	Jun-23	Dr Subodh Kandamuthan / Dr Reshma Gopan
3	Certification Programme in Public Procurement, GeM, Project & Contract Management and Alternative Dispute Resolution (*3 hours of Online every Friday from 18thAugust to 20thOctober, followed by 1 week On Campus from 30thOctober to 3rd November 2023)	18 Aug-03 Nov 2023	Prof B V N Sachendra
4	Health Informatics for Health Professionals (in collaboration with ACCESS Health International)	11 Dec 2023 - 10 Mar 2024	Dr Saswat Kishore Mishra
5	International Certification Programme on Strategic Human Resource Management	18 Dec 2023-14 Jun 2024	Prof J. Swarnalatha
6	Certificate Course on World Bank’s Environmental & Social Framework (ESF)	02 Jan-30 Mar 2024	Dr Reshmy Nair

LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Course Director(s)
1	ASCI Post Graduate Diploma in Management (Hospital Management) (AICTE approved Two Year Full Time Programme) - Batch: XVIII	2023 - 2025	Dr Subodh Kandamuthan
2	ASCI Post Graduate Diploma in Management (PGDM) (AICTE approved Two Year Full Time Programme) - Batch: V	2023 -2025	Dr Nirmalya Bagchi



Convocation Ceremony for PGDM (HM) at Bella Vista in 2023

Professional Certification Course on Integrated Municipal Solid Waste Management

Programme Directors:

Prathibha Ganesan / V. Srinivas Chary

Online

Dates:

Feb 14 – Apr 30, 2024

Fee:

Rs. 6,00,000 +
Applicable GST

Programme Overview

Untreated solid waste is a threat to public health and the environment. Only 36% of MSW is scientifically processed in India and over 3000 legacy dump sites need scientific remediation and capping. Waste generation is on a steep rise, with new waste streams that are complex and difficult to handle. Municipalities in India are giving high priority to improving the situation. Government programmes like SBM 2.0, AMRUT, and Smart city Mission drive reforms and invest in Municipalities for implementing Integrated Municipal Solid Waste Management (IMSWM) systems.

However, the absence of human resources with practical, profound skills and knowledge is identified as a primary bottleneck for achieving the aspiration of the ULBS and meeting the service level benchmarks. Administrative Staff College of India supports the ULBs and the GoI commitment by skilling the Urban Professionals. This course will enhance the knowledge and skills of the urban professionals and ULB representatives in effectively implementing IMSWM and complying with the MSW and PWM Rules and their amendments.

Impact

- ◆ Understand the environmental standards, regulatory compliance, and technology choices
- ◆ Develop skills to develop a multi-year strategic plan & ward level micro plans for integrated municipal waste management for a town/city.
- ◆ Appreciate the importance of decentralized SWM
- ◆ Appreciate emerging innovations and startups and develop systems for integration of formal and informal sanitation workers
- ◆ Strategize citizen engagement, behaviour change communication (BCC) and create a BCC plan
- ◆ Gain knowledge and skills in PPP, financing, and developing a financial operating plan for MSWM.
- ◆ Exposure to national and international best practices and innovations

Participant Profile

This course is aimed at Consulting engineers, urban planners, Municipal officials and sanitation officers responsible for MSWM from public health and engineering departments, MSW value chain support professionals, NGOs and startups working in solid waste management, working professionals & consultants involved in implementing programmes under SBM and Entrepreneurs in the SWM sector.

Certification Programme on Health Insurance with focus on Health Analytics and Project Management

(Jointly with InOrder Institute and ACCESS Health International)

Programme Directors:

Subodh Kandamuthan / Reshma Gopan

Online

Dates:

Jun 2023 -

Fee:

Rs. +
Applicable GST

Programme Overview

Health Insurance schemes are emerging as an excellent mechanism to address the healthcare needs of the poor. The availability of effective health insurance schemes ensures equitable, effective, responsive, and accountable services along with the reduction of catastrophic health episodes, thereby reducing indebtedness and impoverishment. This has a direct impact on poverty reduction. In the Indian context, examples of health insurance initiatives include the Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (PM -JAY) and a number of schemes pioneered by individual states and non-governmental organizations and donors. Many State-run health insurance schemes have been running for more than ten years. Private insurance schemes have also been providing coverage over the recent years.

There exists a gap in the understanding of the current concepts and context of health insurance and in the capacity to design, implement, and monitor health insurance schemes. There is also a need for all players in health insurance including government officials, insurance companies, third party administrators, hospitals, regulators, etc., to be on the same platform and discuss the emerging issues in health insurance. This program is a unique one that aims at providing knowledge about the important and emerging area of health insurance as an alternative health financing option.

Objective

The objective of this programme is to provide an overview of the major issues related to the design, function, management, regulation, and evaluation of health insurance programs.

Participant Profile

Health officials from central and state governments, officials of national and state health authority, national and state health missions, project and finance managers of health insurance at district level, members of academic institutes, hospital administrators, Students of Health and Hospital Management, Public Health, financial managers from public and private hospitals, development professionals from both profit and non-profit organisations and professionals from the health insurance industry like third party administrators.

Certification Programme on Public Procurement, GeM, Project & Contract Management and Alternative Dispute Resolution

Programme Director:

B V N Sachendra

Online

Dates:

9th August to 3rd November 2023
Online sessions for 3 hours on Fridays from
18th August to 20th October 2023 and
5-Day On Campus Programme
from 30th October to 3rd November 2023

Fee:

Rs. 98000 (US \$ 1690)+
Applicable GST

Programme Overview

Public Procurement plays an important role in the economy of any country. Its importance stems in budget formulation and in achieving Value for Money through optimized resource application. It also plays a pivotal role in achieving and maintaining aggregate fiscal discipline through robust process control systems.

Recent developments in the competitive environment and enhanced emphasis of governments on optimizing the performance of Public Sector Enterprises has resulted in significant changes in the manner in which these organizations formulate, plan and monitor their projects, and administer their contracts.

In addition to this, today, organisations have a wider choice in deciding on their contracting partners and contract management methodologies than ever before. Managing contracts for supply of goods, works and services has become a challenging activity for middle and senior level managers, officers and executives.

Executives, today, are encountering a challenging environment characterized by complexities in planning, implementing, monitoring, and evaluating their projects. Failure in planning and monitoring of projects is not only resulting in financial losses but also causing a cascading adverse effect on project performance, in terms of disruption of work; counter productive activities like arbitration and litigation; loss of goodwill; and so on.

As a result, having a thorough understanding of Public Procurement Principles, contemporary trends like GeM, e-Procurement, managing projects (right from the planning stage to the evaluation stage through a methodic implementation and monitoring, having a thorough understanding of the issues arising in contracts and their implications; adapting contract management best practices from the contemporary business world, enhancing knowledge on the Legal issues in Contract Management and familiarization on Alternative Dispute Resolution methodologies in order to get rid of the disadvantages of litigation has become a key factor for the success of middle and senior level managers / executives.

The proposed training programme will aim towards meeting the current needs of a middle or senior level managers / engineers / executives both from the organizational and individual perspective. The programme adopts an interactive approach, with a judicious blend of pedagogical tools like Lectures, Case Studies, Action Learning Project and so on.

Impact

- ◆ To enrich the knowledge on Public Procurement Principles and the latest trends like GeM, e-Procurement
- ◆ To better enable managing projects (right from the planning stage to the evaluation stage through a methodic implementation and monitoring)
- ◆ To enhance the understanding of the issues arising in contracts and their implications; contract management best practices in the contemporary business world
- ◆ To deliberate on the Legal issues in Contract Management and the Alternative Dispute Resolution methodologies in order to get rid of the disadvantages of litigation

Participant Profile

Executives, Engineers, Officers and Managers responsible for Public Procurement, Executives, Engineers involved in project planning, appraisal, contract administration, commercial management and project implementation in Government Departments, Public Sector Enterprises, Manufacturing Industries, Financial Institutions, Development Authorities, Research and Development Agencies, Construction Companies, and Service Organisations are ideal candidates to attend the programme.

This programme would also be useful for all officials working in projects, procurement, contract and implementation functions with goods and equipment suppliers, civil works contractors and consultancy firms.

International Certification Programme on Strategic Human Resource Management

(Certifying partner Pearson Vue)

Programme Director:

J Swarnalatha

Online

Dates:

Dec 18 2023 - Jun 14, 2024

Fee:

Rs. 85,000+
Applicable GST

Programme Overview

The programme aims at developing in-depth understanding of issues involved in aligning Human Resource Management Processes with the corporate strategies. It provides value addition by managing Human Resources in the business process and an integrated approach in dealing with the talent management, competency management and performance management for aligning HR processes with business objectives.

Impact

- ◆ Help participants recognise the importance of Strategic Human Resource Management and understand the intricacies involved in aligning the people-management with the organizational business requirement and the changing direction of the organisation.
- ◆ Exposure to the best practices of HRM in world-class organisations

Participant Profile

Senior and Middle Level Executives responsible for Human Resource Management, including line functionaries.

Certificate Course on World Bank's Environmental & Social Framework (ESF)

Programme Director:

Reshmy Nair

Dates:

Jan 02 - 30 Mar 2024

Fee:

Rs. 85,000+
Applicable GST

Programme Overview

The Environmental and Social Framework (ESF) sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of ten Environmental and Social Standards (ESS) that are designed to support Borrowers' projects. Since 2018, the ESF provides the guidance for managing environmental and social risks in all new Investment Projects of the World Bank. All such Borrowers/Project Implementation Agencies therefore are required to incorporate certain additional social considerations such as stakeholder engagement, labor management procedures, risks and impacts on

The ESF supports green, resilient and inclusive development by strengthening protections for people and the environment and making important advances in areas such as labor, inclusion and non-discrimination, gender, climate change, biodiversity, community health and safety, and stakeholder engagement. The 6-day course delves into each of the ten ESSs and seeks to strengthen the capacity of the borrowers to undertake requisite assessments and prepare commensurate mitigation plans.

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts
- ESS2: Labor and Working Conditions
- ESS3: Resource Efficiency and Pollution Prevention and Management
- ESS4: Community Health and Safety
- ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6: Biodiversity Conservation & Sustainable Management of Living Natural Resources
- ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities
- ESS8: Cultural Heritage
- ESS9: Financial Intermediaries
- ESS10: Stakeholder Engagement and Information Disclosure

The practical course (with case examples, FAQs, reporting formats) duly integrates the Indian legislative framework (central/state laws) in each of the ESSs.

ASCI Post Graduate Diploma in Management (Hospital Management)

AICTE approved Two Year Full Time Programme

Programme Director:

Subodh Kandamuthan

Dates:

2023 - 2025 (Batch XVII)

Fee:

Rs. 6,00,000 +
Applicable GST

Administrative Staff College of India

College Park Campus
Banjara Hills, Road # 3, Hyderabad-500034
Ph: +91-40-6672 0712 / 0713
Fax: +91-40-6672 0725
Email: pgdhm@asci.org.in
subodh@asci.org.in

The Programme

The two year Post Graduate Diploma in Management (Hospital Education (AICTE)), is the preferred higher-education option for a large section of graduates aspiring to become professionals in hospital administration and healthcare management.

Genesis of the Programme

With the increasing focus both at the Central and State government levels to improve the service delivery in hospitals and consequently, healthcare outcomes, and with rising awareness and expectations from the citizens about quality healthcare, ASCI started the two-year, full-time PGDHM Programme in 1998. The objective of this Programme is to equip the industry and the government, and through them the society at large, with well-trained hospital administration and healthcare management professionals. Thus, the Programme, approved by the All-India Council for Technical Education (AICTE), is now into its 20th successful year of running.

Salient Features of the Programme

The Programme has academic rigour and industry-orientation, duly backed by a multi-disciplinary team of faculty, excellent infrastructure and learning aids. It includes specially designed modules on healthcare information technology, hospital operations, personality development, and such other modules that are crucial for the students for advancing their knowledge frontiers as well as securing placements in the best hospitals, IT enterprises, consultancy firms as well as private corporations and public organisations engaged in healthcare management. The Programme has the following distinguishing features:

- ◆ Up-to-date curriculum.
- ◆ Extensive industry interaction; hospital tie ups.
- ◆ Excellent Placements.
- ◆ Summer internships and live projects.
- ◆ Specialized and experienced faculty.
- ◆ Exposure to new and emerging areas of healthcare by practising managers from the industry.
- ◆ Interactive / participative learning.
- ◆ Support from strong alumni network.
- ◆ Well-equipped, centrally located campus.
- ◆ Excellent on-campus hostel facilities for students (Hostel stay is optional).

ASCI Post Graduate Diploma in Management (PGDM)

AICTE approved Two Year Full Time Programme

Programme Director:

Nirmalya Bagchi

Director General (i/c)

Dean of Research and Management Studies

Dates:

2023 - 2025 (Batch V)

Fee:

Rs. 7,50,000 + Applicable GST
for Two Years

Administrative Staff College of India

College Park Campus

Banjara Hills, Road # 3, Hyderabad-500034

Ph: +91-40-6672 0727

Fax: +91-40-6672 0725

Email: admissions.pgdm@asci.org.in

nirmalya@asci.org.in

Programme Overview

Administrative Staff College of India (ASCI) has launched the 2 year full time Post Graduate Diploma in Management programme (approved by AICTE) in 2019. The programme aims to create future leaders in the field of management who have the relevant skills and attitude to face the a Volatile, Uncertain, Complex and Ambiguous (VUCA) world. The All Indian intake for the programme is only 60 students per year and the competition to secure a seat in the programme is high. Students are selected through a competitive process, including due weightage to CAT score and personal interview. For the second batch (2020-22 which is currently running we have 60 students with diverse qualifications like MTech, BTech, MBBS, BBA, BCom, BA etc. 50% of our first batch students are girls.

