

MANAGEMENT DEVELOPMENT PROGRAMMES (ON-CAMPUS, ONLINE & LONG DURATION)

CALENDAR 2024-25



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



Shri Amarendu Prakash, Chairman, Steel Authority Of India Limited, New Delhi, delivering the ASCI's 67th Foundation Day lecture on "Low Carbon Economy – Disruptions and Actions"



Dr Pushp Kumar Joshi, CMD-HPCL, delivering the ASCI Public Lecture on "People Oriented Business Growth"

MANAGEMENT DEVELOPMENT PROGRAMMES

April 2024 – March 2025





Advanced Global Techno Management Programme (AGTMP)
August 21-28, 2023



Session in progress at Auditorium in CPC Campus

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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

"I visited this great institution today. Today ASCI and CBC signed MoU. We will work together on Capacity Building Initiatives".

Sri Dharmendra Pradhan
Union Cabinet Minister for Education & Skill Development and Entrepreneurship
Government of India
during his visit to the College

"A very enriching and learning experience. Looking forward to be back again. Thanks Mr Padmanabhaiah and his team".

Dr Jitendra Singh
Hon'ble Minister of State (Independent Charge) for the Ministry of Science & Technology
during his visit to the College

"A privilege and pleasure to visit the Campus. All the graduating class of the PG Programmes. They will contribute enormously to the growth of the Country".

Sri Adil Zainulbhai
Chairman
Capacity Building Commission

"Such a great pleasure to be at todays programme on my book at ASCI. I feel proudly privileged. The excellence of ASCI's contribution has been so important in the past decades. It will be enormously important in the next dacades"

Sri Naushad Forbes
Co-Chairman
Forbes Marchal, Pune

About ASCI



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 observation of India's first Prime Minister carries 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 of governments both in India, abroad and corporate sector.

“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

"A privilege to witness such great legacy and leadership. The ambience and even more than that people are amazing. Yet to see such warmth and talent in one place. Thanks for the opportunity"

Sri Amarendu Prakash
Chairman
SAIL

"I am very happy and honored to be at ASCI to receive assessment report on KISS and to deliver a lecture. It is a beautiful Organization of Government of India. I am thankful to ASCI and all staff"

Dr Achyuta Samanta
KITT & KISS, BBSR

"An honor to be here and deliver a talk before the legends. Best wishes to all faculty and staff of ASCI"

Sri Anjani Kumar, IPS
DGP, Telangana State

"Delighted to have delivered the 66th Foundation Day Lecture and share my experiences on the Industrial and Startup policies of Telangana. Very impressed with the depth and breadth of questions"

Sri Jayesh Ranjan
Principal Secretary
IT & Industries, Govt of Telangana

"It is a pleasure coming here and talking to people. Always held ASCI in high regard. I am happy that we are associated with ASCI. Looking forward to a mutually beneficial relationship"

Sri S Sankara Prasad
MD & CEO
UCO Bank

Chairman's Profile



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

Sri K Padmanabhaiah has a Master's Degree in Science from Andhra University and a Master's 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 Court of Governors 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.



International Programme on Public Private Partnerships for the officials of Government of Mongolia, sponsored by National Academy of Governance, Government of Mongolia

Vice-Chairman's Profile



Sri Richard B. Saldanha
Vice-Chairman
Court of Governors

Mr. Saldanha, a graduate Mechanical Engineer, served Hindustan Lever & Unilever plc for 30 years.

He spent almost 10 years in Latin America. Rose to be Chairman and CEO of Unilever Peru and a Member of the Unilever Latin America Board.

He returned to India as Managing Director of Haldia Petrochemicals Ltd, a 2.5 BN \$ enterprise.

Later spent 5 years as Executive Director and Member of the Board of The Times of India Group to help build organizational capability, culture and competitiveness.

He then was 6 years with The Blackstone Group in India as Executive Director responsible for Operational Excellence in a wide range of Portfolio Companies.

After retirement from The Blackstone Group, he continued on the Boards of a few of the Blackstone Portfolio Cos.

He was Chairman of Gokaldas Exports Ltd and was also on the Board of Bennett Coleman and Co (Holding Co of Times of India Group), on the boards TV, Radio, Internet and Magazines of the Times Of India Group Cos.

Currently, he is on the Boards of a couple of other prominent firms in India including Apollo health and Lifestyle Ltd & Nuziveedu Seeds Ltd. He is also Vice Chairman of The Court of Governors of the Administrative Staff College of India.

He has always been actively involved with NGOs and CSR initiatives.

<https://www.linkedin.com/in/richard-b-saldanha-550b2a2/>

Director General Profile

Dr. Nirmalya Bagchi is the Director General (I/c), Director – PGDM, Centre Director and Professor at the Centre for Management Studies, Administrative Staff College of India (ASCI). He is also the founding Chairman of the Bella Vista Innovation Foundation. He holds a PhD in Business Management and a Masters in Business Management. He has been working in ASCI since September 2006.

At ASCI, Dr. Bagchi has worked on important assignments sponsored by the Department of Science and Technology, European Commission, UNICEF, DARPG, DRDO, Bill and Melinda Gates Foundation, Reserve Bank of India, Ministry of Home Affairs, Ministry of Steel, Department of Scientific and Industrial Research, Department of Electronics and Information Technology, Ministry of Health and Family Welfare, Commonwealth Secretariat, Department of Biotechnology, Steel Authority of India Ltd., Indian Oil Corporation Ltd., DoPT, TIFAC, ICFRE, CIPS, FMC, and INAE.

Findings of one of his studies titled “Study to Identify Policy Measures for New Science, Technology and Innovation Policy, 2013” sponsored by the Department of Science and Technology has been used to develop the new Science, Technology and Innovation Policy 2013 of the country. Findings of his another study was used to develop the SRIMAN policy 2022 of the Department of Science and Technology.

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, and strategic management.

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. ASCI is also accredited as **उत्कृष्ट Institute by Capacity Building Commission (CBC)**, Government of India.

Over the last 67 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 1.70 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. During the year of 2023-24 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)



Shri Parameswaran Iyer, Executive Director, World Bank and former CEO, Niti Aayog delivering a lecture under the ASCI Lecture Series on April 3, 2024

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

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
Former Chairman and Managing Director
NMDC Ltd

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.

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

B. CO-OPTED MEMBERS

Sri Hemang Jani
Senior Advisor to Executive Director
The World Bank, Washington

Smt Gaitri Issar Kumar, IFS (Retd)
Former High Commissioner of India to the
United Kingdom

Dr Sameer Sharma, IAS (Retd)
Former Chief Secretary
Government of Andhra Pradesh

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, Government of India

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

Dr T V Somanathan, IAS
Secretary
Ministry of Finance, Government of India

AICTE Nominee
Member

Prof (Dr) 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



Programme on Public Procurement Principles, during November 27 - December 01, 2023
Sponsored by Department of Expenditure, Ministry of Finance



Leadership Development Programme for Senior Executives (CGMs, GMs, DGMs & RO Heads)
of Canara Bank December 11-15, 2023

From the Dean of Training Programmes



B V N Sachendra
Dean of Training
Programmes (SD)

Greetings from ASCI!

I have great pleasure in presenting the Management Development Programmes of Administrative Staff College of India for the financial year 2024-25. 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 1.70 Lakh. We are proud of our alumni, which includes the leaders of Indian industry and senior Civil Servants in the government and Public Sector Undertakings. We are thankful to you all for the support extended in the past and look forward to your continuing patronage in 2024-25.

We are happy to present the MDP book with details on both On-Campus and Online programmes (short and long duration).

The Long duration 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 for Government of India, PSUs, State Governments, Public and Private Sector.

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. This year it is proposed to conduct multiple programmes with International Study tour component to cater to the demand from leading PSUs and Banks. In addition to this we conduct Off campus programmes at the venue as decided by the client.

Our two picturesque campuses (Bella Vista and College Park Campus) located in the heart of Hyderabad offer comfortable facilities and amenities, including extra-curricular activities for the programmes. We do include sightseeing, cultural programmes and get-togethers as part of our programmes to help participants rejuvenate themselves.

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

B V N Sachendra
Dean of Training Programmes (SD)



ADB Safeguards Procedures, October 04-06, 2023 at Bella Vista



View of the residential facility at Bella Vista

Clients for On-Campus and Online Announced Programmes 2023-24

Government

Bureau of Police Research & Development, New Delhi

Canteen Stores Department, Mumbai

Centre for Artificial Intelligence and Robotics (CAIR), Bangalore, Karnataka

Coast Guard Headquarters, New Delhi

Department of Atomic Energy, Hyderabad, Telangana

Department of Expenditure, Ministry of Finance, Govt. of India, New Delhi

Department of Posts, New Delhi

Department of Telecommunications, Ministry of Communications, Govt. of India

Directorate General of Shipping, Govt. of India, Mumbai

Directorate of Construction, Service & Estate Management (DCSEM), Mumbai

Indira Gandhi Centre for Atomic Research, Kalpakkam, Tamil Nadu

Integrated Headquarters of Ministry of Defence Navy, New Delhi

ISRO Indian Space Research Organisation, Bengaluru, Karnataka

Ministry of Micro, Small and Medium Enterprises (MSME), Patna

Ministry of Road Transport & Highways, Kolkata

Ministry of Road Transport & Highways, Bhopal

Ministry of Road Transport & Highways, Hyderabad, Telangana

Ministry of Road Transport & Highways, Jaipur, Rajasthan

Ministry of Road Transport & Highways, Jammu

Ministry of Road Transport & Highways, Maharashtra

Ministry of Road Transport & Highways, New Delhi

Ministry of Road Transport & Highways, Patna, Bihar

National Centre for Sustainable Coastal Management (NCSCM), Chennai, Tamilnadu

National Commission for Homeopathy, New Delhi

National Highway Authority of India, PIU Kanpur, Uttar Pradesh

National Highways Authority of India, Jaipur, Rajasthan

National Highways Authority of India, Lucknow, Uttar Pradesh

National Highways Authority of India, New Delhi

National Highways Authority of India, Vijayawada, Andhra Pradesh

National Remote Sensing Center, ISRO, Hyderabad
Office of the Controller General of Accounts, New Delhi

Office of the Controller General of Accounts, PFMS
State Directorate Tamilnadu

Pension Fund Regulatory and Development
Authority (PFRDA), New Delhi

State Governments / Departments

Assam State Disaster Management Authority,
Guwahati

Chennai Metropolitan Development Authority

Chennai Unified Metropolitan Transport Authority,
Tamilnadu

Collectorate Gajapati, Paralakhemundi, Odisha

Collectorate, Rayagada

Commerce & Transport (Commerce) Department,
Govt. of Odisha

Department of Land Revenue, Govt. of Kerala

Department of Water Resources, Odisha

Directorate of Economics & Statistics, Mumbai

Directorate of Secondary Health, Guntur Dist,
Andhra Pradesh

Directorate of Tribal Welfare, Govt. of Tripura

District Collector & Magistrate, Eluru District, Andhra
Pradesh

Flood and River Erosion Management Agency of
Assam (FREMAA), Guwahati, Assam

Gujarat Pollution Control Board, Gandhinagar,
Gujart

Land Revenue & Disaster Management Department,
Gangtok, East-Sikkim

Mizoram Health Systems Strengthening Project,
Aizawl

Office of the Director General of Police, Chennai

Office of the The Chief Engineer, Public Health
Engineering Department, Guwahati, Assam

Office of the Chief Engineer (NH) P.W.D (Roads),
Shillong, Meghalaya

Office of the Chief Engineer, Highways PWD, Aizawl,
Mizoram

Office of the Chief Engineer, Ministry of Road
Transport & Highways, Bhopal, M.P

Office of the Chief Engineer, National Highways,
Odisha.

Office of the Competent Authority Land Acquisition
(CALA), Baramulla, Jammu & Kashmir

Office of the Deputy Commissioner, Pulwama

Clients for On-Campus and Online Announced Programmes 2023-24

Office of the Deputy Commissioner, Shopian, Govt. of Jammu and Kashmir

Office of the District Collector Kulgam, Jammu & Kashmir

Office of the Executive Engineer, (R&B) Project Division-1st, Srinagar, Jammu & Kashmir

Planning & Convergence Department, Odisha

Public Health Engineering Department, Guwahati, Assam

Public Works Department, Bangalore, Karnataka

Public Works Roads Department (PWRD), Guwahati

Revenue and Forest Department, Maharashtra

Revenue Department, Bangalore

Roads & Bridges Department, Govt. of Sikkim

Urban Development Department, Govt of Karnataka

Water Resources Department, Guwahati, Assam

Watershed Development Department, Bangalore

West Bengal Accelerated Development of Minor Irrigation Project, Kolkata

Works Department, Bhubaneswar, Odisha

Government Undertakings (Gol and States) / PSUs

Artificial Limbs Manufacturing Corporation of India, Kanpur

Assam Agricultural University, Assam

BEML Limited, Bangalore

Bhabha Atomic Research Centre, Visakhapatnam, Andhra Pradesh

Bharat Coking Coal Limited, Dhanbad

Bharat Petroleum Corporation Limited, Maharashtra

Bharat Petroleum Corporation Limited, Noida (U.P)

Bihar Urban Infrastructure Development Corporation Ltd, Patna, Bihar

Bosch Limited, Bengaluru, Karnataka

Central Coalfields Limited, Jharkhand

Central Mine Planning and Design Institute Limited (CMPDI), Jharkhand

Central Warehousing Corporation, New Delhi

CIDCO Ltd, Maharashtra

Coal India Limited, Kolkata, West Bengal

Damodar Valley Corporation, West Bengal

Delhi MSW Solutions Limited, Delhi

Delhi Transco Limited, New Delhi

Eastern Coalfields Limited, West Bengal

Eastern Power Distribution Company of A.P. Limited

(APEPDCL), Visakhapatnam, A.P

Food Corporation of India, New Delhi

GAIL (Training) Institute, Noida

Goa Shipyard Limited, Goa

Gujarat Industries Power Company Limited (GIPCL), Vadodara, Gujarat

Gujarat State Fertilizers and Chemicals Ltd, Vadodara, Gujarat

Himachal Pradesh Horticulture Development Project, Shimla

Himachal Pradesh Power Corporation Limited, Shimla

Hindustan Petroleum Corporation Limited, Mumbai

ICAR-Indian Institute of Horticultural Research, Bengaluru, Karnataka

India Infrastructure Finance Company Limited (IIFCL), Delhi

Indian Oil Corporation Ltd, Faridabad, Haryana

Indian Oil Corporation Ltd, Hyderabad

Indian Oil Corporation Ltd, New Delhi

Indian Oil Corporation Ltd, Noida, Uttar Pradesh

Jawaharlal Nehru Port Authority, Navi Mumbai, Maharashtra

JICA Assited Guwahati Water Supply Project, Guwahati

Kerala Agro Industries Corporation Limited (KAICO), Thiruvananthapuram, Kerala

Life Insurance Corporation of India, Hyderabad, Telangana

M.P. Poorv Kshetra Vidyut Vitaran Co. Ltd., Jabalpur, Madhya Pradesh

M/s Brahmaputra Cracker and Polymer Limited., Assam

Mahanadi Coalfields Limited, Odisha

MECON Limited, Delhi

Meghalaya Health Systems Strengthening Project, Shillong, Meghalaya

Meghalaya Infrastructure Development Finance Corporation, Shillong, Meghalaya

Mineral Exploration and Consultancy Limited, Nagpur, Maharashtra

MSTC Limited, Bangalore

MSTC Limited, Kolkata

Muzaffarpur Thermal Power Station, Kanti, Bihar

National Agricultural Higher Education Project (ICAR), New Delhi

Clients for On-Campus and Online Announced Programmes 2023-24

National Aluminium Company Limited, Bhubaneswar, Odisha
National Capital Region Transport Corporation Ltd., New Delhi
National Fertilizers Limited, Noida, Uttar Pradesh
National Health Mission, Chandigarh
National Health Mission, Kerala
National Health Mission (NHM), Odisha
National High Speed Rail Corporation Ltd., New Delhi
National Highways & Infrastructure Development Corporation Limited, New Delhi
National Thermal Power Corporation Ltd. , Jharkhand
National Thermal Power Corporation Limited, Noida, Uttar Pradesh
National Thermal Power Corporation Limited (NTPC), Ramagundam
NMDC Limited, Hyderabad
Northern Coalfields Limited, Madhya Pradesh
NTPC, Southern Region Head Quarters, Secunderabad, Telangana
NTPC Khargone Super Thermal Power Project, Distt. Khargone, Madhya Pradesh
NTPC Limited, Distt: Bhagalpur, Bihar
NTPC Limited, North Karanpura Thermal Power Station
NTPC Ltd, Chhattisgarh
NTPC Ltd, Distt. Hazaribagh
NTPC Ltd., Koldam Hydro Powr Station, Bilaspur, Himachal Pradesh
NTPC-SAIL Power Company Limited, West Bengal
Nuclear Power Corporation of India Ltd, Haryana
Nuclear Power Corporation of India Ltd, Mumbai, Maharashtra
Numaligarh Refinery Limited, Numaligarh, Assam
Oil & Natural Gas Corporation Limited, Dehradun
Oil India Limited, Assam
ONGC Tripura Power Company Limited, Delhi
Power Finance Corporation Ltd, New Delhi
Power Grid Corporation of India Limited, Gurugram, Haryana
Ramagundam Fertilizers and Chemicals Limited, Ramagundam, Telangana
Re Sustainability Limited, Hyderabad
REC Limited, Gurugram, Haryana

rites Limited, Gurgaon
Singareni Collieries Company Limited, Telangana
SJVN Ltd., Shimla, Himachal Pradesh
South Eastern Coalfields Limited, Chattisgarh
State Health Assurance Society, Mumbai
State Health Society, Patna, Bihar
State of Maharashtra 's Agribusiness & Rural Transformation, SMART Society, Pune
Steel Authority of India, Bokaro Steel Plant, Bokaro, Jharkhand
Steel Authority of India Limited, Bhilai Steel Plant, Chhattisgarh
Steel Authority of India Limited, New Delhi
Steel Authority of India Limited, Rourkela, Odisha
Steel Authority of India Limited (SAIL), Ranchi, Jharkhand
Steel Authority of India Ltd, Durgapur, West Bengal
Sustainable Development Goals Coordination Center (UNDP), Chennai, Tamilnadu
Tamil Nadu Rural Transformation Project, Chennai
Tanda Thermal Power Station (NTPC), Uttar Pradesh
Tata Steel Utilities and Infrastructure Services limited, Jharkhand
UJVN Limited, Dehradun
West Bengal State Electricity Distribution Company Limited, Kolkata
Western Coalfields Limited, Maharashtra

Banks and Financial Institutions

Bandhan Bank Limited, Kolkata
Bank of Bahrain and Kuwait, Mumbai
Bank of Baroda, Gujarat
Bank of India, Mumbai
Bank of Maharashtra, Pune, Maharashtra
Canara Bank, Karnataka
City Union Bank, Kumbakonam, Tamil Nadu
CSB Bank, Ollur, Thrissur
Dhanlaxmi Bank Ltd., Kerala
HDFC Bank Ltd. , Mumbai
ICICI Bank Limited, Mumbai, Maharashtra
IDBI Bank Ltd., Hyderabad, Telangana
Indian Bank, Chennai, Tamilnadu
Indian Overseas Bank, Tamil Nadu
Jana Small Finance Bank Ltd, Bengaluru
Karnataka Bank Ltd, Mangaluru

Clients for On-Campus and Online Announced Programmes 2023-24

Kotak Mahindra Bank Limited, Mumbai, Maharashtra
National Housing Bank, New Delhi
NSDL Payments Bank Limited, Mumbai, Maharashtra
Punjab & Sind Bank, New Delhi
Punjab National Bank, Delhi
Repco Home Finance Ltd, Chennai, Tamilnadu
Reserve Bank of India, Chennai, Tamilnadu
Reserve Bank of India, Fort Mumbai
Securities and Exchange Board of India (SEBI),
Mumbai, Maharashtra
Small Industries Development Bank of India, Mumbai,
Maharashtra
Tamilnad Mercantile Bank Ltd, Tamilnadu
The Karur Vysya Bank Limited, Tamil Nadu
The World Bank, New Delhi
Ujjivan Small Finance Bank Limited, Karnataka
Union Bank of India, Mumbai
YES Bank Limited, Mumbai

Municipal Corporations

Aizawl Municipal Corporation, Mizoram
Municipal Corporation Gorakhpur, Uttar Pradesh
New Delhi Municipal Council, New Delhi

Private Sector

Bharatiya Reserve Bank Note Mudran (P) Ltd,
Mysore, Karnataka
CESC Limited, Kolkata
Goa Institute of Management, Goa

Kadi Sarva Vishwavidyalaya, Gandhinagar, Gujarat
Mahatma Phule Backward Class Development
Corporation Ltd, Mumbai, Maharashtra
Meghalaya Basin Development Authority, Meghalaya
MRCMPU Ltd (MILMA) - Central Products Dairy,
Kozhikode, Kerala
MRCMPU Ltd (MILMA) - Palakkad Dairy, Kerala
MRCMPU Ltd (MILMA) - Wayanad Dairy, Kerala
NAB Foundation, Mumbai
National Institute of Design, Ahmedabad, Gujarat
National Institute of Naturopathy, Pune
North Eastern Development Finance Corporation Ltd,
Assam
Savista Global Solutions Private Limited, Chennai,
Tamil Nadu
South Asia LPG Company Private Limited,
Visakhapatnam, Andhra Pradesh
Tata Steel Ltd., Jharkhand
THDC India Limited, Uttarakhand
UNICEF, New Delhi
VIKI Industries Pvt Ltd (VOPL), Chennai

International Organisations

Fundo De Estradas, FP, Maputo, Mozambique
Global IME Bank Limited, Kathmandu, Nepal
Local Government COVID-19 Response & Recovery
Project (LGCRRP), Dhaka, Bangladesh
Rural Electrification Authority, Lusaka, Zambia
ZESCO Limited, Lusaka, Zambia

Clients for In-Company On-Campus & Online Training Programmes 2023-24

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

Government

- Capacity Building Commission
- Comptroller and Auditor General of India, New Delhi
- Deendayal Port Authority
- Department of Public Expenditure, Ministry of Finance, GoI
- Geological Survey of India Training Institute, Hyderabad
- Indian Institute of Technology (IIT), Mumbai
- Land Revenue & Disaster Management Department, Govt. of Sikkim
- National Health Mission, Bhopal
- National Health Mission, Odisha
- National Institute of Geo-Informatics Sciences & Technology (NIGST) Survey of India
- National Statistical Systems Training Academy, GoI
- Public Financial Management and Training Institute, Rajasthan
- State Health Society, Govt. of Bihar
- Suchitwa Mission, Kerala

Public Sector

- Andhra Pradesh Central Power Distribution Corporation Limited (APCPDCL)
- GAIL (India) Limited, Noida
- Indian Oil Corporation Limited, Training Centre (IIPM)
- Mahanadi Coalfields Limited, Odisha
- National Agricultural Cooperative Marketing Federation of India Ltd. (NAFED), New Delhi

- NMDC Limited., Hyderabad
- Northern Coalfields Limited, Singrauli
- NTPC Ltd., CMHQ, Ranchi
- Nuclear Power Corporation of India Ltd, Mumbai
- ONGC Academy, Dehradun
- Power Grid Corporation of India Ltd, SRTS-I RHQ, Secunderabad, Telangana
- Punjab State Power Corporation Limited
- REC Limited
- SBI Life Insurance Co Ltd.,
- THDC India Limited, Rishikesh

Banks

Asian Development Bank, New Delhi
Bank of Maharashtra, Pune
Canara Bank, Bengaluru
Indian Bank, Chennai
Indian Overseas Bank, Chennai
Punjab National Bank, New Delhi
Union Bank of India, Mumbai

Private Sector

Care Group of Hospitals, Hyderabad, Telangana
PATH India – New Delhi
Patil Rail Infrastructure Private Limited, Hyderabad, Telangana

International

Bangladesh University of Environment Technology (BUET), Bangladesh

List of In-Company Training Programmes 2023-2024

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

Government

On-Campus

- Workshop on Science Communication, Sponsored by Capacity Building Commission – May 2023
- Programme on Monitoring and Evaluation for Indian Statistical Services Probationers, Sponsored by National Statistical Systems Training Academy, Gol – May 2023
- General Management Programme for Senior Officers in Administration, Sponsored by IIT Bombay – May, October, December 2023 and January, February, March 2024 (6 Programmes)
- Garbage Free Cities: Achieving Five-Star Rating, Sponsored by Suchitwa Mission – July 2023
- Good Practice Presentation by Madhya Pradesh Road Development Corporation, Government of Madhya Pradesh and Public Works Department, Govt of Karnataka, Sponsored by Asian Development Bank – July 2023
- Land Acquisition, Resettlement and Rehabilitation for Revenue Department Officers of Govt. of Sikkim, Sponsored by Land Revenue & Disaster Management Department Government Of Sikkim – August 2023
- Public Procurement Principles, Sponsored by Department of Expenditure, Ministry of Finance, Gol) – August, September and November 2023 (3 Programmes)
- Mid-Career Training Programme (Level 4) for Officers of Comptroller and Auditor General of India, Sponsored by Comptroller and Auditor General of India (CAG) – August, September, October, 2023 and January, February 2024 (11 Programmes)
- Project Management for Survey of India Officers, Sponsored by Survey of India – October 2023
- Training of Trainers (ToT) for Officers of the Supreme Audit Institution (SAI) of India, Sponsored by C&AG of India – December 2023 and March 2024 (2 Programmes)
- MDP for District Project Coordinators (TB), NHM Odisha, Sponsored by National Health Mission, Odisha – January 2024
- Management Development Programme on Project Management and Leadership for Group 'A' Officers of Survey of India, Sponsored by Survey of India – February 2024

- Management Development Programme for RBSK and RKSK Officials, Sponsored by NHM, Odisha – February 2024
- Management Development Programme for JAG Level Officers of Geological Survey of India, Sponsored by Geological Survey of India Training Institute (GSI) – March 2024

Online

- Workshop on WHO's ICD Classification and Coding of Death and Diseases, Sponsored by State Health Society, Government of Bihar – June, July, August, September, December 2023, January 2024 (15 Programmes)

Banks

On-Campus

- Leadership Development Programme on Capacity Building for Senior Officers of Union Bank of India: International Study Tour: Europe, Sponsored by Union Bank of India – April 2023 (2 Programmes)
- Programme on ADB Procurement Procedures, Sponsored by ADB – April 2023
- ADB Disbursement Procedures, Sponsored by ADB – April 2023
- ADB Financial Management Requirements in Sovereign Operations, Sponsored by ADB – April 2023
- ADB Safeguards Procedures, Sponsored by ADB – April 2023
- ADB Policy and Practices on Gender Equality and Social Inclusion, Sponsored by ADB – April 2023
- 3-day residential training programme for Officials of SBI Life Insurance Co Ltd. Sponsored by SBI Life Insurance Co Ltd, - June 2023 (2 Programmes)
- Executive Development Programme & Competency Assessment, Individual Development Plan for Scale - IV (CMs/DMs) Executives of Canara Bank, Sponsored by Canara Bank – July 2023 (8 Programmes)
- Capacity Development on Bridges, Sponsored by ADB – July 2023
- Leadership Development Programme for Scale-

List of In-Company Training Programmes 2023-2024

- IV Officers of Bank of Maharashtra, Sponsored by Bank of Maharashtra – July and August 2023 (2 Programmes)
- Management Development Programme on "Leading with Purpose" for the Officers of Punjab National Bank, Sponsored by Punjab National Bank – August 2023
- Leadership Development Programme for Senior Executives (CGMs, GMs, DGMs & RO Heads) of Canara Bank, Sponsored by Canara Bank – August, October, November and December 2023 (11 Programmes)
- Capturing Gender Equality Results in Project Completion Reports, Sponsored by ADB – September 2023
- Training of Trainers for Executives of Punjab State Power Corporation Limited, Sponsored by Punjab State Power Corporation Limited – September 2023
- Programme on Sustainable Sanitation and Urban Flood Management, Sponsored by ADB – September 2023
- 2-Day Training programme for Officials of SBI Life Insurance Co Ltd., Sponsored by SBI Life Insurance Co Ltd, - September and October 2023 (7 Programmes)
- Leadership Development Programme for scale IV Officers of Indian Bank, Sponsored by Indian Bank – September, October and December 2023 (3 Programmes)
- ADB Safeguards Procedures, Sponsored by ADB – October 2023
- Executive Development Programme & Competency Assessment, IDP for Scale IV (DMs) Officers of Canara Bank, Sponsored by Canara Bank – October 2023
- Advanced Leadership Development Programme for Officers of the Bank of Maharashtra (with Study Tour to Singapore, Sponsored by Bank of Maharashtra - November, 2023)
- Workshop on Disciplinary Rules & Procedures for Canara Bank Officials, Sponsored by Canara Bank – December 2023 and January 2024 (2 Programmes)
- Certificate Course in Medical Records Management and Quality Improvement in Public Hospitals, Government of M.P., Sponsored by National Health Mission, Bhopal – January 2024
- Advanced Leadership Development Programme for Senior Officers of Bank of Maharashtra, Sponsored by Bank of Maharashtra – January 2024
- ITI Leadership Training Programme for Skills Projects, Sponsored by ADB – January 2024
- Leadership Development Programme for Scale III Officers of Indian Overseas Bank, Sponsored by Indian Overseas Bank – February 2024
- Leadership Development Programme for Women Officers of Canara Bank, Sponsored by Canara Bank – March 2024

Public Sector

On-Campus

- International Best Practices in Energy Transitions, Sponsored by Rurla Electrification Corporation Ltd., (REC Limited) – April 2023
- Future Energy Leaders Programme for ONGC Officials, Sponsored by ONGC – April, May, December 2023 and January, February 2024 (8 Programmes)
- Management Development Programme for Senior Officials of THDCIL for Leadership Roles, Sponsored by THDCIL – April 2023
- MDP on Building Capability (Developing Self & Others), Sponsored by GAIL – April, August and September 2023 (3 Programmes)
- Management Development Programme on Execution Excellence and Managing Relationship for the Executives of GAIL, Sponsored by GAIL – April 2023
- Induction Programme for Executive Trainees (Finance) of NMDC, Sponsored by NMDC Limited – April 2023
- Programme on Analytical Problem Solving and Planning, Organizing and Foresightedness, Sponsored by GAIL – May 2023
- Land Acquisition, Resettlement and Rehabilitation (for Officers of NTPC's Coal Mining Projects), Sponsored by NTPC Limited – May 2023
- Land Acquisition, Resettlement and Rehabilitation for Officers of NCL, Sponsored by NCL – May 2023
- Land Acquisition and Resettlement: Integrating CBA Act, 1957, RFCTLARR Act 2013; and Odisha R&R Policy for MCL, Sponsored by MCL – May, June, September 2023 (3 Programmes)

List of In-Company Training Programmes 2023-2024

- Advanced Management Programme for AGMs as Future Energy Leaders of THDCIL, Sponsored by THDCIL – June 2023
- Management Development Programme for the NPCIL Engineers, Sponsored by NPCIL – June and July 2023 (2 Programmes)
- Executive Development Programme for Executive Trainees (Finance) of NMDC Limited, Sponsored by NMDC Limited – June 2023
- Training Programme for Senior Delegates of Power Sector on "International Best Practices in Power Sector" Study Tour to USA -Chicago & California, Sponsored by REC Limited – July 2023
- Management Development Programme on Achievement Orientation for the Executives of GAIL, Sponsored by GAIL – July and August 2023 (2 Programmes)
- Management Development Programme on "Analytical Problem Solving" Sponsored by GAIL (India) Limited - September 2023
- Auction Management, Sponsored by Public Financial Management & Training Institute (PFMTI), Rajasthan – September 2023
- Programme on Execution Excellence, Sponsored by GAIL – October 2023
- Techno-Managerial Programme for Middle/Senior Management Officers of PSPCL, Sponsored by PSPCL – October 2023
- Advanced Techno Managerial Programme for the Executives of APCPDCL (Batch-II), Sponsored by APCPDCL – December 2023
- MDP for NAFED Offices – December 2023
- Communication Strategy for Leaders, Sponsored by Indian Oil Corporation Ltd (IIPM) – December 2023
- Public Procurement for Government Officers, Sponsored by Deendayal Port Authority – January 2024
- Management Development Programme for Executive Trainees (Finance), Sponsored by NMDC Limited – February 2024
- Women Leadership Programme for Women Leaders of PGCIL, Sponsored by PGCIL – March 2024

Private Sector

On-Campus

- ToT on Capacity Building for Enhanced Urban Governance and Health System Resilience in Collaboration with PATH India & Access Health International, Sponsored by PATH India – January 2024 (2 Programmes)
- Customized Leadership Development Programme for Executives of PATIL Group, Sponsored by Patil Rail Infrastructure Private Limited – June 2023 (2 Programmes)

Online

- 3 Months Online Leadership Development Programme for Managers of Care Group of Hospitals – June 2023.

International

On-Campus

- Learning Visit on City Wide Inclusive Sanitation (CWIS) for the Officials from Bangladesh, sponsored by Bangladesh University of Environment Technology (BUET) Bangladesh – March 2024.

Management Development Programmes (April 2024-March 2025)

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
MANAGEMENT DEVELOPMENT PROGRAMMES			
1	Advanced Management Programme - 2024 Study Tour: Rome, Florence, Venice, Milan, Zurich, Paris, Amsterdam & Brussels	05-16 Aug 2024 07-21 Sep 2024	Prof Rajkiran V Bilolikar / Prof J Swarnalatha
2	Programme for Young Managers	25-29 Nov 2024	Sri Amarthya Awasthi / Sri Venkata K Emami
DR. KAKARLA SUBBA RAO CENTRE FOR HEALTH CARE MANAGEMENT			
1	Understanding Quality Management and Outcome Indicators in Public Hospitals: Skill Based Hands on Learning	06-10 May 2024	Dr Bhawna Gulati
2	Healthcare Kaizen - Innovations and Strategies (A Continuous Improvement for All)	29-31 Jul 2024	Dr Subodh Kandamuthan / Dr Reshma M Gopan
3	Management Development Programme for Public Health Professionals	05-07 Aug 2024	Dr Bhawna Gulati
4	Leveraging Emerging Technologies for Smart Health Care	23-25 Sep 2024	Dr Subodh Kandamuthan / Prof Sridevi Ayaluri
5	Understanding Quality Management and Outcome Indicators in Public Hospitals: Skill based Handson Learning	02-06 Dec 2024	Dr Bhawna Gulati
6	Operational Excellence in Healthcare	20-22 Jan 2025	Dr Subodh Kandamuthan / Dr PM Priya Darshini
7	Faculty Development Programme	03-05 Feb 2025	Dr Subodh Kandamuthan
ECONOMICS & FINANCE			
1	Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT)	01-03 May 2024	Dr Madhusoodanan PR
2	Fraud and Forensic Audit (with focus on Financial Fraud)	15-17 May 2024	Dr Madhusoodanan PR
3	Sustainable Accounting and Reporting	19-21 Jun 2024	Dr Madhusoodanan PR / Dr Egurla Kishan
4	Financial Crime Compliance	24-26 Jul 2024	Dr Madhusoodanan PR
5	Data Analytics for Policy and Business Decision	25-27 Sep 2024	Dr Madhusoodanan PR / Dr Egurla Kishan
6	Anti-Money Laundering (AML) and Combating Financing of Terrorism (CFT)	06-08 Nov 2024	Dr Madhusoodanan PR
7	Sustainable Business Model and Practices	04-06 Dec 2024	Dr Madhusoodanan PR / Dr Egurla Kishan
8	Financial Crime Compliance	08-10 Jan 2025	Dr Madhusoodanan PR
EXCELLENCE IN CYBER DEFENCE (ECD)			
1	Cyber Security Programme Customized for IT Personnel on Evolving Hybrid (IT, Cyber) Abilities for Tomorrow's Challenges	12-14 Jun 2024	Dr Madhusoodanan PR
2	Emerging Technologies to Accelerate Incident Readiness & Response	26-28 Jun 2024	Dr Madhusoodanan PR
3	Optimizing for Cyber Resilience: Best Practices in Securing Operational Technology Against Evolving Threats	21-23 Aug 2024	Dr Madhusoodanan PR
4	Combating Cyber Threats and Burnout: Fortifying Defense and Empowering the Cybersecurity Workforce	23-25 Oct 2024	Dr Madhusoodanan PR
5	Cybersecurity Summit 2024: The Synergy of Leadership: Exploring the Deepening Bond Between CISOs and Board Members	22 Nov 2024	Dr Madhusoodanan PR
6	Cyber Resilience in The Financial Ecosystem: Governance & Mitigation Strategies	18-20 Dec 2024	Dr Madhusoodanan PR
7	Transition to ISO 27001: 2022	25 Jan 2025	Dr Madhusoodanan PR
8	Third Party Security Risk Management - Exploring SBoM	19-21 Feb 2025	Dr Madhusoodanan PR
9	From Crisis to Innovation: Security Trends in the Post-Pandemic Era	03-07 Mar 2025	Dr Madhusoodanan PR
ENERGY STUDIES			
1	Developing Global Energy Leaders in India: Tackling and Embracing Energy Disruptions	15-17 May 2024	Prof Rajkiran V Bilolikar

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
ENERGY STUDIES			
2	ESG and Carbon Pathways for Energy Companies - Alignment with the SDG 7, 13	10-12 Jun 2024	Prof Rajkiran V Bilolikar / Sri Amartya Awasthi
3	Resource Planning, Automation and Analytics for Indian Power Market	24-26 Jul 2024	Prof Rajkiran V Bilolikar
4	Financing Energy Efficiency Projects	21-23 Aug 2024	Prof Rajkiran V Bilolikar / Sri Pavan Kumar Parnandi
5	Regulating Electricity Tariffs and Related Issues	09-11 Oct 2024	Prof Rajkiran V Bilolikar
6	Building Energy Simulation	30 Oct-01 Nov 2024	Prof Rajkiran V Bilolikar / Sri Pavan Kumar Parnandi
7	Climate Change & Sustainability for Energy Companies - Alignment with the SDG 7, 13	11-13 Nov 2024	Prof Rajkiran V Bilolikar / Sri Amartya Awasthi
8	Future Flux: Navigating Transition and Regulations in the Energy Sector	18-20 Dec 2024	Prof Rajkiran V Bilolikar
9	Climate Tech Innovations - A Pathway for Sustainability for Energy Companies - Alignment with the SDG 7, 13	20-22 Jan 2025	Prof Rajkiran V Bilolikar / Sri Amartya Awasthi
10.	Business Strategies for Expanding Economic Opportunities in Electricity Utilities	27-31 Jan 2025	Prof Rajkiran V Bilolikar
11	Sustainable Building Design - Approach towards Net Zero Strategy	19-21 Feb 2025	Prof Rajkiran V Bilolikar / Sri Pavan Kumar Parnandi
ENVIRONMENT, URBAN GOVERNANCE & INFRASTRUCTURE DEVELOPMENT			
1	Circularity in Used Water & Bio Solids Management – Standards, Innovations and Business Models for Revenue Generation	23-25 Apr 2024	Dr M Snehalatha / Dr Rajarshi Banerjee
2	Laboratory Certification Course Sampling and Analysis of Faecal Sludge & Used Water	29 Apr-03 May 2024	Dr Rajarshi Banerjee
3	Certification Programme for Practitioners Public Private Partnership (PPP) in Municipal Solid Waste Management	18-20 Jul 2024	Prof V Srinivas Chary / Ms Sumskrutha T / Ms. Soma Sarkar
4	Certification Course on Leadership Development for City Wide Inclusive Sanitation	24-26 Jul 2024	Dr M Snehalatha / Prof V Srinivas Chary
5	Certification Programme on "Garbage Free Cities: Achieving Five Star Rating".	14-16 Aug 2024	Dr Prathibha Ganesan / Prof V Srinivas Chary
6	Certificate Course on Change Management for Achieving Continuous (24X7) Water Supply in Urban Areas	24-26 Sep 2024	Dr M Snehalatha / Prof V Srinivas Chary
HUMAN RESOURCE DEVELOPMENT			
1	Journey Based Advanced Leadership Development Programme	15 Apr 2024 - 23 Mar 2025	Sri Hareesh Meppat
2	Peak Effective Performance (PEP) Training	06-10 May 2024	Sri Hareesh Meppat
3	AI-Driven HR Excellence: Transformative Decision Making for the Future	17-19 Jul 2024	Sri Hareesh Meppat / Dr Gutha Jaya Krishna
4	Peak Effective Performance (PEP) Training	22- 26 Jul 2024	Sri Hareesh Meppat
5	Enhancing Performance and Well-Being through Leadership	05-09 Aug 2024	Sri Hareesh Meppat
6	Innovation and Change Leadership	25-27 Sep 2024	Sri Hareesh Meppat
7	Enhancing Managerial Effectiveness	07-11 Oct 2024	Sri Hareesh Meppat
8	Peak Effective Performance (PEP) Training	18-22 Nov 2024	Sri Hareesh Meppat
9	Ethics and Values in Administration	04-06 Dec 2024	Sri Hareesh Meppat
10	Peak Effective Performance (PEP) Training	20-24 Jan 2025	Sri Hareesh Meppat
11	Enhancing Performance and Well-Being through Leadership	27-31 Jan 2025	Sri Hareesh Meppat
12	Improving Work Culture	12-14 Feb 2025	Sri Hareesh Meppat
13	Decision Making for Effective Leadership	03-07 Mar 2025	Sri Hareesh Meppat

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
INNOVATION AND TECHNOLOGY			
1	Advanced Data Analysis Methods and Tools for Executives	20-22 May 2024	Dr Gutha Jaya Krishna
2	Faculty Development Programme	05-07 Aug 2024	Dr Valli Manickam
MANAGEMENT OF LAND ACQUISITION, RESETTLEMENT & REHABILITATION			
1	Advanced Global Techno-Management Programme-2024 (In Partnership with ESCP Business School, Paris) Study Tour : France, Switzerland, Germany & Netherlands	6-13 May 2024 01-15 Jun 2024	Dr Reshmy Nair
2	Effective Social Impact Assessment to Resettlement Planning in Infrastructure Projects	01-05 Jul 2024	Dr Reshmy Nair
3	Operationalising World Bank's Environmental & Social Framework (ESF)	19-24 Aug 2024	Dr Reshmy Nair
4	Avoiding Costly Mistakes in Land Acquisition and Resettlement (National)	21-25 Oct 2024	Dr Reshmy Nair
5	Operationalising World Bank's Environmental & Social Framework (ESF)	18-23 Nov 2024	Dr Reshmy Nair
6	Acquisition of User Rights for Pipeline Projects	06-10 Jan 2025	Dr Reshmy Nair
7	High Impact CSR-Need Identification to Impact Assessment	10-14 Feb 2025	Dr Reshmy Nair
8	Geospatial Technology Support for Effective Land Acquisition	11-13 Mar 2025	Dr Venugopal Rao / Dr Reshmy Nair
MANAGEMENT STUDIES			
1	Achieving Excellence in Sales Leadership	20-22 May 2024	Sri Venkata K Emani
2	Bridge-it-All Relations	20-24 May 2024	Dr Tanusree Chakraborty
3	Data Analytics and Big Data Technologies	10-12 Jun 2024	Dr Priya Verma
4	Mastering Social Media Marketing: Concepts and Cases	10-12 Jun 2024	Sri Venkata K Emani
5	Public Procurement Principles and GeM	10-14 Jun 2024	Prof B V N Sachendra
6	Transforming Organisation Culture	10-14 Jun 2024	Sri Amar Chegu / Dr Tanusree Chakraborty
7	Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools (Jointly conducted by ASCI and SBSC)	10-15 Jun 2024	Dr Karnak Roy
8	Certificate Course on Prevention of Sexual Harassment (POSH) at Workplace	26-28 Jun 2024	Dr V Deepa Nair
9	Agile Leadership : Today and Tomorrow	26-28 Jun 2024	Dr Tanusree Chakraborty
10	Achievement Orientation	01-03 Jul 2024	Dr Tanusree Chakraborty
11	Alternative Dispute Resolution Mechanism to the Civil Court System	01-05 Jul 2024	Prof B V N Sachendra
12	Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools (Jointly conducted by ASCI and SBSC)	01-06 Jul 2024	Dr Karnak Roy
13	Inventory Management Strategies	08-10 Jul 2024	Prof B V N Sachendra
14	Leveraging CRM for Sales Success	08-10 Jul 2024	Sri Venkata K Emani
15	Financial Modelling in Excel: A Hands-on Approach	15-19 Jul 2024	Dr M M Ali
16	Financial Analytics for Decision-making	22-26 Jul 2024	Dr M M. Ali
17	People Management towards Performance Excellence	22-26 Jul 2024	Dr Tanusree Chakraborty
18	International Programme on 2016 Procurement Policy Framework for the World Bank Aided Projects (with the technical support of World Bank)	22 Jul - 02 Aug 2024	Prof B V N Sachendra / Sri Rutwik Phatak
19	Achieving Excellence in Sales Leadership	05-07 Aug 2024	Sri Venkata K Emani
20	Data Analytics in Supply Chain Management	05-07 Aug 2024	Prof B V N Sachendra / Dr Priya Verma
21	Navigating Cross Cultural Diversity	05-07 Aug 2024	Sri Amar Chegu / Dr Tanusree Chakraborty
22	Public Private Partnerships in Infrastructure: Potentials and Pitfalls	05-07 Aug 2024	Dr V Deepa Nair / Sri Ravi Peri
23	Forensic Analytics	05-09 Aug 2024	Dr M M Ali

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
MANAGEMENT STUDIES			
24	Optimizing Auction Performance: Strategies, Tools and Techniques	07-09 Aug 2024	Prof Vilas Shah / Dr Karnak Roy
25	Trade and Sustainability	07-09 Aug 2024	Dr Sweety Pandey
26	Legal Aspects of Contract Management and Administration	12-14 Aug 2024	Prof B V N Sachendra
27	Sustainable Public Procurement	12-14 Aug 2024	Sri Rutwik Phatak
28	Strategies for Cost Leadership	19-23 Aug 2024	Dr M M Ali
29	Leadership, Mindfulness and Management Excellence	19-23 Aug 2024	Dr Tanusree Chakraborty
30	General Management Programme for Middle and Senior Level Executives	26-30 Aug 2024	Prof B V N Sachendra
31	Business Responsibility and Sustainability Reporting - An ESG Tool for Sustainability	02-04 Sep 2024	Sri G Balasubramanyam / Sri Venkata K Emani
32	High Impact Sales Strategies for BOP Markets	09-11 Sep 2024	Sri Venkata K Emani
33	Data-Driven Decision Making	09-13 Sep 2024	Dr Karnak Roy / Dr Priya Verma
34	IC Members Training & Certification Programme on POSH	11-13 Sep 2024	Dr V Deepa Nair
35	Rated Evaluation Criteria in Public Procurement	18-20 Sep 2024	Sri Rutwik Phatak
36	Demystifying Finance for Strategic Decisions	23-27 Sep 2024	Dr M M. Ali
37	Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools (Jointly conducted by ASCI and SBSC)	14-19 Oct 2024	Dr Karnak Roy
38	Faculty Development Programme	16-18 Oct 2024	Prof B V N Sachendra
39	Construction and Infrastructure Project Management (with the technical support of World Bank)	21-26 Oct 2024	Prof B V N Sachendra
40	FinTech	04-08 Nov 2024	Dr M M Ali
41	Data Analysis and Advanced MS - Excel	11-13 Nov 2024	Dr Priya Verma
42	Quality Oriented Procurement and Contracts	18-20 Nov 2024	Sri Rutwik Phatak
43	Exemplary CSR Strategies: Exploring Cases and Concepts	18-20 Nov 2024	Sri Venkata K Emani
44	Project and Contract Management	18-22 Nov 2024	Prof Vilas Shah
45	Enhancing Workplace Effectiveness through the Art of Story Telling	18-22 Nov 2024	Dr Tanusree Chakraborty
46	Monitoring & Evaluation for Effective Governance	18-22 Nov 2024	Dr Sweety Pandey
47	Critical Thinking Huddles	25-29 Nov 2024	Sri Amar Chegu / Sri Rutwik Phatak
48	Behaviour and Work Analytics for Organizational Excellence	25-29 Nov 2024	Dr Tanusree Chakraborty / Dr Karnak Roy
49	Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools (Jointly conducted by ASCI and SBSC)	02-07 Dec 2024	Dr Karnak Roy
50	Certification Programme on POSH Compliance in Higher Educational Institutions (HEIs)	04-06 Dec 2024	Dr V Deepa Nair
51	Empathetic Problem Solving: A Design Thinking Approach	09-11 Dec 2024	Sri Rutwik Phatak
52	Data-Driven Decision Making	09-13 Dec 2024	Dr Karnak Roy / Dr Priya Verma
53	The Role of Middle Managers	16-18 Dec 2024	Sri Amar Chegu / Dr Karnak Roy
54	Mastering Social Media Marketing: Concepts and Cases	16-18 Dec 2024	Sri Venkata K Emani
55	Digital Currency	16-20 Dec 2024	Dr M M Ali
56	Materials and Supply Chain Management	16-20 Dec 2024	Prof B V N Sachendra
57	Project and Contract Management	06-10 Jan 2025	Prof B V N Sachendra
58	Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools (Jointly conducted by ASCI and SBSC)	06-11 Jan 2025	Dr Karnak Roy
59	People Management through Emotional Intelligence	13-17 Jan 2025	Dr Tanusree Chakraborty

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
MANAGEMENT STUDIES			
60	Transforming Business with Generative AI, SAP HANA, Machine Learning, and Visualization	20-22 Jan 2025	Dr Karnak Roy / Dr Priya Verma
61	Finance for Non-Finance Executives	20-24 Jan 2025	Dr M M Ali
62	Public Procurement Principles and GeM	20-24 Jan 2025	Prof B V N Sachendra
63	Performance Prodigy through Personal Empowerment	27-31 Jan 2025	Dr Tanusree Chakraborty
64	International Programme on 2016 Procurement Policy Framework for the World Bank Aided Projects (with the technical support of World Bank)	03-14 Feb 2025	Prof B V N Sachendra / Sri Rutwik Phatak
65	Certificate Course on Prevention of Sexual Harassment (POSH) at Workplace	05-07 Feb 2025	Dr V Deepa Nair
66	Exemplary CSR Strategies: Exploring Cases and Concepts	10-12 Feb 2025	Sri Venkata K Emani
67	Understanding Corporate Financial Statements	10-14 Feb 2025	Dr M M Ali
68	Five Practices for Leadership Evolution	17-21 Feb 2025	Sri Amar Chegu / Dr Karnak Roy
69	Industry 4.0: The New Age Digital Technologies (AI / ML / IoT / Blockchain etc.)	26-28 Feb 2025	Dr Karnak Roy
70	Data Analytics Using Python	03-05 Mar 2025	Dr Priya Verma
MANAGERIAL COMMUNICATION AND MARKETING			
1	Women Leadership Programme	03-07 Jun 2024	Prof J Swarnalatha
2	Leadership Team Building for High Impact Performance	24-28 Jun 2024	Prof J Swarnalatha
3	How to Communicate with Diplomacy and Tact	08-10 Jul 2024	Prof J Swarnalatha
4	Leadership Excellence for Organisational Transformation	22-26 Jul 2024	Prof J Swarnalatha
5	Coaching and Mentoring for Enhancing Productivity	12-14 Aug 2024	Prof J Swarnalatha
6	Developing Entrepreneurial Mindset	21-23 Aug 2024	Prof J Swarnalatha
7	Boot Camp for Line Managers	23-27 Sep 2024	Prof J Swarnalatha
8	Critical Thinking for Strategic Decision Making	08-10 Oct 2024	Prof J Swarnalatha
9	Train the Trainers - Master Trainers Course	14-18 Oct 2024	Prof J Swarnalatha
10	HRM for Line Managers	21-25 Oct 2024	Prof J Swarnalatha
11	Strategic Human Resource Management with Study Tour to Malaysia and Singapore	04-08 Nov 2024 09-15 Nov 2024	Prof J Swarnalatha
12	Driving Performance through Transformational Leadership	18-22 Nov 2024	Prof J Swarnalatha
13	Corporate Social Responsibility and Communication: Planning, Implementation and Impact Evaluation	25-27 Nov 2024	Prof J Swarnalatha
14	Managing Creativity and Innovation	02-04 Dec 2024	Prof J Swarnalatha
15	Leadership Skills Development	09-13 Dec 2024	Prof J Swarnalatha
16	Enhancing Interpersonal Effectiveness for Positive Work Culture	17-21 Dec 2024	Prof J Swarnalatha
17	Senior Leadership Programme with Study Tour to Europe	06-10 Jan 2025 02-11 Feb 2025	Prof J Swarnalatha
18	Effective Trade Union Management	20-24 Jan 2025	Prof J Swarnalatha
19	Tapping Leadership Potential through NLP	27-31 Jan 2025	Prof J Swarnalatha
20	Personality Development for Executives	17-19 Feb 2025	Prof J Swarnalatha
21	Stress Management and Performance Coaching	03-07 Mar 2025	Prof J Swarnalatha
22	Communication Skills for Managers	17-21 Mar 2025	Prof J Swarnalatha
23	Individual Excellence for Organisational Effectiveness	24-28 Mar 2025	Prof J Swarnalatha
PUBLIC POLICY, GOVERNANCE AND PERFORMANCE			
1	New Labour Codes: Context, Provisions and Implications	24-26 Apr 2024	Dr Harsh Sharma
2	Technology in Governance : Opportunities and Challenges in AI ERA	12-14 Jun 2024	Dr Harsh Sharma
3	Building and Leading Effective Teams	12-14 Aug 2024	Dr Harsh Sharma
4	Sustainable Development Goals and Good Governance	09-13 Sep 2024	Dr Harsh Sharma

ON CAMPUS ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
PUBLIC POLICY, GOVERNANCE AND PERFORMANCE			
5	Unlocking the Future of Labour Relations in India (New Labour Codes, POSH and GIG Economy)	18-22 Nov 2024	Dr Harsh Sharma
6	Negotiations and Managing Conflicts (Sales, Trade Union and Vendor)	09-13 Dec 2024	Dr Harsh Sharma
7	New Labour Codes: Context, Provisions and Implications	20-22 Jan 2025	Dr Harsh Sharma
8	Sustainable Development Goals and Good Governance	17-21 Feb 2025	Dr Harsh Sharma
9	Building and Leading Effective Teams	03-05 Mar 2025	Dr Harsh Sharma
10	Unlocking the Future of Labour Relations in India (New Labour Codes, POSH and GIG Economy)	17-21 Mar 2025	Dr Harsh Sharma
FUTURISTIC POLICING AND SECURITY STUDIES			
1	Programme on Chief Information Security Officers (CISO)	Jun 18-22, 2024	Sri Santosh Mehra
2	Civil Aviation Security	To be announced	Sri Santosh Mehra
3	Fight Against Human Trafficking	To be announced	Sri Santosh Mehra

ONLINE ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
1	Artificial Intelligence and Big Data Disruptions in Industry 4.0	10-12 Apr 2024	Dr Gutha Jaya Krishna
2	Capacity Building on WHO's ICD Classification and Coding of Diseases and Cause of Death	03-05 Jun 2024	Dr Bhawna Gulati
3	Capacity Building on WHO's ICD Classification and Coding of Diseases and Cause of Death	08-12 Jul 2024	Dr Bhawna Gulati
4	Preparing for Digital Transformation and Transition to Industry 5.0	24-25 Jul 2024	Dr Gutha Jaya Krishna
5	Advancements in Financial Technologies and their Embracement	22-23 Aug 2024	Dr Gutha Jaya Krishna
6	Result Oriented Corporate Social Responsibility	11-13 Sep 2024	Sri Hareesh Meppat

Management Development Programmes (April 2024-March 2025)

ONLINE LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
1	International Programme/Certificate Course on Environmental & Social Risk Management: Avoiding Costly Mistakes (ASCI in Collaboration with the World Bank)	22 Apr-22 Jul 2024	Dr Reshmy Nair
2	Certificate Course on Public Procurement (*3 hours of Online every Friday)	10 May-12 Jul 2024	Sri Rutwik Phatak
3	Innovation and Entrepreneurship Management (Jointly conducted by ASCI & T-Hub)	14 Jun-29 Sep 2024	Dr Karnak Roy
4	Professional Certification Course on Integrated Municipal Solid Waste Management	15 Jul-30 Sep 2024	Dr Prathibha Ganesan / Prof V Srinivas Chary
5	Digital Health in collaboration with SIMS Health Care Private Limited	01 Aug-31 Oct 2024	Dr Subodh Kandamuthan / Smt Sridevi Ayaluri / Ms Deepti
6	Leadership Development Programme for Nurse Managers in collaboration with SIMS Health Care Private Limited	01 Oct-31 Dec 2024	Dr Subodh Kandamuthan / Ms Deepti
7	Health Informatics for Health Care Professionals, In collaboration with Inorder Institute, Hyderabad and Access Health International, Washington DC	01 Dec 2024-28 Feb 2025	Dr Subodh Kandamuthan / Dr Arundhathy Mamidi
8	Certification Programme on Strategic Human Resource Management	16 Dec 2024-13 Jun 2025	Prof J Swarnalatha
9	Professional Certification Course on Leadership Development for City Wide Inclusive Sanitation	20 Feb-20 Apr 2025	Prof V Srinivas Chary/ Dr Rajarshi Banerjee

LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
1	ASCI Post Graduate Diploma in Management (Hospital Management) (AICTE approved Two Year Full Time Programme) - Batch: XIX	2024-2026	Dr Subodh Kandamuthan
2	ASCI Post Graduate Diploma in Management (PGDM) (AICTE approved Two Year Full Time Programme) - Batch: VI	2024-2026	Dr Nirmalya Bagchi



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PROGRAMME BRIEFS
(On-Campus)



Advanced Global Techno Management – 2023 at ESCP Business School, Paris



Advanced Leadership Development Programme (with Study Tour Singapore), November 3 – 9, 2023

Advanced Management Programme - 2024

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

Programme Directors:

Rajkiran V Bilolikar / J Swarnalatha

Fee:

Rs.7,50,000/-+Applicable GST

Dates: Aug 05 - 16, 2024 & Sep 07 - 21, 2024
(Indian Component) & (International Component)

Programme Overview

The Advanced Management Programme (AMP) of Administrative Staff College of India (ASCI) is a world class learning experience that is designed to accelerate the career growth trajectory of the participants aspiring for top management positions. More than 900 top executives from prominent public and private sector organisations have benefitted from the programme till date.

The programme offers a unique opportunity to reflect on the significant developments in the external business environment and their implications in the formulation of strategy. The programme is designed to provide comprehensive coverage of the process of strategic change 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 deliberated through innovative methodologies by academicians and industry experts. AMP participants experience global management practices and business strategies for driving growth by working together in groups on thought provoking case studies, guided by faculty who are among the best in the world.

The programme provides networking opportunities for a select group of proven business leaders to share their experiences of achieving sustainable growth. The intensive and transformative learning experience of AMP 2024 will surely help participants to contribute towards increasing the profitability of their organisations and create value for their stakeholders.

International exposure to the world-class management practices will benefit the participants to expand their perspectives on organisational issues and subsequently help them to reach the highest echelons of decision making.

Impact

- ▶ Enhance competencies to track developments in the global business environment and understand their implications for business
- ▶ 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 officials drawn from the top management teams of Public & Private sector companies, and Government departments with cross-functional responsibilities, likely to assume board level positions. Past participants of AMP included CEOs, CXOs, Managing Directors, Directors, Executive Directors, General Managers, Additional General Managers and Senior DGMs on the verge of promotion from reputed 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 the Ministries, Armed Forces and Ordnance Factory Board would also find the programme valuable.

Programme for Young Managers

Programme Directors:

Amartya Awasthi /
Venkata K Emani

Dates:

Nov 25-29, 2024

Fee:

Rs.69,500/-+Applicable GST

Programme Overview

In today's fast-paced business environment, organizations need agile and adaptable managers who can navigate complex challenges, drive innovation, and lead high-performing teams. Managers are facing unprecedented challenges and complexities in the modern business environment which is characterized by rapid technological advances, global competition, economic uncertainty, political instability as well as climate related risks. As a result, managers need to be equipped with the necessary skills and competencies to navigate these challenges effectively. Managers need a strong command on adaptability, innovation, leadership, team collaboration, risk management, operations, financial aspects and a sound understanding on how all of these are intertwined with both business and environmental sustainability. Environmental, Social, and Governance (ESG) criteria, for example are becoming important metrics to assess the impact of sustainability and ethical practices of a company on its financial performance and operations. Today, in fact ESG criteria are being looked at not just as a reporting mechanism but as a means for organizations both national and international to mitigate climate risks in their business operations and growth. There is increasing push through regulations and mandates for the financial stakeholders to fund responsibly and report on this as well as for organizations to report on their climate-related risks and exposures.

Young managers have a significant role to play in this endeavor towards achieving the success and growth of the organization, with their ability to bring different perspectives and fresh ideas given a closer understanding of emerging trends, sectoral transitions and innovative technologies. Such an approach will help young managers play a critical role in helping their organizations stay ahead of the competition and smoothly transition by adapting to changes in customer behaviors, technological disruptions and market dynamics.

Nurturing young talent and providing them with managerial opportunities is crucial for long-term success of an organisation. By grooming young managers, businesses can establish a pipeline of future leaders who understand the organisation's values, culture and goals, which in turn would lead to a smooth transition of leadership.

The five-day residential training programme at ASCI is committed to providing participants with a world-class management development experience. The learning modules in the programme would be delivered by industry as well as in-house faculty experts. Our goal is to help participants unlock their full potential as a leader and to drive success for their organizations. The programme is designed to provide participants with the knowledge, skills, and strategies necessary to become an effective and visionary leader and to succeed in today's dynamic business world. This programme is a blend of classroom sessions and activities to provide a hands-on learning experience that will help participants apply the concepts in real-world scenarios.

Impact

This 5-day residential management development programme for Young Managers or for professionals in transition to managerial roles across business functions, teaches the necessary managerial concepts, tools, and techniques while providing exposure to contemporary trends and topics.

- ▶ Enhanced self-awareness and understand behavior modification strategies
- ▶ Develop leadership spirit, style awareness and applications of leadership skills
- ▶ Advance capacity of empowering and inspiring others
- ▶ Develop communication and interpersonal effectiveness with understanding of conflict resolution, negotiation and problem-solving
- ▶ Develop professional excellence in managing crisis, leadership, communication and managing teams
- ▶ Understand accounting and financial management with development of best decision-making skills
- ▶ Understand climate change, ESG, carbon markets, regulations and mandates and the interlink with sectoral transitions
- ▶ Understand project management techniques
- ▶ Develop capacity and resource planning abilities
- ▶ Master data analysis and performance metrics

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.

Understanding Quality Management and Outcome Indicators in Public Hospitals: Skill based Hands on Learning

Programme Director: Bhawna Gulati	Dates: May 06-10, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Dec 02-06, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST

Programme Overview

Public hospitals implementing NQAS, LaQshya or MusQan Standards face great difficulty in implementing and then sustaining after certification, the specific Area of Concerns G and H i.e. Quality Management and Outcome Indicators. Further they are not aware of the process of using these Quality Indicators for monitoring, identifying problem areas and improving quality of the hospital services provided. It is essential that in-house staff of the hospital - hospital administrators/ quality professionals posted in the public hospitals are trained and skilled in these concepts to sustain the standards in the hospitals. Eventually quality is not for demonstrating to the visiting assessors but for the patients who avail services, staff and stakeholders of the hospital. If the in-house staff are not equipped with the knowledge and skills for understanding and implementing these areas, the hospitals often end up with “**Certification with Conditionality**” and also face issues in sustaining in **Recertification**. In view of this it is essential to train the in-house hospital administrators, doctors, nurses and key quality personnel, involved in implementation of quality standards in the hospitals, in these essential areas. Three such programmes were conducted on request of NHSRC for all stateheads in the year 2018 and then numerous customized programmes for many states also conducted.

Impact

This training programme focuses on developing a core competency in quality concepts as required by Area of Concern G and H as per the NQAS/LaQshya/MusQan standards and to equip the participants with right tools & techniques.

- ◆ Understand the use of Quality tools and implementation of quality concepts for compliance to the NQAS, LaQshya or MusQan Standards.
- ◆ Learn the process of selection and data collection for calculating quality indicators, monitoring and improving healthcare services using quality indicators.
- ◆ Establishing Quality management System in a hospital and its documentation –SOPs, Policies and manuals in the hospital, for certification.
- ◆ Establishing patient safety, risk management practices and incident reporting system in hospitals.

Participant Profile

Hospital administrators, Quality Professionals, Doctors, Nursing staff etc. with 2-4 years’ experience working on implementation of NQAS / LaQshya / MusQan standards.

Healthcare Kaizen - Innovations and Strategies (A Continuous Improvement for All)

Programme Directors:

Subodh Kandamathan /
Reshma M Gopan

Dates:

Jul 29-31, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Kaizen is a Japanese term meaning “change for the better” or “continuous improvement”. It is a Japanese business philosophy regarding the processes that continuously improve operations and involve all employees. Kaizen sees improvement in productivity as a gradual and methodical process. The concept of kaizen encompasses a wide range of ideas. It involves making the work environment more efficient and effective by creating a team atmosphere, improving everyday procedures, ensuring employee engagement, and making a job more fulfilling, less tiring, and safer. The Kaizen (Lean) Healthcare training is a concept of “waste to value” focusing on the continuous improvement of healthcare entities, including Hospitals, Healthcare centres, Single Speciality clinics and pharmacies and all other Healthcare related service providers (Public and Private sector) for emphasizing patient care, efficiency, and the quality of services provided and for employee engagement and motivation, all of which leads to continuous improvement of the overall organization and increased productivity. This programme also throws light on the recent innovations and strategies that the healthcare entities can adopt to better their clientele satisfaction and profitability to the organization.

Objectives

- ◆ Acquiring methodologies to reduce process flow gaps, increase efficiency in service delivery
- ◆ Learning to enhance efficiency in various activities, such as operating room utilization and clinical process management
- ◆ Becoming familiar with tools for reducing logistical costs, including medications and other clinical consumables.
- ◆ Reducing significantly wastage of resources and efficient utilization of inventory and manpower
- ◆ Branding, trust building and employee engagement activities
- ◆ How quality of the organization is improved by implementation of right tools and monitoring.
- ◆ How to ensure quality patient care delivery.

Participant Profile

Healthcare professionals, Hospital directors and Managers, Healthcare Startups, Government sector Hospitals, Trust based hospitals, or any healthcare entity and other professionals interested in applying Lean practices to optimize processes and improve efficiency and quality in the healthcare environment and to better their overall performance and business standing and improved clientele satisfaction, also build trust and improve branding.

Management Development Programme for Public Health Professionals

Programme Director:

Bhawna Gulati

Dates:

Aug 05-07, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Healthcare in India is increasingly becomes specialized and complex. As the number of public health initiatives increase every year, managing and executing them simultaneously with limited resources is an arduous task. With robust protocols and guidelines are available for various National Health Programmes in India, their implementation on ground remains a key challenge. Public health managers need to understand the complex interrelationships between various stakeholders and deliver efficient, effective and equitable healthcare by utilizing the scarce and insufficient resources. Efficacious public health services management is crucial for improvement of healthcare outcomes of the population.

This main aim of this training programme is to equip the public health managers with essential management skills, knowledge and techniques to effectively lead, manage and improve on ground implementation of public health initiatives.

Leveraging Emerging Technologies for Smart Health Care

Programme Directors:

Subodh Kandamuthan /
Sridevi Ayaluri

Dates:

Sep 23-25, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The three day programme on “Leveraging Emerging Technologies for Smart Healthcare” is designed to provide participants with a comprehensive understanding of the evolving landscape of technology in healthcare. Over the programme, participants will delve into the importance of emerging technologies such as Artificial Intelligence, the Internet of Things, and Blockchain, exploring their potential to revolutionize the healthcare industry. By examining real-world case studies, participants will gain insights into how these technologies can enhance diagnostics, treatment, and overall healthcare management. The programme addresses the pressing need for such knowledge in the healthcare industry, where innovative solutions are crucial for overcoming challenges, improving patient outcomes, and optimizing operational efficiency. The participants shall develop a forward-looking perspective on the transformative role of emerging technologies in shaping the future of healthcare.

Objectives

Upon completion of this course the participants will be able to

- ◆ Explain specific applications of emerging technologies in healthcare.
- ◆ Define benefits and Challenges of Emerging Technologies in Health care
- ◆ Examine how leveraging emerging technologies helped in smart health care through real-world case studies.
- ◆ Develop awareness of ethical considerations, data security, and the regulatory landscape within the healthcare technology domain.

Content

- ◆ Introduction to Smart Healthcare
- ◆ Ethical & Legal Considerations
- ◆ Internet of Things (IoT) in Healthcare
- ◆ Case studies
- ◆ Introduction to Emerging Technologies in Health care
- ◆ Artificial Intelligence in Healthcare
- ◆ Blockchain and Future Trends
- ◆ Cyber Security in health care

Participant Profile

The programme is uniquely tailored to accommodate a diverse cohort, bringing together professionals from various sectors within the health domain, including but not limited to clinical practitioners, administrators, policy-makers, managers, researchers, and technology specialists from Government, PSUs, Health Industry, private sector.

Operational Excellence in Healthcare

Programme Directors:

Subodh Kandamuthan /
PM Priya Darshini

Dates:

Jan 20-22, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Achieving operational excellence is emerging as the new standard for the growth and sustainable development of healthcare organizations. While clinical excellence has always remained a focal point due to its primary role in delivering high quality patient care, the importance of operational excellence cannot be overlooked. This programme offers a comprehensive introduction and insight into the critical role of operational excellence in healthcare, providing a foundation for organizational growth and long term sustainability.

Objectives

- On completion of programme, participants will
- ◆ Develop a comprehensive understanding on concept of operational excellence in healthcare,
 - ◆ Understand tools for immediate implementation within their organisation
 - ◆ Understand role of technology for taking data driven decisions

Participant Profile

The programme is designed for healthcare professionals from any functional area at all career stages with a basic understanding of healthcare organizations and a commitment to drive a positive change within their organisation.

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

Programme Director: Madhusoodanan P R	Dates: May 01-03, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Nov 06-08, 2024	Fee: Rs. 43,700 (US \$ 683)+ 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.
- ◆ 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.

Fraud and Forensic Audit (with focus on Financial Audit)

Programme Director:

Madhusoodanan P R

Dates:

May 15-17, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Foundation of Financial Institutions is heavily built on reputation, integrity and public trust. Unfortunately, fraud and misconduct can seriously undermine these foundations, exposing an organisation to legal, regulatory, or reputational damage. Financial Institutions have to ensure that they have an effective approach to mitigating these risks. This is especially important in an environment marked by intense public scrutiny and regulatory enforcement.

Objectives

Focus of the programme is on prevention, detection and investigation of frauds of Financial Institutions. 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 also to give an overview on forensic fraud investigation techniques.

Content

1. Fraud definition as per Indian Contract Act 1872, RBI definition of Fraud, Definition according to the Association of Certified Fraud Examiners (ACFA)
2. Mistake and Fraud
3. An overview of Banking Frauds
 - a) Frauds by insiders (Staff)
 - b) Frauds by outsiders
4. Frauds in Deposit Accounts
5. Frauds in Loans & Advances - Pre-sanction processes, Sanction processes and Post sanction follow up and Monitoring
6. Frauds in Treasury and Investments
7. Prevention of criminal use of the Banking system for the purpose of money laundering as such transactions ultimately result in financial frauds
8. Effective Fraud Management – Prevention, Identification, Investigation, Reporting, Recovery
 - a) Verification of Customer Identity - Public and Private Data Sources
 - b) Verification of Assets Identity - Public and Private Data Sources - types of assets, documents and data sources
 - c) Real Time Monitoring
 - d) End to End Monitoring
 - e) Omni Channel Monitoring
 - f) Scenarios
 - g) Employee Suspicious Activity
 - h) Monitoring conflict of interest
 - i) Scenarios
9. Forensic Fraud Investigation Techniques
10. Modus operandi and Root Cause Analysis of major Banking Frauds

Participant Profile

Heads of Fraud Risk Management/Operational Risk, Heads of Internal Audit, Heads of Credit Dept., of commercial banks, NBFCs, corporate, etc. handling financial frauds with minimum five years of experience in the bank fraud risk management department. Officers designing Fraud Detection, Forensic Audit, and Fraud solution design, Fraud Alert Investigation, Fraud Analytics, Fraud Investigation Processes, Collection Processes, and Credit Documentation are ideal for this course.