The 2 year programme has four semesters with internship of ten weeks in April, May and June after the end of the second semester. A unique feature of the programme is that it allows dual specialization in both functional areas of management like marketing, human resource management, operations management, and also so in sectoral areas like energy, health, urban governance and corporate social responsibility. The design of this programme and its structure has been finalized after discussing with many professionals, management teachers, bureaucrats and captains of industry.

Mr. Jayesh Ranjan, IAS, Principal Secretary, IT and C, and Industries, Govt. of Telangana is the Chairman of our Advisory Board for the programme. The programme enjoys significant support in the Hyderabad industry circles and benefits from the large network of ASCI.

ASCI has World class facilities to conduct the PGDM programme. A separate high-end computer simulation lab with adequate software has been created to enable the students to work on simulation, Big Data and Artificial Intelligence. The programme also benefits from the good facilities that exists in ASCI with respect to hostel, classroom and recreational facilities like tennis, badminton, table tennis, swimming pool etc.

The programme also focuses on imparting practical skills and aims to make behavioral changes through non-credit courses like digital marketing, public speaking, personal effectiveness coaching, mathematical modeling and other such market relevant topics which are often times missing in the curriculum of other B-schools. The programme also benefits from the location of ASCI which is in the heart of Hyderabad, a thriving metropolis with a growing IT, Pharma and ITES industry.

Many top executives of the local industry regularly interact with the students and deliver lectures to them, further enriching the course and making the students market ready. The students are also encouraged to conduct seminars and conferences on issues of current interests which helps them in developing managerial and leadership qualities. Regular industry exposure visits are organized for the students, so that they may gain from real life exposure.

ASCI is also proud that in the programme a constant focus is maintained on developing and nurturing a good value system. In today's World of business, where often times, many corporations get mired in unethical practices, we are constantly endeavoring to impart to our students the right set of values.

As we enter the third year of the programme, we have been able to place our 1st batch students in various organizations like Airtel, Amazon, HDFC Bank, HSBC, Dr. Reddy's foundation Sresta natural bioproducts Pvt. Ltd., Transcell Oncologics, DCB Bank, SBI Life Insurance.

For more information on the programme:

please visit www.ascipgdm.in



Convocation Ceremony for PGDM at Bella Vista in 2023

Management Studies & Research Activity





ASCI's Public Lecture "The Struggle and the Promise" "Restoring India's Potential' by Dr Naushad Forbes Co-Chairman, Forbes Marchall on 6th September 2022



ASCI Public Lecture - Prof Vengopala Rao Memorial Oration - September 23, 2022

MANAGEMENT STUDIES & RESEARCH ACTIVITY

India has come a long way since Independence in 1947. We are today one of the largest economy in the world, and the fastest growing one. At ASCI, we do keep pace with this tremendous transformation that is taking place in our country. Verily, we can indeed claim some credit in having shaped many of these transformations in our own humble way.

Today, we are the preferred destination for research and consultancy support for departments of the government of India and many governments in states. Our assignments have had a positive impact on enabling good governance, in developing progressive policies, in developing breakthrough strategies and reforms, shaping public discourse on transformative ideas, in resolving disputes, on planning and its implementation, and on monitoring and evaluation. Our studies have also been quoted in Judgments. Over 1750 assignments have been carried out since 1956. At any point of time, the number of projects under implementation will be around 100.

The College has conducted assignments in 2021-22 in the areas of WASH, Urban Governance, Urban Sanitation, Science Policy Development, Auction and Cartelization, Pollution Mitigation and Environment Management, Corporate Social Responsibility, Climate Change, Manpower Planning, Government Advisory, Corporate Advisory, Monitoring and Evaluation, Analytics, Policy issues relating to Energy, Setting Power Tariff and issues thereof, LARR, Project Management, Restructuring of organization, Assessing suitability of promotions, Non Conventional Energy and related issues, assisting government departments in Financial Management and Monitoring, Social Impact Assessment, Time and Motion studies, Gender related studies, and Assessment of Public Health Infrastructure in States. The college has won many new projects from repeat clients which is a reflection on the quality of work of our faculty members. In addition, we have also been able to secure a very large project from Collective Good Foundation, Ministry of Jal Shakti, Municipal Administration Department (MA & UD) and UNICEF.

Management Studies Activity

ASCI provides consultancy to industry, business and government. The objective is to provide professional services for improving management practices in the organization leading to improved economic performance and long - term effectiveness.

Some of the areas in which consulting assistance has been provided by ASCI include policy analysis and recommendation, strategic, planning, organizational restructuring, human resource management and development, restructuring, health management, organization management, forest management, energy management, business process re-engineering, urban governance and improving of services delivery of various institutions.

The ASCI Management Studies Team generally uses a multi-disciplinary approach to problem solving. Many faculty members in the college are involved in these assignments so that they will get opportunities to provide new ideas and approaches in achieving economic performance and long - term effectiveness for the clients. This approach also provides an opportunity for the faculty to enrich their teaching inputs.

Research Activity

Research at ASCI takes several forms: sponsored research grants from external sources, publication in international /national journals and conference proceeding, working paper / Occasional paper series, research colloquiums and seminars etc. In addition, ASCI, publishes ASCI journal of Management and Monographs.

A large number of private and public sector organisations have endowed chairs for supporting research, ASCI offers research services to a wide variety of organisations including Government, Public, Private, Corporate, UN agencies and other Multilateral institutions.

Our clients

Some of our important clients for projects in management studies include, World Bank, UNICEF, BMGF, GIZ, NRDC (USA), Ministry of Science & Technology, Ministry of Steel, Ministry of Education, Ministry of Agriculture, Ministry of Mines, Ministry of Power, Ministry of Non Renewable Energy, MSME, IOCL, CIL, NABARD, MPBCDC, MPHEQIP, Pawan Hans, Government of Telangana, Government of Kerala, Government of Tamil Nadu, Government of Bihar, Government of Maharashtra, Government of Andhra Pradesh, Ramky Group, Collective Good Foundation

FACULTY PROFILES





Leadership and Management Training Programme for the Elected Representatives and Officers of Rural Development and Panchayat Raj department



International Programme on 2016 Procurement Policy Frame Work for the World Bank Aided Projects

Valli Manickam

M.Sc., M.Phil., M.C.A., Ph.D

Dean of Training Programmes

(SDP and LDP)

Professor and Director

Centre for Innovation & Technology

vallim@asci.org.in



Dr. Valli Manickam is Professor and Director, Centre for Innovation & Technology, ASCI is also currently Dean of Training Programmes (Short and Long Duration). She has a Ph.D in Environment and Masters in both Computer Applications and Sciences, with over 28 years of research and teaching experience in the field of Environmental Science and Technology. Prior to joining ASCI, she has worked at Centre for Atmospheric Sciences and Weather Modification and at Centre for Environment, Jawaharlal Nehru Technological University, Hyderabad. She has executed a DST Women Scientist Project for Lake Remediation technologies. Dr. Manickam has developed software for the automation of the water and wastewater treatment systems and has also designed and developed a database for storage of the data during cloud seeding operations. She has worked for a number of environmental projects and activities which include environmental impact assessment study for taking up industrial or tourism activity, study of lakes in and around Hyderabad, study of pollution in surface and ground waters, review of environmental statements, risk assessment, common effluent treatment plants, air pollution assessment studies, weather modification operations.

She has worked in the area of climate change, developed a decision support system for storage and retrieval of geospatial data to help decision makers for the seven agro climatic regions in Andhra Pradesh. She has also been working on open data policy for the various state governments and government of India and is currently working on National Geospatial Policy for DST. Dr. Valli has conducted training programs in ASCI for IFS officers in the area of Natural

Resource Management, Environmental Indicators and Environmental Economics, Climate change for forestry sector, besides organizing four international conferences and seven workshops.

She has coauthored six books in the field of environment on Environmental Management Science and Engineering for Industry, Environmental Impact Assessment, Analytical Chemistry, C for Environmental Engineers, Climate Change and Weather Modification Technologies and Environmental Management – A primer. She has published around 32 papers in peer reviewed journals and also presented papers in various international conferences and workshops. She was awarded Associate Fellow of the AP Academy of Sciences in 2010 and Fellow APAS in 2015 for her contribution to the field of Environmental Engineering and Technology. She is also currently the associate editor for the Journal of the Air & Waste Management Association, by Taylor and Francis group. She is presently executing projects sponsored by MHRD, MoEFCC, DST and other state governments like AP Biodiversity Authority and NCSCM, Chennai to name a few.

Nirmalya Bagchi

Ph.D MBA

Director General (i/c)
Dean of Research & Management Studies
Director, PGDM
Professor and Director
Centre for Management Studies

nirmalya@asci.org.in



Dr. Nirmalya Bagchi is the Director General (I/c) Dean of Research and Management Studies, Director for PGDM, Professor and Director Centre for Management Studies at Administrative Staff College of India. He holds a PhD in Business Management and a Masters in Business Management.

He has been working with the Administrative Staff College of India since September 2006, first as an Associate Professor till October 2012 and after his promotion in November 2012, as Professor. He had worked as Lecturer in Indian Institute of Social Welfare and Business Management Calcutta.

At ASCI, Dr Bagchi has worked on important assignments sponsored by the Department of Science and Technology, Bill and Melinda Gates Foundation, Defence Research and Development Organisation, European Commission, UNICEF, Department of Administrative Reforms and Public Grievances, Reserve Bank of India, Sardar Vallabhbhai Patel National Police Academy (Ministry of Home Affairs), Ministry of Steel, Ministry of Skill Development and Entrepreneurship, Department of Scientific and Industrial Research, Department of Electronics and Information Technology, Commonwealth Secretariat, Department of Biotechnology, DoPT, TIFAC, ICFRE, CIPS, FMC, and INAE.

Findings of one of his studies has been used to develop the Science, Technology and Innovation Policy 2013 of the country.

Dr Bagchi has written books, book chapters, and academic papers. Dr Bagchi's current research interests are in the areas of innovation and its management, R&D management, economics of R&D and innovation, and strategic management of technology.

He has been trained on Statistical Methods and Applications from Indian Statistical Institute, Calcutta, on E-Governance by UNAPCICT, and on Executive Evaluation by UNICEF.

Lakshmi B.

PhD, FAIM
Director, Centre for Human Resources Development
Director, Centre for Agriculture and Rural Development

lakshmib@asci.org.in



Dr. Lakshmi B. a Professor and Director for two centres in ASCI, the Centre for Human Resources Development and the Centre for Agriculture and Rural Development. She served as the Dean of Training as well as Dean of Research and Management Studies at ASCI. Dr. Lakshmi was twice Registrar & Secretary (I/c) of ASCI.

She joined ASCI in 2005 and served as the Programme Director of AICTE-approved Post Graduate Diploma in Hospital Management (PGDHM) from 2005-2009. Under her leadership, the PGDHM was ranked among the top ten programmes in Hospital Management in India with cent percent placement record of graduates in leading hospitals in India and abroad.

Professor Lakshmi did a two-year (2009-2011) stint as faculty at the University of Technology and Trainer at The Bridge Business College in Sydney, Australia. Upon her return to ASCI in 2011, she has been focusing in Management Studies. She is Programme Director of several Management Development Programmes (MDPs), In-Company Training Programmes (ICTPs), Senior Executive Training Programmes, and Advanced Training Programmes for Senior Executives in areas of Leadership Development, Human Resource Development, Women Empowerment, Hospital Management, Performance Management, Ethics and Values in Public Governance, and the like.

She is a regular faculty/resource person in the Commonwealth and Multinational sponsored MDPs of ASCI for South Pacific Islanders. Professor Lakshmi has been invited by Initiatives of Change to represent as a core facilitator for the programme on 'Heart of Effective Leadership' at Caux, Switzerland.

She was the Programme Director and Team Leader for the Certification Programme on Service Delivery Management in Modernizing Government Programmes for the Government of Kerala; she was also invited as a team member for working on the research project "Restructuring Kerala State Planning Board." She was associated with Decentralised District Planning and Capacity Building Project for State of Odisha, sponsored by UNICEF, and study on "Situational Analysis of Women and Girls in the States of Odisha" supported by the National Commission for Women (NCW).

Professor Lakshmi is also certified by the Dept. of Personnel and Training, GoI, as the "Master Trainer on Ethics and Values in Public Administration." She is one of the 22 Certified Master Trainers nationally. She has been part of the 6-Member Expert Sub-Group formed by the Government of India on Health Care Regulation to formulate the new National Health Policy.

She has been nominated as an "External Advisor" under The Research Advisory Committee of State Bank of India.

Professor Lakshmi is instrumental in collaborating with prestigious State Bank Institute of Management (SBIM-Kolkata), apex management training facility of State Bank of India (SBI), and an institution of global standards. ASCI is the first management institute to collaborate with SBIM for conducting Leadership Development Programmes for 600 senior level officers (DGMs) of SBI. Programmes are organized jointly by ASCI and SBIM.

Professor Lakshmi B. was instrumental in conceptualising and conducting several international study abroad programmes for CMD, MD, ED and other senior officials of energy organisations and State Power Utilities from across states of India in 2018. These programs were supported by Power Finance Corporation (PFC) and Rural Electrification Corporation (REC) respectively. As part of the study tour the delegates visited Australia, New Zealand, Germany, France and Switzerland.

Dr. Lakshmi is the Head of Assessment centre for conducting competency assessment for senior executives of banking sector and preparation of their Individual Development Plan. Under her direct monitoring, the centre has successfully completed the competency assessment of more than 2000 CGMs, GMs, DGMs and AGMs/Level Officers from Canara Bank, Punjab National Bank, Central Bank of India and Tamilnad Mercantile Bank Limited. As the Project Head, under her leadership 885 senior Executives of Punjab National Bank and 368 Senior Executives of Canara Bank has undergone one-on-one Professional Behavioral coaching sessions.

In 2022, Professor Lakshmi B. conceptualized and conducted the Leadership Development Programme on Capacity Building for Canara Bank Top Management Executives at Europe. 25 Top Executives of the Bank attended the training programme. The programme was well received by the Bank and was useful for the delegation in getting exposure to the best practices and latest trends in banking sector in Europe.

In the post covid scenario, Professor Lakshmi has directed and customized residential training programmes for the various Public Sector banks which benefitted more than 500 senior bankers from Canara Bank, Punjab National Bank and Central Bank of India.

As a Director of the Centre for Agriculture and Rural Development (CARD), she has designed customised leadership programs for senior officials of Indian Council of Agricultural Research (ICAR) in 2018. These programs also included international visits to China, Thailand, Singapore, Australia and New Zealand to enable senior officials gain insights into global good practices on organisational leadership.

She has successfully directed a series of Leadership & Management training programme to elected representatives and Rural Development & Panchayat Raj Department Officials -SIRD & PR, covering 436 elected representatives.

The MPBCDC (Mahatma Phule Backward Class Development Corporation Ltd) has now partnered with ASCI, with a vision of imparting high-quality skill training across a range of sectors and occupations to the youth from SC communities across the various districts of Maharashtra. The conduct of the entire training programs including the selection and empanelment of training centers in Maharashtra is headed and monitored by Dr. Lakshmi on behalf of ASCI, for 5000 beneficiaries.

Professor Lakshmi received her B.A., M.A., M.Phil. and Ph.D. from University of Madras in Economics, Public Administration, and Human Resource Management respectively. She also earned a Diploma in Journalism from SIET Women's College in Chennai and a Post Graduate Diploma in Public Relations from Annamalai University.

She did her Postdoctoral Master's in Hospital Administration (MHA) from University of New South Wales in Sydney. In addition, she earned Graduate Diploma in Education specializing in Human Society and its Environment from University of New England in Armidale, New South Wales, Australia. She also holds a Certificate IV in Training and Assessment from HBO-Sydney, and is a Fellow of the Australian Institute of Management (FAIM).

V Srinivas Chary, B.E., M.Tech

PG Diploma in Urban Environmental Planning (U.Penn, USA), USAID Fellow, Chevening Fellow, Ashoka Fellow

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Prof. Srinivas Chary Vedala is the Director of the Centre for Environment, Urban Governance and Infrastructure Development at ASCI. He provides the strategic direction to the Centre and leads its advisory, consulting research, and capacity development program. He is also the Director of the Centre of Excellence in Urban Development at ASCI, instituted by the Government of India. He is also the Director of the WASH Innovation Hub at ASCI.

He is an urban planner and public health engineer with over two decades of experience in urban infrastructure and service delivery. He specialises in water and environmental sanitation (WASH) services, and his portfolio spans policy, programme, capacity development and knowledge management projects for national, state and city governments. He led over 250 studies related to urban development, water and sanitation. He serves on various Inter-Ministerial and Department level Committees on urban development, 24-7 water supply, WASH in schools, urban environmental sanitation, FSSM, SWM etc. He is a member of the High-level Committee on urban transformation, the national committee on urban water management and sanitation, circularity in used water management, the Chair of the IPA Committee on used-water reclamation and chairperson of the Amrut Start-up Water Challenge, constituted by the GOI.

He supported the Ministry of Housing and Urban Affairs, Government of India, by undertaking an independent appraisal of city development plans, reforms implementation and smart city proposals. He was a committee member of the GOI's reinventing the toilet programme and national FSSM Alliance. He co-instituted the National Urban Water Awards programme with the Government of India (2008) to establish norms and accelerate performance improvement in municipal water and sanitation in India. He assisted GOI in drafting the national urban sanitation policy and urban water supply and management policy 2019 (draft). He has received the Water for Life UN-Water Best Practices Award (4th edition) for his successful advocacy. He has also been conferred the Ashoka Fellowship for his innovations in the WASH sector. His current area of interest includes providing 24-7 water supply, safe sanitation through non-sewer sanitation and citywide inclusive sanitation in Indian cities. He mentors start-ups associated with the circular economy, waste management and water supply.

Prabhati Pati

Ph.D (IIT Kharagpur)

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Dr Prabhati Pati is a senior Professor at Administrative Staff College of India (ASCI) in the area of Human Resource Management, Organization Behaviour and Organizational Leadership, holds a PhD from IIT Kharagpur (1994) and her doctoral thesis was titled “Designing Organizations for Innovations, performance and Quality of Work Life”. She currently has more than 26 years of academic and administrative experience and has been a professor since 2001.

Dr Pati is presently, Centre Director for the Centre for Managerial Communication and Marketing and has been a Centre Director since 2013 for the centre for management studies (CMS). She is well known in the industry and government for her management consulting assignments, research and training programmes for senior level officers. Her latest research publications are in the area of “Succession Planning”, “Managing organizations in uncertain times” and “Neuro decision making”. A research study on “organization climate” is underway at present.

As a project leader she has led more than 20 consulting and research projects for organizations like CVPP(P)L, ECIL, BDL, MIDHANI, NPCIL, NPA, CPCL, YCCI. She has a strong client connect with CIL, OIL, NPCIL, BOI, UCO, PNB, GSI, NTPC, NHPC, DRDO, EPFO, IB. She has conducted more than 300 training programs both theme based and leadership programmes for senior level and C- suite executives in areas of Organizational leadership, Strategy, Performance improvement strategies, Creativity & Innovations, HR Issues, managerial Competency building, organization Culture. She has several national and international publications to her credit. Throughout her academic career, she has received UGC, National and merit scholarships.

As a senior professor, she is well appreciated for strengthening academic activities, building knowledge teams, and inducting fresh professionals through mentoring and counselling to consulting and training assignments at ASCI. She is a contributing member of professional bodies like NHRD, ISTD. She is also a member of various committees at ASCI like PF committee and work place harassment committee. At present her academic focus area is Entrepreneurship and management. She is appointed as Vice President at National Council for Higher Education at WICCI (Women’s India Chamber of Commerce and Industry). She is an Editorial Board member for Journal of Human Resources Management Science Publishing Group.

Harsh Sharma

Advanced Professional Training,
German Development Institute Bonn, Germany,
PhD in Human Resource Management,
Indraprastha University, Delhi, MBA (HRM)

Professor & Director
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Dr. Harsh Sharma is working with Administrative Staff College of India, Hyderabad as Professor, and Director Centre for Public Policy, Governance and Performance. He has more than two decades of experience in research, capacity building and consultancy.

He has presented numerous papers and published research articles in International journals published by emerald, inderscience and macrothink USA and indexed by Scopus, Ebsco etc. on topics of Indian Negotiation Style, Training Effectiveness, Mentoring, Green Jobs and Decent Work Agenda.

He has worked on consulting assignments with ILO, UNICEF, NIFT, Oil India, OHPC, Waters, Goa Shipyard, NALSAR University and Bureau for Police Research & Development (BPR&D) etc. on decentralised planning, Green Jobs, organisation restructuring, human resource planning, performance & talent management, reformulating HR policies, evaluating training effectiveness etc. Currently, he is working with Indian Navy, AAI Cargo, Indian Renewable Energy Development Corporation (IREDA), on work force planning, with Bihar Government on World Bank sponsored project on training evaluation, with UNICEF on Capacity Building for Decentralised Planning.

He has conducted more than 300 short and long duration capacity building programmes sponsored by Ministry of External Affairs, RBI, IOCL, HPCL, Exim Bank, Nokia, NHPC, NTPC, Department of Science and Technology, Nuclear Power Corporation, Punjab National Bank, Wipro, Bank of Maharashtra, Waters India Limited, ISRO, Volvo etc. on topics such as Leadership Development for Enhanced Public Service Delivery, Conflict Management, Negotiation Skills, Leadership and Organisation Development, Train the Trainer, Strategic Human Resource Management, Industrial Relations & Labour Laws. He is a visiting faculty at many reputed institutions including SVPNPA, NISA, GSI, Sol, ISTM and has also conducted programmes for GIZ Germany, UN India etc.

Harsh is associated with Committee of Experts on Public Administration (CEPA) of UNDESA and also Schools of Public Administration network for SDGs led by GDI and UNSSC. Currently he is working with NITI Aayog on designing National Level Capacity Building Programme on SDGs for Civil Servants, He is an alumnus of German Development Institute, Bonn. He has done advanced certificate course on "Managing Global Governance" from German Development Institute, Bonn which is one of the top ten think-tank in Europe. He has worked with ILO and has completed a long-term research project at International Labour Organisation, Geneva on the topic of 'Green Jobs and Decent Work Agenda.' He has also completed International Programme on Negotiations in Berlin and is completed Certified Master trainer course from Humboldt University Germany.

He has done his Ph.D in the area of 'Training Effectiveness Evaluation' from GGS Indraprastha University, Delhi, India. He holds three post graduate degrees including MBA with specialisation in Human Resource Management, Master of Arts (Sociology) and Master of Science. He also holds Diploma in Training and Development from ISTD and certificates in Statistical Analysis Tools, ISO 9000:2000 and Gaming Simulation from ISAGA.

Swarnalatha Jagarlapudi

Ph.D (Industrial Psychology) is underway (BITS Pilani)
MPhil in Industrial Psychology- TISS, Mumbai.
M.Sc–Applied Psychology – Annamalai University
MBA – HR and International Business
Masters in Foreign Trade- Pondicherry University.
Masters in Economics- Osmania University, B. A in Economics.
Masters in Criminal Law and Forensic Science

Professor
Centre for Managerial Communication & Marketing

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Prof. J Swarnalatha is a Senior Human Resources Professional with a high degree of commercial acumen and entrepreneurial flair. A dedicated professional with over 33 years of experience, she has been serving the Centre for Managerial Communication & Marketing of Administrative Staff College of India as a Professor. A Human Resources Generalist, Prof Swarnalatha is bringing forth knowledge from a variety of industrial sectors, including Government of India, Banking, Finance, Information Technology, Manufacturing. She is adept in creating powerful curriculum in the fields of Leadership training, Management and Organisation theory for the students of Post Graduate Diploma in Health Management, and Strategic Human Resource Management. She won kudos from participants drawn from different organisations, both private and public sector, and students, for successfully preparing them for personal and professional success in today's world. She is knowledgeable and experienced in various training and academic philosophies, which best promote the overall experience of a participant and student.

Prof. Swarnalatha's training and certifications include,

- Post Graduate Diploma in HR Practices and Systems from NISIET.
- Competency Mapping from TVRLS.
- NLP Practitioner Certification from NLP Institute, Florida, USA.
- Research Methodology Certification from TISS, Mumbai.
- Recruitment Analyst, Competency and Performance Developer Certification from Carlton Advanced Management Institute, USA.
- Train the Trainer International Certification from City and Guilds, London.
- Internal Information Systems Auditor Certification (CIISA) from STQC Directorate, Department of Information Technology, Government of India.
- Qualified Internal Auditor for ISO 9000.
- Certified PPA Practitioner – Thomas Profiling International
- Stress Management Professional from International Stress Management Association, Sydney, Australia

Prof. Swarnalatha has been instrumental in directing several Management Development Programmes, Leadership Development Programmes, and functional specific programmes for Public Sector Undertakings, Private Sector, and Government Departments like Department of Science and Technology, Department of Personnel and Training, NTPC, NHPV, several Nationalised Banks like UCO Bank, Punjab National Bank, Bank of Maharashtra, Scientists of DRDO, Department of Science and Technology, Government of India, SAIL, BPR&D etc., apart from directing several programmes for private sector companies like Zuari Industries, Aditya Birla Group, Greenko etc. She is currently engaged in consultancy assignments and research work apart from directing management programmes with a high rating on training effectiveness.

She designed, developed and delivered Leadership Engagement and Development programmes for foreign participants, sponsored under ITEC/SCAAP scheme of Ministry of External Affairs, Government of India. Notably, she was part of a team for assessment of Steel Plants for award of Best Steel Plant in terms of performance on five key indicators, by the Prime Minister of India. She also undertook consultancy work on "Redrafting Service Rules" for APTS, "HR Policy" for NALSAR University, and "HR Planning" for Singareni Collieries. She successfully delivered modules on Management theory and Organisational Behaviour, Personality Development, and Communication Skills for the students of Post Graduate Diploma in Hospital Management.

Swarnalatha's current interests include a) Strategic Leadership b) Effective Trade Union Management c) Interpersonal Effectiveness d) HR Audit and Analytics e) Coaching and Mentoring f) Strategic Human Resource Management.

Reshmy Nair

MPhil & PhD (Economics)
Jawaharlal Nehru University, New Delhi
Economics (Hons.), SRCC, Delhi University

Professor and Director
Centre for Management of Land Acquisition,
Resettlement and Rehabilitation

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Dr. Reshmy Nair is Professor and Director, Centre for Management of Land Acquisition, Resettlement and Rehabilitation (CMLARR), at ASCI. She has graduated in Economics (Hons.) from Shri Ram College of Commerce, Delhi University and holds M. Phil & Doctorate degrees in Economics from Jawaharlal Nehru University, New Delhi.