Sustainability Accounting and Reporting

Programme Directors:

Madhusoodanan P R /
Egurla Kishan

Dates:

Jun 19-21, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Driven by various International, National policy mandates the voluntary and compulsory sustainability corporate disclosure has become core area in corporate practices and disclosing activities in public and private organisations. At global level, the International Sustainability Standards Board (ISSB), Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), European Sustainability Reporting Standards (ESRS), and Task Force on Climate-related Financial Disclosures (TCFD) have developed the frameworks and guidelines for sustainability reporting/ESG Integration to communicate with stakeholders. The SASB standards (IFRS-S1 and IFRS-S2), GRI standards (GRI-101, GRI-102, GRI-103, GRI-200, GRI-300, GRI-400), Global Sustainability Standards Board (GSSB) are having used by global companies in their annual reports, financial filings, company websites, and sustainability reports to gain organisational sustainability metrics. Sustainability reports are being used for benchmarking and assessing sustainability performance with regards to existing frameworks, demonstrating how the organisation influences and is influenced by expectations about sustainable development, and also facilitating peer comparison over time and enabling communication with stakeholders.

In line with United Nations Sustainable Development Goals (UN-SDGs) and global corporate sustainability, the Indian government and Securities and Exchange Board of India (SEBI) has paved sustainability/ESG disclosure pathway for Indian corporate landscape. The Business Responsibility Reporting (BRR) has initiated in 2012 and Business Responsibility and Sustainability Reporting (BRSR) frameworks has made report on nine core principles initiated from 2023, which will address the Environmental, Social, and Governance (ESG) metrics and ESG compliance of companies.

Objectives

The programme aims to create a comprehensive and impactful training programme that not only educates but also empowers leadership team to lead their organizations effectively in the ever-evolving sustainability, ESG guidance, climate reporting and sustainable communication landscape. The programme will be focus on the real world via case studies and live examples, designed to create a focused and impactful training that addresses key aspects of corporate sustainability pathways, triple-bottom line approach i.e., profit, planet, and people for corporate sustainable development.

Content

- ◆ Global Corporate Sustainability Disclosure Ecosystem.
- ◆ United Nations Sustainable Development Goals (UN-SDGs) and targets.
- ◆ UN SDGs for stock exchanges and United Nations Sustainability Stock Exchanges (UN-SSE) ecosystem.
- ◆ The Global Sustainability frameworks, standards, guidelines, principles and ESG reporting landscape.
- ◆ India's corporate sustainability, SEBI- BRSR framework and SEBI-BRSR Core.
- ◆ RBI's Disclosure Framework on Climate-related Financial Risks
- ◆ Sustainable/Climate Finance and ESG Investments.
- ◆ Sustainability Reporting Case studies, Green-washing and ESG compliance.
- ◆ Sustainability Lifestyle and Sustainable Mindset.

Participant Profile

The Programme would be suitable for senior and middle level officials from government/semi-government/PSUs/private sector, engaging in Sustainability/ESG/Climate/CSR accounting and reporting practices, Chief Sustainability Officers, Chief Decarbonization Officers, Sustainability/ESG Practitioners, Sustainability Officials, ESG Professionals, Corporate Sustainability Managers, ESG Analysts, ESG Advisors, ESG Finance Professionals, ESG Auditors, Sustainability Assurance Practitioners and also for Sustainability Enthusiasts.

Financial Crime Compliance

Programme Director: Madhusoodanan P R	Dates: Jul 24-26, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Jan 08-10, 2025	Fee: Rs. 43,700 (US \$ 683)+ 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, inter mediaries etc. with all necessary understanding to shape them as more effective financial crime compliance leaders in industry.

Impact

- ◆ To realise various financial crime risks
- ◆ To provide exposure to key compliance skills
- ◆ Understand the process and methods of Money Laundering and major risk areas.
- ◆ To be able to assess AML risks in the Fintech world.
- ◆ To have an understanding of compliance culture, conduct and governance
- ◆ 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.

Data Analytics for Policy & Business Decisions

Programme Directors:

Madhusoodanan P R /
Egurla Kishan

Dates:

Sep 25-27, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Data is new engine for business-critical policy decision-making process. It gives businesses an opportunity to be in frontline leaders in the market by its descriptive, diagnostic, predictive, and prescriptive analysis. The most of the policy decisions of organisations depends on their internal and external business, economic, and financial data dynamics. It is imperative to understand and execution of data analytics with advanced techniques for critical business decisions. The programme is designed to give an understanding on data science, data management, data analytics, statistics, data analysis for business applications to the participants.

Objectives

The main objective of the programme is to impart knowledge on data science, data mining, financial metrics, business metrics for organisational policy and business decision domains.

Impact

- ◆ To understand judicious business planning and forecasting with data and data mining.
- ◆ Data analytics, data visualisation, data cleaning, data modelling.
- ◆ Time-series analysis, economic and financial data management.
- ◆ Qualitative, Quantitative data and Hypothesis building.
- ◆ Real-time experience of hands-on-practice with data analysis tools.
- ◆ Econometric modelling analysis for business insights, predictions, decisions.

Participant Profile

The programme would be suitable for officials from middle and senior level executives of Central, State government/semi-government/PSUs/corporate sector, who are managing business data related functionaries, big data analysts, business analysts, data scientists, financial analysts, and data-driven decision makers.

Sustainable Business Models and Practices

Programme Directors:

Madhusoodanan P R /
Egurla Kishan

Dates:

Dec 04-06, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Changes in climate conditions, technology, consumer preferences, regulatory mechanisms are making the organisations to adopt the green/sustainable/eco-friendly/ESG practices into their business operations and strategies. Sustainable business/green business, is an enterprise that has a minimal negative impact or potentially a positive effect on the global or local environment, community, society, or economy, a business that strives to meet the triple bottom line. Sustainable business implies shedding light on how business models can be designed both to reduce negative externalities and to increase positive externalities. Sustainable business models (SBM) incorporate a triple bottom line approach and consider a wide range of stakeholder interests, including environment and society. They are important in driving and implementing corporate innovation for sustainability, can help embed sustainability into business purpose and processes, and serve as a key driver of competitive advantage.

The programme provides the participants with detailed ideas, mindset to work on sustainable business plan, which will address the environmental, social, and economical aspects of business sustainability, organisational ESG metrics and climate goals.

Objectives

The main objective of the programme is to impart knowledge on sustainable business ideas, practices, and businesses ESG/climate/sustainable policies and frameworks.

Impact

- ◆ Delve into the ideas of sustainability ecosystem in Business innovation.
- ◆ To Understand the world best sustainable business practices.
- ◆ Gain knowledge on different sectoral green business management practices.
- ◆ To get an idea of Corporate ESG frameworks.
- ◆ Organisations pathway towards climate action and United Nations Sustainable Development Agenda.
- ◆ Understand the organisational sustainable corporate communication.
- ◆ ESG Practices and ESG Compliance.
- ◆ Sustainable Brands
- ◆ Organisational ESG metrics, analytics and Net-Zero targets.

Participant Profile

The programme would be suitable for officials from government/semi-government/PSUs/Corporate sector, who are dealing with ESG roles, sustainability-linked roles, and climate roles, ESG practitioners, sustainable business practitioners, CSR and sustainability specialists, sustainability/green start-ups and middle-senior level executives of an organisation.

Cybersecurity Programme Customized for IT Personnel on Evolving Hybrid (IT, Cyber) Abilities for Tomorrow's Challenges

Programme Director:

Madhusoodanan P R

Dates:

Jun 12-14, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In a swiftly changing world, it's crucial for everyone to adopt forward-thinking attitudes. The global landscape presents both challenges and opportunities that demand innovative solutions and proactive approaches. To succeed, we must adapt to evolving technologies, trends, and market conditions, remaining informed, agile, and open-minded. Embracing a futuristic mindset and continually developing skills, knowledge, and strategies are essential for navigating today's complexities. Being forward-thinking and adaptable can make a positive impact in these transformative times.

In today's fast-paced digital world, it's vital for organizations to focus on reskilling and upskilling their IT personnel to remain competitive and safe. As technology keeps advancing and cyber threats become more sophisticated, IT professionals must continuously improve their skills to navigate this evolving landscape effectively. Investing in reskilling and upskilling programmes ensures that IT teams have the necessary abilities to adapt to new technologies, tackle emerging cybersecurity challenges, and enhance system performance. Ongoing training also helps them stay up-to-date with industry standards and regulations, ultimately boosting organizational resilience and fostering innovation. Prioritizing reskilling and upskilling is essential for safeguarding data, maintaining operational efficiency, and ensuring long-term business success in the digital era. In conclusion, reskilling and upskilling are not just about addressing current skill gaps; they are about preparing for the future and enabling IT personnel to adapt to the ever-changing realms of cybersecurity and digital risk management, thus ensuring continued competitiveness and innovation for both individuals and organizations alike.

Experience three days of personalized training designed to offer a deep understanding of cyber risk management technologies, empowering participants with enhanced visibility and knowledge in this rapidly evolving field. Dive into the intricate processes of identifying, assessing, and mitigating cyber risks, gaining valuable insights into the latest tools and techniques. Through demonstrations and interactive sessions, individuals will explore real-world scenarios and learn to effectively navigate the complexities of cyber threats.

Our programme, uniquely set at Cyber Theme Park, combines theoretical insights, cyber gamification, and immersive experiences to address this critical need. A comprehensive curriculum blends traditional learning methods with interactive activities, integrating gamification elements to engage participants in simulated scenarios. This approach fosters critical thinking and problem-solving skills essential for tackling real-world cybersecurity challenges.

Objectives

- ◆ Adapting to Technological Advancements: Rapid digital advancements, like the adoption of artificial intelligence (AI), have increased the need for ongoing upskilling.
- ◆ Staying Ahead of Cyber-Threats: Cyber threats are evolving rapidly. Regular upskilling and reskilling can help IT personnel stay ahead of these threats.
- ◆ Improving Security Posture: Boards are paying attention to the cybersecurity skills gap. Upskilling and reskilling can play a big role in strengthening the organization's security posture.
- ◆ Stay Relevant: With the rapid pace of technological change, skills that were once in demand can quickly become obsolete. Upskilling and reskilling allow professionals to stay relevant in their fields.
- ◆ Meet Business Needs: New technologies and trends are pushing companies to restructure their workforces to meet the changing demands of their industries and customers.
- ◆ Enhance Innovation: Upskilling and reskilling can benefit organizations by creating a more productive, innovative, and adaptive workplace.
- ◆ Equip individuals with essential technical skills for effectively managing and reducing cyber risks: Regularly upskilling and reinforcing foundational tech skills is critical for increasing learning retention, mitigating the risk of a cyber attack, and keeping the the organization secure.

Participant Profile

- ◆ Security professionals working in regulatory sectors (banking, Pharma, healthcare, telecom, etc.)
- ◆ Compliance officers and risk management specialists
- ◆ IT and infrastructure leaders within regulatory organizations
- ◆ Anyone seeking to gain a competitive edge in next-gen security for regulatory compliance Comprehensive visibility & oversight of cyber security and digital risk management within the organization

Emerging Technologies to Accelerate Incident Readiness & Response

Programme Director:

Madhusoodanan P R

Dates:

Jun 26-28, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Today, we embark on a transformative journey. We leave behind the realm of reactive response and step into the future of proactive preparedness - a future powered by emerging technologies that will revolutionize your approach to incident readiness and response.

The landscape of cyber threats is evolving at lightning speed. Sophisticated adversaries wield ever-more potent tools, targeting your organization's most critical assets. Traditional defenses are no longer enough. We need to think faster, act smarter, and harness the power of innovation to stay ahead of the curve.

Objectives

- ◆ Equip participants with knowledge and skills to leverage emerging technologies for faster, more effective incident response and preparedness
- ◆ Enable participants to build a customized tech stack that integrates seamlessly with their existing infrastructure and workflows, addressing their specific needs and vulnerabilities.
- ◆ Develop the leadership skills necessary to adopt new technologies, and foster a culture of preparedness.
- ◆ Ability to measure the impact and effectiveness of implemented technologies through key performance indicators and continuous improvement practices.

Content

Day 1: The New Face of Cyber Threats and the Power of Technology

- ◆ Evolving Threat Landscape
- ◆ AI/ML for Threat Detection and Prevention
- ◆ Cloud-based Incident Management Platforms

Day 2: Implementing Strategies

- ◆ Risk assessment to map technologies with the company needs
- ◆ Framework to integrate existing technologies with the new frameworks
- ◆ Financial impact of implementing new technologies

Day 3: Building Your Tech Stack

- ◆ Key metrics to track and evaluate the impact of technology adoption
- ◆ Action plan development
- ◆ A roadmap for integrating emerging technologies into the organization's incident response strategy

Participant Profile

- ◆ Managers and team leaders
- ◆ Security analysts and engineers
- ◆ IT operations and infrastructure teams

Optimizing for Cyber Resilience: Best Practices in Securing Operational Technology Against Evolving Threats

Programme Director:

Madhusoodanan P R

Dates:

Aug 21-23, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In today's interconnected world, operational technology (OT) serves as the backbone of critical infrastructure, manufacturing, and industrial processes. As digital transformation accelerates, so does the need for robust cybersecurity measures to safeguard these mission-critical systems. Optimizing for cyber resilience means actively making systems and organization more resistant to cyberattacks and other security threats. It's not just about putting up defense and hoping for the best; it's about continuously improving the ability to withstand, recover from, and adapt to cyber incidents.

Objectives

- ◆ Define and explain the concept of cyber resilience for operational technology (OT).
- ◆ Identify and assess the evolving threats landscape targeting OT environments.
- ◆ Implement best practices for securing OT networks and devices, including network segmentation, access control, and security technologies.
- ◆ Understand incident response plan for OT security incidents.
- ◆ Implement strategies for continuous improvement and adaptation to evolving threats.
- ◆ Build a culture of cyber awareness and hygiene within your organization.
- ◆ Effectively communicate the importance of cyber resilience to leadership and stakeholders.

Content

Day 1:

- ◆ Introduction to Operational Technology (OT) Security – IT OT Convergence
- ◆ Key Elements of the OT Security Landscape - Common Vulnerabilities in OT Systems
- ◆ Risk Assessment and Management in OT Environments
- ◆ Understanding Insider Threats in Critical Infrastructure
- ◆ Secure Configuration and Access Control in OT - Authentication and Authorization in OT Environments

Day 2: Advanced Strategies for Cyber Resilience in OT

- ◆ Leveraging Threat Intelligence in OT Security
- ◆ Implementing Anomaly Detection for Early Threat Identification
- ◆ OT-Specific Incident Response Considerations

Day 3: Building Cyber-Resilient Culture

- ◆ Integrating IT and OT Incident Response
- ◆ Balancing Security and Productivity
- ◆ Building a Cyber-Resilient Culture

Participant Profile

- ◆ IT professionals with limited OT knowledge who need to understand OT security concepts
- ◆ OT professionals who want to deepen their security knowledge and skills
- ◆ Management personnel responsible for OT security

Combating Cyber Threats and Burnout: Fortifying Defense and Empowering the Cybersecurity Workforce

Programme Director:

Madhusoodanan P R

Dates:

Oct 23-25, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The field of cybersecurity is synonymous with challenges and high-stakes responsibilities. Teams operate at the forefront of a digital battlefield, tirelessly defending against evolving threats, safeguarding sensitive information, and ensuring the resilience of the systems. However, this relentless pursuit of security often comes at a cost – the well-being of our cybersecurity professionals. Burnout is not just a personal struggle; it is a threat to the resilience and efficacy of entire cybersecurity infrastructure. As managers bear the responsibility of nurturing a work environment that fosters both professional excellence and personal well-being. In this training programme, we will delve into the intricacies of burnout in the cybersecurity domain and equip you with strategies to not only identify and address signs of burnout but also to cultivate a culture of support and resilience.

Objectives

- ◆ Understand the nature and symptoms of burnout in the cybersecurity field.
- ◆ Identify the unique risk factors for burnout in cybersecurity (e.g., constant threats, demanding workload, pressure, irregular hours).
- ◆ Recognize the negative impacts of burnout on individuals, teams, and organizations.
- ◆ Learn about the physical, emotional, and cognitive consequences of burnout.
- ◆ Explore effective stress management techniques and coping mechanisms.
- ◆ Gain knowledge of different types of resources available for support (e.g., employee assistance programmes, mindfulness practices, peer support groups).

Content

Day 1: Understanding and Identifying Burnout

- ◆ The state of cybersecurity, prevalence of burnout, and its impact on individuals and teams
- ◆ real-world examples of burnout in cybersecurity teams.
- ◆ Assess the early signs of burnouts
- ◆ Understanding the key burnout risk factors in cybersecurity
- ◆ Panel Discussion: cybersecurity professionals from different roles and organizational levels who have overcome burnout

Day 2: Building Resilience and Stress Management Preventing Burnout

- ◆ Effective Stress Management Techniques
- Building Emotional Intelligence and Resilience in the Face of Challenges
- Communication Skills for Setting Boundaries and Advocating for Needs
- Building Supportive Networks and Peer Support Groups
- Creating a supportive and resilient team environment

Day 3: Actionable strategies and organizational support

- ◆ Time Management Strategies for Prioritization and Work-Life Balance
- ◆ Maintaining Healthy Habits and Promoting Physical Activity
- ◆ Leveraging Organizational Resources and Support Programmes
- ◆ Fostering a Culture of Open Communication and Mental Health Awareness
- ◆ Action Planning: Setting SMART Goals and Implementing Strategies
- ◆ Building a Sustainable Approach to Combating Burnout in the Long Term

Participant Profile

This structure can be adapted for diverse audience including employees, seniors, community members, etc. Tailored the content and language to match their level of technical knowledge and specific needs.

Cybersecurity Summit'24 - The Synergy of Leadership: Exploring the Deepening Bond Between CISOs and Board Members

Programme Director:

Madhusoodanan P R

Date:

Nov 22, 2024

Fee:

Rs. 15,000 (US \$ 230)+
Applicable GST

Programme Overview

The cybersecurity landscape is continually evolving, with organizations facing increasingly sophisticated threats. In this dynamic environment, the collaboration between Chief Information Security Officers (CISOs) and board members has become crucial for the overall success and security of an organization. The summit, themed "The Synergy of Leadership," aims to delve into the deepening bond between CISOs and board members, emphasizing the need for a unified and strategic approach to cybersecurity.

Objectives

- ◆ Foster collaboration and strategic alignment by exploring the symbiotic relationship between CISOs and Board Members in navigating the evolving cybersecurity landscape.
- ◆ Enhance communication and decision-making synergy between CISOs and Board Members to fortify organizational cybersecurity resilience.
- ◆ Promote a unified approach to risk management, resource allocation, and talent development, emphasizing the integral partnership between CISOs and Board Members.
- ◆ Illuminate the path to a cybersecurity-aware organizational culture through effective leadership collaboration between CISOs and Board Members.
- ◆ Provide insights into the latest legal, compliance, and regulatory landscapes, enabling CISOs and Board Members to navigate and adapt to emerging cybersecurity challenges.

Content

Building Collaborative Leadership

- ◆ Cloud Security & Emerging Technologies
- ◆ Practical methodologies for identifying, assessing, and prioritizing cybersecurity risks.
- ◆ Board's Role in Cybersecurity Governance
- ◆ Embedding Cybersecurity in Corporate Culture
- ◆ Incident Response Plans & Business Continuity Strategies
- ◆ Data Privacy & Compliance

Participant Profile

- ◆ CISOs, Security Officers, IT and Technology Leaders
- ◆ Board Members, CEOs, CFOs, COOs, and other Executives
- ◆ Risk Management Professionals, Compliance Officers, Legal Counsel
- ◆ Security Vendors, Consultants, and Industry Experts

Cyber Resilience in The Financial Ecosystem: Governance & Mitigation Strategies

Programme Director:

Madhusoodanan P R

Dates:

Dec 18-20, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In an era defined by rapid technological evolution, the Banking, Financial Services, and Insurance (BFSI) sector stands at the forefront of innovation, playing a pivotal role in the economic landscape. However, with the relentless advancement of technology comes the persistent threat of cyberattacks, targeting institutions for financial gain and operational disruption. The interconnected nature of financial services place organisations at an elevated risk, demanding proactive and strategic measures to safeguard against cyber threats. Recent years have witnessed an alarming surge in the sophistication and frequency of cyber threats targeting financial institutions. The evolving landscape encompasses a myriad of risks, from ransomware attacks and data breaches to targeted assaults on critical infrastructure. The RBI, cognizant of this dynamic threat environment, has issued guidelines underscoring the urgency for BFSI entities to fortify their cybersecurity defences.

Objectives

- ◆ Empowering to navigate cyber threats with strong governance
- ◆ Innovation and Technology Adoption
- ◆ Manage Cybersecurity Risks Effectively
- ◆ Strategic Decision-Making in Cyber Crisis
- ◆ Enhanced Business Continuity and Resilience
- ◆ A Robust Security Culture

Content

Day 1:

- ◆ Role of Governance in Cybersecurity - Senior Management Commitment
- ◆ Cybersecurity Risk Management
- ◆ Recent Regulations and Standards:
- ◆ BFSI-specific Cybersecurity Regulations
- ◆ UPI and Beyond- Fintech and its Security imperatives
- ◆ Chat Gpt (Constructive & Destructive)
- ◆ AI/ML based Cyber Fraud-Detection

Day 2: Perceived Risks & Countermeasures

- ◆ An Anatomy of Ransomware and Security Strategies
- ◆ Strengthening Cyber Resiliency
- ◆ Supply Chain Risk Management
- ◆ End-Point Telemetry and its relation with UBEA
- ◆ Mobile Banking Security
- ◆ Cyber Security Metrics for Continuous Improvement
- ◆ The Schema of Measuring Security Success

Day 3: Practitioner Perspective (Proactiveness)

- ◆ Surfing DaDee Web
- ◆ Exploitation of Application
- ◆ Hacking Demonstration
- ◆ Beyond Compliance: Building a Proactive Cyber Culture Through Breach Attack Simulations
- ◆ Dealing with Cybersecurity Breaches
- ◆ Incidence Response with SoS

Participant Profile

This programme is ideally suited for professionals working in various segments of the financial ecosystem, including: Banks and financial institutions, Insurance companies, Investment firms, Payment service providers, Fintech startups, Regulators and policymakers, IT and cybersecurity professionals.

Transition to ISO 27001: 2022

Programme Director:

Madhusoodanan P R

Date:

Jan 25, 2025

Fee:

Rs. 15,000 (US \$ 230)+
Applicable GST

Programme Overview

ISO 27001 is the world's leading international standard for information security management published by the International Organization for Standardization. After 9 years, the ISO 27001:2013 version was replaced by a new version in 2022. Companies certified against ISO 27001:2013 must transition to the 2022 revision within 3 years by 31st October 2025.

A comprehensive understanding of the key changes and enhancements in ISO 27001:2022 and Annex A controls helps in achieving seamless transition from ISO 27001:2013 to the ISO 27001:2022 version. This course equips the participants with practical examples, templates, and detailed guidance to confidently implement and maintain a robust ISMS by aligning with updated requirements.

Objectives

- ◆ Gain a thorough understanding of the key changes and enhancements in ISO 27001:2022 and Annex A controls
- ◆ Understand the transition approach including important considerations essential for a seamless transition from ISO 27001:2013 to the ISO 27001:2022 version
- ◆ Enhance knowledge in information security management and privacy protection controls

Content

- ◆ The Clausal requirements of ISO 27001:2022 with focus on what has changed
- ◆ The control requirements of Annex A (ISO 27002:2022) with focus on what has changed
- ◆ Important considerations such as Risk based and Process based approach, and mandatory documents for ISO 27001:2022 certification
- ◆ Transition approach required to implement ISO 27001:2022 effectively and get certified

Prerequisites

Basic knowledge of ISO 27002 Information security management system

Participant Profile

- ◆ IT Professionals seeking ISO 27001:2022 transition
- ◆ Managers responsible for ensuring information security in their organisations
- ◆ Compliance officers
- ◆ IT service managers
- ◆ IT auditors
- ◆ IT consultants

Third Party Security Risk Management - Exploring SBoM

Programme Director:

Madhusoodanan P R

Dates:

Feb 19-21, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In today's complex software landscape, relying on third-party components is the norm. However, this opens up vulnerabilities if not managed effectively. This two-day intensive programme will delve into the concept of Third-Party Security Risk Management (TPRM) with a specific focus on Software Bill of Materials (SBoM), a critical tool for gaining transparency and control over your software supply chain.

Objectives

- ◆ Understanding TPRM Importance
- ◆ Risk Assessment and Mitigation
- ◆ Identifying Sensitive Data
- ◆ Incident Response and Reporting
- ◆ Vendor Selection Criteria

Content

Day 1: Understanding Third-Party Cyber security risks

- ◆ Introduction to Third-party risks
- ◆ Third-Party risk management framework
- ◆ Regulatory landscape and Compliance requirements
- ◆ Vendor selection and Due diligence

Day 2: Exploring Software Bill of Material (SBoM)

- ◆ Introduction to SBoM
- ◆ SBoM standards & implementation practices
- ◆ SBoM tools and technologies

Day 3: Mitigating Third-Party Cyber Risks with SBOM

- ◆ Integrating SBoM into Vendor Management Process
- ◆ Incident Response and contingency planning
- ◆ Continuous improvement and future trends

Participant Profile

This programme is designed for software development and security professionals, IT leaders, and risk management teams responsible for securing their organization's supply chain and managing third-party security risks.

From Crisis to Innovation: Security Trends in the Post-Pandemic Era

Programme Director:

Madhusoodanan P R

Dates:

Mar 03-07, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The global pandemic significantly shifted the security landscape, exposing new vulnerabilities and accelerating existing trends. This two-day programme will explore the evolving threat environment, examine emerging security trends, and showcase innovative approaches to building resilience and harnessing technology for a post-pandemic future.

Objectives

- ◆ Understand the transformative impact of the pandemic on security landscapes
- ◆ Identifying emerging threats and vulnerabilities in the post-pandemic era
- ◆ Explore cutting-edge cybersecurity technologies and best practices
- ◆ Develop strategies for building resilient physical infrastructure
- ◆ Adapt policies and regulations to new security challenges
- ◆ Encourage a security-oriented organizational culture

Content

Day 1: The Changing Landscape and Emerging Threats

- ◆ Post-Pandemic Security Realities
- ◆ Evolving Attacker Profiles
- ◆ Geopolitical and Regulatory Shifts
- ◆ The Rise of Ransomware and Data Breaches
- ◆ Zero-Trust Security and Micro segmentation
- ◆ Securing the Remote Workforce

Day 2: Innovation and Resilience in the New Normal

- ◆ AI for Proactive risk management
- ◆ Security Automation and orchestration (SOAR)
- ◆ Building a Culture of Security
- ◆ Case Studies: leverage technology and innovative approaches to overcome security challenges during the pandemic
- ◆ Future of Security Trends and Predictions
- ◆ Panel Discussion: Insights on navigating the future of security

Day 3: Physical security and Infrastructure Resilience

- ◆ Addressing physical security concerns in a changed environment
- ◆ Case studies on successful physical security adaptations
- ◆ Building resilient infrastructure against potential crises
- ◆ Incorporating innovation in infrastructure security

Day 4: Integrating Innovation in Security Strategies

- ◆ Adapting policies and regulations to new Exploring how technology can enhance security measures
- ◆ Integrating AI, IoT, and other tech innovations in security security challenges
- ◆ Developing a security-oriented organizational culture
- ◆ Training programmes for employees on security best practices

Day 5: Crisis Communication and Future-proofing Security Strategies

- ◆ Effective communication during security crises
- ◆ Role-play scenarios and communication exercises
- ◆ Anticipating future security challenges
- ◆ Developing strategies that can adapt to evolving threats

Participant Profile

This programme is designed for security professionals, business leaders, government officials, and anyone interested in understanding and navigating the evolving security landscape in the post-pandemic era.

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

Programme Director:

Rajkiran V Bilolikar

Dates:

May 15-17, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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 500GW 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, bio fuels 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, Renewable & 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 and Carbon Pathways for Energy Companies – Alignment with the SDG 7, 13

Programme Directors:

Rajkiran V Bilolikar /
Amartya Awasthi

Dates:

Jun 10-12, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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. Today, ESG criteria are being looked at not just as a reporting mechanism but as a means for organizations both national and international to mitigate climate risks to their business operations and growth.

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. The Global Climate Action 100+ - a grouping of investors that influences some of the largest corporate emitters to adopt sustainable practices, the United Nations Environment Programme Financial Initiative (UNEPFI), the UN Principles for Responsible Investment (UNPRI), the UN Task force for Climate Related Financial Disclosures (UNTCFD) or closer home the RBI Draft Disclosure framework on Climate-related Financial Risks, 2024 for Regulated Entity lenders are some of the various initiatives to put a greater emphasis on the investor community to invest responsibly.
- 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. Here, the EU Corporate Sustainability Reporting Directive (EU-CSR), Taskforce for Climate Related Financial Disclosures, Sustainability Advisory Standards Board (SASB), Global Reporting Initiative (GRI) as well as closer home the SEBI mandate for Business Responsibility and Sustainability Reporting (BRSR) for top listed 1000 companies from 2023-24, are some of the global initiatives on reporting towards an organizations' climate-risks, sustainability and ethical practices.

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

- ◆ Environment and Climate Change
- ◆ ESG landscape, related regulations and potential impact on business
- ◆ ESG frameworks and standards – GRI, CDP, SBTI, NZP, BRSR etc.
- ◆ ESG for organization decision making strategy, capital allocation and corporate planning
- ◆ ESG screening by investors to assess investment risks in organizations
- ◆ Carbon Markets and Clean Tech solutions as a pathway towards ESG implementation

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

Participant Profile

This focused programme is designed for executives across business functions interested in understanding how to integrate and steer ESG practices in their roles, departments, business operations, financial planning, capital allocation, strategic decision making as well as the growth vision. The learning modules in the programme would be delivered by industry experts as well as in-house faculty experts. No prior experience is needed in sustainability, environment or climate change for this programme.

Resource Planning Automation and Analytics for Indian Power Market

Programme Director:

Rajkiran V Bilolikar

Dates:

Jul 24-26, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

This programme targets the digital transformation of the Indian power sector, focusing on enhancing operational efficiency, reliability, and cost-effectiveness. It aims to equip participants with cutting-edge knowledge in automating resource planning and implementing advanced analytics. The curriculum covers the importance of data-driven decision-making in managing power generation, transmission, and distribution. By understanding the intricacies of predictive analytics, machine learning, and AI in resource planning, participants will learn to optimize power resources, foresee market trends, and respond proactively to the dynamic demands of the power sector.

The key focus lies in mastering the application of digital tools and techniques for decision support, automation, and analytics in the power sector. This includes understanding the integration of various data sources, such as weather forecasts, consumption patterns, and market prices, to make informed decisions. The programme will delve into the intricacies of energy trading, demand-side management, and resource allocation, leveraging advanced analytics. Additionally, it will explore the use of AI and machine learning for predictive maintenance, grid optimization, and energy efficiency. This focus aims to prepare participants to lead the digital revolution in the power industry.

Financing Energy Efficiency Projects

Programme Directors:

Rajkiran V Bilolikar /
Pavan Kumar Parnandi

Dates:

Aug 21-23, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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.

Regulating Electricity Tariffs and Related Issues

Programme Director:

Rajkiran V Bilolikar

Dates:

Oct 09-11, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The objective of this programme is to provide comprehensive insights into the evolving landscape of electricity tariffs and regulatory frameworks. It aims to educate participants on the complexities of tariff setting, the interplay between policy decisions and market forces, and the impact of regulatory changes on various stakeholders in the electricity sector. By examining current challenges and emerging trends, the programme seeks to equip professionals with the knowledge to navigate the regulatory environment effectively, understand the implications of tariff changes, and contribute to the development of fair and sustainable tariff structures.

The key focus is on delving into the latest developments in legal, policy, and regulatory aspects of electricity tariffs. This includes understanding the principles and methodologies of tariff determination, regulatory compliance, and the role of regulatory bodies. Participants will engage in case studies and discussions on contemporary issues such as subsidy mechanisms, cost-reflective pricing, and the impact of renewable energy integration on tariff structures. The programme also aims to provide insights into consumer protection, dispute resolution, and the balance between commercial viability and public interest in tariff regulations.

Building Energy Simulation

Programme Directors:

Rajkiran V Bilolikar /
Pavan Kumar Parnandi

Dates:

Oct 30-Nov 01, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The Building Energy Simulation programme is designed to equip professionals in the fields of architecture, engineering, and construction with the knowledge and skills needed to simulate and analyse the energy performance of buildings. Participants will learn how to use advanced simulation tools and techniques to optimize building designs, enhance energy efficiency, and reduce environmental impact. The programme can be delivered through a combination of hands-on workshops, online courses, software tutorials, and practical exercises. Participants will have access to energy simulation software for hands-on practice. Following are the key components of the programme.

Key Components

- ◆ **Fundamentals of Building Energy Simulation:** Participants will receive a comprehensive introduction to the principles and concepts of building energy simulation, including the role of simulation in sustainable building design.
- ◆ **Energy Modelling Software:** This segment of the programme will focus on training participants to use industry-standard energy modelling software, such as Energy Plus, IESVE, or Open Studio. They will learn to create accurate building models, define energy-efficient parameters, and analyse simulation results.
- ◆ **Climate Analysis:** Participants will explore the importance of climate analysis in building energy simulation. They will learn to incorporate local climate data into simulations and assess the impact of climate variations on building performance.
- ◆ **HVAC Systems Simulation:** The programme will cover the simulation of heating, ventilation, and air conditioning (HVAC) systems. Participants will understand how to optimize HVAC system designs for energy efficiency and occupant comfort.
- ◆ **Renewable Energy Integration:** This component will explore the integration of renewable energy sources, such as solar panels and wind turbines, into building energy systems. Participants will learn to assess the feasibility and benefits of renewable energy integration.
- ◆ **Parametric Analysis:** Participants will delve into parametric analysis, a powerful technique for exploring multiple design scenarios and their impact on energy performance. This will enable them to make informed design decisions.

Expected Outcomes

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

- ◆ Create accurate building energy models using simulation software.
- ◆ Evaluate and optimize building designs for energy efficiency and sustainability.
- ◆ Analyze the impact of climate, HVAC systems, and renewable energy on building performance.
- ◆ Conduct parametric analysis to explore various design scenarios.
- ◆ Contribute to the development of energy-efficient and environmentally friendly buildings.

Participant Profile

Architects and architectural firms, Building designers and engineers, Energy consultants, HVAC professionals, Sustainability consultants, Real Estate developers, Government agencies and energy policymakers, Building owners and facility managers.

Climate Change and Sustainability for Energy Companies – Alignment with SDG 7, 13

Programme Directors:

Rajkiran V Bilolikar /
Amartya Awasthi

Dates:

Nov 11-13, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Countries have filed thorough National Climate Action plans (often referred to as NDCs) as a contribution to the agreement's goals. India's ambitious Nationally Determined Contributions (NDC) play a significant role in advancing the goals outlined in the 2015 Paris Agreement. The foundational principles of reducing carbon emissions and safeguarding the environment are integral to all major economic sectors in India. India at UNFCCC CoP-26 announced its enhanced climate commitments — the “Panchamrit or five elixirs”, including a commitment to reach net-zero carbon emission by 2070. Four out of five of these elixirs are short-term goals that would pave the way for achieving a net-zero emissions target by 2070.

Corporates and particularly energy sector organizations have a critical role to play in contributing towards reducing emissions. Further, as the development of the Indian Domestic Carbon Market is underway and considering India's dedication to the Paris Agreement, its emission reduction goals articulated through Nationally Determined Contributions (NDCs), and the existing climate change mitigation measures, including the provisions outlined in Article 6.2 and Article 6.4, there is a distinct need to explore and assess the potential for implementing corporate level carbon market action plans.

India's Carbon Markets and the related Carbon Credits Trading Scheme (CCTS) announced in June 2023, mandate emissions reductions on part of certain obligated entities identified from about 9 to 11 high emitting sectors notified as designated consumers (such as Aluminium, Cement, Chlor Alkali, Iron & Steel, Fertilizer, Pulp & Paper, Textile, and Petro-Chemicals) and those that have been / or may be added to this list from time to time such as DISCOMs and other sectors. The mitigation outcomes / emissions avoided are quantified in terms of carbon credits and are available to sold in the carbon market to those obligated entities that haven't been able to achieve mandated emissions reduction or alternatively to voluntary buyers. The designated entities along with other voluntary traders/ buyers can thus contribute towards the goal of reducing the emissions intensity. Moreover, with the European Union's Carbon Adjustment Border Mechanism (CABM) announced, there is a need for organizations to consider how this legislation will impact their business.

Given this, there is a tremendous opportunity for organizations (both designated entities and potential voluntary buyers/ traders) to learn not just about the National Carbon Market being set up but also international carbon markets, agreements and regulations.

Further, Environmental, Social, and Governance (ESG) criteria are becoming importance metrics to assess the impact of sustainability and ethical practices of a company on its financial performance and operations. Today, in fact ESG criteria are being looked at not just as a reporting mechanism but as a means for organizations both national and international to mitigate climate risks to their business operations and growth. 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.
- 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

- ◆ Drivers for transition in Energy Sector
- ◆ Evolving ESG and Carbon related regulations and their potential impact on organizations and business
- ◆ ESG frameworks and Reporting standards
- ◆ ESG screening by investors to assess investment risks in organizations
- ◆ ESG criteria being intertwined, interdependent, and impacting each other
- ◆ Carbon Markets – national and international as a pathway towards ESG implementation

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 that has contributed significantly to the Energy and Power sector over many decades is pleased to announce this programme on Climate Change and Sustainability for Energy Companies – Alignment with the SDG 7, 13.

Participant Profile

This focused programme is designed for executives across business functions interested in understanding how to integrate and steer ESG practices in their roles, departments, business operations, financial planning, capital allocation, strategic decision making as well as the growth vision. The learning modules in the programme would be delivered by industry experts as well as in-house faculty experts. No prior experience is needed in sustainability, environment or climate change for this programme.

Future Flux: Navigating Transition and Regulations in the Energy Sector

Programme Director:

Rajkiran V Bilolikar

Dates:

Dec 18-20, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

This programme aims to empower professionals to adeptly navigate the evolving landscape of the energy sector, characterized by rapid technological advancements and shifting regulatory frameworks. It seeks to provide a deep understanding of how emerging technologies such as renewable energy sources, smart grids, and energy storage are transforming the industry. Additionally, the programme will address the complexities of new regulations and their impact on energy markets, businesses, and sustainability initiatives. By fostering strategic thinking and adaptability, the programme prepares participants to lead and innovate in an increasingly dynamic and environmentally-conscious energy environment.

The key focus of this programme is two-fold: exploring cutting-edge technologies in the energy sector and understanding the intricacies of regulatory changes. Participants will delve into the latest innovations in renewable energy, energy efficiency, and smart technology integration. Simultaneously, the programme will explore the challenges and opportunities presented by new regulations, including policy analysis, compliance strategies, and the role of regulation in promoting sustainable energy practices. Emphasis will be placed on how these elements interact to shape the future energy market, equipping participants with the knowledge and skills to drive forward-thinking strategies in their organizations.

ClimateTech Innovations - A Pathway for Sustainability for Energy Companies - Alignment with SDG 7, 13

Programme Directors:

Rajkiran V Bilolikar /
Amartya Awasthi

Dates:

Jan 20-22, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Climate Technology (ClimateTech) innovations are increasingly becoming the top most funded technologies globally including India across funding stages.

There is increasing participation of Corporate Venture Capital and/ or Corporate grants for R&D, Prototyping, Pilots or Early Commercial Stage demonstrations. The Oil and Gas Climate Initiative's (OGCI) investment arm, Shell Ventures, Total Energies Ventures and now Acceleration initiative and others are examples of the energy sector organizations taking advantage of deep-tech innovations to transform the energy sector. This trend is largely due to the increasing understanding among corporates to their sustainable and ethical responsibilities towards environment and climate change. Environmental, Social, and Governance (ESG) criteria are here playing an important role as they help assess the impact of sustainability and ethical practices of a company on its financial performance and operations. Today, in fact ESG criteria are being looked at not just as a reporting mechanism but as a means for organizations both national and international to mitigate climate risks to their business operations and growth. 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.
- 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

- Environment and Climate Change
- ClimateTech Innovations and the role Energy Majors are playing in supporting early-stage disruptive innovations
- ESG landscape and regulations that may have a potential impact on business
- ESG lenses – Corporate and Investor lens
- ESG frameworks and standards – GRI, CDP, SBTi, BRSR,
- Carbon Markets – national and international as a pathway towards ESG implementation

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

Participant Profile

This focused programme is designed for executives across business functions interested in understanding how to integrate and steer ESG practices in their roles, departments, business operations, financial planning, capital allocation, strategic decision making as well as the growth vision. The learning modules in the programme would be delivered by industry experts as well as in-house faculty experts. No prior experience is needed in sustainability, environment or climate change for this programme.

Business Strategies for Expanding Economic Opportunities in Electricity Utility

Programme Director:

Rajkiran V Bilolikar

Dates:

Jan 27-31, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

For the under developed countries, various business strategies for expanding economic opportunities in Electricity Utilities is very vital for overall Growth of the Nation. Making electricity available to all at affordable price and developing ownership/association of the rural consumers in the business is key for Utilities in the days to come.

The training programme "Business Strategies for Expanding Economic Opportunities in Electricity Utilities" is designed to broadly cover the following key areas/ strategies.

1. Creating Inclusive Business Models
2. Developing Human capital
3. Building Institutional Capacity
4. Optimizing "Rules of the Game"
5. Future Opportunities
6. Case studies of various countries

The Administrative Staff College of India has been at the forefront in the eco system of evolving Power Sector through its Policy support and Capacity Building initiatives to Power sector stakeholders in Power Generation, Transmission and Distribution Companies, Regulatory Commissions (Electricity & Gas), Rural Electrification, Renewable Energy, Financial Institutions and Banks, Academicians, Consultants etc.

Sustainable Building Design - Approach towards Net Zero Strategy

Programme Directors:

Rajkiran V Bilolikar /
Pavan Kumar Parnandi

Dates:

Feb 19-21, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The Sustainable Building Design programme aims to educate and inspire professionals in the construction architecture, MEP industry to adopt a sustainable approach to building design and construction, with a focus on achieving reduced/optimized energy consumption. By providing participants with the knowledge, tools, and strategies necessary for sustainable design, this programme seeks to contribute to a more environmentally friendly and energy-efficient built environment. The programme is delivered through a combination of in-person workshops, presentations and site visits to sustainable building projects.

Key Components

- ◆ Introduction to Sustainable Design Principles: Participants will gain a comprehensive understanding of sustainable design principles, including energy efficiency, resource conservation, and environmentally friendly materials.
- ◆ Net Zero Energy Strategies: This segment of the programme will delve into the strategies and technologies required to achieve net-zero energy consumption in building projects. Topics will include solar energy integration, energy-efficient HVAC systems, and smart building technologies.
- ◆ Green Building Certification: Participants will learn about various green building certification systems such as LEED (Leadership in Energy and Environmental Design) and BREEAM (Building Research Establishment Environmental Assessment Method) and how to navigate the certification process.
- ◆ Case Studies and Best Practices: Real-world case studies of successful sustainable building projects will be presented, highlighting best practices and lessons learned.
- ◆ Hands-On Workshops: Practical workshops will provide participants with the opportunity to apply sustainable design concepts and tools to real-life building projects.

Expected Outcomes

By the end of the programme, participants will be equipped with the knowledge and skills to:

- ◆ Design and construct buildings with significantly reduced energy consumption.
- ◆ Implement sustainable building practices in their projects.
- ◆ Pursue green building certifications for their projects.
- ◆ Contribute to the global effort to reduce carbon emissions and combat climate change.

Participant Profile

Architects and architectural firms, Construction professionals, Building designers and engineers, Sustainability consultants, Real estate developers, Government agencies and policymakers, HVAC professionals.

Circularity in Used Water & Bio Solids Management – Standards, Innovations and Business Models for Revenue Generation

Programme Directors:

M. Snehalatha /
Rajarshi Banerjee

Dates:

Apr 23-25, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Water reuse is one of the solutions to the water scarcity impacting many countries globally. Treating wastewater from different sources and recycling it for beneficial purposes can provide viable options to enhance the efficiency and sustainability of water use. Water reuse technologies have been designed and implemented in both developed and developing countries. However, adhering to national and local policies, standards, and cultures is crucial to streamlining the effective implementation of these technologies. While policies can inhibit certain kinds of water reuse technologies due to stringent standards, they can also streamline change and facilitate the adoption of water reuse programmes at a large scale.

Other than a product like treated water that can be subjected to reuse another product of such resource recovery centers (FSTPs / STPS) is Sewage sludge - the residue generated during treatment of domestic sewage is often used as an organic soil conditioner and partial fertilizer. It is applied to agricultural land (pastures and cropland), disturbed areas (mined lands, construction sites, etc.), plant nurseries, forests, recreational areas (parks, golf courses, etc.), cemeteries, highway and airport runway medians, and home lawns and gardens etc.

Impact

This course aims to deliver and orient the stakeholders / participants on

- ◆ Designing and implementing resource recovery centers with the intent of achieving circularity.
- ◆ Understanding the standards the water/biosolids need to achieve before they can be safely reused/ managed.
- ◆ Orientation on various Innovative technologies available in the market, how to carry out an analysis to choose a technology for implementation
- ◆ Understand the business models that might be adopted for the efficient rendering of services bringing in circularity in the sector

Participant Profile

The participants who are interested in the field of used water and biosolids management can apply for this course. They may include policy makers, government practitioners, consultants, and graduates in the fields of environmental science/ management/ urban planning/ infrastructure planning/ architecture/ civil engineering, or allied fields with an interest to learn and apply knowledge and skills. Participants with a business interest in drawing clear business plans leading to efficient UWM and biosolids management and revenue generation may also apply.

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

Programme Director:

Rajarshi Banerjee

Dates:

Apr 29-May 03, 2024

Fee:

Rs.69,500 (US \$1086)+
Applicable GST

Programme Overview

Wastewater management has been given a high priority in the National Water Policies, which also supports opportunities for recycling and reuse, promoting circularity for protecting the natural resources and environment. In this context, emerging fields of continual development are Faecal Sludge (FS) and Used Water (UW) management. These are the fields of research with continual improvements in methodologies adopted in the sector. Monitoring of treatment performance becomes crucial to treatment plants designed for appropriate levels of treatment based on the type of resource recovery. Established methods for scaling up laboratory- analysis can facilitate increased uptake and advancement of knowledge and experience.

The course aims to build capacity not only to refurbish the classical methods of wastewater analysis but also to bring in new research / analytical initiatives, and sharing of knowledge & advances that have occurred over the last decade, especially in the fields of FS and UW.

Impact

The course will focus on delivering the following outputs

- ◆ Participants learn how to undertake a need assessment for setting up a wastewater/faecal sludge laboratory and sampling
- ◆ Obtain knowledge and skills for testing wastewater/ fecal sludge
- ◆ Understand the significance and principles for the analysis of chemical & biological parameters of FS & UW
- ◆ Ascertain the confidence to QC and QA of the analyzed results
- ◆ Develop the capacities for interpretation of results for existing regulatory norms
- ◆ Improved skills in preparing SOPs for lab-based monitoring of various FS and Wastewater management systems

The participants would develop as competent professionals in the field of wastewater and used water analytics with the ability to analyze, interpret, and prescribe the implementation of better technologies and strategies for used water management which shall be inclusive and sustainable.

Upon successful completion of the course, the participants would be able to:

- ◆ Articulate the elements of the several analytical parameters and their importance for achieving safe levels of used water.
- ◆ Demonstrate knowledge of sampling and analysis along with the best practices adapted across the globe.

Participant Profile

Participants may include technicians working with laboratories, and students from diversified disciplines such as environmental engineering, water resources management, and micro biology, etc. Environmental engineers and public health professionals from the cities also can apply for this programme.

Certification Programme for Practitioners Public Private Partnerships (PPP) in Municipal Solid Waste Management

Programme Directors:

V Srinivas Chary /
Sumskrutha T / Soma Sarkar

Dates:

Jul 18-20, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

India's approach to Solid Waste Management (SWM) has evolved significantly, with a strong emphasis on sustainability and circularity in recent years. The introduction of the Solid Waste Management Rules in 2016 underscores the government's commitment to improving waste management practices across the country. These rules mandate every Urban Local Body (ULB) to develop integrated waste management systems, promote segregation at source, and encourage home composting and material recovery, among other initiatives. Therefore, there is an urgent need for a professional approach that leverages expertise, technology, and investments.

Public-Private Partnerships (PPPs) emerge as a crucial tool in this endeavor, offering a collaborative framework to harness the efficiency and innovation of the private sector while complementing government initiatives.

The Swachh Bharat Abhiyan (Clean India Mission) further underscores the government's commitment to improving SWM, leading to a surge in demand for waste management solutions and creating an opportune environment for PPPs to thrive. Despite the potential of PPPs, their implementation in the SWM sector remains limited, with most initiatives focussing on primary and secondary waste collection rather than processing, treatment and disposal. This highlights the need for capacity building and expertise in structuring, executing, and managing PPP-based SWM projects.

In response to these challenges, the Administrative Staff College of India (ASC) is introducing a Certification Programme for PPPs in Municipal Solid Waste Management. This programme is tailored to address the current skill gap in the urban SWM sector and unlock sustainable PPP solutions for urban waste management.

Objective

The programme objective is to impart skills to urban practitioners in structuring and managing PPPs to navigate the complexities of SWM effectively.

Participant Profile

This programme is mainly aimed at policy makers including elected representatives, municipal administrators and officials, private entities in SWM business, Start-ups in waste management, NGOs and urban sector professionals.

Certificate course on Leadership Development for City Wide Inclusive Sanitation

Programme Directors:

M. Snehalatha /
V Srinivas Chary

Dates:

Jul 24-26, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Urban sanitation in India faces many challenges. Nearly 60 million people in urban areas lack access to improved sanitation arrangements, and more than two-thirds of wastewater is let out untreated into the environment, polluting land and water bodies. To respond to these environmental and public health challenges, urban India will need to address the full cycle of sanitation, i.e. universal access to toilets, with safe collection, conveyance and treatment of human excreta.

CWIS is an approach to urban sanitation challenges that aims to ensure everyone has access to safely managed sanitation. It includes technical solutions, institutional arrangements, and long-term planning. CWIS builds on current sanitation technologies and practices to achieve more comprehensive, effective, and sustainable sanitation services. 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.

The course provides a comprehensive understanding of the sanitation professionals and city practitioners on the 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

- ◆ Provides an understanding of the policies and regulatory frameworks needed for achieving universal, pro-poor, and gender-inclusive sanitation in urban areas, with a focus on non-sewered/faecal sludge and septage management.
- ◆ Participants will have a demonstrated knowledge of faecal sludge and septage management technologies across the sanitation value chain.
- ◆ Participants will have hands-on experience on tools and frameworks needed for sustainable sanitation planning, funding, implementation, and monitoring.

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:

Aug 14-16, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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 **achieving 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 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.

Certificate Course on Change Management for Achieving Continuous (24/7) Water Supply in Urban Areas

Programme Directors:

M. Snehalatha /
V Srinivas Chary

Dates:

Sep 24-26, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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 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 beneficiaries of all the governmental and international agencies' programmes and efforts.

For cities to achieve world-class public health status, they must move from an intermittent water supply system to a continuous (24/7) supply regime. Twenty-four-hour 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 mindset and provide the knowledge and skills necessary to plan and manage the system sustainably 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 a balanced integration of technical, financial, social, institutional and managerial aspects
- ◆ Gain knowledge of non-revenue water management
- ◆ Gain knowledge of national and international experiences

Participant Profile

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

Journey Based Advanced Leadership Development Programme

Programme Director:

Hareesh Meppat

Dates:

Apr 15, 2024-Mar 23, 2025

Fee:

Rs. 1,97,160+
Applicable GST

Programme Overview

PEAK EFFECTIVE PERFORMANCE (PEP) TRAINING is a programme designed exclusively for the corporate sector and aims at transformation of professionals at a deep core level enabling them to deliver peak effective performance.

It is an elaborate journey based programme spread over 12 monthly sessions of 1 or 2 days each. The intervening period between two consecutive sessions is used for content reinforcement through videos, articles and Applied Learning Programme (ALP) activity. This growth is monitored and mentored by encouraging the participants to share their applied experiences on google drive. The content of the programme impacts both the character (inner world) and the competence (outer world) of the participants deeply. This growth is further sustained through character and competency club activities during quarterly review meetings. These meetings also involve a session on “Leader Speak” where in an industry leader shares his/her personal growth trajectory and mentors the group.

The course material of the programme consists of a book “The Complete Secret” authored by the facilitator and a work book consisting of self work exercises.

Objectives

PEP works on the understanding that people’s behavior is an expression of their attitudes, which in turn are a product of their core personality. PEP transforms the participants at a deep core level resulting in long lasting attitudinal and behavioral improvements.

Participant Profile

Programme is designed for Business Owners and Senior Leaders, and other Executives with Leadership and decision making responsibilities. Programme will also benefit professionals who are interested in improving their Leadership abilities to drive organisational change.

Peak Effective Performance (PEP) Training

Programme Director: Hareesh Meppat	Dates: May 06-10, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Jul 22-26, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Nov 18-22, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Jan 20-24, 2025	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST

Programme Overview

PEAK EFFECTIVE PERFORMANCE (PEP) TRAINING is a training programme designed exclusively for the corporate sector and aims at transformation of employees at a deep core level enabling them to deliver peak effective performance.

This 5 days training programme covers a wide range of topics spanning both personal growth and functional responsibilities. Post programme, the participants are remotely mentored for a period of six months through master mind impact groups created at the end of the programme. This ensures deeper internalization of the programme content in the participants for long lasting peak effective performance.

The course material of the programme consists of a book “The Complete Secret” authored by the facilitator and a work book consisting of self work exercises.

Objectives

PEP works on the understanding that people’s behavior is an expression of their attitudes, which in turn are a product of their core personality. PEP transforms the participants at a deep core level resulting in long lasting attitudinal and behavioral improvements.

Participant Profile

Programme is designed for Business Owners and Senior Leaders, and other Executives with Leadership and decision making responsibilities. Programme will also benefit professionals who are interested in improving their Leadership abilities to drive organisational change.

AI-Driven HR Excellence: Transformative Decision Making for the Future

Programme Directors:

Hareesh Meppat /
Gutha Jaya Krishna

Dates:

Jul 17-19, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

"AI-Driven HR Excellence: Transformative Decision Making for the Future" is a comprehensive programme tailored to meet the needs of executives across various organizational functions, including HR professionals, C-suite leaders, and managers. This innovative initiative delves into the intricate synergy between artificial intelligence and human resources, offering a deep dive into how AI can revolutionize decision-making processes across the board. Executives will explore AI's potential to streamline recruitment efforts, optimize performance management strategies, and cultivate a highly engaged workforce. Through dynamic discussions, hands-on workshops, and real-world case studies, participants will gain invaluable insights and practical tools to navigate the evolving digital landscape with confidence and competence. Whether you're a seasoned HR leader or an executive looking to future-proof your organization, this programme equips you with the knowledge and skills needed to drive transformative change and ensure sustained success in the ever-changing business landscape.

Impact

- ◆ Empowers HR professionals to harness AI for more efficient and effective talent acquisition.
- ◆ Enhances decision-making processes by leveraging data-driven insights and predictive analytics.
- ◆ Fosters a culture of innovation and adaptability within HR departments.
- ◆ Positions organisations to stay ahead in the competitive landscape by optimizing HR practices through AI integration.

Participant Profile

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

Enhancing Performance and Well-Being through Leadership

Programme Director: Hareesh Meppat	Dates: Aug 05-09, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Jan 27-31, 2025	Fee: Rs. 69,500 (US \$ 1086)+ 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 behaviour.
- ◆ 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.

Innovation and Change Leadership

Programme Director:

Hareesh Meppat

Dates:

Sep 25-27, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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 Managerial Effectiveness

Programme Director:

Hareesh Meppat

Dates:

Oct 07-11, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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:

Hareesh Meppat

Dates:

Dec 04-06, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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.

Improving Work Culture

Programme Director:

Hareesh Meppat

Dates:

Feb 12-14, 2025

Fee:

Rs. 43,700 (US \$ 683)+
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:

Hareesh Meppat

Dates:

Mar 03-07, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
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 Executives

Programme Director:

Gutha Jaya Krishna

Dates:

May 20-22, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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 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 at programming. We will be covering tools like Tableau, Power BI, Knime, Excel, and sparingly on 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 out of the data.

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 data analysis methods and tools.

Advanced Global Techno-Management Programme – 2024

(In Partnership with ESCP Business School, Paris)

Study Tour: France, Switzerland, Germany and Netherlands

Programme Director:

Reshmy Nair

Fee:

Rs. 6,98,000/-+Applicable GST

Dates: May 06-13, 2024 & Jun 01-15,2024

(Indian Component) & (International Component)

Programme Overview

The landscape of the world is rapidly changing with focus on climate change and sustainability (environmental and social) on one side and huge changes in data analytics, artificial intelligence, automation, and technological up gradations on the other side. Disruptive forces in this VUCA world (vulnerability, uncertainty, complexity, and ambiguity) are placing extraordinary demands on senior leaders; one that demands all round capabilities to accelerate the way organizations innovate/ operate and to successfully manage networks including those beyond national boundaries. The increasing focus on environment and social sustainability, digital transformation, and innovation mandate leaders to emerge as global change makers. The Advanced Global Techno Management Programme conducted by a unique partnership between the World's Oldest Management School (ESCP, France) and India's Oldest Management School (ASCI, India) is designed to be a transformative experience. With a close, structured contact programme over a week in ASCI and a fortnight in Europe, for both management, customised sector specific modules and technical project/company visits, the Course focuses on strengthening the management and leadership skills on one side while also equipping them with awareness of technical upgradation taking place on a global level and the way the global leaders are transforming themselves to bring about a transformation.

This Course has been designed after several rounds of rigorous brainstorming with not only the participants of some of our earlier programmes but also several top policy makers and industry leaders of the country. Hence, the content of the Advanced Global Techno-Management Programme is unique as each session/ topic has been carefully chosen considering industry requirements. The customised course will be an integrated learning process to prepare the senior organisational executive leaders for the complex responsibilities of global leadership; as well as upgrade their technical skills with global cutting edge technologies and cost minimization strategies.

Key Takeaways

How do we align business activities and system to gain a strategic edge? How do we turn disruptions into competitive advantage? How do we balance innovation and profitability while managing risks? The Advanced Global Techno Management Programme aims at developing leaders who are able to tackle their organization's toughest strategic challenges and lead with greater confidence. The key takeaways include:

- ◆ Enhancing skill sets to confidently address managerial/technical challenges in a VUCA world.
- ◆ Developing competencies of senior organisational executive leaders, to engage systematically with complex strategic issues that cut across functional categories.
- ◆ Sharpening knowledge base/technical skills with global strategies and good practices.

Participant Profile

- ◆ Senior/Top management teams of Government/Public sector organisations with cross-functional responsibilities, likely to assume board level positions/central to company's succession plan.
- ◆ Senior Officials from Ministries, Armed Forces and Ordinance Factory Boards.

Past participants of ASCI AMP included CEOs, CXOs, Managing Directors, Directors, Executive Directors, General Managers, Additional General Managers and Senior DGMs (on the verge of promotion) from reputed Public and Private Sector organisations.

Effective Social Impact Assessment to Resettlement Planning in Infrastructure Projects

Programme Director:

Reshmy Nair

Dates:

Jul 01-05, 2024

Fee:

Rs.69,500 (US \$ 1086)+
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 was neither envisaged as an academic exercise 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 time-bound 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 Study 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.

Objectives/Takeaways

- ◆ 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 projects 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:	Dates: Aug 19-24, 2024	Fee: Rs.79,500 (US \$ 1242)+ Applicable GST
Reshmy Nair	Dates: Nov 18-23, 2024	Fee: Rs.79,500 (US \$ 1242)+ Applicable GST

Programme Overview

Greater societal attention to socio-environmental values has also led to sustainability considerations being embedded throughout the project cycle. Understanding, evaluating, and integrating measures to address environmental and social risks in investment projects is based on the recognition that something of environmental value (air and water quality, bio-diversity, aesthetics, natural resources etc.) and social value (health, livelihood, fairness and equity, human rights, non-discrimination, protection of land/property etc.) will be damaged because of project activities. These have also been recognized to directly contribute to the positive outcomes for the sustainability challenges faced by the humankind.

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 the Borrowers' projects. Since 2018, the ESF provides the guidance for managing environmental and social risks in all new investment projects of the World Bank. The ESF supports green, resilient, and inclusive development by strengthening protections for people and the environment and makes important advances in areas such as labor, inclusion and nondiscrimination, gender, climate change, biodiversity, community health and safety and stakeholder engagement. All such Borrowers/Project Implementation Agencies are required to incorporate these additional social and environmental considerations.

Objectives

- ◆ Undertaking requisite assessments and preparing commensurate mitigation plans lie at the core of Environmental and Social (E&S) safeguards implementation. Given the requirement of E&S documentation by the project appraisal stage in the projects of multilateral agencies, it is important to develop capacity of the project professionals and consultants to develop good quality documents. A Comprehensive Manual covering all aspects of environmental and social safeguard management have been developed by ASCI. The programme delves into these and seeks to strengthen the capacity of the borrowers in the effective implementation of ES safeguards.
- ◆ The primary objective of the Programme is to provide clarity regarding borrower's/consultant's responsibilities for E&S risk management, discuss operational challenges/implementation steps and avoid potential mistakes at each stage of the management process. The Course will specifically delve on developing effective planning instruments Environmental and Social Impact Assessment (ESIA), Environmental and Social Audit, Environmental and Social Management Plan;, Labor Management Procedures/Labor Management; SEA/SH Plan; Labor Influx Management Plan; Resettlement Plan; Livelihood Restoration Plans; Biodiversity Management Plan; Indigenous Peoples Plan; Cultural Heritage Management Plan; Stakeholder Engagement Plan etc. The Course will provide a comprehensive understanding of the management framework for E&S risks and build capacity for development of effective mitigation plans.

Participant Profile

Officers in Environment and Social Safeguards departments, consultants and other dealing officers in World Bank Supported Projects.

Avoiding Costly Mistakes in Land Acquisition and Resettlement (National)

Programme Director:

Reshmy Nair

Dates:

Oct 21-25, 2024

Fee:

Rs.69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Mistakes in land acquisition often impose huge costs on organisations-manifold time/cost overruns besides reputational risks. Most often, such mistakes are avoidable, caused in part by ignorance of legal provisions, court judgments and in many other cases lack of adequate due diligences prior to acquisition of land. Massive interest payments due to procedural lapses during various stages of land acquisition processes or even undervalued market rates are not uncommon in many land acquisition projects. Inadequate due diligences in assessing the nature and classification of land; unsurveyed areas; forest lands inhabited/used by occupants, legacy issues in the project affected area are among the few of the several issues that have caused project delays and imposed high costs on the requiring bodies. Further, inadequate assessment of nature and veracity of claims of occupants on government lands in project affected area (assigned/non-assigned and objectionable/non-objectionable) have also coasted the project dear in many cases. Pressure to expedite the procedures dealing with acquisition of land exists in most cases. However, it is important to expedite the process in a manner that does not violate mandatory legal provisions/risk court interventions which could eventually impose additional time and costs. Technical planning with limited social inputs, limited understanding of issues that engulf "land", the base of all infrastructure and inadequate use of technology to curb malpractices are all issues that merit urgent attention of both the requiring and acquiring authorities.

In India, the Central Land Acquisition Law in force is the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. There are considerable variations in the procedural provisions of the general law with sector specific laws for Highways (National Highways Act, 1956); Coal Mining (Coal Bearing Areas Acquisition and Development Act, 1957; Railways (Railway Amendment Act, 2008), Pipelines (Petroleum and Mineral Pipelines Acquisition of User Rights Act, 1962) etc as well as the state-specific legislations. Both requiring and acquiring bodies should not only be well-versed with the statutory requirements but also have clarity on the potential mistakes at each stage of the land acquisition process. There is plethora of judgments of the Apex Court that provide remarkable clarity to the interpretation of both the procedural and substantive provisions of the land acquisition law and its implementation. It is observed that lack of awareness has been resulting in the same mistakes being repeated in different projects/states.

Objectives

- ◆ To provide an understanding of the procedural requirements in land acquisition/ resettlement and the common mistakes that are committed at various stages of acquisition process under various central laws viz. The RFCTLARR Act, National Highway Act, 1956; Coal Bearing Areas (Acquisition & Development) Act, 1957, Railway Amendment Act, 2008 etc.
- ◆ To discuss mistakes in land acquisition and resettlement with case examples and understand due diligence measures to avoid these mistakes (including socioeconomic surveys, use of technology etc)
- ◆ To clarify queries relating to compensation, resettlement & rehabilitation and award with practical examples, case studies and live exercises

Participant Profile

State government officials in charge of Land Acquisition and SIA; Executives working in Public and Private Sector.

Acquisition of User Rights for Pipeline Projects

Conceptual Clarity to Addressing Procedural Dilemma

Programme Director:

Reshmy Nair

Dates:

Jan 06-10, 2025

Fee:

Rs.69,500 (US \$ 1086)+
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.

Objectives

There have been several judgements of the Hon'ble Supreme Court and High Court on mistakes in the process of acquisition of user rights. These procedural gaps have 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 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 objectives of the Course.

- ◆ To provide a comprehensive understanding of the procedural requirements in acquiring RoU-from notification to vesting and payment with practical examples, case studies and live exercises.
- ◆ To provide conceptual clarity regarding market value determination and damages under different clauses of the legislation.
- ◆ To share common mistakes and clarify queries relating to forest and environment clearances in RoU acquisition.

Participant Profile

Officers dealing with RoU Acquisition

High Impact CSR-Need Identification to Impact Assessment

Programme Director:

Reshmy Nair

Dates:

Feb 10-14, 2025

Fee:

Rs.69,500 (US \$ 1086)+
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 socioeconomic 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.

Key Takeaways

- ◆ 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 Support for Effective Land Acquisition

Programme Directors:

Venugopal Rao /
Reshmy Nair

Dates:

Mar 11-13, 2025

Fee:

Rs.43,700 (US \$ 1086)+
Applicable GST

Programme Overview

The use 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 that are time & cost effective. 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.

Objectives

The three-day course shall provide an understanding 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

Achieving Excellence in Sales Leadership

Programme Director: Venkata K Emani	Dates: May 20-22, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Aug 05-07, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST

Programme Overview

Sales is a vital function in any industry as it directly impacts the Top-Line. In a world changing rapidly due to the advent of new Technologies like Artificial Intelligence and Data analytics, beating competition becomes a greater challenge. Sales Managers therefore need to upskill themselves to stay relevant and motivated to lead their teams efficiently.

In this scenario, this programme will equip Sales Leaders to focus on driving team performance and achieving organizational goals, crafting a high-performance sales culture, appreciate effective sales forecasting and pipeline management techniques, understanding key performance metrics for achieving exemplary performance, drive change management, using Business Analytics for effective decision making, conducting sales negotiations to win and also learn to manage stress.

Impact

Participants would have developed these key skills after the programme:

- ◆ Leverage new Technologies and Digital Marketing strategies for driving sales
- ◆ Improve sales forecasting and achieve better lead conversion
- ◆ Build a performance-oriented culture in the sales Team
- ◆ Drive behavioral changes in the sales team
- ◆ Develop greater customer-orientation
- ◆ Develop sales negotiation skills
- ◆ Manage Sales cycle better for greater impact
- ◆ Learn to manage Stress effectively

Participant Profile

This programme is designed for Sales Managers, Team Leaders, Directors at the Middle and Senior level in Sales function across industry segments such as Banking, Financial services, Insurance, oil & Gas, Fertilizer, Tourism and Hospitality, Telecom, IT, Retail and Consumer Goods etc.

Bridge-it-All Relations

Programme Director:

Tanusree Chakraborty

Dates:

May 20-24, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Successfully navigating interpersonal relationships is an inherent quality for effective managers and is imperative to an organisation's positive culture. Communication between persons, teams and other organizations has undergone a massive change today with the use of technology, and the use of social media has exponentially increased. There is a big change in the way communication takes place today, 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. The course not only helps participants explore foundational curricula in communication theories and research methods that are then applied to communication contexts; 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.

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 an awareness of Cyber Loafing and Phubbing and develop strategies to overcome them in self and in others

Participant Profile

Senior and Middle Level Executives responsible for Human Resource Management, including line functionaries. This course is ideal for professionals and leaders at all career stages.

Data Analytics and Big Data Technologies

Programme Director:

Priya Verma

Dates:

Jun 10-12, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

A deeper understanding of Data Analytics and Big Data Technologies is essential in today's data-driven business environment. This programme equips participants with the skills needed to navigate complex datasets, extract valuable insights, uncover patterns, and make informed decisions that drive organizational success and innovation. As organizations embrace data-driven strategies for competitiveness, the need for skilled individuals with these skill sets continues to rise.

Data Analytics and Big Data Technologies extend their impact beyond individual organizations, influencing the economic and social landscapes of countries. By training individuals, this programme contributes to enhanced workforce productivity, innovation, and economic growth. Senior managers require up-skilling in these technologies to ensure organizations can fully leverage data-driven strategies. Through effective leadership and strategic direction, up skilled senior and mid-level managers and a proficient workforce can create a positive impact on organizational performance, fostering innovation, and driving sustainable growth.

Impact

- ◆ **Improved Decision-Making:** Learning Data Analytics and Big Data Technologies helps individuals make better decisions by providing insights from data, leading to smarter choices in various aspects of life.
- ◆ **Enhanced Services:** By using Data Analytics and Big Data Technologies, people can identify areas for improvement in services they use, leading to better experiences and outcomes.
- ◆ **Increased Efficiency:** With the ability to analyze data efficiently, individuals can streamline their tasks, reduce wasted time, and optimize their resources for maximum effectiveness in their personal and professional lives.
- ◆ **Strategic Planning:** Leveraging insights from Data Analytics and Big Data Technologies allows individuals to plan and prioritize their goals more effectively, leading to better outcomes and success in their endeavors.

Participant Profile

Senior and Middle-level Officers working in the State/Union Departments of – Planning, Economics & Statistics, Commerce & Industries. Middle and Senior Level Managers working in the 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 and any Data Analytics Enthusiasts.

Mastering Social Media Marketing: Concepts and cases

Programme Director: Venkata K Emani	Dates: Jun 10-12, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Dec 16-18, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST

Programme Overview

In an era defined by the power of social media, this programme will serve as a compass, guiding the participants through the intricate landscape of social media marketing with precision and expertise. It will delve into the fundamental concepts, dissect compelling case studies, and arm the participants with the tools and strategies needed to thrive and excel in the ever-evolving realm of social media marketing. The participants will be exposed to hands-on exercises covering content creation, management, advertising tactics, and promotion techniques across major social media platforms. The Programme will also cover the analysis and optimization aspects, provide insights into social media analytics, measurement tools, and community engagement strategies. Overall, the participants will gain actionable insights, acquaint with the best practices, and develop the confidence to navigate the landscape of social media marketing for better brand visibility and customer engagement.

Impact

Participants would have developed these key skills after the programme:

- ◆ Develop a deep understanding of social media marketing fundamentals
- ◆ Learn practical skills to create and implement effective strategies across various platforms
- ◆ Create compelling content and manage advertising campaigns with precision
- ◆ Interpret and apply the analytics data for informed decision making
- ◆ Engage with online community more confidently
- ◆ Effectively navigate the challenges and opportunities presented by social media.

Participant Profile

This programme is designed for marketing managers, entrepreneurs, communication and PR Professionals, and enthusiasts at all levels across industry sectors such as Banking, Financial services, Insurance, Oil & Gas, Fertilizer, Energy, Tourism and Hospitality, Telecom, IT, Retail and Consumer Goods etc.