CMLARR has been leading the capacity building interventions for LARR specialist officers in the South Asian region. The Centre has entered into a MoU with National Research Centre for Resettlement, Hohai University, China, to support cooperation and create research network for effective management of social issues in infrastructure development. The two leading institutions in China and India are now offering International Programmes and Joint Certification Courses in Land Acquisition, Resettlement and Rehabilitation (LARR). Among the prominent international assignments successfully led by her include customised courses on LARR for Ministerial delegation from Government of Uganda, Egypt, Kenya etc; Curriculum Development Workshop for University of Nairobi; Support to World Bank in the Technical Assistance for Land Acquisition Policy and Institutional Reform in Egypt; Development of Step by Step Guidelines on Social Impact Assessment; South-South learning event on R & R and Benefit Sharing; International training courses on LARR, advisory guidance to University of Peradeniya; Sri Lanka on LARR, Technical support for Training of Trainers in workshops organised by World Bank in the South Asian Region etc.

CMLARR, under her leadership is an empanelled expert institution for conducting social impact assessment studies. She has led national/international consultancy studies on social impact assessment and evaluation. CMLARR has been providing support to the Department of Land Resources, Government of India and various State Governments in the implementation of the new land acquisition Act. She conducted dedicated courses on the RFCTLARR Act 2013 in Karnataka (400 officers), Tamil Nadu (105 officers), Bihar (100 Officers), Odisha (55 Officers), Madhya Pradesh (55 Officers); Punjab and Sikkim (50-60) etc. Officers from more than 20 state governments have participated in the LARR Courses at ASCI. CMLARR has institutionalized partnership with Coal India Ltd the largest coal producer in the world. Dr Nair has conceptualised, designed and directed customised capacity building interventions on LARR for senior IAS Officers, World Bank & Asian Development Bank supported projects, government organizations and several public/private sector organisations. The annual announced programmes on LARR have been receiving unprecedented participation including senior officers from State governments and numerous public and private sector organisations. She has directed more than 13,000 mandays of training in LARR during the last few years. The Centre has developed comprehensive training modules on legislative framework of land acquisition (RFCTLARR Act, 2013), Social Impact Assessment and Resettlement Planning.

Dr Nair is Member, Inter Ministerial Committee on R & R; Member, National Committee for finalisation of National Land Policy; Member, Committee formed by Ministry of Coal to address LARR Issues in Coal Sector; National Social Expert, Two member Panel of Experts, Directorate of Energy, Government of Himachal Pradesh for providing advisory guidance to the Directorate on the social issues in hydro sector development; Advisor, GNLU_SJVN Fellowship on Hydropower Development; Member, Committee, Government of Telangana to support the Group of Ministers in the finalization of RFCTLARR rules. She was the Technical Editor of ASCI journal of Management- a peer review ISSN journal, of the Special Issues on LARR.

Subodh Kandamuthan

PhD (Health Economics) (Institute for Social and Economic Change, Bangalore)
M Phil (Applied Economics)
Centre for Development Studies, Thiruvananthapuram
affiliated to Jawaharlal Nehru University),
MS Development Economics (Pondicherry Central University)

Professor and Director
Dr. Kakarla Subba Rao Centre for
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Dr. Subodh Kandamuthan is currently Director and Professor of Dr. Kakarla Subba Rao Centre for Health Care Management at ASCI, Hyderabad. He has been the Programme Director of the AICTE approved Post Graduate Diploma in Management (Hospital Management) ASCI's prestigious long term programme for the last eight years.

He holds a Masters Degree in Development Economics, M Phil Degree in Applied Economics and Ph.D in Health Economics. He had worked as faculty in Health Economics at the Institute of Economic Growth, New Delhi, Institute of Health Systems, Hyderabad and as a technical consultant for DFID in Finance and Procurement to Health department of Government of Andhra Pradesh. He worked on projects related to Economic costing, Economic Evaluation of Health Care programmes like National Rural Health Mission in Andhra Pradesh, Medium Term Health Expenditure frameworks in Odisha and Madhya Pradesh, Trade in Health and Hospital services, Public Private Partnerships in Health Sector, Replication of PM Award winning projects for various clients like World Bank, World Health Organization, UNICEF, Ministry of Commerce, Government of India, Department of Personnel and Training, Government of India, State Governments of Odisha, Madhya Pradesh, Andhra Pradesh etc. His recent projects as project leader include the UNICEF-sponsored Management Review of Behavioral Change Communication Strategies for the Health departments of three states of Telangana, Karnataka and Maharashtra. He also led the project on rapid assessment of Basti Dawakhana for the National Health Mission, Telangana.

He teaches Health Economics, Health Policy, Public Health, Health Insurance and Business Research Methods for Post Graduate Diploma Management (Hospital Management) at ASCI and has also taught Health Economics for MBA Health and Hospital Management programmes at University of Hyderabad, Nizams Institute of Medical Sciences, Chitkara University, Indian Institute of Public Health and LV Prasad Eye Institute, Hyderabad. He also takes guest sessions at reputed institutes like National Institute of Rural Development, IIT Hyderabad, TISS, Hyderabad, Goa University, Amity University, Dr MCR HRD Institute etc. He also conducts regular training programmes in the areas of Monitoring and Evaluation, Health Financing, Health and Hospital Management, Hospital Administration and Public Private Partnerships in Health Sector for Civil servants and other government officials in health sector.

Dr Subodh won the IDRC Social Science Research Award in December 2009 in the category of Equity in Health. He won the first Australia India Council Research Fellowship in 2004 to do research in Australia. He was also a technical committee member of the Mobile Health technical advisory group of the World Health Organization. In 2014, he participated in the International Visitor Leadership Programme on American Think Tanks funded by US Department of State where he visited various think tanks in eight states of US. He represented India and ASCI at the World Think Tank Summit at Yokohama in Japan in June 2017. He was an invited expert on Public Private Partnerships in Health to Health workshops in South Africa and Cote d'Ivoire by African Development Bank for African countries in 2017-18 and subsequently delivered talks in 2018-19 in Japan and Tunisia on Health Systems in India.

He is currently involved as programme director on behalf of ASCI with the GIZ sponsored capacity building on the prestigious Government of India program: Ayushman Bharat: Pradhan Mantri Jan Arogya Yojana (PM-JAY) for the States and Union Territories. He has also facilitated an MoU with State Health Authority Kerala and is imparting year long online training on Health Economics, Health Financing and Health Insurance for the health insurance officials of Kerala. He is programme director of the online six months' certificate programme on Health Insurance in collaboration with Access Health International and InOrder Institute and was also involved in developing and imparting leadership development programs for big Hospital Chains in India.

He is currently the team leader for the UNICEF project on Concurrent Monitoring of Anemia Mukht Bharat programme for Telangana in collaboration with NHM Telangana. He also led the team from ASCI in preparation of policy guidelines and recommendations for India and also Telangana in handling Covid 19 first and second wave in collaboration with FICCI and FTCCI and was widely quoted in print media. He is currently the Health Care Co-chair of the FTCCI (Federation of Telangana Chambers of Commerce and Industry) and is leading the team at ASCI to prepare a Vision 2030 document on Quality and Affordable Health in Telangana. He is also the project leader for the project on supporting Aarogyasri Health Care Trust on Revision and Costing of Health Care Packages.

Dr Subodh Kandamuthan has published papers in national and international journals and has co-authored three books. He has attended and presented papers at a large number of national and international conferences and has also visited almost all the states in India more than 30 countries on professional assignments.

B V N Sachendra

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Prof. B V N Sachendra has about 25 years of work experience including corporate and academics. While working as Engineer (Purchase), he was responsible for Vendor Development, Supplier Selection, Material Procurement and Follow up. He has developed several case studies, textbooks and workbooks in the area of Operations Management. He has taught courses on Operations Management, Total Quality Management, Supply Chain Management, Project Management in Business Schools of repute. Besides, he is also proactive in developing, designing and delivering Executive Development Programs and Management Development Programs. He has conducted about 300 training programmes and trained more than 6000 middle and senior level officers / executives from Government, Public and Private Sector Units in functional areas like Materials and Supply Chain Management, Inventory Management, Logistics Management, Project and Contract Management, Procurement Procedures for World Bank Aided Projects, Public Procurement Principles & GeM and Productivity Management. He has ten papers to his credit, out of which four were presented at the international level.

Vilas Shah

M.Tech Industrial Engg & Operations Research,
(IIT-B), B.E (Pune University),
LLB (North Maharashtra University)

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Prof. Vilas Shah specializes in Procurement, Projects, Operations Management. He is MTech in Industrial Engineering & Operations Research. He is an Energy Auditor certified by the Bureau of Energy Efficiency, Government of India.

He was the leader of the team for assessment of Enabling parameters for Prime Minister's Trophy for Best Integrated Steel Plant in India. He also led the team for the project of Audit of Work culture in the IHQ MOD Navy. He has also led the project at DRDO for developing template for evaluation of High Risk Research Projects. He has offered consultancy on various projects on energy saving, energy audits, software development and productivity improvement, Project Management, Critical Chain Project Management.

His areas of interest include, Auction Designing and Study in Cartelization, Project Management, Critical Chain Management, the New Technique for Managing Projects fast and under budget, Energy Audit, Inventory Management and Modeling, Product Mix Optimisation for maximisation of profits and distribution of products at minimum costs. His current interests also include data based phasing out of equipments and life cycle costing of energy consuming equipments, and activity based costing.

Shahaida P

MBA, MPhil, PhD

Professor

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Dr. Shahaida P is a Professor in Centre for Managerial Communication & Marketing since December 2011. She holds a Ph. D. in the Services Marketing Area from University of Mysore. She has an M. Phil degree in Management from Alagappa University. She is a Master in Business Administration (Marketing) from Kuvempu University. She holds a Graduate degree in Pharmacy, Government College of Pharmacy, Bangalore University.

She has 21 years of industry, teaching, training, research and consulting experience. She has served as a faculty in reputed management institutes in Bangalore and Hyderabad. Her core areas in teaching are brand management, services marketing, marketing research, sales management, strategic marketing, tourism marketing and corporate social responsibility.

She has worked in the industry with multinational companies in the areas of sales, sales training and product management. She has published research papers and case studies in many national and international journals in the areas of services marketing, branding, retail etc including South Asian Journal of Management, International Journal of Commerce and Management and International Journal of Mobile Marketing.

She has designed and developed customized training programs for the faculty and officials of Ministry of Tourism on “Strengthening Capacities to Capture Market Opportunities” with International exposure visits to Singapore, Indonesia and Malaysia in 2017-2018 and to Spain in 2019-2020 and in 2019-2020.

She has conceptualized and delivered training programs in Sales and Brand Management, Thinking Differently, Coping with Difficult People at Work: Employees and Customers, Fostering Core Values, Stakeholder Management, Creating Corporate Credibility & Values and Corporate Social Responsibility.

She has conceptualized and delivered programs in Strategic Thinking for NHPC (2014), Strategic Retreat for senior executives of Air India (2017). She has delivered Sessions on Business Orientation and Strategic thinking sessions in the MDP for Mahagenco (2018-2019).

She has delivered an assignment titled Accelerating Sales Performance for Asian Paints Ltd in August 2019, the focus of the 1 day workshop was on Creating an Entrepreneurial growth mindset for the Focus Product Sales Managers of Asian Paints.

In 2020-21, she has conducted customised programs in

- Awareness Program for Women on Workplace Safety for UCO Bank
- Role of HRM in Organisations for Executives of AEGCL/APDCL, Assam under CBIS/NERPSIP Project, Sponsored by POWERGRID
- Programme on Achieving Sales Excellence for Coir Board
- An Online Training Program for Women Forging Ahead: Management and Leadership Excellence Sponsored by POWERGRID Academy of Leadership.

In 2022, She had conducted customized MDPs for UCO bank and POWERGRID

She has lead Consulting Assignments in the following areas:

- a) Preparation and Formulating Strategic Medium Term Business Plan 2021-26 for Pawan Hans Ltd
- b) Diagnostic Study on Agricultural Produce Marketing through Farmer Producer Organizations (FPOs) in North Eastern Region
- c) DLI Verification for Year-5 (FY 2020-21) MPCARS Project
- d) Extension of Verification of Disbursement Linked Indicators for World Bank funded MPHEQIP
- e) Study on Challenges and Solutions in Establishing Functional Family Courts in Different States
- f) Study on Social Sector Projects Assisted under Rural Infrastructure Development Fund in the states of Kerala, Karnataka and Rajasthan for NABARD
- g) Business Plan Development for Pawan Hans Ltd (2014-15): Developed a 10 year forecast for the organization. Detailed customer analysis, competition analysis, market mapping, strategy formulation, funding plan and marketing strategy were developed.
- h) Measuring Service Quality of Hyderabad Police for National Police Academy (2013): The SERVQUAL approach was used to assess the expected and current service quality delivered by Hyderabad police. The gaps were identified and an action plan suggested for bridging the gaps. Citizens and police officers perspectives were incorporated.
- i) Formulation of Incentive Plans for Sales Executives for Goodricke Group Ltd (2014): The existing incentive system was analyzed, sales executives opinions were surveyed, the challenges faced by the organization with the existing system were addressed with a new incentive plan.
- j) Customer Satisfaction Measurement for Midhani and Pawan Hans Ltd (2012, 2014, 2015, 2018): Business to Business customers were surveyed using a structured questionnaire, a customer satisfaction index was developed to identify the areas of concern and suitable strategies suggested to address customer complaints.
- k) Brand Positioning and Audit Study for Orient Cements (2012): A detailed brand audit was conducted for the company in AP, Telangana and Maharashtra. Dealers, home owners and retailers were sampled using a brand audit instrument apart from focus group discussions. The brand's position was depicted through positioning maps for different markets and different customer groups. This formed the basis of forming new branding strategies.
- l) Developing case studies in Healthcare Services Delivery (2016): A case study on the successful implementation of telemedicine by the Government of Karnataka.
- m) CSR Evaluation Studies: She has successfully completed CSR evaluation studies for Bharat Dynamics Limited (2014), Midhani Ltd (2013), PGCIL projects in Karnataka and Andhra Pradesh (2016-17) and JSW Foundation (2018).
- n) Market Study for Vijaya Dairy Products in Telangana (2018): A complete study on the status of Vijaya Dairy products was conducted. A survey to understand the position of the brand among customers and dealers/retailers was conducted and marketing strategies provided to Vijaya Dairy.
- o) Public Services Delivery: Verification of Disbursement Linked Indicators for World Bank funded MPCARS Project & Case Development on PSG Act in MP (2017-18) and 2019-2020: This was an assessment of the implementation of the Public Service Guarantee Act in MP. A detailed case study has been developed on the initiative.
- p) Public Services Delivery: Evaluation Study of the Madhya Pradesh Chief Minister's Helpline System in MP (2018): In order to make government accessible to citizens, the MP government created and implemented the CM's helpline. This initiative was evaluated.
- q) Public Services Delivery: Independent Evaluation Study of the Bihar Right to Public Grievance Redressal Act (BRPGRA) 2018: The Bihar government has enacted a unique legislation to respond to public grievances, a third party assessment of the grievance redressal act was conducted.

Rajkiran V Bilolikar

Engineering Graduate in Electrical,
Electronics and Power Engineering,
(Govt. Eng. College, Aurangabad)
MBA-Power Management (NPTI, Faridabad)
Post Graduation in Advance Computers C-DAC (Mumbai)

Professor & Director
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Prof Rajkiran Bilolikar is a graduate in Electrical, Electronics and Power Engineering from Government Engineering College, Aurangabad. He holds a post graduate degree in MBA in Power Management from National Power Training Institute, Faridabad. He also holds a Post graduate diploma in Advance Computers from C-DAC, Mumbai. He is pursuing Ph D from National Institute of Technology, Rourkela.

Prof Bilolikar leads capacity building programmes to senior civil servants and top officials of Public, Private and Government Sectors in India, in addition to advisory services to various State Governments in the power sector and its sustainability. He heads the Team in executing the projects on energy efficiency, e-mobility, renewable energy and power sector reforms, and regulatory affairs.

Prof Bilolikar has been contributing in various capacities for the last two decades in addressing the issues related to Electricity Distribution Management, Energy Efficiency Policy, Energy Transitions, Renewable Energy and its integration to the grid, Energy Conservation and Energy Efficiency in Buildings sector. Techno-economic feasibility studies, Regulatory framework of Electricity Industry, Tariff analysis & finalisation, Impact Assessment Evaluation Studies, Strategic Management and Annual Performance of Power utilities, IT application development in utilities, Climate Change & Sustainability, e-Mobility etc.

Prof Bilolikar is a Member of Technical Committee to the Governments of Andhra Pradesh and Telangana. He is on Board of various Committees viz., The State Advisory Committee of TSERC, The State Level Steering Committee (SLSC) for State Energy Conservation Fund (SECF), The State Energy Conservation Committee of Telangana. He is also on Technical Committee established by Bureau of Energy Efficiency. He is a recipient of “Energy Efficiency Excellence Award”, by the Government of Telangana.

In the last two decades, he has been closely working with UNDP, ADB, World Bank, MNRE, NRDC, SAARC Energy Centre, SAFIR, RECL, PFC, PGCIL, THDC, Indo-Swiss BEEP, BEE, TSREDCO, MERC, MSEDCL, GERC, BERG, JERC, MSERC, ONGC, NTPC, LBNL - USA, UNSW – Australia, on various assignments.

His publications in several conference papers, journal papers, Energy Efficiency in Buildings, Renewable Energy and e-Mobility received many laurels. He is eloquent speaker at various international summits and conferences and presented his findings in numerous events in USA, Europe, Australia, Philippines, South Asian Countries, COP-27-Egypt etc.

Sanjay Kumar Bose

Director, New Delhi Centre
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Mr Sanjay Kumar Bose, joined ASCI as the Director of the New Delhi Centre.

He holds a postgraduate diploma in General Management – National Management Programme – VIII, from Management Development Institute, Gurgaon. He completed his Bachelors in Engineering (Electrical) from University College of Engineering, Sambalpur (1984), and M. Tech in Engineering (System Management) from Indian Institute of Technology, Delhi.

Prior to joining ASCI, Mr. SK Bose was the Executive Director (HR) in the Corporate Office of IOCL, New Delhi. His dedication to Indian Oil Corporation Limited (IOCL) spans January 1986 to July 2022.

Briefly posted at LPG Sales and Strategy Function, Marketing Decision (Head Office) in Mumbai from 2005-2007, he subsequently held several positions in the HR department throughout the organization:

- Head (HR), Corporate Office – 2018-2022
- Head (HRD), Corporate Office – 2017-2018
- Head (HR), Panipat Refineries & Petrochemical Complex – 2015-2017

Mr. SK Bose has worked in Engineering function in Pipeline Division: Technical, Services, Operation, Maintenance. He also coordinated CSR activities in the Corporation. Additionally, he has presented a few papers on Management and Technology in National and International Seminars, and has four copyrights in Management. He is a certified Assessor and Leadership Coach.

Critical Responsibilities & Positions Held:

- Chief Executive Officer at Indian Oil Foundation
- Member Academic Council at Rajiv Gandhi Institute of Petroleum Technology
- Adjunct Faculty at Rajiv Gandhi Institute of Petroleum Technology
- Member, Strategic Mentoring Board at Manav Rachna Educational Institutions
- Co-chairman at Confederation of Indian Industries (CII), NR-HR Committee
- National Council Member at Indian Society for Training and Development (ISTD)
- Executive Committee Member at ICT Mumbai – IOCL Odisha Campus
- HR Committee Member at Hydrocarbon Sill Sector Council (HSSC)
- Member of American Talent Development (ATD)
- Areas of Interests: Leadership, Succession Planning, CSR, Skill Development, Performance Management, Learning & Development

Bhawna Gulati Muradia

MBBS and MBA (Hospital Management)

Associate Professor

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Health Care Management

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Dr. Bhawna Gulati Muradia is a medical doctor with a Gold Medal in MBA (hospital and health management), Post Graduate Diploma in Medical Law and Ethics, Phd Scholar, Black Belt in Six Sigma. She has 18 plus years of work experience in the healthcare sector. Her niche areas have been setting quality standards, certification and accreditation programmes, capacity building and Research. These skills helped her to play pivotal roles in NABH (National Accreditation Board for Hospitals & Health Care Providers) as the Deputy Director and in the prestigious multinational company Wolters Kluwer. Her findings in the Research of the prominent hospitals in the metros in India were presented by her at the international level in the US. This rewarded her with an opportunity to pursue the Harvard Business Management Mentor Programme. The role of Dr. Bhawna as the Deputy Director of NABH saw her successfully developing, launching & handling National Accreditation Programmes in the Indian Health care Industry for AYUSH Hospitals, Wellness Centers, Dental Colleges & Clinics, AYUSH Colleges and AYUSH Clinics. She also did extensive work in developing International sister body of NABH, named NABH International. She played a pivotal role in the MoU signed and liaisoning work done with the government bodies like Ministry of AYUSH, Ministry of Tourism, CGHS etc.

She has been a Member of FICCI- National Wellness Committee, Member, National Wellness Committee - Ministry of Tourism, Jury Member of National Tourism Awards, Quality Advisor and External Examiner to Jamia Hamdard University, Delhi.

January 2014 Dr. Bhawna Gulati joined Administrative Staff College of India as an Associate Professor at the Centre for Health Care management, Hyderabad.

She has been the programme Director for many Management Development Programmes on Health Care Quality, Management concepts for Doctors and Health care administrators, Public Health Managerial officials of various States, Research Projects and participated in various national level government assignments. Some of them are:

- Project Director for LaQshya PMU, GOI and UNICEF India's project on Mentoring and Advocacy in 90 public hospitals in 9 state governments for LaQshys Standards achievement.
- Programme Director for 25 training programme series on WHO's ICD Coding for Diseases for 1000 Medical College professors and medical Officers of Bihar Government.
- Programme Director of multiple batches; Certificate Course on Patient Safety and Quality in Public Hospitals for NHM Odisha.
- Programme Director: 3 months online course with 3 days on campus Immersion course- Career Accelerator course on Health Care Quality for State Health Society, Bihar.
- Programme Director of Implementation of Quality in Child Health care Services in Public Health Facilities as per MusQan Standards Requirements.
- National Expert Speaker for UNICEF India and Ministry of Health and Family Welfare, GOI in two day orientation cum training workshop On LaQshya standards and SUMAN, 1st and 2nd September 2022.
- National Expert, Technical Expert Group (TEG) of Ministry of Health and Family Welfare to develop training modules on Critical Care in Obstetrics (CCOB) for Obstetric HDUs and ICUs, 2022.
- Invited in the National Expert Group by Ministry of Health and Family Welfare, Nirman Bhawan, India for finalizing National Protocols IEC materials to be used in labour Rooms of public hospitals, 2021.
- Project Director of UNICEF's project: Capacity Building of Odisha Staff to improve Hospital Infection Prevention and Control practices around birth, National Health Mission, Odisha and multiple training programmes on Hospital Infection Prevention and Control in Public Facilities, sponsored by UNICEF for Bihar Government Officials
- Facilitated MoU with NHRSC and conducted multiple Capacity building on National Quality Assurance Standards (NQAS) for all state government officials. Course Director of regularly done MDPs: ASCI's "Certificate Course in Health Care Quality for Allopathy Hospitals" and for AYUSH Hospitals",
- Project Director for Time and Motion Study of ANMs in 3 Districts of Andhra Pradesh and development and launch of ANM DIGI, Digital reporting platform for the ANMs in Andhra Pradesh.
- Course Director for multiple MDPs for Government of Kerala on Programme Management and Leadership in public health, providing training to various Kerela government Health Officials.
- Programme Director for multiple training programmes on National Urban Health Mission for Gujarat Government and Odisha Government officials.
- Course Director for multiple MDPs for Government of Odisha on Programme Management and Leadership providing training to various Public Health Officials like District Programme Managers, District RCH Managers, Urban City and Area Managers etc.
- Course Director of workshop on Leadership and Entrepreneurship for Medical Colleges students in Pondicherry.
- Technical Committee member in NTR Vaidya Seva Trust, Govt of Andhra Pradesh for developing Clinical Audit Guidelines for empanelled hospitals.
- Invited as a member of National Expert Group for Developing National Protocols for Hospital Infection Prevention and Control in public hospitals by Ministry of Health and Family Welfare, Nirman Bhawan, GOI in 2019.
- Invited as subcommittee member for Drafting Indian Public Health Standards (IPHS) for National Urban Health Mission, NHRSC, GOI in 2018.
- Empanelled as a Subject Matter expert in Hospital Management by Shiksha.com in 2018
- Speaker in many Train the Trainer workshops of Ministry of Health, GOI and UNICEF on LaQshya Certification of Public Hospitals in 2018-2019.
- National Faculty in UNICEF Bihar's workshop on Quality Management and Infection Prevention and Control in Public Health Facilities, August 25, 2021.
- Invited Eminent Speaker in Webinar on Ensuring Maternal Health Services in COVID 19 Pandemic, Ministry of Health and family Welfare, May 19, 2021
- Chief Faculty in Train the Trainer External Assessors Course for Kerala Accreditation System for AYUSH Hospitals, Government of Kerala in 2018.
- National Expert Speaker in Train the Trainer Programme by UNICEF Bihar on LaQshya Guidelines for Public Hospitals in 2019.
- National Expert Speaker in workshop on Development of Training Strategy for Health, Government of Rajasthan sponsored by UNICEF.
- Developed National Level Manual for District functionaries of National Health Mission in ASCI's project with Department of Administrative Reforms and Public Grievances (DARPG), Government of India.
- Course Director of e-Course on NABH Accreditation for Medisys Pvt. Ltd.
- Technical Editor to ASCI Journal of management- Hospital & Health Special issue (peer reviewed ISSN journal). Many published articles in various ISSN peer reviewed journals.
- Lead and signed MoU between ASCI and ET cases, Times Pro, a Times of India initiative for development of case studies in the Centre for Health Care Management. Published four international Case studies in the Case Centre, UK.
- Lead the MoU signing between ASCI and Indian Dental Association for Business Development, promotion and admissions in ASCI's Post graduate Hospital management course.
- Developed Academic industry interface for ASCI's hospital management course in hospital Industry. Facilitated internships of students in leading hospitals, guided 240-250 student's live projects and organized guest lecturers from CEOs/Top Management of Hospitals/Government for students from years January 2014 to May 2018.
- Empanelled National Trainer and National Assessor for NHRSC, Health Care Sector Skill Council and NABH- AYUSH, IRCA approved ISO 9001: 2008 standards and CII. Conducted numerous National Assessments of Government Hospitals, Private Hospitals and Paramedical Educational Institutes.
- Member of the prestigious Research Committee and Academic Committee of the Consortium of Accredited Hospitals (CAHO) for CAHOCON 2018.