Public Procurement Principles and GeM

Dates:
Jun 10-14, 2024

Fee:
Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Director:
B V N Sachendra

Dates:
Jan 20-24, 2025

Fee:
Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Public Procurement is a mechanism by which Government Departments 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 optimised 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.
- ◆ Managing stress and time effectively
- ◆ Fostering innovation and creativity in work place

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.

Transforming Organisation Culture

Programme Directors:

Amar Chegu /
Tanusree Chakraborty

Dates:

Jun 10-14, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Cultures evolve to enable business performance in each environment. The deep hierarchies of yesterday's successful behemoths in private business, public sector, government are no longer suitable for today's shifting, changing environment. Organisations that have flattened their hierarchies for responding rapidly: to frequent shifts in external circumstances, to specific changes in customer requirements, are continuing to grow. It is a given, when external environment shifts, an organisation's culture needs to evolve to a more suitable work design that enables better work delivery.

People at the helm of business functions, business divisions, government departments, organisations, know how resistant an organisation is to change. The focus of this programme is on developing insights that may be implemented in stewarding culture change in their respective organisations.

Objectives

- ◆ Understand basis for developing and evolving organisation culture.
- ◆ Develop clarity about present organisation culture and required organisation culture, for ensuring organisational survival and growth.
- ◆ Learn to use suitable tools and develop suitable practices for evolving organisational culture.

Impact

- ◆ Insights that enable organisation culture change - business models, strategic change, leveraging technology,
- ◆ Application of frameworks, tools, and techniques to co-examine organisational cultural norms - present and those needed in the future.
- ◆ Identifying basis for effecting strategic change to transform organisation culture.
- ◆ Mapping competencies required for new organisational culture.
- ◆ Clarity of roles and process to transform organisation culture.

Participant Profile

CXOs, Heads of Functions, Heads of Business Divisions, Key Change Agents (Senior Management) of private sector, public sector and government departments.

Data-Driven Decision-Making Using No Code AI/ML and Business Intelligence Tools

(Jointly conducted by Administrative Staff College of India (ASCI) and State Bank Staff College (SBSC))

Programme Director: Karnak Roy	Dates: Jun 10-15, 2024	Fee: Rs. 65,000+ Applicable GST
	Dates: Jul 01-06, 2024	Fee: Rs. 65,000+ Applicable GST
	Dates: Oct 14-19, 2024	Fee: Rs. 65,000+ Applicable GST
	Dates: Dec 02-07, 2024	Fee: Rs. 65,000+ Applicable GST
	Dates: Jan 06-11, 2025	Fee: Rs. 65,000+ Applicable GST

Programme Overview

The financial industry is undergoing a paradigm shift, where the convergence of advanced analytics, artificial intelligence (AI), and machine learning (ML) is reshaping client engagement. In this context, the programme titled “Data-Driven Decision Making Using No Code AI/ML and Business Intelligence Tools” emerges as a strategic response to the escalating demand for Relationship Managers (RMs) and Marketing & Sales Teams of banks to be experts in presentation skills and no-code AI and ML applications. As customer expectations evolve and competition intensifies, the imperative for RMs to make data-driven decisions has never been more pronounced. This programme is meticulously designed to empower RMs with skills essential for interpreting and leveraging vast datasets, employing AI and ML for predictive insights, and navigating the complexities of relationship management with a no-code approach. By bridging the gap between technical advancements and practical implementation, the course ensures that RMs are not only equipped to harness the power of AI and ML but also make it possible to use no-code platforms for streamlined presentation skills and customer satisfaction. Through this comprehensive curriculum, participants will gain hands-on experience in transforming data into actionable intelligence, allowing them to provide personalized services, mitigate risks, and elevate the overall client experience. The training programme will also focus on other marketing-related digital initiatives of the bank, like CRM (Customer Relationship Management), Data analytics in banking and Digital tools.

The course will provide hands-on learning experience, ensuring participants gain a deep understanding of analytics concepts and their practical applications within the banking sector. The one-week programme split between the SBI Staff College and ASCI Bella Vista Campus, is carefully designed to cover key aspects of business analytics relevant to various roles in the banking industry.

Participant Profile

Relationship Managers (RMs), Marketing & Sales Teams, Product Managers, Other Innovation and Strategy Professionals

This programme is designed to empower these professionals with the skills and knowledge necessary to navigate the intersection of relationship management, advanced analytics, and emerging technologies, contributing to their success in client-focused roles within the financial sector.

Certificate Course on Prevention of Sexual Harassment (Posh) at Workplace

Programme Director: V Deepa Nair	Dates: Jun 26-28, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Feb 05-07, 2025	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST

Programme Overview

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) (PoSH) Act, 2013 was enacted in India with the objective of providing protection against sexual harassment of women at workplace and for the prevention and redressal of sexual harassment complaints. Though the implementation of POSH Act has certainly resulted in significant strides being made in terms of awareness regarding workplace sexual harassment and providing a framework for resolving sexual harassment complaints, the Supreme Court (SC) has in a recent development exposed serious lapses in its implementation and has issued a set of directions to strengthen its enforcement.

The SC emphasized the significance of creating awareness on POSH and directed Organizations & Employers to conduct regular orientation programmes, workshops and seminar and awareness programmes to upskill members of LCs/ICs and to educate women employees about the provisions of the POSH Act and relevant rules and regulations and to familiarize members of the ICs with their duties and the manner in which an inquiry is to be conducted from the point of receipt of the complaint to the submission of the enquiry report. With these directions given by the SC, there shall be increased scrutiny on compliances under the POSH Act and there is an urgent need for employers to look into their policies and practices on prevention of sexual harassment to ensure compliance with applicable laws.

Moreover, with rapidly evolving workspaces and the hybrid working environment, it is important for employers to comply with the POSH Act both in letter and spirit, to ensure a safe and secure work environment free from Sexual Harassment.

This certificate course on POSH is designed to provide individuals and organizations with the knowledge and skills necessary to prevent & address sexual harassment at workplaces. The course generally covers topics such as understanding the legal framework, recognizing various forms of harassment, creating a safe workplace environment, and developing policies and procedures for reporting and handling complaints.

Impact

After completing POSH certification training, an individual can develop a comprehensive understanding of sexual harassment laws and policies. They can acquire skills in identifying, preventing, and addressing instances of harassment in the workplace. Moreover, they learn about the rights, roles, and responsibilities of employees and employers, and how to handle complaints effectively. They can also enhance their knowledge & skills towards gender equality and women's safety at the workplace, thus fostering a healthy work environment for all employees.

Participant Profile

This Course is suitable for Employers, Individuals, IC Members, HR Professionals, Legal Professionals, Trainers, Practitioners, NGOs and all those who are involved in the implementation of the POSH Act.

Agile Leadership Today and Tomorrow

Programme Director:

Tanusree Chakraborty

Dates:

Jun 26-28, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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.

Achievement Orientation

Programme Director:

Tanusree Chakraborty

Dates:

Jul 01-03, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The 'Achievement Orientation' programme is a comprehensive 5-day training designed to help participants develop an achievement-oriented mindset for personal and organizational success. Through interactive sessions, case studies, and experiential learning activities, participants will learn strategies to set and achieve meaningful goals, overcome obstacles, and maintain motivation in challenging situations. The programme is designed to holistically develop leadership and management skills, starting with enhancing personal effectiveness and understanding new-age leadership roles. It covers key modules such as understanding achievement orientation, setting and achieving goals, maintaining motivation, developing a growth mindset, and effective time management. The programme then focuses on working effectively with teams, resolving conflicts, and fostering team spirit. It also emphasizes effective managerial communication, including verbal and written skills, presentation techniques, and emotional intelligence. Additionally, participants will learn about project and contract management, data-driven decision-making, and embracing digital innovations. The programme culminates in fostering innovation, creativity, and an entrepreneurial mindset in the workplace. Participants will benefit from enhanced goal-setting skills, improved resilience, greater motivation, and the development of a growth-oriented mindset. Organizations can expect increased employee engagement and satisfaction, improved productivity, enhanced innovation, and the development of a high-performance culture. Overall, the programme aims to empower participants to excel in their personal and professional lives by cultivating an achievement-oriented mindset.

Objectives

- ◆ Help participants define clear, aligned goals with personal aspirations and organizational objectives.
- ◆ Increase intrinsic motivation by fostering purpose, passion, and determination.
- ◆ Develop a growth-oriented attitude that embraces challenges and learns from failures and learning to learn.
- ◆ Encourage focus on outcomes and results, promoting consistent efforts for tangible achievements.
- ◆ Cultivate a culture of continuous learning and development for skill refinement.
- ◆ Provide tools for effective goal setting, strategic planning, and resource allocation.
- ◆ Promote innovative thinking and problem-solving approaches, encouraging creativity and adaptability.

Impact

- ◆ Align personal goals with organizational objectives, fostering coherence.
- ◆ Cultivate purpose, leading to increased productivity and satisfaction.
- ◆ Embrace challenges as learning opportunities, fostering adaptability.
- ◆ Prioritize outcomes, improving work practices and performance.
- ◆ Refine skills over time, fostering innovation and dynamism.
- ◆ Effective planning: Optimize goal setting and planning, improving efficiency.
- ◆ Explore new ideas, enhancing problem-solving approaches.

Participant Profile

Managers from all specializations and functional areas will benefit from this programme on achievement orientation. It is designed for executives across diverse areas such as Human Resource Management, Marketing, Finance, Operations, and Strategy. Professionals and leaders at all career stages, from entry-level to experienced managers, are welcome to participate to enhance their skills and knowledge in achievement orientation.

Alternative Dispute Resolution Mechanisms to the Civil Court System

Programme Director:

B V N Sachendra

Dates:

Jul 01-05, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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 mechanism.

Impact

The Programme is intended to provide a comprehensive perspective on the concepts, principles, provisions, latest happenings and best practices of Alternative Dispute Resolution to the Civil Court Systems 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 (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.

Inventory Management Strategies

Programme Director:

B V N Sachendra

Dates:

Jul 08-10, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In today's economy, organisations 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, organizations 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- InTime (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.
- ◆ 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.
- ◆ Facilitate reduction of excess inventory and investment in the right inventories for better customer service, better investment turnover and greater profits.

Participant Profile

Middle and 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.

Leveraging CRM for Sales Success

Programme Director:

Venkata K Emani

Dates:

Jul 8-10, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

This programme will embark on a transformative journey to unlock the full potential of Customer Relationship Management (CRM) systems in driving sales excellence. In a rapidly evolving marketplace, the ability to effectively manage customer relationships is paramount to sales success. This Programme will delve into the fundamentals of CRM, explore advanced strategies for maximizing customer insights, and empower the participants with the tools and techniques needed to optimize sales processes and drive performance. The participants will navigate the intricacies of CRM implementation, harnessing its power to not only streamline sales workflows but also to foster stronger customer relationships and achieve sustained business growth.

Impact

Participants would have developed these key skills after the programme:

- ◆ gain a deep understanding of CRM fundamentals
- ◆ learn how to integrate CRM seamlessly into their sales processes, resulting in increased efficiency and effectiveness
- ◆ Learn to Harness the Power of CRM Analytics
- ◆ Build stronger customer relationships
- ◆ Improve communication and interaction with customers for better outcomes
- ◆ Attain a tangible improvement in sales performance and productivity

Participant Profile

This programme is designed for Sales and Marketing Managers, entrepreneurs, CRM Professionals, and enthusiasts at all levels across industry sectors such as Banking, Financial services, Insurance, Oil & Gas, Fertilizer, Energy, Tourism and Hospitality, Telecom, IT, Retail and Consumer Goods etc.

Financial Modeling in Excel: A Hands-on Approach

Programme Director:

M M Ali

Dates:

Jul 15-19, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Financial Modeling Using Excel programme is designed to equip participants with the essential skills required for preparing expected financial statements, predicting the financial performance of companies, and utilizing valuation tools. Through a combination of historical performance data and carefully crafted assumptions, this programme will empower managers to create robust, error-free financial models while adhering to industry best practices. Financial modeling plays a pivotal role in various facets of the financial world. Investment bankers rely on it for valuing companies, research analysts utilize it to scrutinize an organization's financial projections, credit analysts gauge risk factors, project managers assess financial viability, and financial analysts determine the value of companies in merger and acquisition scenarios. Furthermore, it serves as a crucial tool for devising funding plans encompassing both debt and equity components.

Over the course of five days, participants will delve into the intricacies of forecasting a company's future results and projecting its financial performance. This will be achieved by seamlessly integrating principles from accounting, finance, and key business metrics. The programme aims to not only broaden but also deepen participants' understanding of financial theory and practice. It will demystify the implementation of financial models and techniques, empowering individuals to make informed financial decisions. Participants will gain the knowledge and skills needed to excel in financial modeling using the versatile tool, Microsoft Excel.

Impact

- ◆ Gain an in-depth understanding of financial forecasting.
- ◆ Apply several support tools and techniques in spreadsheet programmes.
- ◆ Create models with multiple scenarios.
- ◆ Design and construct useful and robust financial modeling 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 modeling and obtain practical insights into the subject. The programme is also applicable to those executives who are responsible for achieving performance targets and making decisions based on financial information.

Project and Contract Management

Programme Director:

Vilas Shah

Dates:

Nov 18-22, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Director:

BVN Sachendra

Dates:

Jan 06-10, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Project Management is all about knowing exactly the purpose and goals of the project, planning for methodology to achieve the goals, the resources required how long it will take to achieve the goals, the risks involved in executing the work, and measures to manage the risks. Projects, when managed scientifically, will help the managers achieve all the organizational goals by meeting customers' expectations within the time and budgetary limits.

As customers are becoming more affluent day by day, organisations – whether Government Departments or Public Sector Units or Private Sector Enterprises, irrespective of their size and nature of operations, are being compelled to work in project mode. The need for cross-functional coordination; human aspects of project success; intricacies of project formulation, planning, effective implementation and evaluation have become the key success areas of project management expertise

In addition, recent developments in business environment have resulted in significant changes in contractual relations and challenges in sustaining the relations. Today, organisations have a wider choice in deciding on their contracting partners and contract management methodologies. Contract failures not only result in financial losses but also have cascading adverse effects on performance, because of disruption of work; counterproductive activities like arbitration and litigation; loss of goodwill; and so on. As a result, working in project mode and managing contracts for supply of goods and services has become a predominant activity. Thus, it has become imperative for executives at various levels to acquire the knowledge and skills of Project and Contract management.

Impact

This programme will aim towards meeting the current needs of a manager / executive / officer 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 issues and learn from each others' experience.

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.

Financial Analytics for Decision-Making

Programme Director:

M M Ali

Dates:

Jul 22-26, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

In today's dynamic business landscape, the strategic significance of financial analytics in guiding decision-making has become more important than ever before. Navigating through intricacies in a rapidly changing environment demands a proficiency in harnessing and interpreting financial data – a competence now deemed indispensable. This imperative has led to the creation of the programme, "Financial Analytics for Decision-Making," meticulously tailored to meet this pressing need. The programme aims to endow participants with a profound understanding of strategically applying analytics in the financial domain.

Serving as a dynamic platform for executives, this initiative provides valuable insights into leveraging analytics for extracting meaningful patterns, trends, and insights from financial data. In an era where data-driven decision-making is paramount, the programme is designed to equip participants with analytical skills essential for making informed choices that propel organizational success.

Through a carefully crafted curriculum, the programme delves into key facets of financial analytics, covering predictive modeling, risk analysis, and performance evaluation. Participants will not only gain theoretical knowledge but also develop practical proficiency in utilizing analytical tools and techniques. This hands-on approach empowers them to unravel complex financial scenarios, contributing strategically to their organisations.

Impact

- ◆ Develop expertise in utilizing regression models to predict and interpret financial outcomes.
- ◆ Learn ARCH and GARCH models to quantify and manage financial volatility and associated risks.
- ◆ Acquire skills in ARIMA and ARMA models for accurate time series analysis and forecasting.
- ◆ Grasp co-integration concepts to understand and leverage long-term relationships in financial variables.
- ◆ Assess causal relationships using Granger causality tests for informed decision-making.
- ◆ Apply regression, time series modeling, and other statistical methods to solve complex financial challenges in a capstone project.
- ◆ Develop skills to interpret and effectively communicate statistical insights to stakeholders.

Participant Profile

"Financial Analytics for Decision-Making" welcomes professionals from diverse backgrounds, including Financial Analysts, Risk Management Professionals, individuals in Finance and Accounting, Data Analysts, and Business Consultants. Executives seeking to enhance their analytical skills for data-driven decision-making in the financial domain will find this programme highly relevant. The inclusive nature of the curriculum accommodates participants from various sectors, ensuring that individuals with different professional backgrounds can benefit from the programme's insights and practical proficiency in financial analytics.

People Management towards Performance Excellence

Programme Director:

Tanusree Chakraborty

Dates:

Jul 22-26, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The "People Management towards Performance Excellence" training programme is designed to equip participants with the skills and strategies needed to effectively manage people and drive performance excellence within their teams. Through a comprehensive curriculum focusing on team building, performance evaluation, feedback mechanisms, and fostering a culture of continuous improvement, participants will develop a deeper understanding of effective people management practices. This will enable them to apply these skills in their day-to-day interactions with team members, leading to enhanced motivation and engagement among employees. By learning how to evaluate performance effectively and provide constructive feedback, participants can contribute to improved individual and team performance. The programme also aims to enhance participants' leadership skills, enabling them to lead diverse teams more effectively and contribute to their career growth. For organisations, the programme offers several benefits, including improved team performance and productivity, better retention of top talent, and the development of a pipeline of skilled leaders who can drive performance excellence. Additionally, implementing the programme's principles can create a more positive and collaborative work environment, leading to higher employee satisfaction and lower turnover. Overall, the "People Management towards Performance Excellence" training programme is designed to benefit both participants and organizations by enhancing skills, improving performance, and fostering a culture of excellence and continuous improvement. This programme offers benefits to participants from all functional areas, as effective people and performance management is crucial for every individual within an organization, regardless of their department.

Objectives

- ◆ Understand the principles of effective people management.
- ◆ Learn strategies for motivating and engaging employees.
- ◆ Develop skills in performance evaluation and feedback delivery.
- ◆ Foster a culture of collaboration, communications and continuous improvement.
- ◆ Enhance leadership effectiveness in managing diverse teams.
- ◆ Improve retention of talent through effective people management practices.

Impact

- ◆ Increased employee motivation and engagement.
- ◆ Improved team performance and productivity.
- ◆ Enhanced leadership effectiveness in managing diverse teams.
- ◆ Strengthened skills in performance evaluation and feedback delivery.
- ◆ Cultivation of a culture of collaboration and continuous improvement.
- ◆ Better retention of talent through effective people management practices.

Participant Profile

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

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

(with the technical support of The World Bank)

Programme Directors:

B V N Sachendra / Rutwik Phatak

	Dates:	Fee:
Comprehensive Programme	Jul 22-Aug 02, 2024	Rs. 1,25,000 (US \$ 1953) +Applicable GST
Module 1	Jul 22-26, 2024	Rs. 70,000 (US \$ 1086) +Applicable GST
Module 2	Jul 29-Aug 02, 2024	Rs. 70,000 (US \$ 1086) +Applicable GST

Programme Directors:

B V N Sachendra / Rutwik Phatak

	Dates:	Fee:
Comprehensive Programme	Feb 03-14, 2025	Rs. 1,25,000 (US \$ 1953) +Applicable GST
Module 1	Feb 03-07, 2025	Rs. 70,000 (US \$ 1086) +Applicable GST
Module 2	Feb 10-14, 2025	Rs. 70,000 (US \$ 1086) +Applicable GST

Programme Overview

Procurement encompasses the process of engaging contractors, suppliers, and consultants for various construction works, facilities, or the supply of goods/equipment required for development projects. Funding for these endeavors often comes from loans or grants provided by International Financial Institutions (IFIs) such as the World Bank, Asian Development Bank, and others.

The procurement function is a significant aspect of project implementation but is often hindered by challenges such as a shortage of trained personnel. The presence of skilled officials capable of handling complex procurement operations in line with the procedures of funding agencies is crucial. This lack of expertise has been cited as a primary cause of delays and cost overruns in numerous projects worldwide.

Over the past 30 years, the Administrative Staff College of India, with technical support from the World Bank, has been offering a programme to aid borrowers in comprehending, enhancing, and expediting procurement operations. Operating on a self-sustaining basis, this programme aims to equip participants with the knowledge and skills necessary to navigate procurement processes effectively.

This Programme explores, explains and clarifies the World Bank's 2016 Procurement Regulations, subsequent policy updates, and the Standard Procurement Documents in detail.

The programme is designed in a modular format. Participants have an option to join the first module or the second module or both the modules depending on their interest, seniority and availability of time.

Module 1 covers the Fundamentals of Procurement, e-Procurement, Systematic Tracking of Exchanges in Procurement (STEP), the Approved Methods and Standard Documents for Procurement of Works, Goods and Non-Consultancy Services and commonly faced issues such as Abnormally Low Bids.

Module 2 covers advanced aspects such as the Strategic Approach to Procurement, Sustainable Procurement, Rated Evaluation Criteria, EPC & Design-Build Contracts, Public Private Partnerships, Contract Management, and the Approved Methods and Standard Documents for Procurement of Consultancy Services.

The Programme is designed in such a way a participant can join either of the modules independently. However, ASCI strongly recommends participants to attend both the modules for a comprehensive understanding of the topic.

Objectives

At the end of the Programme, 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 (as revised from time to time) and associated procurement documents.

Module 1 aims to impart fundamental knowledge and skills necessary to manage and supervise procurement function in Projects financed by The World Bank.

Module 2 will acquaint participants with emerging & strategic areas in Procurement. Participants attending the Comprehensive Programme will be able to competently and effectively strategize, plan and carry out the procurement activities in accordance with the World Bank's Procurement Regulations of July 2016 (as revised from time to time) and associated procurement documents.

Participant Profile

The Programme is primarily aimed at meeting the knowledge needs of officials working in the World Bank funded projects under various Central Ministries, State Governments and Public Sector Undertakings. This Programme extensively deals with the public procurement procedures and hence would be useful for all senior officials working in projects, procurement, contract and implementation functions with goods and equipment suppliers, civil works contractors and consultancy firms.

Data Analytics in Supply Chain Management

Programme Directors:

B V N Sachendra /
Priya Verma

Dates:

Aug 05-07, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Supply Chain Management is essential for optimizing operations and ensuring the seamless flow of goods and services in today's dynamic global economy. Organizations must adapt to changing market demands and technological advancements, such as the rise of e-commerce and digitalization, which increase complexity in supply chain networks and emphasize the importance of agility and resilience. Analytics is transforming supply chain management by providing actionable insights from vast amounts of data. Organizations can leverage predictive and prescriptive analytics techniques to optimize inventory levels, reduce lead times, and enhance overall performance, empowering them to innovate, improve productivity, and gain a competitive edge.

The impact of data analytics extends beyond individual organizations, influencing entire industries and countries. For government organizations, data analytics plays a crucial role in optimizing public sector supply chains, improving procurement processes, enhancing supply chain transparency, and ensuring efficient service delivery to citizens.

However, to fully realize the benefits of data analytics, managers must be upskilled in analytical techniques and tools. Upskilled managers and workforce can drive innovation, efficiency, and sustainability across the supply chain. Moreover, expertise in analytics equips professionals with the capability to analyze complex data sets, make informed decisions, and take on larger responsibilities within their organizations. By leveraging data analytics, professionals can identify growth opportunities, optimize processes, and drive strategic initiatives, contributing to organizational success and personal career advancement. Ultimately, data-driven decision-making contributes to a more transparent, accountable, and resilient supply chain ecosystem, creating positive impacts on organizations, governments, and society as a whole.

Impact

This programme offers practical exposure through case studies, hands-on projects, and simulation exercises in applying analytics to create following impact for the participants:

- ◆ Comprehensive understanding of the role and significance of data analytics in optimizing supply chain operations, specific techniques for collection, integration, and preprocessing of supply chain data, and descriptive and predictive analytics methodologies to derive actionable insights from data.
- ◆ Provide insights into demand forecasting, inventory optimization, and logistics analytics using data-driven approaches.
- ◆ Examine emerging technologies such as AI, IoT, and blockchain, and their impact on future trends in supply chain analytics.

Participant Profile

This programme is suited for Middle and Senior level Executives, Engineers, Officers and Managers from Government Departments, Public Sector Enterprises, Manufacturing Industries, Research and Development Agencies, who are aspiring to advance their careers by learning to leverage analytics in improving operational efficiencies and achieving business outcomes. It will also be very useful to managers who are involved in activities pertaining to forecasting or demand management, sales and operations planning, production planning, material requirements planning and inventory reduction.

Navigating Cross Cultural Diversity

Programme Directors:

Amar Chegu /
Tanusree Chakraborty

Dates:

Aug 05-07, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

We are all shaped by our climate, social environment, emergent culture. We behave, transact, co-exist based on the context that we perceive as useful for survival and growth. Our workplaces are far-flung and across countries. Cross-cultural training helps executives across all levels, who are working for businesses operating in multiple countries, to prepare to thrive by providing them a cultural sensitivity towards their colleagues, clients and other stakeholders in various geographies and thereby collaborate effectively to deliver superior results.

To be able to work effectively towards the organisation's goals while imparting meaning to the workforce, requires:

- ◆ Development of deeper awareness between people (of different regions, demographics, backgrounds, social conditioning) to promote clear lines of communication and better relationships that inform sustainable growth.
- ◆ Approaching conflicts objectively to understand, resolve them meaningfully and build deep relationships.
- ◆ Explaining the business' cohesive policy and approach.

Objectives

- ◆ Accepting that cultural differences exist for a reason; learning to know and respect them to engage effectively for results;
- ◆ Identifying cross-cultural gaps on eight cultural parameters to be enable building agreement, goal clarity and common commitment and coordinated action;
- ◆ Learning to evolve group skills that build cohesiveness across cultures more rapidly;
- ◆ Start contributing to cultural emergence within the organisation by being using practical tools and tackles to grow profitably.

Impact

- ◆ Improvement of employee satisfaction and productivity
- ◆ Enabling business to build relevance and stay competitive.
- ◆ Creating an inclusive environment that is open and fosters creativity that is necessary for uncertain times.
- ◆ Diminishment of harassment and discrimination issues due to greater sensitivity

Participant Profile

Key Senior Manager-Leaders and Middle Manager-Leaders of private sector, public sector, and government departments, transacting across geographies within India and abroad.

Public-Private Partnerships (PPP) in Infrastructure: Potential and Pitfalls

Programme Directors:

V Deepa Nair / Ravi Peri

Dates:

Aug 05-07, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Public-private partnerships (PPP) are integral to the development of infrastructure, offering a collaborative approach between the public and private sectors to address public purpose and societal needs. However, effectively navigating the intricacies of PPP demands a nuanced understanding of foundational concepts, procurement processes, financial considerations, and risk management strategies. This three-day programme is meticulously designed to empower participants with practical insights and interactive sessions, thereby enhancing their capacity to engage adeptly with PPP initiatives. The programme on PPP will cover foundational concepts, procurement processes, financial considerations, and risk management strategies. The focus on practical insights and interactive sessions will enhance participants' understanding and skills in engaging effectively with PPP initiatives.

Objectives

- ◆ Empowerment through Knowledge: Participants will be acquainted with experience-based tools and techniques for effective PPP project conceptualizing, planning, implementation, and monitoring, enabling them to execute PPP projects with realism and proficiency.
- ◆ Informed Decision-Making: PPPs are neither a panacea for infrastructure problems, nor a devolution of all responsibility on to either the public sector or the private sector. By providing participants with the skills to make well-informed decisions under uncertainty, the programme aims to instil confidence in their ability to navigate the complexities of PPP projects and mitigate risks effectively.
- ◆ Enhanced Understanding of PPP Project Implementation: Understanding the structuring, risk allocation, and legal aspects of PPP contracts is essential for the success of PPP projects. Through in-depth exploration of these principles, participants will be better equipped to negotiate, administer, and monitor PPP projects, thereby maximizing value for all stakeholders, particularly the users and value for money.
- ◆ Knowledge Exchange and Collaboration: The programme will provide a unique platform for executives from diverse backgrounds and organizations to come together, share experiences, and collaboratively address challenges in PPP project experience, misconceptions, and expectations. By fostering a culture of knowledge exchange and collaboration, the programme seeks to catalyse innovation and drive excellence in PPP implementation.

Impact

In today's dynamic landscape, where demands for infrastructure are ever-increasing, the significance of PPP cannot be overstated. This programme seeks to bridge the gap between theory and practice by equipping participants with the requisite tools and techniques for successful PPP conceptualization, structuring, and implementation. By fostering a deeper understanding of PPP, project structuring principles, challenges, and project implementation best practices, the programme aims to empower participants to navigate the complexities of PPP projects with confidence and competence.

Participant Profile

Executives, officers, and managers responsible for project planning, financing, and implementation, whose mandate includes PPP project options. The participants will be from across various organizations, including government departments, public sector enterprises, development authorities, financial institutions, infrastructure companies, and infrastructure service organizations. The focus will be on practitioners seeking to enhance their skills or looking to broaden their understanding of PPP in infrastructure.

Forensic Analytics

Programme Director:

M M Ali

Dates:

Aug 05-09, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

In today's rapidly evolving business landscape, the demand for professionals equipped with advanced skills in forensic analytics continues to soar. As financial crimes become increasingly sophisticated, organizations seek individuals capable of navigating complex data landscapes and safeguarding against potential threats. Our 'Programme in Forensic Analytics' emerges as a pivotal resource for professionals looking to stay ahead in the fight against financial misconduct. This programme is meticulously curated to offer participants an in-depth comprehension of the principles and techniques within forensic analytics. Tailored to empower professionals, it serves as a robust defense against fraud, immersing participants in the realms of financial investigations, fraud detection, and data analytics. Through hands-on experiences with cutting-edge tools and methodologies, individuals will gain practical expertise to navigate the challenging landscape of forensic analytics.

Forensic analytics emerges as a strategic pillar in modern business, contributing significantly to asset protection, regulatory compliance, and reputation management. As financial crimes continue to evolve, the demand for professionals well-versed in forensic analytics has reached unprecedented heights. This programme is a catalyst for participants, arming them with the requisite tools and knowledge to adeptly navigate the dynamic landscape of financial fraud detection and prevention.

Impact

- ◆ Acquire a deep understanding of the fundamental principles and techniques of forensic analytics.
- ◆ Apply theoretical knowledge effectively using cutting-edge tools in practical scenarios.
- ◆ Develop the ability to proactively detect and prevent financial irregularities.
- ◆ Cultivate expertise in analyzing complex financial data through hands-on experience.
- ◆ Incorporate forensic analytics insights into strategic decision-making processes.

Participant Profile

The Programme in Forensic Analytics is crafted for professionals across various sectors, including Financial Analysts, Data Analysts, Risk Management Professionals, Compliance Officers, Auditors, Law Enforcement, Business Consultants, Business Owners, Managers, and individuals in Finance and Accounting. This inclusive programme provides valuable insights and skills applicable in diverse professional domains. It is equally suitable for executives and senior executives from non-finance functions, empowering them to enhance financial acumen and contribute strategically to overall business success. Ideal for managers, team leaders, entrepreneurs, and small business owners, the programme enables participants to align decision-making with organizational financial goals, driving success through a deeper understanding of forensic analytics.

Optimizing Auction Performance: Strategies, Tools and Techniques

Programme Directors:

Vilas Shah / Karnak Roy

Dates:

Aug 07-09, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In today's competitive landscape, effective auction management is crucial for maximizing outcomes. The programme "Optimizing Auction Performance: Strategies, Tools, and Techniques" offers a deep dive into the multifaceted world of auctions, tracing their roots from game theory. Participants will explore various auction forms, dissecting their unique characteristics and strategic implications. The curriculum unfolds with an exploration of bidding strategies, unravelling the intricacies that underlie successful auction participation. Delving into the realm of cartelization, the programme investigates how collusion among participants can influence auction outcomes, providing valuable insights for strategic decision-making. This programme combines theory with real-life examples to help participants understand auctions better and gives them practical strategies to confidently navigate different auction situations.

Objectives

- ◆ To discuss various forms of auctions and its genesis from game theory
- ◆ To understand underlying strategy for auction bidding
- ◆ To understand cartelization and its impact on auctions

Impact

- ◆ Understanding Auctions: Overview of auction types - English, Dutch, sealed-bid, etc.
- ◆ Game Theory Fundamentals: Tracing the roots of auction theory and its relevance.
- ◆ Strategic Bidding: Analyzing optimal bidding approaches for different auction formats.
- ◆ Risk Management: Assessing risk and reward in auction participation.
- ◆ Cartel Dynamics: Exploring collusion among participants and its impact on auction outcomes.
- ◆ Regulatory Perspectives: Understanding legal implications and measures against cartelization.
- ◆ Simulation Exercises: IPL SIMULATION

Participant Profile

Coal industry representatives, Mining industry personnel, particularly from coal mining companies, Government officers from the transportation sector, Officials specializing in minor minerals management, Municipal officers, particularly associated with auction management, Government officers from any state dealing with auction, Steel industry professionals, particularly from steel manufacturing companies, Employees from various Public Sector Undertakings (PSUs) who are involved in auction management.

Trade and Sustainability

Programme Director:

Sweetie Pandey

Dates:

Aug 07-09, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

With trade catalyzing global economic growth, it has become essential to integrate sustainability principles into trade policies and practices. Environmental concerns such as climate change, resource depletion, and pollution pose significant challenges to long-term trade viability. With evolving international trade barriers, it is important to understand how global policies (such as CBAM), market dynamics, and consumer preferences are shaping the demand for environmentally responsible products and production processes.

The three-day training programme aims to equip the participants with comprehensive insights into the intersection of trade policies and sustainability practices. The programme will delve into national and international efforts to promote green and sustainable practices, explaining the importance of sustainable production processes in the light of evolving trade regulations. Participants will gain an understanding of the repercussions of high carbon footprints on market access and explore strategies, tools, and technologies to address forthcoming trade barriers. Through interactive sessions, case studies, and expert discussions, participants will uncover best practices and the respective roles of companies and governments in driving sustainable trade.

Impact

- ◆ Comprehensive understanding of the interplay between trade policies and sustainability.
- ◆ Understanding evolving trade policies, sustainable production processes, and their significance in global trade.
- ◆ Exploration of practical knowledge and methods to navigate evolving trade regulations.

Participant Profile

Executives from private sector companies, state/union government departments, and public sector undertakings.

Legal Aspects of Contract Management and Administration

Programme Director:

B V N Sachendra

Dates:

Aug 12-14, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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 finalised 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; counterproductive 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 /organisations 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
- ◆ 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, Purchase 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.

Sustainable Public Procurement

Programme Director:

Rutwik Phatak

Dates:

Aug 12-14, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

A comprehensive 3-day programme designed to empower public procurement professionals, government officials, and public sector managers with the knowledge and skills necessary to **integrate sustainable practices into procurement processes**.

Over the course of three days, participants will delve into topics such as **Sustainable Development Goals (SDGs)**, global and regional Sustainable Public Procurement policies, incorporating environmental criteria in specifications, sustainable supply chain management, and legal considerations.

Through a combination of **interactive lectures, case studies, and practical workshops**, attendees will gain practical insights and strategies for adopting sustainable procurement processes at their workplace. The programme aims to equip participants with the ability to make informed decisions that promote sustainability in public procurement, fostering positive environmental impact.

Objectives

- ◆ To sensitize participants about the need for incorporating sustainability considerations in procurement decisions.
- ◆ To acquaint participants about existing sustainable procurement policies and standards.
- ◆ To discuss practical examples and implementable solutions pertaining to sustainable procurement.

Participant Profile

- ◆ Officials involved in the functions of engineering, procurement, contract management, materials management, administration, audit, vigilance, etc. at various government ministries, departments, attached offices, autonomous bodies, academic institutions, etc.
- ◆ Managers looking after relevant functions in Public Sector Enterprises
- ◆ Officials involved in implementation of projects supported by the World Bank, Asian Development Bank, JICA, New Development Bank, NABARD, etc.