Madhusoodanan P R

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Dr. Madhusoodanan P R is a senior faculty member and Director in the Centre for Economics and Finance at ASCI. He holds his Master's Degree in Economics and Econometrics and PhD in Financial Economics.

At ASCI, Dr Madhusoodanan is responsible for training programs, consulting projects and research in areas, namely Public Debt, Financial Institutions and Markets, Investments, Financial Services, Macroeconomics, International Trade & Finance, and Country and Sovereign Risk Management. He has directed a number of capacity building programs for Senior Civil Servants, senior officers from the Reserve Bank of India, Comptroller and Auditor General (C&AG) of India, other Apex Financial Institutions, Banks, PSUs and State Governments. He has also advised various Central Government Ministries and State Government Departments on different policy matters. He also supports long-duration programs of ASCI.

Dr Madhusoodanan began his career as an Economist in the Research & Planning Division of the Export-Import Bank of India (Exim Bank) in Mumbai, which is an Apex body of Government of India for promoting international trade and investments. As an economist, he worked in areas such as, Sovereign Risk; Global Trade, Capital Flows and Investments; Country Macroeconomic and Financial Profiles; and Country and Regional Analyses. He authored the Exim Bank's Occasional Papers, Working Papers and was also responsible for the Bank's many think-tank initiatives. He represented the Bank in various international and national policy discussions, interactions and meetings.

Dr Madhusoodanan, later, moved to the Hongkong and Shanghai Banking Corporation (HSBC Bank Plc.) to head the Division of Country and Sovereign Risk Management. The Division was involved in thorough financial, macroeconomic and regulatory risk analyses of Asia-Pacific economies including India to assess the credit worthiness, to provide internal ratings and also to set cross-border and in-country exposure limits for the Bank at the global level. The Division was also involved in the preparation of regular analytical reports and updates on global financial and economic risks, stress testing, early-warning and scenario building. Apart from being a line manager for the Division, he had been a key person to interact with senior stake holders of HSBC, which included the CEOs from UK, Hong Kong and other Asia-Pacific countries, in order to finalise sovereign risk assessments and exposure limit settings. He was also responsible for presenting global risk development updates to country heads across the HSBC group. During his tenure with HSBC, he served in the Bank's Head Office in London and Regional Office in Hong Kong.

In academia, he associated with reputed B-Schools and the Institute of Eminence (IoE) by the Ministry of Education (formerly HRD Ministry).

He has a number of national and international policy as well as academic research publications in his credit and indexed in ABDC and Scopus. He also writes on leading national dailies.

He is a member of Indian Institute of Banking and Finance (IIBF), Mumbai.

Mekala Snehalatha

Ph.D. (Rural Development),
M.Sc. (Rural Development), B.Sc. (Home Science)
All from Acharya N.G. Ranga Agricultural University

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Dr Snehalath, is an Associate Professor at the Centre for Urban Governance, Environment, Energy and Infrastructure Development at the Administrative Staff College of India (ASCI). She comes with over 24 years of experience in designing, implementing and evaluating research projects in the broad thematic areas of WASH, environment and sustainable livelihoods. The recent ten years of her research were primarily targeted to inform and influence the policy formulation and practices towards achieving inclusive, equitable and sustainable WASH progress.

Dr. Snehalatha obtained here PhD in Extension Education from Acharya NG Ranga Agricultural University, India and she began her professional career in design and implementation of Capacity building programs for the rural communities in Andhra Pradesh which focused on participatory approaches of watershed development. Subsequently, she mad a conscious choice to pursue her research engagement in the WASH sector and held important positions in completing various research and study projects. By virtue of her experience and positions held in various research projects, shed had the opportunity of working with the National Governments, International Nonprofits including the UN Agencies focusing on financial and physical sustainability, resources management, gender euqity and human rights aspects related to WASH.

Some of the important research positions held by her include, Impact Advisor for the Rural Urban and Sanitation Transformation (RUST) projects to produce evidence based research on sanitation solutions for rapid urbanization (2018-2020); South Asia Regional Advisor for Splash in which she was instrumental in establishing country programs for safe drinking water in India and Bangladesh (2013-2015); Country Coordinator in India for the WASH Cost research project of IRC, The Netherlands (2008-2012) which focused on costs and services of WASH. In recognition of her contribution in WASH Cost project, she was nominated as the Member of working group on Drinking waster and sanitation of the 12th Plan formulated by the Ministry of Drinking Water and Sanitation, Govt of India to develop the five year plan.

She has published over 20 journal and conference papers, 50 Study reports and articles, and co-authored books and extensively contributed to lthe knowledge building process in the development sector. She is a regular contributor at the global multi stakeholder platforms including the Stockholm Water Week, the World Water Forum, SACOSANs and Sanitation and Water for All global partnership forum. She is also an advisor to several NGOs in Telangana and Andhra Pradesh and currently board member in SAIRD, APARD and Nischinta Foundation which are working for the empowerment of the poor in India.

Saswat Kishore Mishra

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Dr. Saswat Kishore Mishra is an Assistant Professor of Economics at the Centre for Management Studies, Administrative Staff College of India. He holds a PhD in Economics from the Department of Humanities and Social Sciences, Indian Institute of Technology (IIT) Kharagpur. He received Institutional Fellowship from the erstwhile Ministry of Human Resource Development (now MoE), Government of India, for carrying out his doctoral work. He is also a recipient of UGC's prestigious Dr. Sarvepalli Radhakrishnan Post-Doctoral Fellowship for the year 2017-18.

His research interests focus on understanding environmental issues in the context of human development of any kind. Currently, he is leading a research project titled – “Mining, Vertical Integration and Corporate Initiatives: Implications for Ecological Stability and Social Inclusion in Odisha, India” – sponsored under major research project grant by the Indian Council of Social Science Research, New Delhi. He is also jointly leading a consulting project titled – “Roadmap for National Institute of Rural Development & Panchayat Raj to achieve Self-reliance”. Prior to this, he led a research project under the Impactful Policy Research in Social Sciences (IMPRESS) Scheme of ICSSR on – “Natural Resource Management under MGNREGA in Climate Vulnerable Regions of Odisha, India” in the year 2020-21. Besides, he has worked as an Independent Consultant in a project titled – “Assessment of Vulnerability and Threshold of Heat-related Health Hazards in Four Cities of India” and sponsored by Public Health Foundation of India (PHFI) and National Disaster Management Authority. In addition, he has also worked as a lead team member in several other research and consultancy projects with the clients including – Directorate of Economics and Statistics (Govt. of Maharashtra), National Hydroelectric Power Corporation (NHPC), Ministry of Consumer Affairs (Govt. of India), National Bank for Agriculture and Rural Development (NABARD), ACC Limited, Radhikapur West Coal Mines Limited, and many more.

In the long-term general management- and short-duration- training programs, he teaches Micro-economics, Macro-economics, Global and Indian Economy, Foundations of Data Analytics, Business Research Methods, and Stakeholder Management. Besides, he is a “Member” of the Healthcare & Disaster Management Committee set up by the Federation of Telangana Chambers of Commerce and Industry (FTCCI) for the year 2022-23. He has published his works in leading international publishers of repute including Elsevier, Springer, Routledge (Taylor & Francis), Sage, MDPI, etc., and presented papers in conferences/seminars held at globally renowned institutions including the *World Bank Headquarters* (Washington D. C., USA), (ISS), *Erasmus University* (The Hague, International Institute of Social Studies Netherlands), *University of Notre Dame Du Lac* (Rome, Italy) and *Utrecht University*, The Netherlands). His Op-Ed articles are frequently published in leading frontline English print media.

Karnak Roy

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Dr Karnak Roy is an Assistant Professor at the Administrative Staff College of India. He holds a PhD degree in Business Management. He did his MBA in Operations and Systems Management and B.Tech in Computer Science and Engineering.

He has been working with the Administrative Staff College of India since July 2014. Prior to joining ASCI, he worked as an Assistant Professor of MBA in an Engineering and Management College in Calcutta and at IBM as an Application Developer prior to joining the education field.

At ASCI, he worked on important science policy and evaluation studies sponsored by the Department of Science and Technology, Ministry of Steel, Department of Posts, Ministry of Health and Family Welfare, Bill and Melinda Gates Foundation and many. Findings of one recent study where he actively took part as a consultant have been used in the formulation of the draft “**Scientific Research Infrastructure Sharing Maintenance and Network (SRIMAN) Policy**”.

Apart from innovation, his current areas of interest are- AI, Business Analytics and Business Intelligence. At ASCI, each year he conducts Management Development Programmes for the senior managers of corporate and the PSUs on themes related to AI adoption, AI Implementation, Business Analytics, Business Intelligence and Cyber Security.

Rajarshi Banerjee

Assistant Professor

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Dr. Rajarshi Banerjee is a faculty at the Centre for Environment, Urban Governance and Infrastructure Development at the Administrative Staff College of India (ASCI). With a professional experience of more than 1.5 decades encompassing academics, research and advocacy in the field of Environmental Biotechnology, Rajarshi holds a PhD in Science (Microbiology) along with an MBA (HR) to his credit. An ardent research planner, implementer & achiever with multicultural experience spearheading curriculum development, teaching, training & development in the field of Water Sanitation and Hygiene. Skilled in operation, maintenance and monitoring of decentralized wastewater treatment systems and faecal sludge/septage management he has been passionate in bringing about constructive changes within the sector through research and advocacy.

His profuse practical and field-based research experience in waste water analysis and septage management has put him in line with the present breed of septage management researchers globally. His work on antibiotic resistance spread in environment and genetically modified foods has led the government of India (ICMR and FSSAI) to come up with draft policies and NAPs.

He has been invited as a speaker in many international and national events/conferences. With more than 30 publications in peer reviewed journals of national and international repute, he remains in the editorial board of several international journals, special issues and books.

An efficient communicator with strong professional commitment towards environmental advocacy his areas of interest are training in the area of Faecal Sludge Management especially into Capacity Building and advocacy in this sector.

Prathibha Ganesan

Assistant Professor

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Dr Prathibha Ganesan is an Assistant Professor at the Centre for Environment, Urban Governance, and Infrastructure Development at the Administrative Staff College of India (ASCI). She graduated in Microbiology (Hon) from Pazhassi Raja College, Pulpally and completed her post-graduation in International Relations and Politics from Mahatma Gandhi University, Kottayam. She holds a doctorate from the Centre for Studies in Science Policy, Jawaharlal Nehru University, New Delhi.

She has more than seven years of experience in research, consultancy and teaching in the sectors of Solid Waste Management, Sanitation and Social Determinants of Health.

Before joining ASCI, she was an Assistant Professor at the Tata Institute of Social Sciences. She taught courses on Sanitation, Solid waste management, Water Quality and Health, and Qualitative Research Methods. In addition, she managed the overall administrative and academic activities of the Centre for Environmental Health. She also worked as a Research Associate with the Public Health Foundation of India, New Delhi and Public Policy Research Institute, Thiruvananthapuram.

She was a consultant to the Technical Resource Group to National Urban Health Mission at National Health Systems Resource Centre in 2013-14 and with the Institute of Development Studies, the University of Sussex in 2017.

She has extensively researched Solid Waste Management, Sanitation, and Social Determinants of Health with publications in national and international journals. She is currently one of the course directors of the Certificate Programme on Integrated Municipal Solid Waste Management at ASCI.

Siddartha Ramakanth Keshavadasu

BTech (JNT University)
MBA (National Power Training Institute)

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Mr Siddartha Ramakanth Keshavadasu, is currently working as an Assistant Professor in Centre for Energy Studies. He is a graduate in Mechanical Engineering from Jawaharlal Nehru Technological University Hyderabad, post graduate with MBA in Power Management from National Power Training Institute, Ministry of Power. He is pursuing MA in Gender Studies from IGNOU.

Mr Keshavadasu has been working in various capacities in areas related to Electricity Regulatory & Tariff Advisory, Power Markets, Power Distribution, Reforms & Restructuring, Techno Economic validation, Benchmarking, PPA Advisory, Financial Modelling, Strategic Consulting, e-Mobility and Renewable Energy and its integration in the last 8 years on projects in India, South Asia and Sub-Saharan region particularly in countries like Democratic Republic of Congo, Cote D'Ivoire, Burkina Faso, Kenya & Indonesia.

He has worked on consulting assignments with State Power Utilities, State and Central Regulatory Commissions and Government undertakings in a variety of areas including technical analysis, tariff filing, tariff analysis, demand and supply estimates, regulations and policy related matters. His Clientele includes GIZ, SAARC Energy Centre, NRDC, Govt. of Tamil Nadu, Govt. of Jammu & Kashmir, Govt. of West Bengal, PGCIL, UPNEDA, PFC, OHPC, HVPN, TSREDCO, GERC, BERC, JERC, MSERC, ICA etc.

His notable contributions to the Power Sector include working on restructuring of Jammu & Kashmir Power Development Department after abrogation of article 370 of constitution of India, Restructuring & Merging of Durgapur Projects limited with West Bengal Power Utilities, Restructuring of Tamil Nadu Power Utilities, Corporate restructuring of Nagaland Power Department, Handbook for setting up of National Power Exchanges in SAARC member states, Benchmarking of Power Distribution utilities.

His contribution to the Renewable Energy Sector includes the development of first utility size BESS solar power plants in Democratic Republic of Congo for 40MW, 20MW & 40MW in Burkina Faso, 40MW in Kenya, 25MW in Cote D'Ivoire, comprehensive energy management for Africa's largest SEZ, Development of 10MW solar power plant in Odisha, techno-commercial due-diligence of various power plants in UP, Telangana, Karnataka, Rajasthan etc., development of white paper on Solar risk management & mitigation, development of Policy for small hydro project development.