Strategies for Cost Leadership

Programme Director:

M M Ali

Dates:

Aug 19-23, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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. The programme provides the participants with valuable insights into the activity-based analysis of 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 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
- ◆ To exemplify the significance of creating competitive advantage through cost leadership
- ◆ To develop skills in using tools like Activity Based Costing (ABC), Target Costing & Benchmarking

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.

Leadership, Mindfulness and Management Excellence

Programme Director:

Tanusree Chakraborty

Dates:

Aug 19-23, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The Leadership, Mindfulness, and Management Excellence is a comprehensive and transformative training programme that integrates cutting-edge mindfulness practices into leadership and management principles. It is meticulously designed to enhance overall team performance, drive organizational excellence, and cultivate a culture of mindfulness and innovation. Participants will embark on a journey of self-discovery and skill development, exploring how mindfulness can profoundly impact leadership effectiveness, decision-making processes, and team collaboration dynamics. By immersing themselves in mindfulness practices, participants will not only enhance their personal well-being and resilience but also elevate their leadership capabilities to new heights. This programme goes beyond traditional leadership training by emphasizing the importance of mindfulness in fostering a more inclusive, empathetic, and forward-thinking organizational culture. Participants will learn to leverage mindfulness to navigate complex challenges with clarity and composure, leading to improved decision-making and innovative problem-solving approaches. Through interactive workshops, engaging discussions, and practical exercises, participants will develop a deep understanding of mindfulness and its application in leadership and management contexts. They will learn how to create environments that encourage open communication, trust, and collaboration, leading to enhanced team performance and job satisfaction. This programme is designed to empower leaders to inspire and motivate their teams, driving a culture of excellence and continuous improvement.

Objectives

- ◆ Understand the concept of mindfulness and its application in leadership.
- ◆ Develop mindfulness practices to enhance focus and decision-making.
- ◆ Cultivate emotional intelligence and empathy in leadership.
- ◆ Foster a culture of innovation and creativity through mindfulness.
- ◆ Enhance resilience and adaptability in leaders and teams.
- ◆ Improve employee well-being and job satisfaction through mindful leadership practices.

Impact

- ◆ Improved leadership effectiveness and decision-making.
- ◆ Enhanced team performance and collaboration.
- ◆ Increased resilience and adaptability in leaders and teams.
- ◆ Greater innovation and creativity within the organization.
- ◆ Improved employee well-being and job satisfaction.
- ◆ Development of a more inclusive and empathetic leadership style.

Participant Profile

Senior and middle-level executives across various functional areas, including but not limited to Human Resource Management, Marketing, Finance, Operations, and Strategy, are ideal participants for this course. Professionals and leaders at all career stages, from entry-level to experienced managers, who are seeking to enhance their skills and knowledge in this subject are welcome.

General Management Programme for Middle and Senior Level Executives

Programme Director:

B V N Sachendra

Dates:

Aug 26-30, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

In today's complex business environment, it is imperative that organisations 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, organisations 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 organisations will certainly want to equip them with multi-functional knowledge, problem solving capabilities and interpersonal skills.

The proposed programme fulfills this very need of organisations - with a comprehensive, multidisciplinary and cross-functional general management package customised 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 To enrich the knowledge of participants in the effective methodologies of Alternative Dispute Resolution (Negotiation, Mediation, Conciliation and Arbitration) to the Civil Court System.
- ◆ Measure, analyse 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 organisation

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 Organisations are ideal candidates to attend the programme.

Business Responsibility and Sustainability Reporting - An ESG Tool for Sustainability

Programme Directors:

G Balasubramanyam /
Venkata K Emani

Dates:

Sep 02-04, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In today's rapidly evolving business landscape, **sustainability** has become a cornerstone of success. Environmental, Social, and Governance (ESG) considerations are no longer optional but essential elements for businesses aiming to thrive in the long term. Recognizing the importance of ESG and with a view to safeguard the stakeholder's interest, Securities and Exchange Board of India (**SEBI**) had mandated that top 1000 listed companies to submit Business Responsibility and Sustainability Reporting (**BRSR**) vide notifications **dated 10th May 2021** – A mandatory disclosure mechanism reporting their performance on ESG aspects and demonstrate their commitment to responsible business practices. The BRSR format consists of 98 essential indicators and 42 leadership indicators for public disclosure.

As a part of SEBI's mandate, listed entities are required to comply with the BRSR framework, aimed at fostering transparency, accountability, and long-term value creation. Understanding and adhering to these mandatory compliance requirements are not only essential for regulatory alignment but also imperative for companies seeking to thrive in an era where sustainability is integral to business success.

The organisation must involve all the **functional departments**, for effectively reporting the BRSR and to align its operations on sound principles of sustainability. This program is designed to help all the functional departments to enhance their knowledge on BRSR, sustainability principles and tools.

Objectives

- ◆ To enhance the knowledge of the participants on principles of the Sustainability and BRSR policies, matrices, and compliance requirements
- ◆ To enhance the knowledge on the role of the Functional Departments in the BRSR journey
- ◆ To familiarize the tools and industry practices

Content

- ◆ Sustainability and ESG Context Setting
- ◆ BRSR – Policies and Reporting Requirements
- ◆ Implementing BRSR practices
- ◆ Tools and techniques for data collection and analysis
- ◆ Sustainability / BRSR reporting – Industry Practices
- ◆ Group work

Participant Profile

Senior and Middle Level officers from listed companies of public and private enterprises from functional departments such as EHS, Sustainability, HR, Finance, Supply Chain, Projects and Operations and Sustainability Professionals.

High Impact Sales Strategies for BOP Markets

Programme Director:

Venkata K Emani

Dates:

Sep 09-11, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

This programme will equip sales professionals with a comprehensive understanding of the Bottom of the Pyramid (BOP) markets, including their characteristics, consumer behaviour patterns, and entry barriers. Participants will explore innovative sales strategies specifically designed to address the needs and preferences of BOP consumers. They will be exposed to the unique challenges and opportunities presented by these markets and learn to develop customized sales approaches to maximize impact and drive sustainable growth.

Impact

Participants would have developed these key skills after the programme:

- ◆ Understand the nuances of the BOP markets
- ◆ Explore new opportunities for growth
- ◆ Develop expertise in tools and techniques for BOP market foray
- ◆ Lead improvement in the sales performance
- ◆ Learn to identify and partner with local stakeholders for driving growth
- ◆ Foster a culture of collaboration and knowledge sharing
- ◆ Create a better social impact

Participant Profile

This programme is designed for Middle and Senior level Managers in the Sales and Marketing functions, CSR professionals across industries such as Banking, Financial services, Insurance, oil and Gas, Automotive, Telecom, Information Technology, FMCG, NGOs, etc.

Data-Driven Decision Making

Programme Directors: Karnak Roy / Priya Verma	Dates: Sep 09-13, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Dec 09-13, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST

Programme Overview

Data and algorithms are coalescing in powerful novel ways to solve organisational and real-world problems. Organisations 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 the 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 an in-depth understanding of applied econometrics techniques and new-age digital technologies. This programme, hence, aims to build competencies of the participants around– (i) handling big data and business analytics tools, and (ii) decoding AI/ML/IoT/Blockchain – that be used to drive critical strategic organisational decision making.

Objectives

- ◆ To equip participants with the necessary skills to handle large datasets using advanced business analytics tools.
- ◆ To provide participants with an understanding of applied econometrics principles and methodologies, empowering them to apply statistical and econometric techniques to analyse economic and business data effectively.
- ◆ To address the existing skills gap by offering hands-on training and practical insights into the application of new-age digital technologies.

Impact

Upon completion of the training the participants will be able to

- ◆ Perform data exploration, visualization, hypothesis building, and testing
- ◆ Analyse, 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
- ◆ 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 the 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

IC Members Training & Certification Programme on Prevention of Sexual Harassment (PoSH)

Programme Director:

V Deepa Nair

Dates:

Sep 11-13, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The Internal Committee (IC) constituted under the POSH Act, 2013 is an in-house grievance redressal mechanism for dealing with complaints of Sexual Harassment at Workplace. The POSH Act states that the IC members should be regularly trained in order to enable them to inquire into sexual harassment complaints effectively and as per the procedure mentioned. But one of the major challenges for organizations is the inability of IC members to handle complaints effectively. Various studies suggest that many internal committee members are not trained and they lack adequate knowledge and skills required to handle sexual harassment complaints effectively. It is therefore important that Internal Committee Members need to be regularly trained on their roles and responsibilities, the nuances of the POSH law, the complaint investigation and inquiry procedure, and relevant legal updates. The recent Supreme court directions issued in May, 2023 also emphasizes that "Immediate and effective steps to be taken by the employers to familiarize members of the ICs with their duties and the manner in which an inquiry is to be conducted from the point of receipt of the complaint to the submission of the enquiry report". Regular training programmes are therefore crucial for promoting awareness, ensuring legal compliance, building competence, and creating a safe workplace.

This IC Members Training & Certification course is meant for all workplaces /institutions /organizations to provide necessary knowledge & skills to IC members on grievance handling procedures, their roles & responsibilities, and understanding of the legal provisions governing sexual harassment at workplace and Rules framed there under along with relevant legal updates.

Impact

After completing this programme, IC members will know the nuances of PoSH compliance, workplace sexual harassment, PoSH case investigation, and conducting IC and employee training. This training plays a pivotal role in not only educating IC members about their roles and responsibilities but also empower them to identify, prevent, and address diverse forms of harassment, thereby ensuring a harmonious workplace for everyone.

Participant Profile

This Course is suitable for Employers, Individuals, IC Members, HR Professionals, Legal Professionals, Trainers, Practitioners, Teachers, NGOs and all those who are involved in the implementation of the POSH Act.

Rated Evaluation Criteria in Public Procurement

Programme Director:

Rutwik Phatak

Dates:

Sep 18-20, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Public Procurement is an important strategic function that can provide leverage in achieving organizational and project objectives. **Rated Criteria are non-price (quality) factors** that are considered when evaluating Bids / Proposals. Contracts are awarded based on the optimal balance of 'quality' and 'cost', which is not necessarily the lowest price. This represents the best Value for Money.

Use of Rated Evaluation Criteria is now **mandatory in all International Competitive Procurements** under the World Bank financed Projects. Rated Criteria are also recommended in all other (domestic) procurements involving 'Request for Proposals' method.

This programme aims to equip participants with essential knowledge and skills to **harness the 'Value for Money' and 'Fit for Purpose' principles to achieve organizational goals**. Moreover, the programme seeks to empower participants to leverage this enabling provision effectively, optimizing procurement decisions to achieve the best possible outcomes.

Objectives

- ◆ To acquaint participants with the concepts of 'value for money', 'fit for purpose' and 'rated evaluation criteria' in the context of public procurement.
- ◆ To guide participants in making appropriate choice of selection methods and contractual arrangements, and drafting the bidding documents.
- ◆ To help the participants in applying strategic thinking throughout the procurement cycle thereby enabling achievement of organizational goals.

Participant Profile

- ◆ Officials involved in implementation of projects supported by the World Bank and other multi-lateral agencies.
- ◆ Officials involved in the functions of engineering, procurement, contract management, materials management, administration, audit, vigilance, etc. at various government ministries, departments, attached offices, autonomous bodies, academic institutions, etc.
- ◆ Managers looking after relevant functions in Public Sector Enterprises.

Demystifying Finance for Strategic Decisions

Programme Director:

M M Ali

Dates:

Sep 23-27, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

In today's ever-evolving and interconnected business landscape, possessing fluency in financial terminology is a crucial asset for achieving success. As executives progress through the corporate hierarchy, it becomes imperative for them to develop a deep understanding of the numerical foundations that drive organizational performance. Our meticulously crafted programme, "Demystifying Finance for Strategic Decisions," is specifically designed to unravel complex financial concepts and nurture a nuanced comprehension of how numerical dynamics permeate and influence various aspects of corporate activities.

A pivotal feature of this programme lies in empowering participants to adeptly interpret the informational essence embedded within financial statements and recognize their intricate interplay with strategic managerial decisions. Throughout the programme, our primary focus is on contextualizing the content to ensure its utmost relevance within the unique business environments of the participants. By the conclusion of this comprehensive learning experience, participants will gain the competencies necessary to leverage financial information discerningly and be able to effectively evaluate the implications of operational choices on the organization's bottom line. Moreover, the programme delves into the profound concept of shareholder value creation. Thus, it aligns with the importance of financial fluency, decoding complex concepts, and providing participants with practical tools to make informed decisions in their specific business contexts.

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

Designed for middle level executives and senior executives from non-finance functions, including marketing, operations, technical, HR, legal, analytics, and IT. It is particularly suitable for those individuals who are eager to enhance their financial acumen, to make informed decisions and contribute effectively to overall business strategies. The programme also caters to managers, team leaders, entrepreneurs, and small business owners who are responsible for managing teams or departments and wish to gain a deeper understanding of the financial aspects related to their areas of responsibility.

Construction and Infrastructure Project Management

(with the technical support of The World Bank)

Programme Director:

B V N Sachendra

Dates:

Oct 21-26, 2024

Fee:

Rs. 79,500 (US \$ 1242)+
Applicable GST

Programme Overview

In developing countries, a large number of Construction and Infrastructure projects are being implemented not only to increase the existing capacities but also to create additional infrastructure and improve the technological capabilities of organisations in all sectors of the economy. The projects once initiated need to be completed on time, within the budgeted cost, and to a desired level of quality. To achieve this, conscious and deliberate decisions have to be taken to plan, monitor and control the elements of time, cost and quality, through an effective blend of organisational, commercial and Systems'-oriented method. This approach helps organisations to examine a project in its totality and in a holistic manner.

Project Management is all about knowing exactly the purpose and goals of the project, planning for methodology to achieve the goals, the resources required how long it will take to achieve the goals, the risks involved in executing the work, and measures to manage the risks. Infrastructure Projects, when managed scientifically, will help the managers achieve all the goals by meeting stakeholders' expectations within the time and budgetary limits.

As customers and stakeholders are becoming more affluent day by day, organisations – working for various Construction and Infrastructure Projects, irrespective of their size and nature of operations, are being compelled to work in project mode. The need for cross- functional coordination; human aspects of project success; intricacies of project formulation, planning, effective implementation and evaluation have become the key success areas of project management expertise.

In addition, recent developments in business environment have resulted in significant changes in contractual relations and challenges in sustaining the relations. Today, organisations have a wider choice in deciding on their contracting partners and contract management methodologies. Contract failures not only result in financial losses but also have cascading adverse effects on performance, because of disruption of work; counterproductive activities like arbitration and litigation; loss of goodwill; and so on. As a result, working in project mode and managing contracts for supply of goods, works and services has become a predominant activity for Construction and Infrastructure organisations. Thus, it has become imperative for executives at various levels to acquire the knowledge and skill set of Project Management.

Impact

The Programme is intended to provide a broad Project management perspective to executives involved in managing Construction and Infrastructure Projects. The specific objectives of the Programme are to enable participants to:

- ◆ Better understand various aspects of project planning and apply them to Construction Project during various stages of Project implementation.
- ◆ Develop deeper appreciation of various contracting strategies and apply them strategically to facilitate effective project Delivery.
- ◆ Understand and apply the fundamentals of project finance, cash flow and commitment monitoring on actual projects.
- ◆ Have deeper awareness of tools & techniques to monitor contractor performance including project risk management.
- ◆ Acquire clear understanding of legal, commercial and contractual aspects of managing projects.

Participant Profile

Executives, Engineers, Officers and Managers working for organisations in Construction and Infrastructure Sector and responsible for project planning, appraisal, contract administration, commercial management and project implementation are ideal candidates to attend the programme.

Fintech

Programme Director:

M M Ali

Dates:

Nov 04-08, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The Fintech programme offers a comprehensive exploration of the dynamic intersection between financial services and exponential technologies, which play a pivotal role in shaping a robust digital economy and driving India's transformative journey. With India emerging as one of the largest markets for Fintech, the perfect amalgamation of structural enablers has paved the way for fostering and incubating innovative financial solutions.

This programme aims to provide participants with a holistic understanding of Fintech, demystifying the prevalent hype and technical jargon. Through this immersive experience, participants will gain valuable insights into leveraging cutting-edge technologies in the financial domain and learn practical approaches to integrating these innovations into their businesses and services. The course is specifically designed to equip participants with Fintech techniques for in-depth analysis and evaluation of emerging financial trends. This programme also embarks on a journey towards harnessing the power of Fintech to enhance financial offerings and contribute to India's ever-evolving Fintech landscape

Impact

- ◆ Acquire a comprehensive understanding of Fintech, Digital Finance, and Reg Tech, including their key principles and applications in the financial sector.
- ◆ Grasp the fundamental role of Data and Security in shaping and safeguarding data-driven financial practices and transactions.
- ◆ Apply knowledge gained to assess technology adoption's business and regulatory implications within the financial industry.
- ◆ Analyze and evaluate the driving forces behind technology innovation in Finance, identify key factors influencing its growth and impact.

Participant Profile

This programme is designed for diverse participants, including senior executives, corporate decision-makers, financial analysts, entrepreneurs, investment managers, management consultants, accounting professionals, project managers, banking professionals, research scholars, government officials, and non-finance professionals.

Data Analysis and Advanced MS-Excel

Programme Director:

Priya Verma

Dates:

Nov 11-13, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Data Analysis and Advanced MS Excel is essential in today's data-driven business landscape. This programme equips participants with crucial skills to analyze and interpret data effectively using advanced features of MS Excel. This training enhances decision-making abilities and problem-solving skills, making it indispensable for career advancement and professional growth. Proficiency in data analysis tools like MS Excel is highly sought-after by employers across industries, further emphasizing the importance of such training programmes.

With data becoming ubiquitous in every sector, the role of Data Analysis and Advanced MS-Excel is increasingly significant. MS Excel serves as a versatile tool for data manipulation, analysis, and visualization, playing a pivotal role in facilitating data-driven decision-making processes. As organizations strive to gain insights from large volumes of data to remain competitive, the demand for professionals skilled in data analysis and MS Excel continues to rise.

This training programme on Data Analysis and Advanced MS Excel can have a substantial impact on organizations and countries alike. This programme enhances employees' analytical capabilities, leading to improved decision-making, increased operational efficiency, and better business outcomes. At the national level, investments in workforce training contribute to economic growth and global competitiveness by fostering a skilled workforce capable of leveraging data effectively. These training programmes empower individuals to make meaningful contributions to their organizations and the economy as a whole.

Impact

- ◆ Enhanced decision-making: Participants gain the ability to make informed decisions based on data-driven insights, improving strategic planning and resource allocation.
- ◆ Increased efficiency: Proficiency in data analysis tools enables participants to streamline processes, reduce operational inefficiencies, and optimize resource utilization.
- ◆ Improved organizational performance: Employees can identify trends, patterns, and opportunities within data, leading to enhanced performance, innovation, and competitiveness within their organizations.
- ◆ Economic growth: Investments in workforce training contribute to economic growth by fostering a skilled workforce capable of driving innovation and enhancing global competitiveness.

Participant Profile

Middle and entry-level officers working in the State/Union Departments of – Planning, Economics & Statistics, Commerce & Industries. Middle and Senior Level Managers working in the 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.

Quality Oriented Procurement and Contracts

Programme Director:

Rutwik Phatak

Dates:

Nov 18-20, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

This Programme is designed to enhance the capabilities of procurement professionals in **prioritizing and implementing quality considerations** throughout the procurement and contracting processes. Participants will delve into the principles of quality-oriented procurement, exploring methodologies for assessing and specifying quality requirements, and understanding the legal and ethical dimensions of quality in contracts.

The training will cover strategies for effective quality assurance, supplier performance monitoring, and dispute resolution related to quality issues. It emphasizes the **shift towards a value-for-money approach in public procurement** and aligns with the 'General Instructions on Procurement and Project Management' issued by the Department of Expenditure, Government of India which allow use of **QCBS methodology in Procurement of Works and Services**.

Objectives

The programme aims to equip participants with -

- ◆ A clear understanding of principles of quality-oriented procurement and contracting processes
- ◆ The necessary knowledge about drafting evaluation criteria, contractual clauses, service level agreements and other quality assurance mechanisms.
- ◆ In-depth understanding of the Quality and Cost Based Selection process, its application in procurement of goods and services, and relevant policy provisions.

Participant Profile

- ◆ Mid-Senior level managers and engineers in Public Sector Enterprises who are presently looking after Procurement / Contract Management / Quality Control / Operations and Maintenance / and Works Implementation functions.
- ◆ Engineers and Officers of Public Works, Public Health Engineering, Disaster Management, Health Infrastructure and other departments of various governments.
- ◆ Officials involved in procurement / contract management of outsourced services such as security, housekeeping, event management, waste management, catering, transportation, etc.
- ◆ Audit and Vigilance Officers looking after due diligence and procedural compliance in procurement and contracts.

Exemplary CSR Strategies: Exploring Cases and Concepts

Programme Director: Venkata K Emani	Dates: Nov 18-20, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Feb 10-12, 2025	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST

Programme Overview

In today's global landscape, businesses are increasingly recognizing the importance of not only delivering financial returns but also contributing to societal well-being and environmental sustainability. In this Programme, participants will embark on a journey to discover the transformative power of Corporate Social Responsibility (CSR) in driving positive change within organizations and communities. The Programme will delve deep into the heart of CSR, exploring its fundamental principles, dissecting successful case studies, and equipping participants with the knowledge and tools needed to implement impactful CSR initiatives. It will also uncover the innovative strategies, engage in insightful discussions, and inspire the participants to become catalysts for meaningful social and environmental change.

Impact

Participants would have developed these key skills after the programme:

- ◆ Develop a comprehensive understanding of CSR principles and frameworks
- ◆ Create strategies to integrate CSR into their organizational culture and operations effectively
- ◆ Gain valuable insights into successful implementation strategies and best practices across various industries
- ◆ Leverage collective expertise and resources to drive positive change within their communities and beyond.
- ◆ Become champions for CSR and agents of transformation in their respective organizations

Participant Profile

This programme is designed for CSR Managers and officers, Sustainability Managers, entrepreneurs, PR and communications professionals, and CSR enthusiasts at all levels across industry sectors such as Banking, Financial services, Insurance, Oil & Gas, Fertilizer, Energy, Tourism and Hospitality, Telecom, IT, Retail and Consumer Goods, NGOs, etc.

Enhancing Workplace Effectiveness through the Art of Story Telling

Programme Director:

Tanusree Chakraborty

Dates:

Nov 18-22, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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, who 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 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.

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.

Monitoring & Evaluation for Effective Governance

Programme Director:

Sweety Pandey

Dates:

Nov 18-22, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Monitoring and evaluation (M&E) are essential pillars of effective governance. They provide the tools and mechanisms for evidence-based decision-making, resource optimization, and stakeholder engagement. Integrating robust M&E processes into systems can enhance the effectiveness, legitimacy, and ability to deliver positive outcomes. By tracking progress against set objectives and performance indicators, M&E enables stakeholders to identify success and areas needing improvement, fostering a culture of transparency and responsibility.

The programme aims to equip participants with the essential knowledge, skills, and tools to design and implement robust monitoring and evaluation frameworks. Through a combination of theoretical insights, practical case studies, and interactive sessions, participants will gain a comprehensive understanding of M&E methodologies.

Impact

Upon completion of the programme, participants would have developed these key skills:

- ◆ Understand the fundamental principles and importance of monitoring and evaluation.
- ◆ Gain proficiency in designing M&E frameworks
- ◆ Acquire practical skills in data collection, analysis, and interpretation.
- ◆ Evidence-based decision-making.
- ◆ Learn strategies for evaluating the impact of various initiatives/projects.

Participant Profile

This programme is designed for government officials, professionals, project managers, and researchers aiming to enhance their skills in monitoring and evaluation.

Critical Thinking Huddles

Programme Directors:

Amar Chegu /
Rutwik Phatak

Dates:

Nov 25-29, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The imperative for change in organisations has become high, due to rapid shifts in technological, social and political aspects. Small changes by organisations attempting to adjust to stakeholder demands are enough for the immediate time. In keeping with the fundamental shifts of the basis for business, it is necessary for using the Critical Thinking approach to establish what needs to be done, together and how over the long term.

Hiring people, fostering collective effort are necessary but not enough. To grow an organisation sustainably during difficult times, in uncertain circumstances, Critical Thinking in groups is crucial for continuously growing the organisation.

Critical Thinking with its systematic, comprehensive approach may be learnt and practised collectively in organisations by key managers, cross-functional groups, project teams, to think through deeply on re-design and re-delivery of work efforts to enable organisational growth. This programme seeks to equip participants with the basis for Critical Thinking, along with tools, techniques, frameworks, and approaches that when practised leverage and foster organisational change for enabling rapid growth of organisation.

Objectives

- ◆ Developing Awareness, Focus, Resilience in participants
- ◆ Using Critical Thinking - tools, tackles, techniques
- ◆ Learning to use Critical Thinking collectively

Impact

- ◆ Distancing from individual, knee-jerk reactions from decision makers to collective, considered responses that are co-owned.
- ◆ Increased cross-functional, multi-level respect and collaborative effort.
- ◆ Separating operational challenges from strategic challenges.
- ◆ Developing managerial maturity across the organisation.
- ◆ Aligning with business purpose.
- ◆ Fostering Creativity and Innovation across the organisation.

Participant Profile

Key Senior Manager-Leaders and Middle Manager-Leaders of private sector, public sector and government departments.

Behaviour and Work Analytics for Organizational Excellence

Programme Directors:

Tanusree Chakraborty /
Karnak Roy

Dates:

Nov 25-29, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Understanding employee behavior and leveraging work analytics have become significant for enhancing organizational performance, in recent times. Every organization has been witnessing a paradigm shift from managerial judgment of behaviour and performance to a more rigid and rigorous data-driven approach. This makes it an utmost necessity that the managers equip themselves with the required skill sets to accomplish this task. The 'Behaviour and Work Analytics for Organizational Excellence' programme is designed in such a way that it can equip managers with the tools and insights needed to analyze, interpret, and utilize behavioral and performance data to drive strategic decision-making and foster a positive workplace culture. Key topics covered include the basics of work analytics, methods for collecting and analyzing behavioral data, the impact of digital communication on workplace relationships, the use of social media and digital tools for organizational goals and several case studies to understand AI and human collaboration at the workplace. The programme will help participants to bridge the gap between data and the story behind them, and craft the picture of understanding the outcomes of those on organizations. Participants will learn to apply research methods to understand workplace dynamics, explore best practices to improve performance, and engage in hands-on projects and case studies to apply learned concepts. The programme aims to enhance participants' analytical skills, decision-making, and communication strategies, providing a competitive advantage and fostering a positive workplace culture. Organizations will benefit from increased productivity, enhanced employee engagement, strategic insights, and informed decision-making, ultimately improving overall performance through evidence-based strategies. Aiming towards organizational excellence.

Objectives

- ◆ Equip managers with the skills to collect, analyze, and interpret behavioral data to enhance organizational performance.
- ◆ Develop effective communication strategies for digital and non-digital contexts to improve interpersonal relationships.
- ◆ Provide hands-on knowledge of subjects through applications and case studies to achieve organizational goals and manage personal and organizational branding.
- ◆ Introduce participants to research methods and best practices in organizational behavior to enhance strategic planning and problem-solving skills.
- ◆ Encourage the creation of a positive workplace culture by understanding and improving employee behavior, engagement, and satisfaction.

Impact

- ◆ Understand the components of behaviour and its relation with work and performance
- ◆ Understand self and others' behaviour through psychometric testing
- ◆ Use MS Excel to automate HR metric calculations and create HR dashboards with various charts.
- ◆ Gain proficiency in Excel data tools such as sorting, filtering, data validation, and data importing.
- ◆ Learn applied statistics from scratch and progress to machine learning.
- ◆ Learn analytics simultaneously on R and Python.
- ◆ Understand the steps involved in data preparation.
- ◆ Explore HR analytics and visualization using Tableau.
- ◆ Utilize data collection tools and analyze case studies in AI and HR collaboration.

Participant Profile

This programme is ideal for middle and senior managers responsible for driving team performance and strategic decision-making. Participants will benefit from enhancing their analytical and communication skills, leveraging digital tools, and fostering a positive workplace culture. The course is suited for those looking to apply data-driven insights to improve organisational efficiency and productivity.

Certification Programme on POSH Compliance in Higher Educational Institutions (HEIs)

Programme Director:

V Deepa Nair

Dates:

Dec 04-06, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Institutions of higher education in India today have undergone massive expansion & has made colleges and universities more demographically democratic than ever before, with growing diversity and heterogeneity among social groups. Creating a safe and inclusive environment is paramount in higher education institutions and in recent years, there has been a growing awareness of the need to address issues related to gender-based discrimination and harassment on campuses across the country. To prevent sexual Harassment in Higher Education Institutions, the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 (UGC Regulations) were issued in May, 2016 in line with the POSH Act, 2013. It is important for both the higher education institution, and its employees and students to be completely aware of their rights, duties and the redressal mechanisms under the POSH Act, and the UGC Regulations. POSH compliance provides essential insights for educational institutions to foster a safe and supportive environment for all. Also, the SAKSHAM Report (Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses) mandates that regular training and workshops must be conducted to all staff & students on the important provisions of the Act and UGC Regulations and the duties and responsibilities of all staff and students to ensure safety within the institution.

The programme generally covers topics such as understanding the legal framework, recognizing various forms of harassment, creating a safe & secure environment, and developing policies and procedures for reporting and handling complaints.

Impact

After completing POSH certification training, an individual can develop a comprehensive understanding of sexual harassment laws and policies in HEIs. They can acquire skills in identifying, preventing, and addressing instances of harassment in the workplace. Moreover, they learn about the rights, roles, and responsibilities of employees and students, and how to handle complaints effectively.

Participant Profile

This programme is suitable for Employees, Students, Faculty Members, IC Members, Legal Professionals, Trainers, Practitioners, NGOs and all those who are involved in the implementation of the POSH Act.

Empathetic Problem Solving: A Design Thinking Approach

Programme Director:

Rutwik Phatak

Dates:

Dec 09-11, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

"Empathetic Problem Solving: A Design Thinking Approach" is a dynamic programme crafted to empower government officers, managers from Public Sector Enterprises, and other middle-level professionals with the transformative methodology of design thinking. Design thinking is a human-centered approach to innovation that emphasizes empathy, collaboration, and creativity to address complex challenges effectively. Over the course of three days, participants will delve into the principles and practices of design thinking, exploring techniques such as problem framing, empathy mapping, ideation, prototyping, and testing. Through interactive sessions, case studies, and hands-on exercises, participants will learn how to apply empathy-driven problem-solving techniques to uncover user insights, generate innovative solutions, and drive positive change in their organizations. This programme equips participants with the essential skills and mindset needed to become catalysts for innovation and agents of positive impact in their respective domains.

Objectives

This Programme will help participants in

- ◆ Understanding the principles and methodologies of design thinking.
- ◆ Recognizing the importance of empathy and a user-centric mindset in problem-solving.
- ◆ Learning techniques for problem framing, ideation, and prototyping.
- ◆ Applying design thinking principles to address real-world challenges.

Participant Profile

- ◆ Middle-level professionals involved in policy-making, service delivery, or programme management.
- ◆ Government officers and managers from public sector enterprises tasked with roles and responsibilities that involve problem solving.
- ◆ Executives from businesses involving people-facing functions and a need for empathetic problem solving.

The Role of Middle Managers

Programme Directors:

Amar Chegu / Karnak Roy

Dates:

Dec 16-18, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Before 1991, in a slow moving world, organisations had bureaucratic and deep hierarchies that ensured success and growth of organisations. This changed during the late 1990s. Nowadays, instead of having around 10-15 ranks (sometimes more) between CEO and Supervisors, we have only 7-8. This enables faster response to rapid changes in the business environment.

However, **increasingly customers, suppliers, logistics support providers, amongst others are face a lot of frustrating experiences - delays in sharing of necessary information, non-resolution of customer complaints, neglect of business relationships, being put in queues on phone, no reply to email requests, poor quality in human interaction** - all these happen due to lack of coordination and non-ownership of the role of middle managers in organisations.

Middle managers play a key role in coordinating: (1) between top managers and supervisors-workers, by converting high level strategy into implementable, doable actions; (2) they also collect information on cross-functional work done, challenges at the front-line, and aggregate them into reports for consideration by top management.

This helps an organisation to remain together, focused and growing over the long term - profitability, productivity that is sustainable is the result. Thus, this Middle Manager role played by yesterday-year middle managers is most necessary.

This programme seeks to educate participants on **how to perform this key middle manager role to enable their respective organisations to become more operationally efficient**, through grooming newly promoted and existing Middle Managers to coordinate better, grow and make the organisation more successful in a sustainable manner.

Participant Profile

Mid-level Managers, Leaders, Executives who need to deliver operational efficiency and deftly coordinate cross functional efforts, from private sector, public sector and government departments, transacting across geographies within India and abroad.

Digital Currency

Programme Director:

M M Ali

Dates:

Dec 16-20, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

A Central Bank Digital Currency (CBDC) is a 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. 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 the 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 cryptocurrencies
- ◆ 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.

Materials and Supply Chain Management

Programme Director:

B V N Sachendra

Dates:

Dec 16-20, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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 optimise 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. Organisations have experienced tremendous cash flow pressure due to declining sales and high fixed costs.

Organisations, today (i.e., in the post Covid environment), have to necessarily optimize effectiveness and efficiency at systems' level by collaborating across their Supply Chains. Now, managing materials across the Supply Chain is not an opportunity but a necessity for organisations 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

Middle and senior level executives and managers of operations, materials / production planning; purchasing, stores, distribution, marketing and sales are ideally suitable to attend the programme. The programme 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.

People Management through Emotional Intelligence

Programme Director:
Tanusree Chakraborty

Dates:
Jan 13-17, 2025

Fee:
Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The programme People Management through Emotional Intelligence focuses on leveraging emotional intelligence to effectively manage people and teams. Participants will learn how to recognize and regulate emotions, empathize with others, and build stronger interpersonal relationships, leading to a more positive and productive work environment. Participants will benefit by developing key emotional intelligence skills that are crucial for effective leadership and team management. They will also learn strategies to enhance team dynamics, improve conflict resolution, and foster a more inclusive work culture. For organizations, the programme offers the potential for improved employee engagement, stronger team collaboration, and enhanced organizational performance. Overall, this programme equips participants with the tools and knowledge needed to manage people and teams with emotional intelligence, leading to a more harmonious and successful workplace.

Objectives

- ◆ Understand the principles of emotional intelligence and its importance in people management.
- ◆ Develop self-awareness and self-regulation skills.
- ◆ Enhance empathy and interpersonal communication skills.
- ◆ Improve conflict resolution and negotiation skills.
- ◆ Cultivate a positive and inclusive work environment through emotional intelligence.
- ◆ Foster emotional resilience and well-being in leaders and teams.

Impact

- ◆ Improved interpersonal relationships and team dynamics.
- ◆ Enhanced conflict resolution and communication skills.
- ◆ Increased empathy and understanding within teams.
- ◆ Greater emotional resilience and well-being.
- ◆ Improved decision-making and leadership effectiveness.
- ◆ Development of a more cohesive and engaged workforce.

Participant Profile

Senior and middle-level executives across various functional areas, including but not limited to Human Resource Management, Marketing, Finance, Operations, and Strategy, are ideal participants for this course. Professionals and leaders at all career stages, from entry-level to experienced managers, who are seeking to enhance their skills and knowledge in this subject will benefit by attending this programme.

Transforming Business with Generative AI, SAP HANA, Machine Learning, and Visualization

Programme Directors:

Karnak Roy / Priya Verma

Dates:

Jan 20-22, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Around the globe, organizations are navigating the shift towards Industry 4.0, and at the heart of this transformative journey are cutting-edge disruptive technologies such as AI, ML, IoT, Blockchain, and more. These innovative technologies have become increasingly essential for companies as core business functions like supply chain, logistics, sales, and human resources undergo rapid digitization. Consequently, the contemporary business landscape places a heightened demand on new-age managers to not only augment their knowledge but also refine their technological skills. This enhancement is crucial for steering the transformation process effectively and incorporating best practices from the evolving business world. This programme has been meticulously crafted to unravel the intricate interplay of cutting-edge technologies—Business Intelligence, Generative AI, SAP HANA, Machine Learning, and Visualization. The programme aims to provide the participants with an understanding of how these powerful technologies converge to drive innovation, enhance efficiency, and unlock unprecedented possibilities across diverse business sectors.

Objectives

- ◆ To equip participants with an understanding of how Generative AI, SAP HANA, Machine Learning, and Visualization converge to transform business operations.
- ◆ To empower participants with practical skills for implementing these advanced technologies in real-world scenarios.

Impact

Upon completion of the training the participants will be able to

- ◆ Gain insights into the latest advancements in BI, Generative AI, SAP HANA, Machine Learning, and Visualization.
- ◆ Understand how to integrate these technologies for enhanced decision-making and business outcomes.
- ◆ Network with industry experts and peers to exchange ideas and experiences.
- ◆ Acquire practical skills through hands-on workshops.

Participant Profile

- ◆ Executives, managers, and officers in middle to senior positions across various industries such as government, manufacturing, and services.
- ◆ Professionals responsible for driving organizational growth through the implementation of advanced technologies.
- ◆ Individuals interested in leveraging Generative AI, SAP HANA, machine learning, and visualization to innovate and optimize business processes.
- ◆ Participants seeking to enhance their understanding of how these technologies can be integrated to achieve strategic business objectives.

Finance for Non-Finance Executives

Programme Director:

M M Ali

Dates:

Jan 20-24, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

In today's integrated business environment, an acquaintance with financial jargon 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 content relevant to the participant's 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

Middle and Senior level 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 to those executives who are responsible for achieving performance targets and making decisions based on financial information.

Performance Prodigy through Personal Empowerment

Programme Director:

Tanusree Chakraborty

Dates:

Jan 27-31, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

In today's fast-paced and competitive business environment, pursuing performance excellence is crucial for managers and leaders. Continuous improvement and innovation are key drivers of success, and staying ahead requires a commitment to ongoing personal development. Continuous personal development ensures managers and leaders have the latest tools, strategies, and insights to navigate challenges, inspire their teams, and drive organizational success. By investing in their own growth and development, managers and leaders enhance their own performance and create a culture of excellence within their teams and organizations. Performance Prodigy through Personal Empowerment is a transformative programme that empowers individuals to achieve peak performance and personal excellence. Participants embark on a journey of self-discovery and growth, exploring key areas of personal development to unlock their full potential. Through interactive sessions, experiential learning activities, and expert-led discussions, participants learn essential skills and strategies for professional and personal success, including goal setting, time management, mindset mastery, emotional intelligence, and effective communication. Practical exercises and simulations allow participants to apply their knowledge in real-world scenarios. Ultimately, participants gain self-awareness, a clear vision for their future, and the tools to achieve their goals confidently. Companies benefit from improved employee performance, enhanced team dynamics, increased engagement, a strengthened leadership pipeline, and a positive organizational culture. Participants benefit from personal growth, improved performance, enhanced confidence, career advancement opportunities, and greater fulfilment.

Objectives

- ◆ Develop participants' self-awareness and understanding of their strengths, weaknesses, and areas for improvement.
- ◆ Equip participants with essential skills such as goal setting, time management, and effective communication to enhance their personal and professional effectiveness.
- ◆ Foster a growth mindset among participants, encouraging them to embrace challenges, learn from setbacks, and continuously improve.
- ◆ Provide participants with strategies and tools to enhance their emotional intelligence, enabling them to navigate complex interpersonal dynamics and build strong relationships.
- ◆ Empower participants to create a clear vision for their future and develop actionable plans to achieve their goals.
- ◆ Facilitate experiential learning opportunities for participants to apply their new skills and knowledge in real-world scenarios.
- ◆ Support participants in building a network of peers and mentors to enhance their support system and facilitate ongoing learning and development.

Impact

- ◆ The programme fosters a culture of continuous improvement and innovation among managers and leaders, enhancing their ability to navigate challenges and inspire their teams.
- ◆ Participants develop essential skills such as goal setting, time management, emotional intelligence, and effective communication, contributing to their professional and personal success.
- ◆ By investing in their growth and development, managers and leaders create a culture of excellence within their teams and organizations, leading to improved employee performance and engagement.
- ◆ The programme empowers individuals to unlock their full potential, leading to personal growth, improved performance, and greater career advancement opportunities.
- ◆ Companies benefit from a strengthened leadership pipeline, as participants gain the skills and mindset necessary for leadership roles.
- ◆ Participants gain self-awareness and a clear vision for their future, enabling them to confidently pursue their goals.
- ◆ Overall, the programme positively impacts organizational culture, team dynamics, and employee engagement, contributing to long-term success and sustainability.

Participant Profile

Managers from various specializations and functional areas will greatly benefit from the "Performance Prodigy through Personal Empowerment" programme. Whether you are a professional at the start of your career or an experienced manager, this program is designed to enhance your performance through personal empowerment, providing you with the tools and knowledge to excel in your role.

Understanding Corporate Financial Statements

Programme Director:

M M Ali

Dates:

Feb 10-14, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

Effective analysis of corporate financial statements is the cornerstone of informed decision-making and strategic growth within any business. In today's dynamic corporate landscape, it is imperative for managers to possess the acumen required to extract meaningful insights from financial data. This proficiency not only contributes to financial health assessment but also empowers managers to play a pivotal role in steering their organizations toward success.

The "Understanding Corporate Financial Statements" programme has been meticulously designed to equip participants with the essential financial skills needed to decipher the intricacies of financial information. By developing an adept understanding of the annual report documents and financial statements, participants will gain a comprehensive perspective on their organization's financial health.

Impact

- ◆ Develop the ability to identify and provide detailed descriptions of the documents and financial statements found in an annual report.
- ◆ Enumerate and skillfully interpret the information contained within the income statement, balance sheet, statement of changes in shareholders' equity, and statement of cash flows.
- ◆ Acquire the analytical skills to assess the ramifications of operating, financing, and investing activities on cash flow.
- ◆ Gain the expertise required to evaluate an organization's liquidity, solvency, activity, profitability, and leverage positions, contributing to a comprehensive understanding of its financial health.

Participant Profile

This programme is well-suited for a diverse audience, including senior finance and accounting executives, P&L owners, cost minimization experts, managers, aspiring financial analysts, entrepreneurs, professionals transitioning into finance roles, financial consultants, as well as professionals from PSU (Public Sector Undertakings) and other government sector units. It caters to a broad spectrum of backgrounds and experiences, making it an inclusive and enriching learning opportunity for a wide range of participants.

Five Practices for Leadership Evolution

Programme Directors:

Amar Chegu / Karnak Roy

Dates:

Feb 17-21, 2025

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

We all have experienced the difference that an effective Leader makes or have heard anecdotes of such Leaders who captured the imagination and hearts of all around, as they went beyond the requirement of their positions to represent the interests of the people around them.

So, how does one become a successful leader? What does s/he require to do? When situations are challenging what does a leader do? How does s/he behave? How do we lead a coalition of effort that is sustainable?

The journey to leadership is two-fold: an inner journey and an outward set of engagements, both informing each other. Understanding the Challenge, Appreciating the Context, Engaging in Practices of Leadership are required for growing as a Leader who successfully spearheads growth at personal, group, function, division, organisation levels.

Objectives

- ◆ Exploration of the challenges, context, and practices of Leadership.
- ◆ Appreciating the basis for success in business and in organisations.
- ◆ Applying Five Aspects that grow a Leader.

Impact

- ◆ Greater confidence in facing uncertainty.
- ◆ Building Collaborative Effort that is sustainable.
- ◆ Expanding meaningful and purposeful effort at all levels.
- ◆ Enabling World Class Performance.
- ◆ Nurturing Culture that enables rapid learning that propels the organisation to greater heights.
- ◆ Better Decision Making.
- ◆ Greater People Engagement and Employee Retention.
- ◆ Evolving organisation design-delivery systems.

Participant Profile

Middle and Senior level managers who are expected to assume Leadership roles at various levels of the organisation in the private sector, public sector and government departments.

Industry 4.0: The New Age Digital Technologies (AI / ML / IoT / Blockchain etc.)

Programme Director:

Karnak Roy

Dates:

Feb 26 -28, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

The Fourth Industrial Revolution (or Industry 4.0) is the continuing automation of conventional manufacturing and industrial practices using new edge digital technologies like AI, ML, IoT, Block Chain 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. Thus, it has become imperative for middle and senior level managers / executives to understand the basics 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 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.

Objectives

- ◆ To provide the participants a foundation on the concepts of Industry 4.0.
- ◆ To provide insights to the participants on new edge digital technologies like AI, ML, IOT and their utility in business
- ◆ To familiarize the participants with latest tools and techniques (using cutting edge technologies) for developing effective implementation and monitoring systems for various project

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 tailored to cater to the needs of executives, officers, engineers, and managers occupying middle to senior positions in government, manufacturing, and service organizations. It targets middle and senior-level managers who are tasked with propelling organizational growth through the strategic utilization of cutting-edge technologies. These individuals stand to gain significant benefits from the programme as it focuses on equipping them with the knowledge and tools needed to leverage new-age technologies effectively.

Data Analytics Using Python

Programme Director:

Priya Verma

Dates:

Mar 03-05, 2025

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

Residential Training Programmes on Data Analytics Using Python are indispensable in today's data-centric world, offering participants a holistic understanding of Python, a key programming language in data analysis. These programmes immerse individuals in an intensive learning environment, bridging the gap between theoretical knowledge and practical application. With data-driven decision-making becoming increasingly critical across industries, such programmes play a pivotal role in equipping individuals with the skills necessary to thrive in data-centric roles.

The rising prominence of Residential Training Programmes on Data Analytics Using Python reflects the growing demand for skilled data professionals worldwide. Organizations recognize the value of data-driven insights, driving the need for individuals proficient in Python programming for data analysis. These programmes serve as catalysts for empowering individuals with in-demand skills, fostering a culture of continuous learning within organizations, and ensuring teams remain adaptive amidst technological advancements. By preparing individuals to harness data effectively, these programmes contribute significantly to organizational success and innovation.

Moreover, the impact of Residential Training Programmes on Data Analytics Using Python extends beyond organizational boundaries, influencing the socioeconomic landscape of countries. By equipping individuals with sought-after skills, these programmes enhance workforce productivity, stimulate economic growth, and foster innovation across various sectors. Nations that prioritize investments in data analytics training programmes are better positioned to navigate the complexities of the digital age and drive sustainable development. Through these programmes, organisations and nations alike can leverage the power of data analytics to address pressing challenges and create positive social and economic impact on a global scale.

Impact

- ◆ Enhanced workforce productivity and innovation across sectors due to the skills acquired through Residential Training Programmes on Data Analytics Using Python.
- ◆ Improved decision-making processes within organizations, driven by data-driven insights and Python programming proficiency among employees.
- ◆ Economic growth stimulated through the upskilling of individuals, leading to increased competitiveness in the global market.
- ◆ Societal benefits realized through the application of data analytics in addressing pressing challenges and driving positive social impact on a global scale.

Participant Profile

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

Women Leadership Programme

Programme Director:

J Swarnalatha

Dates:

Jun 03-07, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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 programme 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, organization, 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 somewhat 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.

Content

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 VUCA World
- ◆ 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.

Leadership Team Building for High Impact Performance

Programme Director:

J Swarnalatha

Dates:

Jun 24-28, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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 commonplace, home-working and tele working become an option for many teams. This option has provided organizations 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.

Content

Effective leadership team building involves a combination of clear goal setting, open communication, trust-building, emotional intelligence, diversity, continuous learning, recognition, and regular evaluation. By focusing on these areas, organizations can develop strong leadership teams that are capable of driving success and achieving organizational goals.

Programme Outline

- Module 1: Introduction to Leadership Team Building
- Module 2: Understanding Team Dynamics
- Module 3: Communication and Collaboration
- Module 4: Building Trust and Accountability
- Module 5: Emotional Intelligence and Empathy
- Module 6: Diversity and Inclusion
- Module 7: Strategic Thinking and Decision Making
- Module 8: Recognition and Motivation
- Module 9: Work-Life Balance and Well-being
- Module 10: Evaluation and Continuous Improvement

Programme Delivery Methods

- ◆ Interactive Activities: Hands-on activities to reinforce learning.
- ◆ Role-Playing and Simulations: Real-life scenarios to practice skills.
- ◆ Group Discussions and Case Studies: Collaborative learning and practical application.
- ◆ Self-Assessment Tools: Instruments to evaluate personal and team progress.

Participant Profile

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

How to Communicate with Diplomacy and Tact

Programme Director:

J Swarnalatha

Dates:

Jul 08-10, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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.

Content

- ◆ 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.
- ◆ Primary Competencies Earned: Attitude, External Awareness, Influence Related Competencies Earned: Leadership, Accountability

Participant Profile

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

Leadership Excellence for Organisational Transformation

Programme Director:

J Swarnalatha

Dates:

Jul 22-26, 2024

Fee:

Rs. 69,500 (US \$1086)+
Applicable GST

Programme Overview

Leadership excellence is critical for organisational transformation, as it sets the tone for the entire organisation and determines the course of action to achieve its goals. Leadership excellence is crucial for organisational transformation. Leaders, who are visionary, strategic, effective communicators, empower their teams, lead by example, and are committed to continuous learning can inspire their teams to achieve great results and transform their organisations. Leadership excellence refers to the ability of a leader to inspire and guide their team towards achieving a common goal while upholding high ethical standards. It involves possessing a set of qualities and skills that enable the leader to create a positive and productive work environment, foster teamwork, build trust, and achieve exceptional results. Leadership excellence can transform an organisation by inspiring and motivating employees, encouraging collaboration and teamwork, driving innovation, creating a positive work environment, and aligning strategy and vision. By creating a culture of excellence and continuous improvement, leaders can help organisations achieve their full potential and succeed in a competitive business environment.

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 organisation from an "as is" state to a "to be" state.

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

Content

Module 1: Understanding Organizational Transformation

- Introduction to organizational transformation.
- Recognizing the need for change.
- Types and drivers of organizational transformation.
- The impact of transformation on various stakeholders.

Module 2: Leadership in Transformation

- Role of leadership in change and transformation.
- Leadership styles and their applicability in transformation.
- Leading by example and setting the vision.
- Building trust and credibility as a leader.

Module 3: Creating a Transformation Vision

- Developing a compelling vision for change.
- Communicating the vision effectively.
- Gaining buy-in from key stakeholders.
- Aligning the vision with organizational values and goals.

Module 4: Change Management and Strategy

- Change management methodologies and models.
- Creating a change management plan.
- Aligning transformation with the organization's strategic goals.
- Risk assessment and mitigation in transformation.

Module 5: Leading Through Resistance

- Understanding resistance to change.
- Strategies for managing and overcoming resistance.

- Building a culture of openness and adaptability.
- Dealing with emotional responses to change.

Module 6: Team and Culture Building

- Developing high-performance teams during transformation.
- Fostering a culture of innovation and learning.
- Navigating cultural change within the organization.
- Leadership in diverse and multicultural contexts.

Module 7: Change Communication

- Effective communication strategies during transformation.
- Engaging and involving employees in the change process.
- Managing rumors and addressing misconceptions.
- Creating a communication plan for transformation.

Module 8: Data-Driven Decision-Making

- Utilizing data and analytics in decision-making.
- Monitoring and measuring the impact of transformation.
- Adapting strategies based on data insights.
- Ethical considerations in data usage.

Module 9: Transformation Leadership in Crisis

- Leading through unexpected crises and disruptions.
- Crisis communication and decision-making.
- Maintaining stability and organizational resilience.

Module 10: Sustaining Transformation

- Strategies for sustaining change and avoiding regression.
- Leadership for continuous improvement and innovation.
- Evaluation and feedback loops in transformation.
- Success stories and case studies of organizations that achieved sustained transformation.

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 12-14, 2024

Fee:

Rs. 43,700 (US \$683)+
Applicable GST

Programme Overview

Developing stronger relationships among colleagues drives results within the organization 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 long term 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.

Content

- ◆ 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 behaviours 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 21-23, 2024

Fee:

Rs. 43,700 (US \$683)+
Applicable GST

Programme Overview

Developing an Entrepreneurial Mindset involves cultivating a set of attitudes, skills, and behaviours that enable individuals to recognize opportunities, overcome challenges, innovate continuously, and create value in various contexts, whether in a startup, an established company, or a personal project.

Developing an entrepreneurial mindset is not limited to starting a business. It is a valuable approach that can enhance personal and professional life by fostering a proactive, innovative, and resilient outlook. This mindset empowers individuals to navigate complex environments, create value, and achieve their goals in various contexts.

Objectives

- ◆ Cultivate Innovation and Resilience: Encourage participants to embrace innovation and develop resilience.
- ◆ Practical Entrepreneurial Skills: Provide essential skills for business success.
- ◆ Critical Thinking and Problem-Solving: Enhance abilities to think critically and solve problems.
- ◆ Leadership and Team-Building: Improve leadership qualities and team dynamics.
- ◆ Business Acumen: Deepen understanding of business fundamentals and market dynamics.

Features

- ◆ Expert Lectures: Lectures from Expert faculty
- ◆ Networking Opportunities: Events to connect with peers, mentors, and potential investors.
- ◆ Mentorship Program: Access to experienced mentors for guidance and support.

Content

- ◆ 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.

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 23-27, 2024

Fee:

Rs. 69,500 (US \$1086) +
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 for getting 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.

Content

- ◆ Cultivate a trust-based work environment using proven principles.
- ◆ Minimize trustbusters 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 trainers.

Critical Thinking for Strategic Decision Making

Programme Director:

J Swarnalatha

Dates:

Oct 08-10, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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, analyze 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 challenges organisations 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.

Content

- ◆ 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 organization
- ◆ 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 logic 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.

Train the Trainers - Master Trainers Course

Programme Director:

J Swarnalatha

Dates:

Oct 14-18, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The "Train the Trainers" programme is designed to equip individuals with the necessary knowledge, skills, and techniques to effectively deliver training sessions and facilitate learning for others. The programme aims to enhance the capabilities of trainers and enable them to create engaging and impactful learning experiences. Here are some key components that are included in the Train the Trainers programme:

- ◆ Adult Learning Principles.
- ◆ Training Needs Assessment
- ◆ Training Design and Delivery
- ◆ Instructional Design Models: Introduce trainers to instructional design models, such as ADDIE (Analysis, Design, Development, Implementation, Evaluation), to help them structure their training programmes and ensures a systematic approach to training design and delivery.
- ◆ Facilitation Skills
- ◆ Training Techniques and Methods
- ◆ Evaluation and Assessment
- ◆ Technology Integration
- ◆ Training Management and Logistics
- ◆ Continuous Professional Development.

Content

1. Adult Learning Principles:

- Understanding adult learning theories and principles
- Recognizing the characteristics and motivations of adult learners
- Applying andragogy principles in training design and delivery

2. Training Design and Development:

- Setting clear learning objectives
- Conducting training needs assessments
- Designing effective training programs and curriculum
- Developing instructional materials and resources
- Incorporating active learning strategies and techniques
- Adapting training to different learning styles and preferences

3. Training Delivery and Facilitation:

- Effective presentation and communication skills
- Engaging participants and managing group dynamics
- Facilitating discussions and interactive activities
- Using questioning techniques to stimulate learning
- Creating a positive and inclusive learning environment
- Addressing challenges and handling difficult participants

4. Instructional Design Models and Methods:

- Overview of instructional design models (e.g., ADDIE, SAM)
- Analyzing training needs and identifying performance gaps
- Developing training materials and instructional strategies
- Sequencing and organizing content for effective delivery
- Selecting appropriate training methods and activities
- Incorporating technology and multimedia resources

5. Assessing Learning and Evaluation:

- Designing assessments and evaluation methods
- Conducting formative and summative assessments
- Collecting and analyzing feedback from participants
- Measuring training effectiveness and impact
- Using evaluation data to improve training programs

6. Managing Training Logistics and Resources:

- Planning and organizing training sessions
- Selecting suitable training venues and equipment
- Managing time effectively during training sessions
- Utilizing available resources and materials
- Ensuring a safe and inclusive training environment

7. Professional Development and Continuous Learning:

- Identifying opportunities for personal and professional growth
- Developing a professional development plan
- Engaging in continuous learning and staying updated with industry trends
- Networking and collaborating with other trainers
- Reflecting on training experiences and seeking feedback for improvement

8. Ethical and Legal Considerations:

- Understanding ethical considerations in training delivery
- Respecting confidentiality and privacy of participants
- Complying with relevant laws and regulations
- Promoting diversity, inclusion, and cultural sensitivity

9. Business Skills for Trainers:

- Managing client relationships and expectations
- Proposal writing and contract negotiation
- Marketing and promoting training services
- Financial management and budgeting for training programs

Participant Profile

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

HRM for Line Managers

Programme Director:

J Swarnalatha

Dates:

Oct 21-25, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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.

Content

- ◆ 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.

Strategic Human Resource Management

Study tour to Malaysia and Singapore

Programme Director:

J Swarnalatha

Dates:

Nov 04-08, 2024 & Nov 09-15, 2024
Indian component & International component

Fee:

Rs. 5,75,000+
Applicable GST

Programme Overview

Strategic Human Resource Management (SHRM) is a critical function within organizations that aligns human capital with organizational goals and objectives. This programme aims to provide participants with the knowledge, skills, and tools necessary to effectively manage human resources in a strategic manner.

Objectives

- ◆ Understand the concept and importance of Strategic Human Resource Management.
- ◆ Learn how to align HR practices with organizational strategy.
- ◆ Develop skills in workforce planning, talent acquisition, and retention.
- ◆ Explore techniques for performance management and employee development.
- ◆ Understand the role of HR in fostering a diverse and inclusive workplace culture.
- ◆ Gain insights into HR metrics and analytics for decision-making.
- ◆ Learn strategies for managing change and fostering innovation through HR practices.

Driving Performance through Transformational Leadership

Programme Director:

J Swarnalatha

Dates:

Nov 18-22, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
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.

Content

- ◆ Understanding Transformational Leadership
- ◆ Visionary Leadership
- ◆ Inspirational Motivation
- ◆ Intellectual Stimulation
- ◆ Individualized Consideration
- ◆ Empowerment and Delegation
- ◆ Building Trust and Collaboration
- ◆ Leading Change and Overcoming Resistance
- ◆ Measuring and Evaluating 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.

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

Programme Director:

J Swarnalatha

Dates:

Nov 25-27, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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. 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 Development 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.

Objectives

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 a 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 learning's on how to effectively communicate CSR activities

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:

J Swarnalatha

Dates:

Dec 02-04, 2024

Fee:

Rs. 43,700 (US \$ 683)+
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.

Content

- ◆ Understanding Creativity and Innovation
- ◆ The Innovation Mindset
- ◆ Unlocking Creativity
- ◆ Building a Creative Environment
- ◆ Idea Generation Techniques
- ◆ Idea Evaluation and Selection
- ◆ Overcoming Resistance to Change
- ◆ Sustaining a Culture of Innovation
- ◆ Leadership's Role in Innovation
- ◆ Case Studies and Best Practices
- ◆ This programme structure provides a comprehensive approach to fostering creativity and innovation within an organization. The content is designed to be interactive, engaging, and applicable to real-world scenarios, encouraging participants to become catalysts for positive change within their teams and the organization as a whole.

Participant Profile

Managers, Team Leads, Executives of public sector, private sector and government institutions.

Leadership Skills Development

Programme Director:

J Swarnalatha

Dates:

Dec 09-13, 2024

Fee:

Rs. 69,500 (US \$1086)+
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.

Content

- 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 Organisational Processes and succession planning for Organisational Growth and Sustainability.
 - ◆ Analysis of Financial Statements and Reviews.

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 17-21, 2024

Fee:

Rs. 69,500 (US \$1086)+
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 organisation and work hard to create opportunities that will benefit the organisation. 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.

Content

The areas of discussion will include:

- ◆ Why do we behave the way we behave? - Ego-state model
- ◆ The way we communicate with others - Transactional analysis
- ◆ Why do we communicate? - Strokes
- ◆ Our view of the world. Relationship with ourselves and with others-Life position
- ◆ The scripts we follow
- ◆ The imperatives of change - autonomy
- ◆ Effective communication
- ◆ Improving interpersonal relationships.
- ◆ The performance management system architecture
- ◆ Conducting the appraisal meetings
- ◆ Articulating performance feedback
- ◆ Performance review meetings
- ◆ Building effective teams
- ◆ Stress management and employee well being
- ◆ Positive collaboration and Communication
- ◆ Creating inclusive work environment
- ◆ Developing sense of pride and ownership in employees

Participant Profile

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

Senior Leadership Programme

Study Tour to Europe

Programme Director:

J Swarnalatha

Dates:

Jan 06-10, 2025 & Feb 02-11, 2025
Indian component & International component

Fee:

Rs. 7,25,000 +
Applicable GST

Programme Overview

The Senior Leadership Development Programme is designed to enhance the leadership capabilities, strategic thinking, and managerial skills of senior leaders within the organization. Through a combination of interactive workshops, executive coaching, case studies, and practical exercises, participants will gain the knowledge and tools necessary to drive organizational success and achieve strategic objectives.

Develop Strategic Thinking: Senior leaders need to think strategically and anticipate future trends and challenges. The programme should help participants develop their strategic thinking skills, including the ability to analyze complex situations, identify opportunities, and formulate long-term plans.

Strengthen Leadership Capabilities: The programme should focus on enhancing leadership capabilities such as vision setting, decision-making, inspiring others, and driving change. Participants should learn how to lead with integrity, resilience, and empathy while navigating organizational complexities.

Promote Innovation and Creativity: Senior leaders play a key role in fostering innovation and driving organizational growth. The programme should encourage participants to embrace innovation, think creatively, and foster a culture of experimentation and continuous improvement.

Enhance Executive Communication Skills: Effective communication is essential for senior leaders to articulate their vision, align stakeholders, and inspire action. The programme should help participants enhance their communication skills, including public speaking, storytelling, and effective use of digital communication channels.

Build High-Performing Teams: Senior leaders are responsible for building and leading high-performing teams that can deliver results. The programme should provide tools and techniques for team building, coaching, delegation, and conflict resolution.

Foster Collaboration and Influence: Senior leaders often need to collaborate across departments, functions, and geographies to achieve organizational objectives. The programme should help participants develop their collaboration skills, including negotiation, influencing, and building strategic partnerships.

Cultivate Resilience and Adaptability: Senior leaders operate in a constantly changing environment and face numerous challenges and setbacks. The programme should help participants cultivate resilience, adaptability, and agility to thrive in uncertainty and lead their organizations through change.

Promote Diversity, Equity, and Inclusion: In today's diverse and globalized world, senior leaders must champion diversity, equity, and inclusion in their organizations. The programme should raise awareness of unconscious biases, promote inclusive leadership behaviors, and provide strategies for creating diverse and inclusive teams and cultures.

Drive Business Results: Ultimately, the senior leadership programme would equip participants with the skills, knowledge, and mindset to drive sustainable business results, create value for stakeholders, and lead their organizations to long-term success.

Effective Trade Union Management

Programme Director:

J Swarnalatha

Dates:

Jan 20-24, 2025

Fee:

Rs. 69,500 (US \$1086)+
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.

Content

The Programme contents are broadly as follows:

- ◆ Origin and Development of Trade Union;
- ◆ Leadership in Trade Unions;
- ◆ Role of Trade Unions in Managing Organisational Change;
- ◆ Legal Framework and its Implications;
- ◆ The Method of Collective Bargaining;
- ◆ Conflict Management and Negotiations
- ◆ Organisation Centered Trade Unionism;
- ◆ Role of Trade Unions in Managing Labor Redundancy;
- ◆ Managing Differences;
- ◆ Analysis of Financial Statements and Reviews;

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 27-31, 2025

Fee:

Rs. 69,500 (US \$1086)+
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 behaviors 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, behavior 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 motivating 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.

Content

- ◆ Leadership theories and styles
- ◆ Tapping Leadership potential
- ◆ Emotional intelligence in leadership development
- ◆ Leadership assessment inventories
- ◆ Neuro-linguistic Programming and its relevance to leadership development
- ◆ Understanding the elements of NLP
- ◆ Modeling on self with NLP
- ◆ Leading with NLP
- ◆ Modeling excellence
- ◆ NLP coaching for leadership

Participant Profile

Middle level executives, HR Professionals, and working professionals interested in enhancing leadership competencies through Neuro-Linguistic Programming.

Personality Development for Executives

Programme Director:

J Swarnalatha

Dates:

Feb 17-19, 2025

Fee:

Rs.43,700 (US \$ 683) +
Applicable GST

Programme Overview

Our awareness of self is closely linked to our ability to read the behavior 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 behavior 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 behavior 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.

Content

- ◆ 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 Behavioral 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.

Stress Management and Performance Coaching

Programme Director:

J Swarnalatha

Dates:

Mar 03-07, 2025

Fee:

Rs.69,500 (US \$1086) +
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 behavioral, 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.

Content

- ◆ 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.

Communication Skills for Managers

Programme Director:

J Swarnalatha

Dates:

Mar 17-21, 2025

Fee:

Rs.69,500 (US \$1086) +
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 up gradation 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 practicing managers communicate effectively in various situations such as interpersonal interactions, group interactions, managing change and negotiations, and thereby contribute to overall organisational effectiveness.

Content

- ◆ Importance of Communication in Management
- ◆ Communication Challenges for Managers
- ◆ Active Listening Skills
- ◆ Clear and Concise Verbal Communication
- ◆ Written Communication for Managers
- ◆ Body Language and Gestures
- ◆ Facial Expressions and Tone of Voice
- ◆ Team Communication
- ◆ Interdepartmental Communication
- ◆ Managing Conflicts through Communication
- ◆ Inspirational Communication
- ◆ Communicating Change
- ◆ Technology and Virtual Communication
- ◆ Digital Etiquette
- ◆ Assessing and Improving Communication Skills
- ◆ Developing a Personalized Communication Improvement Plan
- ◆ Setting communication goals for continuous improvement.

Participant Profile

Creating a plan for ongoing skill development. 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 neighboring countries.

Individual Excellence for Organisational Effectiveness

Programme Director:

J Swarnalatha

Dates:

Mar 24-28, 2025

Fee:

Rs.69,500 (US \$1086) +
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.

Content

- ◆ Introduction to Individual Excellence
- ◆ The Role of Individuals in Organizational Success
- ◆ Self-Reflection and Goal Setting
- ◆ Emotional Intelligence
- ◆ Time Management and Productivity
- ◆ Effective Time Management
- ◆ Goal Alignment and Execution
- ◆ Communication and Interpersonal Skills
- ◆ Conflict Resolution and Collaboration
- ◆ Professional Development and Continuous Learning
- ◆ Building a Learning Culture
- ◆ Networking and Mentorship
- ◆ Adaptability and Resilience
- ◆ Embracing Change
- ◆ Building Resilience
- ◆ Leadership Mindset and Influence
- ◆ Personal Branding
- ◆ Goal Review and Reflection
- ◆ Action Planning for Continued Excellence

Participant Profile

The programme is designed to be inclusive and adaptable to the needs of participants from diverse backgrounds and roles. It recognizes that individual excellence contributes significantly to overall organizational effectiveness, irrespective of the specific job function or industry.

New Labour Codes: Context, Provisions and Implications

Programme Director: Harsh Sharma	Dates: Apr 24-26, 2024	Fee: Rs. 43,700 (US \$ 683)+ Applicable GST
	Dates: Jan 20-22, 2025	Fee: Rs. 43,700 (US \$ 683)+ 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.

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

Technology in Governance : Opportunities and Challenges in AI ERA

Programme Director:

Harsh Sharma

Dates:

Jun 12-14, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Programme Overview

In today's world, the application of technology is the core of achieving good governance. In India, Digital India has already put the nation on the path of being 'paperless', 'faceless' and 'cashless' and now this has been coupled with an urgent need of being 'contact-less' too. With a clear vision, the government is pushing ahead the e-Governance initiatives for consolidated delivery of e-Services taking due cognisance of scope enhancement, process re-engineering, use of integrated & interoperable systems and deployment of emerging technologies.

With this backdrop, the training programme aims to create an in-depth awareness the role of technology and AI in governance. The programme will enable the participants to develop required competencies and aptitude to conceptualise and implement technology in decision making meaningfully.

Participant Profile

- ◆ Officials from Central Government at the level of Joint Secretary, Director, Deputy Secretary or equivalent in Ministries/Departments of Government of India, who are either leading or responsible for implementation of e-Governance projects.
- ◆ Officials from State Government at the level of Collector, Deputy Collector, Senior Director, Director or equivalent who are either leading or responsible for implementing e-Government projects.
- ◆ Officials from the Dept of Information Technology of State governments, State e-Mission Teams (SeMTs), State Informatics Centre
- ◆ Officials from NISG, C-DAC, State e-Governance Societies
- ◆ Chief Information Officers (CIO), Chief Technology Officers
- ◆ NGOs, PSUs, and other relevant organizations who are interested in understanding and implementing technology in governance

Building and Leading Effective Teams

Programme Director:

Harsh Sharma

Dates:

Aug 12-14, 2024

Fee:

Rs. 43,700 (US \$ 683)+
Applicable GST

Dates:

Mar 03-05, 2025

Fee:

Rs. 43,700 (US \$ 683)+
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.

Sustainable Development Goals and Good Governance

Programme Director: Harsh Sharma	Dates: Sep 09-13, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Feb 17-21, 2025	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST

Programme Overview

Sustainable Development Goals (SDGs) across the globe require different approaches and a high level of contextualisation. In this endeavour, government officials have a pivotal role to play. They are a permanent stakeholder, and the long-term sustainability of any developmental initiative is dependent on their commitment. In India, 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.

In view of the rich expertise of ASCI in working closely with NITI Aayog for the design and delivery of the Capacity Building Programme for Civil Servants to implement the 2030 Agenda of SDGs, this training programme will have the following components:

Objectives

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

- ◆ Gain an understanding of the SDGs and their targets.
- ◆ Learn how to conduct principled prioritisation of the SDG targets
- ◆ Focus on the relevance of SDGs in national, regional and local contexts.
- ◆ How to benefit from the opportunities and challenges presented by the SDGs. Foster a national dialogue for monitoring and reporting official statistics on SDGs in India.
- ◆ Learn how to report and communicate effectively progress made against the SDGs to internal and external stakeholders.

Participant Profile

The programme would include senior civil servants, officials from central line ministries (NITI Aayog, Ministry of Statistics and Programme Implementation, etc.), representatives from SDG monitoring units of various States/UTs, academicians, and practitioners. An ideal candidate may play a role in: Sustainability, CSR, Governance and Risk, Management, Human Resources, Environment, Marketing/Communications/PR, Quality, Supply Chain/Logistics, Health and Safety, Investor Relations, Operational Excellence, Foundations etc.

Unlocking the Future of Labour Relations in India

(New Labour Codes, POSH and GIG Economy)

Programme Director: Harsh Sharma	Dates: Nov 18-22, 2024	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST
	Dates: Mar 17-21, 2025	Fee: Rs. 69,500 (US \$ 1086)+ Applicable GST

Programme Overview

Embark on a transformative journey with our programme, focusing on the new Labour Codes that form the bedrock of contemporary industrial relations in India. This comprehensive initiative equips participants with a robust understanding of legal intricacies, emphasizing working conditions, employment terms, industrial relations, wages, social security, and various facets of work and employment. The programme delves into the core of legal protection and benefits for employees, ensuring a holistic perspective for effective management in the dynamic business environment.

Objectives

- ◆ Discuss the evolution and framework of labour legislation in India, focusing on recent reforms.
- ◆ Provide an overview of the constitutional underpinnings shaping labour legislation.
- ◆ Understand the implications and features of the four key labour codes.
- ◆ Foster comprehension of industrial relations dynamics.
- ◆ Integrate diverse stakeholder interests effectively.

Highlights

- ◆ **Comprehensive Course Coverage:** A deep dive into the nuances of labour laws and industrial relations.
- ◆ **Expert-led Classroom Sessions:** Learn from experienced faculty and industry experts.
- ◆ **Practical Hands-on Sessions:** Engage in real-world scenarios with acclaimed academicians and labour department officials.
- ◆ **Certification by Administrative Staff College of India:** Validate your expertise with a recognized certification.

Participant Profile

Managers and stakeholders in industrial relations, HR management, general administration, and related departments. Trade union leaders from government, public, and private sectors.