His other notable works included determination of critical mass of disruption of Hydrogen, EVs, Natural Gas, Bio-fuels on traditional petroleum sector, determination of first-ever use tariff for public EV charging stations in Telangana,

Mr. Siddartha has worked with Feedback Infra Private Limited (erstwhile Feedback Ventures) and Mercados EMI before joining ASCI.

Hareesh Meppat

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Mr. Hareesh Meppat did his Masters in International Business from School of Management Studies, CUSAT (Cochin University of Science & Technology) in 2003, BTech (Electronic & Communication Engineering)-CUSAT, Kochi in 2001. He is presently pursuing PhD in Management.

Before joining ASCI as Assistant Professor, CHRD, he was working in the same centre as a full time Consultant - HR and working on HR projects, Review of HR Policy and Manpower planning, HR Audit, Monitoring and Impact Evaluation studies, Bench marking studies, and couple of similar assignments. He has also successfully Co-Directed Training programmes for various clients of CHRD, ASCI.

Mr Hareesh has successfully worked in startup projects (IT, Education, Health Sector) and have expertness in developing HR policies, Employee handbook, and proposals for startup projects.

Mr Hareesh Meppat joined the ASCI team as a full time Project Consultant in the Service Delivery Project (April 2004-June 2006) of Government of Kerala. (Ref: 'Certification Programme in Service Delivery Management Project'-where ASCI was the Institutional Advisor). As the Programme Co-ordinator he successfully co-ordinated with the Domain Experts in preparing course materials, preparation of case study, design and delivery of training programmes. He also served as Programme Manager of the ASCI-PGDHM Programme (Batch 1 & 2-July 2006-May 2008). He was the HR and Administration coordinator for the programme.

Mr Hareesh left ASCI in 2008 to join as the HR Generalist of a start up IT company in Technopark, Trivandrum.

Prior to re-joining ASCI in 2019 as a Consultant-HR, he was working as Senior Manager-Office in a leading Private Health Service provider in the Sultanate of Oman for almost 7 years.

As a Human Resources generalist professional, he is bringing forth knowledge from Banking, Finance, Information Technology, Education and Health sector.

Hareesh Meppat is a team player with excellent soft skill, is associated with capacity building initiatives, taken sessions on Human Resources, Information Technology for Managers; designed, developed and successfully conducted training programmes.

His current areas of interest include Human Resource Management, Information Technology, Capacity Building and Skill Development.

Tanusree Chakraborty

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Dr. Tanusree Chakraborty is a Ph. D in Applied Psychology from Calcutta University, MA (Applied Psychology) with Specialization in Organizational Psychology, PGDHRM and MBA (HR), with 20 years of overall work experience and 19 years of academic experience. She has been associated with a number of B-Schools and Universities of repute in Kolkata, Madurai, Bangalore, and Chennai. Presently she is working with Administrative Staff College of India (ASCI), Hyderabad as an Assistant Professor in the Centre of Management Studies. Having thoroughly good academic track record with university ranks, she is an Ex-research fellow of Indian Council of Medical Research. She has a good number of publications under her credit in Scopus indexed and ABDC listed journals, besides UGC approved and other peer reviewed journals. She has published numerous book chapters as well and presented research papers in several International conferences of repute, where she has been the Best Paper Award recipient of many. She has conducted management development programmes extensively over many years in the areas of Behavioral Science, HR and Psychometrics. She has been a panel member in admission and recruitment processes, GDPIs conducted in academic institutes and corporate. She has been an active member in clubs and committees of the institutes she has worked for. She has been editors of journals and newsletters and also reviewer of a good number of journals. She is currently working on six edited books with reputed publishers. Two of her book have recently been published with the Taylor and Francis Group and IGI Global Publishing.

Mohammed Mujahed Ali

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Dr. Mohammed Mujahed Ali has been working with the Administrative Staff College of India as Assistant Professor (Finance) since July 2021. He has 15 years of Teaching experience to MBA Students. He is empaneled Resource Person from Securities Exchange Board of India (SEBI) and National Institute of Securities Markets (NISM) Mumbai, to educate and bring financial planning and awareness among the various sects of the society. To his credit there are 60 workshops organized for young investors, executives, home makers, Retired Persons, and self-help group members. His Research interests are in the areas of Financial Accounting, Cost accounting, Management Accounting, financial management, financial econometrics, derivatives, financial engineering, Security Analysis and Portfolio Management and emerging markets.

At ASCI he acted as Resource Person for various MDP's Viz: ONGC Young Leaders Programme on Understanding Financial Statement: ONGC Balance Sheet and Understanding cost drivers and cost control, MDP entitled "Finance for Non-Finance Executives of "Gujarat State Petronet Ltd and Coir Board, Ministry of MSME, GOI, MDP entitled Basics of Accounting & Finance for Officers of AEGCL Capacity Building under NERPSIP Power System Improvement Project, MDP entitled Cost & Management Accounting for Officers of Fin. Dept. Govt of Uttarakhand and MDP on Basics of Accounting & Finance for Officers of TSECL Capacity Building under NERPSIP.

Important projects conducted by him

- Working on Project sponsored by National Bank for Agriculture and Rural Development (2021-22) entitled "Impact Evaluation Study on Social Sector Projects Assisted under Rural Infrastructure Development Fund in the states of Kerala, Karnataka and Rajasthan"
- Business Plan Development for Pawan Hans Ltd (2021): Developed a 6-year forecast for the organization. Detailed Projection of Statement of Profit & Loss Account, Balance Sheet and Cash Flow Statements for 6 years, customer analysis, competition analysis, market mapping, strategy formulation, funding plan and marketing strategy were developed.
- Grant-in-aid of Rs 13,14,000 under Samridhi Scheme for "Empowering Socially Challenged Youth of Rural India Through Entrepreneurship.
- Submitted UGC Minor Research Project of Rs 2,35,000 titled Skill Development for Enhancing Employability for Unemployed Youth of Andhra Pradesh Region with reference No. F MRP-6707/16(SERO/UGC).
- Faculty Development Programme worth Rs 7,00,000 (Seven Lakhs only) on "Financial Econometrics – Theory and Applications" with Ref: F.No.6-143/RIFD/FDP/Policy-1/2016-17, dt. 6th June 2017.
- Coordinator for Two Day Seminar Grant of Rs 2,00,000 to Conduct a National seminar on topic Contemporary Issues and Challenges in International Financial Markets
- Co-coordinator for a One Day Workshop on Financial Inclusion – Opportunities and Challenges.
- Co-coordinator for the Two-day National Seminar on Role of Financial Services in Growth of Indian Economy Sponsored by AICTE, India.

P. M. Priya Darshini

BDS, MHA

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Dr. P. M. Priya Darshini is an Assistant Professor at Dr. Kakarla Subba Rao Centre for Health Care Management, Administrative Staff College of India (ASCI), Hyderabad. She completed her graduation in dental surgery from Mamata Dental College, Khammam, NTR University of Health Sciences, Andhra Pradesh. After practicing dentistry for about a year, she pursued her Master of Hospital Administration from Center for Health Management Studies and Research, Bharati Vidyapeeth Deemed University, Pune. She holds a Post Graduate Diploma in Medico Legal Systems from Symbiosis Center for Health Care, Symbiosis International University, Pune. She did a Certified Internal Auditor – NABH course, conducted by Association of Healthcare Providers (AHPI) Institute of Healthcare Quality, Bangalore. She is also life member of Academy of Hospital Administration.

Prior to joining ASCI, she worked as Assistant Professor at Center for Health Management Studies and Research, Bharati Vidyapeeth (Deemed to be University), Pune where she taught various courses for hospital management students and was also involved in many administrative activities. She has more than 5 years of experience in teaching and guiding students in different areas of hospital management. She participated and presented her works in various national conferences of hospital administration.

At the Dr. Kakarla Subba Rao Centre for Health Care Management, she is currently a team member in the UNICEF project on the concurrent monitoring of Anemia Mukht Bharat, national programme in Telangana. She also teaches Basics of Hospital Management, Hospital Operations Management and Marketing of Health Care Services courses for Post Graduate Diploma in Management (Hospital Management) programme.

Current Interest:

Her current interest areas are Hospital Operations and Quality focusing on improving the effectiveness and efficiency of processes with respect to hospital management.

Parnandi Pavan Kumar

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Mr. Pavan Kumar Parnandi is working as Assistant Professor in Centre for Energy Studies at Administrative Staff College of India (ASCI). He is a graduate (Bachelor of Technology) in Electrical & Electronics Engineering from Jawaharlal Nehru Technological University, Hyderabad and completed Post Graduation in MBA – Power Management from University of Petroleum and Energy Sciences, Dehradun. He is also BEE certified ECBC master Trainer.

He is having around 15 years of experience in successful implementation of various Research and Consultancy assignments in the Fields of Energy Conservation and Renewable Energy in India and abroad. He has worked for policy framework development for Energy Conservation Building Code implementation in AP and Telangana and also worked for the development of Andhra Pradesh Civil Aviation Policy. He is having experience in working with major clients such as SAARC Energy Centre, Bureau of Energy Efficiency, Ministry of New and Renewable Energy, Government of AP, Government of Telangana, UNDP, GIZ, NRDC, INCAP, NREDCAP, TSREDCO, WACEM, USAID and many more.

Prior to ASCI he worked for Telangana State Renewable Energy Development Corporation Limited (TSREDCO) as Consultant for Energy Conservation Division where he was instrumental in enforcing and implementing various energy conservation programmes under the provisions of Energy Conservation Act 2001. He was successful in implementation of major national flagship programmes in Telangana such Capacity Building in Demand Side Management (AgDSM & MuDSM), Market Transformation for Energy Efficiency (MTEE), Perform, Achieve & Trade (PAT), Energy Conservation Building Code (ECBC), State Energy Conservation fund (SECF), Capacity Building of DISCOMs programme etc. He has developed Energy Conservation action plan for Telangana State, based on the recommendations in the action plan, Government of Telangana has constituted Telangana State Energy Conservation Committee. He has also successfully implemented various other initiatives such as training programmes, awareness campaigns, Telangana State Energy Conservation Awards and many more which resulted in receiving National Energy Conservation Award for Telangana State in 2020. He also represented Telangana State Government in various national conferences and showcased the state's efforts towards Sustainable Energy.

He has also published energy conservation and sustainable energy related articles in various journals and newsletters.

His current area of interests are capacity building, Policy and advocacy support in the energy field.

Venkata K Emani

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Mr Venkata K Emani has more than two and half decades of experience in the industry and academia. He is an alumnus of the coveted IIM Ahmedabad having started his Corporate Journey with BPCL, one of the leading downstream Oil PSUs in India. He has extensive hands-on experience in various domains working across geographies and cultures. His Territory has been consistently ranked as one of the Best performing ones across the Country. He had closely worked with the then Govt. of AP in grounding the 'Deepam' scheme for the BPL beneficiaries in the Northern Telangana districts and been responsible for the multi-fold expansion of the Channel network. He had also led several key initiatives including the prestigious 'Beyond LPG' at the national level. Later on, He functioned as the Country Manager of the Cleaner Energy vertical at Det Norske Veritas As, India, reporting to the Singapore APAC region office. He was responsible for growing the Quantitative Risk Analysis Business and the Wind Energy Business multifold.

He, later on, moved over to the education sector training young minds in enhancing their employability through interventions in soft skills and other vital areas. He has trained several people from India and abroad. He worked with the prestigious NMIMS University before joining ASCI where he is currently associated with the Centre for Management Studies.

He presently handles courses in Marketing, General Management, Strategy.

A Sai Kiran

MBA, PhD

Assistant Professor

Centre for Economics and Finance

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Dr Sai Kiran is an Assistant Professor of Finance at Centre for Economics and Finance. He has done MBA (Finance) and PhD in Business Management from Osmania University. He is JRF and NET qualified in Management subject. He is a member of Indian Institute of Banking and Finance. His area of specialisation is finance. He has worked in banks and investment management firms.

He has published research papers in various reputed journals and presented papers in various national and international conferences. Corporate finance and capital markets are his areas of research interest. He has experience of teaching MBA and corporate executives.

Rajeev Kumar

Ph.D. in Information Technology, Babasaheb
Bhimrao Ambedkar University (A Central University),
Lucknow, Uttar Pradesh, India

Assistant Professor

Centre for Innovation and Technology

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Dr Rajeev Kumar is currently working as an Assistant Professor in the Centre of Innovation and Technology, Administrative Staff College of India, Hyderabad, India. Previously he worked as an Associate Professor in Babu Banarasi Das University, Lucknow, Uttar Pradesh and Assistant Professor in Shri Ramswaroop Memorial University, Barabanki. Dr. Kumar has Ph.D. in Information Technology from Babasaheb Bhimrao Ambedkar University (A Central University), Lucknow. He is young, energetic researcher and has worked on two Major Research Projects (With PI) funded by University Grants Commission, New Delhi, and Council of Science & Technology, Uttar Pradesh (CST-UP), India. Also he has participated in international research projects.

Dr. Kumar has coined a new term of Software Security Durability during his doctoral work. He has more than 8 years of research & teaching experience. He has published more than 50 papers in international/national journals and conferences including IEEE, De-Gruyter, IET, Elsevier, PeerJ, IGI Global, Taylor & Francis and Springer etc. Dr. Kumar has four Indian patents and has been granted two international patents successfully. His research interests are in the different areas of Security Engineering, Durability Engineering, Decision Making and Computational Techniques.

Gutha Jaya Krishna

Ph.D. in Computer Science, University of Hyderabad
M.Tech. (Artificial Intelligence), University of Hyderabad
B.Tech. (Information Technology), JNTU, Hyderabad
MIEEE, MACM, MINFORMS

Assistant Professor
Centre for Innovation and Technology

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Dr. Gutha Jaya Krishna is currently an Assistant Professor at the Centre for Innovation and Technology, ASCI, Hyderabad, Telangana, India. His interests are in the fields of Data Analytics, Artificial Intelligence, Machine Learning, Deep Learning, Language Technologies, Speech Technologies, Cybersecurity, Mathematics and Statistics. He is a PhD graduate in Computer Science from the University of Hyderabad with his research work done at IDRBT, an autonomous institute established by R.B.I. for research and development in Banking Technologies. He is also an M.Tech., in Artificial Intelligence from the University of Hyderabad, Hyderabad, Telangana, India. He is a B. Tech. in Information Technology from J.N.T.U., Hyderabad, Telangana, India.

Before joining ASCI, he was a Senior Data Scientist at SciTech Patent Art Services Private Limited. He also worked for one (1) year as a Research Scientist at NERTU, Osmania University campus, under an MoU-ToT project with IISU, ISRO. He possesses five (5) years of research and development experience as a Research Fellow at IDRBT. During the above-mentioned period of seven (7) years, he worked in the broad areas of Artificial Intelligence, Evolutionary Computation, Machine Learning, Deep Learning, Data Mining, Text Mining, Natural Language Processing (NLP) / Speech / Computer Vision / Sentiment Analysis technologies and Cryptography. He also has two (2) years of teaching experience, summing to a total of nine (9) years of teaching, research, and development experience. At ASCI, he trained senior management personnel from IOCL, TRAI, IREDA, etc., and Scientists from CSIR, ICMR, ICAR, ISRO, etc., on AI and ML Technologies. He is also an AI and ML consultant for Nuronics Labs Private Limited.

He published four (4) articles in three (3) prestigious international journals. He also has three (3) book chapters and twelve (12) international conference publications, out of which three are B-tier and three are C-tier conferences, in the core and application fields of A.I. and Data Science. He published his research works in global publishing houses like IEEE, Elsevier, Springer, ACM, IGI Global. Specific fields of his research are Rule-based Classification, Churn / Default / Fraud Detection, Clustering-based Anomaly Detection, High Utility Mining, Wrapper-based Feature Subset Selection, Sentiment Analysis, Bitcoin Price Prediction, Large Scale Global Optimization, Reliability Optimization of Complex Systems, Secure Key Generation, Ransomware Detection, Keystroke-based Authentication / Identification, Speaker Identification, Generative / AI Markup Language-based Chatbot Development, Fuzzy Cognitive Maps, Credit Scoring, Adaptive and Robust Evolutionary Computing, Rule-based Regression, etc.

Amartya Awasthi

Assistant Professor
Centre for Energy Studies

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Mr. Amartya Awasthi is an Assistant Professor in the Centre for Energy Studies and has ~12+ years of experience at the intersection of energy, environment and entrepreneurship covering sectors like clean energy, energy efficiency, clean energy access, semiconductor and cleantech manufacturing, sustainability strategy advisory, environment and climate change policy advocacy and implementation as well as climate tech startup investments and innovations.

His areas of work over the years have included clean energy, climate friendly cooling, clean energy access and rural livelihoods, cleantech led gender lens impact, environment sustainability, energy conservation and ECBC, Green House Gases (GHG) and emissions, sustainable mobility, e-mobility and related charging infrastructure, advanced sustainability analytics for powering industrial resource efficiency using machine learning, textile sector resource efficiency powered by sustainability analytics and machine learning, techno-commercial modelling, multi-stakeholder engagement and management, policy implementation, impact financing, non-profit management, donor and investor relations, climate tech startup acceleration and investments, ecosystem development, capacity building and training as well as partnerships and business development.

He has worked previously at a diversified Indian conglomerate in photovoltaic manufacturing engaging with CxO level executives; at a semiconductor global MNC leading multi-million dollar technology marketing projects at international client sites and leading and training cross-functional global engineers on various initiatives; at a sustainability strategy advisory firm engaging with Chief Sustainability Officers and Operational heads; at an energy access startup engaging with bilaterals / multilaterals; at a global environment non-profit leading national level programs and engaging with city, state and national government officials as well as manufacturers, industry associations, academia, donors and think-tanks; independent consulting for various national and international organizations; at a climate tech startup support organization building ecosystem of partners, leading research and reporting initiatives on climate tech innovations and building an investment syndication platform; to Administrative Staff College of India engaging on training, capacity building, consulting & advisory, policy research, policy design and policy implementation programs and projects on e-mobility and electric vehicle charging infrastructure, clean technologies and beyond.

He has co-authored blogs, articles, reports and publications on various topics like Sustainable and Climate Friendly Cooling, ECBC, Heat Stress and Cool Roofs, Climate Tech Innovation and Investment Landscape in India, Post-consumer Plastic Waste Management and Techno-Commercial Assessment of Technology pathways, Climate Tech / Clean Tech Innovation research briefs for Tourism and Hospitality Sector, E-Mobility & E-Vehicle Charging Infrastructure etc. Beyond this, he is passionate about exploring how an ecosystem-based approach bringing together diverse stakeholders can help support and scale early-stage innovations across sectors but more particularly deep technology innovations like climate tech, agritech, foodtech and so on.

Through his professional engagements he has either worked with, collaborated with or advised reputed organizations like the Birla Group, Samsung, Micron Technologies, ITC, UN Women, Invest India, AGNli Mission under the O/o the PSA to the Government of India, MNRE, MOEF&CC, Natural Resources Defense Council, SELCO Foundation, Shakti Sustainable Energy Foundation, CEEW, TERI, World Energy Council India etc.

Mr. Awasthi is a double masters graduating with top honours in both. He has a Master of Science from Sri Sathya Sai Institute of Higher Learning and a Masters of Technology from Indian Institute of Technology Madras.

Reshma M Gopan

MBA (Health Care and Hospital Administration)

Assistant Professor

Dr Kakarla Subba Rao Centre for Health Care Management

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Dr. Reshma M Gopan holds the position of Assistant Professor at Dr. Kakarla Subba Rao Centre for Healthcare Management of the Administrative staff college of India (ASCI), Hyderabad.

She is a Dental Doctor registered with the Delhi Dental Council and a member of the Indian Dental Association (IDA). She completed her Bachelors in Dental Surgery (BDS) from Inderprastha Dental College and Hospital (IPDC), affiliated to Chaudhary Charan Singh University, Sahibabad, Ghaziabad, Delhi NCR.

A Gold Medalist in BDS, she was honoured with the “Most Valuable student” (2009-2014) award from her college, for her excellent Academic and Co-curricular achievements. She is a “Limca Book of World Records” winner (Feb 2014) for fabrication and free distribution of maximum number of Dentures to Geriatric patients in Vatsalya Gram, Vrindavan in association with Inderprastha Dental College & Hospital and Param Shakthi Peeth.

She went on to pursue her Master’s in Business Administration (MBA) with dual specialization in Hospital and Healthcare Administration (Gold Medalist), from The Indian Institute of Learning and Advanced Development (INLEAD), affiliated to Lingaya University, Faridabad, Delhi NCR, post a year of dental practice.

Prior to joining ASCI, she gained hospital industry experience, working as a Hospital Administrator in the corporate sector (500 plus bedded MAX super speciality Hospital, Saket, New Delhi) and in a medical college hospital (700 plus bedded Believer’s Church Medical College Hospital (BCMCH), Thiruvalla, Kerala) which are multi-speciality hospitals, accredited by NABH.

Her area of expertise include the Health Insurance sector where she has been a pioneer in the capacity of Medical Consultant (Insurance & ECHS) in BCMCH, Thiruvalla, Kerala, handling all types of corporate/private insurance claim processing, escalated matters in claim-processing, medical query redressal and medicolegal cases, while being a point of contact for Government insurance schemes like ECHS (Ex-servicemen’s Contributory Health Scheme). She was instrumental in obtaining NABH rates for the empanelled hospital she worked at, and participated in the setting up of a unit of the Ayushman Bharat -PMJAY, Kerala State Health Insurance programme (KASP), representing the empanelled hospital.

She has a flair for academics and teaching and has been a faculty member in the Believers Church Medical College Hospital, Kerala, for the students of Allied Health.

She has a keen interest in Hospital Quality Management and is certified with “SIX SIGMA WHITE BELT”. She has served as an internal auditor for NABH-related inspections in the accredited hospitals she worked at.

She is certified in Disaster Management and Fire Safety by safety circle, USA as also certified by Leadership Education & Abilities Development (LEAD) Programme and Professional Attributes & Corporate Employability (PACE) programme.

At Kakarla Subba Rao Centre for Hospital management, she is teaching and mentoring students of PGDM (Hospital Management), which is a two-year regular programme approved by AICTE, and is also involved in conducting sessions for MDPs/events/training programmes undertaken by the Centre, for central/state government officials as well as corporate sector hospital Managers/Administrators.

Her current interests: Health Insurance, Hospital operations, Patient care and Safety management, Healthcare Quality Management, Grievance Handling & Conflict Management, Corporate Attributes Development for Employability, Communication/soft skills and Personality development.

T. Sumskrutha

Assistant Professor
Centre for Environment, Urban Governance &
Infrastructure Development

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Sumskrutha.T is an urban planner with a specialization in infrastructure planning. She holds a master's in Infrastructure Planning from the Centre for Environmental Planning and Technology (CEPT) University, Ahmedabad. Currently, she is pursuing her Ph.D. in social science at the Tata Institute of Social Sciences.

She has more than ten years of experience in the water, sanitation and solid waste management sectors with extensive technical expertise in Plastic Waste Management (PWM), Fecal Sludge and Septage Management (FSSM), community-based and participatory development, 24X7 water supply, WASH for urban poor, and WASH Climate Action.

She also has experience in value capture financing, developing strategy and action plans for cities, developing action plans on housing for all, etc. She has worked with organizations like CRISIL, SaciWaters, ICLEI Local Government for Sustainability- South Asia, TARU Leading Edge and Administrative Staff College of India (ASCI) as a project lead and key team player.

Sumskrutha was involved in prestigious action research projects like City-wide delivery of WASH facilities in Warangal city funded by the Bill and Melinda Gates Foundation, Asian Cities Climate Change Resilience Network (ACCCRN) funded Conjunctive Water Management project in Indore, Citizen's First Campaign on Accountability for Drinking Water and Sanitation funded by WaterAid, Plastic waste strategy and action plan for Hyderabad city funded by United Nations Environment Programme – International Environmental Technology Centre (UNEP-IETC), Japan, implemented in collaboration with Greater Hyderabad Municipal Corporation (GHMC), and Alliance + ICLEI Developing plastic waste-free cities project in two Indian cities and three south-east Asian cities funded by the Alliance to End Plastic Waste (AEPW).

Currently, at ASCI she is handling the 'City Beauty Competition' program supported by MoHUA, Technical advisory for SWM to various urban local bodies and action research on developing model slums.

She has been a keynote speaker and resource person for various state-level technical platforms and capacity-building programmes.



Recreational facilities at Bella Vista



Dr V Chandramowli Memorial Lecture "Universal Health Care: A Model"
by Dr Gullapalli Nageswara Rao, Founder & Chairman, LV Prasad Eye Institute on 17th November, 2022





Programme on Wealth Creating Mindset on October 11-12, 2022 at New Delhi Centre



Programme on Financial System, Management & Accountability in Government, ASCI, New Delhi Centre



Dr. PK Jain in session - Decisive Leadership 20th-21st December, 2022



Dr. PK Jain, Mr. Ajit Pai and Mr. SK Bose, Director ASCI-NDC - Decisive Leadership 20th-21st December, 2022



Interactive Session with Prof. Ram Charan on 'Leadership During Uncertain Times' 23rd December, 2022



New Delhi



MDP for Scientists / Engineers of ISRO, December 05-16, 2022



International Study Tour on "Leadership Development Program on Capacity Building for Top Management Executives of Canara Bank at Europe", scheduled from 13-19 November, 2022.



General Management Programme for PFC Executives (September 19 – 25, 2022) Participants: DGM to GM



Leadership Development Program for the Officers Punjab National Bank, Duration: 8-10 August, 2022



Executive Development Program for Scale IV (CMs/DMs) Officers of Canara Bank



Leadership Development Program for the Officers Punjab National Bank, 8-10 August, 2022



A spacious Dining Hall in Bella Vista Campus



A fully equipped Gymnasium in Bella Vista



Team of ASCI Faculty with Shri Dharmendra Pradhan, Cabinet Minister for Education and Skill Development and Entrepreneurship, Government of India, October 1, 2022.



Team of ASCI Faculty with Dr Jitendra Singh, Hon'ble Minister of State (Independent Charge) for the Ministry of Science & Technology, PM's Office and Ministry of Personnel, Public Grievances and Pensions

ON CAMPUS PROGRAMME FEE STRUCTURE - HYDERABAD (FY 2023-24)

SI	Programme (No. of Days)	Per-Participant Programme Fee		
		[Residential]		[Non-Residential]
		INR+GST	for Foreign participant USD	INR+GST
1	3-Day	41,340 + GST	760 + GST	35,340 + GST
2	5-Day	65,720 + GST	1200 + GST	55,720 + GST
3	5½-Day	73,140 + GST	1325 + GST	64,140 + GST
4	Two-Week	1,18,720 + GST	2185 + GST	-
5	Procurement Procedures for the World Bank Aided Projects	1,18,720 + GST	3390 + GST	-



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