Negotiations and Managing Conflicts

(Focus on Sales, Trade Union, and Vendor)

Programme Director:

Harsh Sharma

Dates:

Dec 09-13, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

The Administrative Staff College of India (ASCI), Hyderabad, presents a five-day training programme for middle and senior-level government, public sector, and private-sector officials focusing on Negotiations and Managing Conflicts in Sales, Trade Union, and Vendor Situations. This programme is designed to equip participants with the essential skills and strategies needed to navigate complex negotiations and effectively manage conflicts in various organisational contexts.

The programme caters to a diverse audience with varied experiences and backgrounds, fostering peer learning and networking opportunities.

ASCI, a premier institution, has a proven track record of conducting successful training programmes in negotiations and conflict management for over 25 years. With a focus on practical relevance and application and drawing from extensive research, ASCI has collaborated with numerous large public and private organisations, including government departments, multinational corporations, and industry associations. ASCI's faculty comprises seasoned practitioners and academics with extensive experience in negotiation theory and conflict resolution, ensuring high-quality learning experiences for participants.

Impact

Participants will gain a deep understanding of negotiation principles and conflict resolution techniques specific to sales, trade union, and vendor-related scenarios. They will enhance their ability to analyse situations, communicate effectively, and reach mutually beneficial agreements through interactive sessions, case studies, and simulations. The programme will empower participants to confidently handle challenging negotiations, mitigate conflicts proactively, and foster positive relationships with stakeholders.

Participant Profile

This programme is targeted towards middle and senior-level officials from government, public sector, and private-sector organisations involved in sales, procurement, human resources, and vendor management roles. Participants may include:

- ◆ **Senior Executives who** are responsible for strategic decision-making.
- ◆ **Sales and Marketing Executives** who are responsible for negotiating contracts, pricing, and terms with clients and customers.
- ◆ **HR Managers and Employee Relations Specialists** who deal with trade unions and labour disputes.
- ◆ **Procurement Managers and Supply Chain Professionals** who engage in negotiations with vendors and suppliers.

Programme on Chief Information Security Officers (CISO)

Programme Director:

Santosh Mehra

Dates:

Jun 18-22, 2024

Fee:

Rs. 69,500 (US \$ 1086)+
Applicable GST

Programme Overview

With the rapid digitalisation of functions and processes of Government/Government organizations, the need for adopting secure cyber practices is becoming extremely important. A cyber breach can have serious national security implications, apart from causing severe operational and financial damage, which can bring the functioning of Government/Government organisation to standstill. It is therefore imperative, that every organisation involved in the use of Information Technology in the discharge of its functions must identify and document its Information Security (IS) requirements that arise from various sources.

Organisations must identify and implement an **Information Security Management System (ISMS)** that encompasses Cyber Security as well as physical and logical security controls for risk mitigation.

To ensure a structured, uniform and consistent mechanism, in accordance with best information security system practices, each Ministry/ Department/ PSU etc. of Gol is expected to have a Chief Information Security Officer (CISO), as directed by the MEITY. CISO is expected to establish a cyber security programme, coordinate security policy compliance efforts across the organisation and interact regularly with CERT-In 'Point of Contact'.

Each CISO should be fully conversant with the legal, statutory, regulatory and contractual requirements of its organization. He is expected to set up principles, objectives and business requirements for Information handling, processing, storing, communicating and archiving that are developed for Operations Support in an organisation. Some of the important responsibilities of CISO are, but not limited to Vulnerability Assessment & Penetration Testing (VAPT) of all websites, portals and IT systems, ensuring that websites are GIGW compliant, Web Application Security Assessment (WASA), Software Development Lifecycle (SDLC) Audit and periodic Code Reviews to ensure that applications continue to be secure & Information Security Audit of IT Systems and controls etc.

Impact

The purpose of the programme is to spread awareness, build capacity as well as enable government departments on steps that need to be taken to create a cyber resilient IT set up.

The objective of the programme is to sensitise, educate & enable the Chief Information Security Officers (CISO) & broader IT community to address the challenges of cyber security. The programme aims to:

- ◆ Create awareness on the emerging landscape of cyber threats.
- ◆ Provide in-depth understanding on key activities, new initiatives, challenges and related solutions
- ◆ Applicable framework, guidelines & policies related to the subject.
- ◆ Share best practices to learn from successes & failures.
- ◆ Provide key inputs to take informed decision on cyber security related issues in their respective functional areas.

Participant Profile

Officers from Central and State/UT Governments and subordinate agencies/ PSUs, including public sector banks and insurance companies, technical wings of police and security forces. This would essentially include, but not limited to:

1. Designated Chief Information Security Officers (CISOs)
2. CTOs and member of technical / PMU teams, officers responsible to observe security of the IT system in their respective organizations.

Civil Aviation Security

Programme Director:

Santosh Mehra

Dates:

To be announced

Programme Overview

The Civil Aviation industry is undergoing a major transformation. Hawaii chappal se hawaii jahaajtak is becoming a distinct reality in India. Ranked seventh currently, India aspires to be among the global top three nations in terms of domestic and international passenger traffic. In keeping with the twin objectives of **National Civil Aviation Policy 2016 (NCAP)** of enhancing affordability / connectivity for the masses and of boosting economy and employment, domestic passenger traffic has increased from a modest 79 mn in 2010 to 158 mn in 2017, and is expected to reach 520 mn by 2030, an annual **increase of 6.2%**, far higher than the world average of 3.9%. Likewise, in the last 8 years, the number of airports has gone up from 74 to 145 (including 29 international & 95 domestic) and this number is likely to go up to 425 by 2040. The GoI wants to operationalize 1,000 UDAN routes. From a modest 700 planes now and 12,000 active pilots, the nation's airplane fleet is projected to quadruple in size to approximately 2500 airplanes by 2040 with the requirement of pilots and technicians/ground support staff going up to 35,000, and 45,000 respectively.

Unfortunately, in the euphoria of fast growth of this sector, the National security perspective is increasingly becoming foggy. It is absolutely vital for all stakeholders to understand that Aviation Security is one parameter on which even the slightest lapse can cause a serious setback on all frontiers, including economy, employment and most importantly, national security. One instance of breach in Aviation Security and the entire edifice, assiduously built over decades, can collapse, like a pack of cards. For example, the 9/11 attacks in USA resulted in loss of 3,060 human lives, immediate & direct loss of \$36 Bn to US economy, over 4.25 lakh job loss in New York alone and an immediate decline of 40% in tourism, hospitality and aviation sectors. Likewise, the hijack of IA Flight 814 in Dec 1999 eventually resulted in the release of hardcore terrorists like Masood Azhar, Omar Sheikh etc., While Omar Sheikh was involved in killing of Wall Street Journal reporter Daniel Pearl, Masood Azhar regrouped his terror organisation, Jaish-e-Mohammed which committed several acts of terrorism, including attack on the Indian Parliament in December 2001, the 2008 Mumbai terror attacks and the Pathankot airbase attack in January 2016 and VBIED suicide bomber attack on a CRPF convoy in 2019 in Pulwama killing 44 personnel.

Hence, it is imperative that in terms of infrastructure, technology, systems and procedures and most importantly, capacity building and trained manpower in Civil Aviation Safety and Security, the country is fully prepared for this massive leap of faith.

Impact

This training programme is intended to provide / refresh the overall perspectives of the principles and best practices of Civil Aviation Security. This programme seeks to:

- ◆ Provide insights into framework, guidelines, policies, relevant Acts/ Legal provisions / SOPs related to CA Security.
- ◆ Underline role of different agencies in the field of CA Security and Inter agency coordination.
- ◆ Sensitise participants on the emerging threats in CA Security.
- ◆ Provide in-depth understanding and appreciation of earlier major case studies on attacks on Airports, plane hijackings etc., and lessons learnt
- ◆ Highlight key activities, new initiatives, challenges and related solutions in the CA Security

Participant Profile

This programme is designed for Middle and Senior Level Executives / Officers of State Police Forces, Central Armed Police Forces (CAPFs), CPOs and private sector organizations, who are involved and related to Civil Aviation sector in different capacities.

Fight Against Human Trafficking

Programme Director:

Santosh Mehra

Dates:

To be announced

Programme Overview

Human trafficking is a crime where traffickers exploit and profit at the expense of adults or children by compelling them to perform labor or engage in commercial sex. It is often compared to "modern slavery".

According to the United States Department of State, an estimated 27.6 million people worldwide are victims of human trafficking at any given time, while as per The International Labour Organization (ILO) estimates, 24.9 million people are victims of human trafficking.

Apart from issues of Institutionalization of sexual violence, slavery, exploitation and human rights violations, human trafficking poses a serious threat to national security. It benefits transnational criminals and terrorists, threatens borders, immigration & customs systems and public safety and seriously undermines state legitimacy by highlighting failures of governance. Organized human trafficking is known to have promoted sub national conflicts by enabling armed and extremist groups to raise revenue and expand their power and military capabilities.

Human trafficking is becoming increasingly sophisticated & high tech with traffickers using encrypted digital communication applications, including for digital payments to conduct transactions, to evade law enforcement.

India: It is estimated that there are at least eight million trafficking victims in India, the majority of whom are bonded laborers. Traffickers exploit millions of people in commercial sex within India. Most of India's trafficking victims are girls from marginalized tribal communities and oppressed castes. As per the latest official reports, India has an 84% acquittal rate for trafficking cases. In 2021, the number of human trafficking cases per million population in India was 1.6.

The seriousness & magnitude of the problem can be gauged by the fact that combatting human trafficking is included in the Targets 5.2, 8.7 and 16.2. of the United Nations (UN) Sustainable Development Goals (SDGs) and the Global Compact for Safe, Orderly, and Regular Migration (GCM).

Impact

This training programme is intended to provide / refresh the overall perspectives of the principles and best practices in prevention, detection, investigation and prosecution of cases related to Human Trafficking. This programme:

- ◆ Delves into causes and consequences of Human Trafficking, including its impact on the individual, family, society and the nation.
- ◆ Looks into Human Trafficking as an Organized Crime at state, national and global levels
- ◆ Provide insights into framework, guidelines, policies, relevant Acts/ Legal provisions / SOPs related to Human Trafficking.
- ◆ Underline role of different agencies in the fight against Human Trafficking at state, national and global levels.
- ◆ Provide in-depth understanding and appreciation through major case studies and lessons learnt.
- ◆ Highlight new initiatives, challenges and related solutions in the fight against Human Trafficking.

Participant Profile

This programme is essentially designed as Training for Trainers (ToT) programme. It is meant for middle level officers (Inspectors to Additional SP rank) of State Police Forces & Border Guarding Forces & equivalent ranks in the Judiciary and Prosecution.



**ONLINE
ANNOUNCED PROGRAMME BRIEFS**





Dr Achyuta Samanta, Educationist, Philanthropist and Social Worker; Founder & Mentor - KIIT & KISS; KISS Foundation India, UK & USA; and Member of Parliament, Lok Sabha delivering the Lecture on "Transforming Lives through Education: The KIIT and KISS Story" on September 14, 2023



Sri T Rabi Sankar, Deputy Governor, RBI, inaugurated the programme on Future of Fraud Risk Management, January 23-27, 2023

ONLINE ANNOUNCED PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
1	Artificial Intelligence and Big Data Disruptions in Industry 4.0	10-12 Apr 2024	Dr Gutha Jaya Krishna
2	Capacity Building on WHO's ICD Classification and Coding of Diseases and Cause of Death	03-05 Jun 2024	Dr Bhawna Gulati
3	Capacity Building on WHO's ICD Classification and Coding of Diseases and Cause of Death	08-12 Jul 2024	Dr Bhawna Gulati
4	Preparing for Digital Transformation and Transition to Industry 5.0	24-25 Jul 2024	Dr Gutha Jaya Krishna
5	Advancements in Financial Technologies and their Embracement	22-23 Aug 2024	Dr Gutha Jaya Krishna
6	Result Oriented Corporate Social Responsibility	11-13 Sep 2024	Sri Hareesh Meppat

Artificial Intelligence and Big Data Disruptions in Industry 4.0

Programme Director:

Gutha Jaya Krishna

Dates:

Apr 10-12, 2024

Fee:

Rs.23,400+
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 on the how much the amount of data; 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, cybersecurity, transportation, customer service and experience. Therefore, this programme will study some of the current Industry 4.0 disruptions with special emphasize on AI and Big Data technologies. Will also try to discuss on the current and future market trends as well as growth in terms of the above technologies.

Impact

- ◆ Helps in knowing and getting insights on the 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, Senior/Mid-level Managers who are keen knowing the AI and Big Data Disruptions.

Capacity Building on WHO's ICD Classification and Coding of Diseases and Cause of Death

Programme Director: Bhawna Gulati	Dates: Jun 03-05, 2024	Fee: Rs.23,400+ Applicable GST
	Dates: Jul 08-12, 2024	Fee: Rs.39,000+ Applicable GST

Programme Overview

In COVID 19 pandemic, the office of Registrar General of India (ORGI) had issued directions/guidelines to the Chief Registrars of all States/UTs during April 2020 to collect and certify the information on cause of death due to COVID 19. Further in India there is no concrete database which gives us crucial information, knowledge and wisdom on human diseases and deaths in our public hospitals- their extent, causes and consequences. International Classification of diseases and related health problems or ICD 10 is a crucial system developed by World Health Organization as a basis/coding for health recording, disease statistics and causes on death in death certificates in all health care settings.

The main aim of this programme is to ensure ICD 10 coding implementation in public health facilities and thus get better knowledge of the extent of the diseases and causes of death on ground level. This shall allow data based decisions in healthcare planning, and resource allocation for further public health services that are need based.

Pedagogy

Discussions with Practical Hands-on exercises on data for doing actual ICD 10 coding.

Participant Profile

Residents, Doctors, Medical Record department officials etc.

Preparing for Digital Transformation and Transition to Industry 5.0

Programme Director:

Gutha Jaya Krishna

Dates:

Jul 24-25, 2024

Fee:

Rs.15,600+
Applicable GST

Programme Overview

Benefits of digital transformation are perceived and are obvious in the 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 eminent. 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 the next transition that is Industry 5.0. In 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 next industry transition.

Participant Profile

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

Advancements in Financial Technologies and their Embracement

Programme Director:

Gutha Jaya Krishna

Dates:

Aug 22 -23, 2024

Fee:

Rs.15,600+
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 conjunction of various technologies like Artificial Intelligence, Big Data, Crypto Currencies, Blockchain, Cloud Computing, etc. Therefore, this programme is quite essential to bankers, FinTechs, and various other stockholders/players in government, semi-government and corporates to understand the essence of Financial Technologies. This programme facilitates in providing the current financial technologies and their possible uses. Also provides a focused discussion on the impediments in 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, Senior/Mid-level Managers who are keen on knowing the advancements in Financial Technologies and looking for possible adoption.

Result Oriented Corporate Social Responsibility, Best Practices and Regulatory Framework

Programme Director:

Hareesh Meppat

Dates:

Sep 11-13, 2024

Fee:

Rs.23,400+
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

Objectives

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.

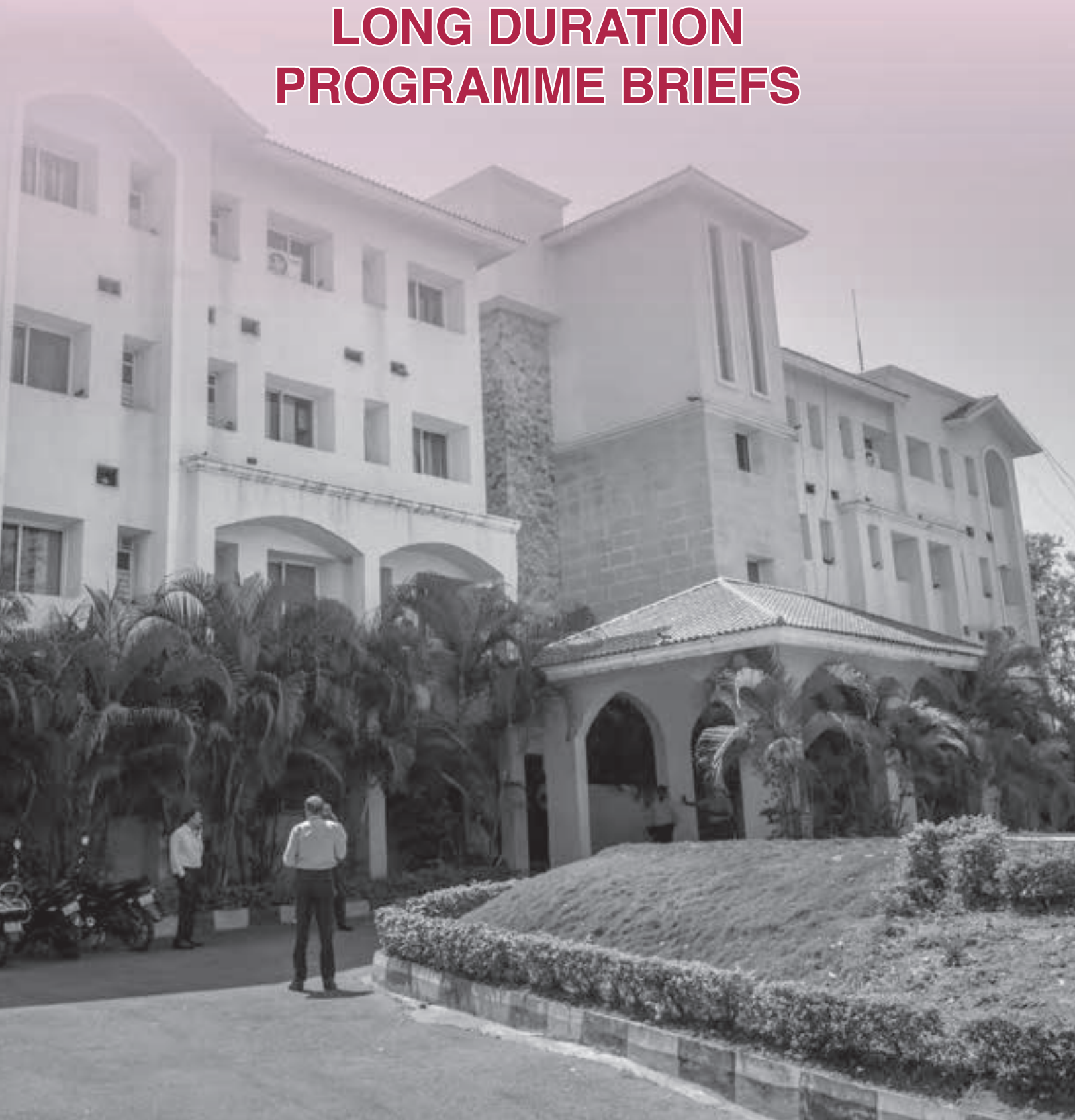


Programme on Avoiding Costly Mistakes in Land Acquisition and Resettlement during October 09-13, 2023



Executive Development Programme & Competency Assessment & Individual Development Plan for Scale IV Executives of Canara Bank, Batch 7: July 31 – August 05, 2023

LONG DURATION PROGRAMME BRIEFS



From the Dean of Training Programmes (Long Duration Programmes)

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
Health Care Management

Dean of Training Programmes (LDP)

subodh@asci.org.in



Dr. Subodh Kandamuthan is currently Dean of Training Programmes (LDP) 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 Hospital Management (PGDHM), ASCI's prestigious long term programme for the last nine 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 Organisation, UNICEF, Ministry of Commerce, Government of India, Department of Personnel and Training, Government of India, State Governments of Odisha, Madhya Pradesh, Andhra Pradesh etc. He was also project leader of the UNICEF-sponsored Management Review of Behavioral Change Communication Strategies for the Health departments of three states of Telangana, Karnataka and Maharashtra. He also recently did a rapid assessment of Basti Dawakhana for the National Health Mission, Telangana.

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 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.

He recently completed as team leader the UNICEF project on Concurrent Monitoring of Anemia Mukht Bharat programme for Telangana in collaboration with NHM Telangana. He 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 three months' certificate programme on Health Informatics in collaboration with Access Health International and InOrder Institute. 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 FTCCI and was widely quoted in print media.

He teaches Health Economics, Health Policy, Public Health, Health Insurance and Business Research Methods for Post Graduate Diploma in 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 sessions at reputed institutes like National Institute of Rural Development, IIT Hyderabad, TISS, Hyderabad, Dr MCR HRD Institute etc.

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 Organisation. 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 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 co-chair of FTCCI Health Care committee and is a member of Health Care panel of CII Telangana.

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.

ONLINE LONG DURATION PROGRAMMES

ONLINE LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
1	International Programme/Certificate Course on Environmental & Social Risk Management: Avoiding Costly Mistakes (ASCI in Collaboration with the World Bank)	22 Apr-22 Jul 2024	Dr Reshmy Nair
2	Certificate Course on Public Procurement (*3 hours of Online every Friday)	10 May-12 Jul 2024	Sri Rutwik Phatak
3	Innovation and Entrepreneurship Management (Jointly conducted by ASCI & T-Hub)	14 Jun-29 Sep 2024	Dr Karnak Roy
4	Professional Certification Course on Integrated Municipal Solid Waste Management	15 Jul-30 Sep 2024	Dr Prathibha Ganesan / Prof V Srinivas Chary
5	Digital Health in collaboration with SIMS Health Care Private Limited	01 Aug-31 Oct 2024	Dr Subodh Kandamuthan / Smt Sridevi Ayaluri / Ms Deepti
6	Leadership Development Programme for Nurse Managers in collaboration with SIMS Health Care Private Limited	01 Oct-31 Dec 2024	Dr Subodh Kandamuthan / Ms Deepti
7	Health Informatics for Health Care Professionals, In collaboration with Inorder Institute, Hyderabad and Access Health International, Washington DC	01 Dec 2024-28 Feb 2025	Dr Subodh Kandamuthan / Dr Arundhathy Mamidi
8	Certification Programme on Strategic Human Resource Management	16 Dec 2024-13 Jun 2025	Prof J Swarnalatha
9	Professional Certification Course on Leadership Development for City Wide Inclusive Sanitation	20 Feb-20 Apr 2025	Prof V Srinivas Chary/ Dr Rajarshi Banerjee

LONG DURATION PROGRAMMES

Sl. No.	Programme Title	Dates	Programme Director(s)
1	ASCI Post Graduate Diploma in Management (Hospital Management) (AICTE approved Two Year Full Time Programme) - Batch: XIX	2024-2026	Dr Subodh Kandamuthan
2	ASCI Post Graduate Diploma in Management (PGDM) (AICTE approved Two Year Full Time Programme) - Batch: VI	2024-2026	Dr Nirmalya Bagchi



Convocation Ceremony for PGDM (HM) and PGDM by Shri Anil Swarup, IAS (Retd) Former Education Secretary, Government of India,



Mid-Career Training Programme (MCTP) Level 4 for Officers from Comptroller and Auditor General (C&AG) of India (August 14 – 19, 2023)



International Programme on 2016 Procurement Policy Framework for the World Bank Aided Projects (July 24 – August 4, 2023)

International Programme/Certificate Course on Environmental & Social Risk Management: Avoiding Costly Mistakes (ASCI in Collaboration with the World Bank)

Online

Programme Director:

Reshmy Nair

Dates:

April 22-July 22, 2024

Fee:

US\$ 3000 +
Applicable GST

Programme Overview

Understanding risks allows for more accurate planning and better allocation of time, finances, and human resources in any project or programme, be it in public or private sector. However, the importance of environmental and social risk management is often downplayed, which becomes a detriment to the success of the endeavour in many instances. An effective and robust management of such risks, on the other hand, helps in attaining the intended results and leads to more sustainable outcomes by avoiding harm to nature or people, including their assets.

The paradigm on appreciating environmental and social risks and understanding the need for integrating required actions in the decision-making cycle has started shifting world-wide, moving beyond measuring only physical and financial achievements of a project/programme. The economic, health and other crisis/conflicts faced over last few decades, have underscored the necessity to: (i) protect/conservate ecosystems, ecological features and natural resources, including air, water & soil quality, forests, wetlands and associated biodiversity, (ii) strengthen accountability/governance related to stakeholder engagement, transparency in information sharing and legal/regulatory compliance and, (iii) improve socio-environmental performance, including on health & safety, social disruptions or conflicts from land acquisition and/or resettlement, livelihoods, cultural heritage, and equity issues. These and other environmental and social elements/aspects are affected adversely if considerations are not duly incorporated within the overall project planning and management cycle and if 'Mitigation Hierarchy (Avoidance-Minimisation-Mitigation-Compensation/Offset) is not suitably applied. Appropriate integration of environmental and social attributes in the project/programme design and its implementation can contribute to notable positive outcomes and deal with sustainability challenges faced by the humankind

Objectives

- ◆ Academic as well as other professional development courses (degree / diploma / certificate) currently in the market offer an opportunity to learn the theoretical aspects well (both in case of basic and advanced courses) but are notably limited in their coverage of pragmatic knowledge, coverage of all key stages of project cycle and operational nuances. It is important to learn from mistakes of the past, replicate/build-up good practices and recognize underlying possibilities/opportunities for future operations/activities.
- ◆ This Certificate Course has been designed in collaboration with the World Bank to bridge the hands-on knowledge gaps in environmental and social risk management and develop the capacity of Development Professionals on the subject. Mistakes committed in inadequately identifying social and environmental risks as well as gaps in the implementation and monitoring of mitigation plans often result in delays, conflicts, grievances, and judicial interventions eventually resulting in enormous time and cost overruns. The Certificate Course will provide a comprehensive understanding of the assessment and management of E&S risks and build capacity of the project designers, assessors, implementors and evaluators in the effective execution/ delivery of their operations. It will cover operational challenges and common pitfalls during project/ program preparation, implementation and monitoring apart from highlighting good practice examples from an environmental and social risk management perspective.

Certification Course on Public Procurement

Online

Programme Director:

Rutwik Phatak

Dates:

May 10 – July 12, 2024
(*3 hours of Online every Friday)

Fee:

Rs. 50,000 +
Applicable GST

Programme Overview

Public procurement plays a vital role in the efficient functioning of government agencies and organizations worldwide, serving as the mechanism through which goods, services, and works are acquired to meet public needs and objectives. As governments strive to enhance transparency, fairness, and accountability in procurement processes, there is an increasing recognition of the need for professionalization and formal training in the field of public procurement. Professionalization ensures that procurement practitioners possess the necessary knowledge, skills, and competencies to navigate complex procurement regulations, manage risk, and achieve value for money in public spending.

ASCI's Online Certification Course on Public Procurement offers a tailored programme designed for procurement professionals, public sector managers, and government officials. It has been developed with technical support from The World Bank, making it relevant for a wide range of participants. Accessible through an intuitive online platform, this comprehensive course covers essential aspects of public procurement, including legal frameworks, procurement planning, bid evaluation, and contract management.

Participants will engage with lectures, reference materials, and case studies to deepen their understanding of best practices in public procurement. The course is structured to accommodate varying levels of expertise, providing a valuable resource for both beginners seeking a foundational understanding and experienced practitioners aiming to stay abreast of the latest developments in the field.

Objectives

- ◆ To equip the participants with necessary understanding of the fundamental principles, various steps in the procurement cycle, categories of procurement, market approaches, selection methodologies, and contract types relevant to public procurement
- ◆ To acquaint participants with various types of bidding documents, their contents and contractual clauses.
- ◆ To share knowledge about e-procurement practices and use of data in procurement decision making.
- ◆ To prepare participants to take up larger responsibilities in the area of public procurement.

Participant Profile

- ◆ Junior-Middle Level Managers / Officers handling materials management / Public Procurement
- ◆ Engineers / Managers / Executives who are posted or likely to be posted in the positions involving procurement decision making
- ◆ Officials appointed / deputed to externally aided projects such as projects financed by the World Bank, Asian Development Bank, JICA, New Development Bank, etc.
- ◆ Young professionals aspiring to take up procurement roles in government organizations or public sector enterprises.

Innovation and Entrepreneurship Management

(Jointly conducted by ASCI & T-Hub)

Hybrid Mode

Programme Director:

Karnak Roy

Dates:

Jun 14 - Sep 29, 2024

Fee:

Rs. 65,000 +
Applicable GST

Programme Overview

In today's rapidly evolving business landscape, the Innovation and Entrepreneurship Management programme emerges as a vital bridge between traditional management principles and the dynamic world of entrepreneurial ventures. The fusion of ASCI's foundational management curriculum with T-Hub's exclusive modules reflects a strategic response to the growing need for individuals to possess a diverse skill set encompassing both conventional business practices and innovative thinking.

The programme delves into functional areas of management, encompassing finance, marketing, operations, supply chain, strategy, project management, and business analytics. This comprehensive foundation ensures that participants acquire an understanding of core business operations and strategic frameworks, laying the groundwork for sound managerial decision-making. Modules such as Idea Validation, Design Thinking, and MVP Development equip participants with the essential tools to ideate, validate, and develop innovative solutions. The emphasis on Product Market fit and Go-To-Market strategies navigates the pathways of bringing innovations to the market successfully. The Venture Capital & Startup Financing module imparts critical insights into funding mechanisms, a crucial aspect of sustaining and scaling entrepreneurial ventures.

Furthermore, the programme offers a transformative Founders Mindset, instilling the resilience and strategic vision required to navigate the challenges inherent in entrepreneurship. Industry Interface provides a unique opportunity for participants to connect with real-world scenarios, gaining practical insights and building a robust professional network. The culmination of the programme in the Innovation Lab - Capstone ensures participants apply their acquired knowledge in a hands-on, practical setting, solidifying their skills and fostering a mindset geared towards continual innovation.

In essence, this programme is strategically designed to equip participants with a comprehensive skill set that transcends traditional management education, preparing them to lead and thrive in the dynamic and competitive landscape of innovation and entrepreneurship. As industries continue to evolve, those equipped with this dual proficiency are required to drive innovation, contribute to organizational success, and shape the future of business.

Objectives

At the end of this programme, the participants will be able to:

- ◆ Gain an understanding of key functional areas in management, including finance, marketing, operations, supply chain, strategy, project management, and business analytics.
- ◆ Develop the ability to generate innovative ideas and effectively validate them through practical exercises and real-world case studies.
- ◆ Acquire proficiency in Design Thinking methodologies, fostering a human-centric approach to problem-solving and product development.
- ◆ Learn the principles of Minimum Viable Product (MVP) development, enabling participants to create and refine products with maximum efficiency and minimal resources.
- ◆ Understand the importance of achieving a successful Product-Market fit, ensuring that entrepreneurial ventures align effectively with market demands and opportunities.
- ◆ Master the art of Go-To-Market strategies, gaining insights into how to effectively launch and position products or services in the market.

- ◆ Gain insights into the world of Venture Capital and startup financing, understanding different funding mechanisms and strategies for sustaining and scaling entrepreneurial ventures.
- ◆ Cultivate a Founders Mindset, embracing resilience, adaptability, and thinking for navigating the challenges and uncertainties inherent in entrepreneurship.
- ◆ Establish meaningful connections with industry experts through the Industry Interface module, leveraging these relationships for future collaboration and mentorship opportunities.
- ◆ Apply acquired knowledge and skills in a practical setting through the Innovation Lab - Capstone experience, gaining hands-on experience in addressing real-world challenges.
- ◆ Participate in personalized career guidance sessions and interviews with academic and industry experts, receiving tailored insights for career development and enhancement.
- ◆ Obtain a Certificate of Participation upon successful completion of the entire programme, validating the acquired knowledge and skills in both management fundamentals and innovation and entrepreneurship.

Participant Profile

Any Graduate or Post-Graduate individual who is looking to gain employment skillset in the entrepreneurship eco-system or has a business idea and wants to start a start-up. Prior entrepreneurial experience is not required.

Professional Certification Course on Integrated Municipal Solid Waste Management

Online

Programme Directors:

Prathibha Ganesan /
Srinivas Chary

Dates:

Jul 15 - Sep 30, 2024

Fee:

Rs. 43,200 +
Applicable GST

Programme Overview

Untreated solid waste is a threat to public health and the environment. Urban India produces around 62 million tonnes of Municipal Solid Waste annually, out of which only 36% is scientifically processed. 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 Swachh Bharat Mission (SBM) 2.0, Atal Mission for Rejuvenation and Urban Transformation, 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. Recognizing the Human resource gap for effective implementation of the Swachh Bharat Mission, MoHUA has also prioritized the National Capacity Building Strategy.

Administrative Staff College of India supports the ULBs and the Government of India's Commitment by skilling the Urban Professionals by offering an online certification course on Integrated Municipal Solid Waste Management. The waste management sector is undergoing rapid transformation due to the new rules, regulations and guidelines. Keeping pace with the changing sectoral needs is therefore crucial. 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. The course is structured to suit the context of the national government's efforts to improve urban sanitation through SBM 2.0 and contribute to India's attainment of sustainable development goals.

Impact

- ◆ Understand the environmental standards and regulatory compliance to mainstream circularity and integration in Municipal Solid Waste Management.
- ◆ Develop skills to develop a multi-year strategic plan and ward level micro plans for integrated municipal waste management for a town/city.
- ◆ Develop a deep understanding of technology choices for each stage of the waste management value chain to make informed choices
- ◆ Appreciate the importance of decentralized waste management and gain the know-how to operationalize it
- ◆ Appreciate emerging innovations and startups working in this sector
- ◆ Develop systems for integration of formal and informal sanitation workers considering gender issues and the safety and wellbeing of sanitation workers.
- ◆ Strategize citizen engagement, behaviour change communication (BCC) and create a BCC plan
- ◆ Gain knowledge and skills in financing, developing a financial operating plan for integrated waste management
- ◆ Develop PPP development process and contract management.
- ◆ 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 Municipal solid waste management from public health and engineering departments, municipal solid waste 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.

Digital Health

(in collaboration with SIMS Health Care Private Limited)

Hybrid Mode

Programme Directors:

Subodh Kandanathan /
Sridevi Ayaluri / Deepti

Dates:

Aug 01-Oct 31, 2024

Fee:

Rs. 25,000 +
Applicable GST

Programme Overview

The 3-month management development programme on Digital Health is designed to provide participants with a comprehensive understanding of digital health and its applications in healthcare. The programme will cover a range of topics, including the basics of digital health, digital health technologies, digital health policy and regulation, digital health implementation, digital health management, and digital health innovation. The programme will also include exposure visits to various hospitals and clinics that have implemented digital health solutions.

Objectives

Upon completion of this course the participants will be able to

- ◆ Gain a comprehensive understanding of fundamental digital health components, technologies, and their interplay within the healthcare ecosystem.
- ◆ Apply virtual care strategies to enhance patient accessibility, optimize healthcare delivery, and improve overall patient outcomes.
- ◆ Acquire skills in data management and analytics to extract meaningful insights, enabling informed decision-making and improved healthcare practices.
- ◆ Use digital tools for effective patient engagement to enhance the patient experience and overall satisfaction.
- ◆ Navigate healthcare regulations, ensuring compliance, and addressing ethical considerations in technology-driven healthcare solutions.

Participant Profile

The programme is uniquely tailored to accommodate a diverse cohort, bringing together professionals from various sectors within the health domain, including but not limited to clinical practitioners, administrators, policy-makers, managers, researchers, and technology specialists from Government, PSUs, Health Industry, private sector.

Leadership Development Programme for Nurse Managers

(in collaboration with SIMS Health Care Private Limited)

Online

Programme Directors:

Subodh Kandamuthan /
Deepti

Dates:

Oct 01-Dec 31, 2024

Fee:

Rs.25,000 +
Applicable GST

Programme Overview

This programme is designed to meet the needs of nurses who are employed currently and are aiming to take up future leadership and management roles in hospitals and other health care organizations. This programme would provide the adequate leadership and management skills to prepare nurses to effectively manage a health care setting.

Objectives

Upon completion of this course the participants will be able to

- ◆ To gain skills to manage and lead a health care setting
- ◆ To understand the various aspects of leadership, quality improvement, technology adoption, patient safety and organisation behavior.

Participant Profile

The programme is suitable for all Nurses working in Hospitals or in any other health care organisations.

Health Informatics for Health Care Professionals

(in collaboration with Inorder Institute, Hyderabad and Access Health International, Washington DC)

Online

Programme Directors:

Subodh Kandamuthan /
Arundhathy Mamidi

Dates:

Dec 01 2024-Feb 28, 2025

Fee:

Rs.25,000 +
Applicable GST

Programme Overview

Over the last one decade, there has been a growing enthusiasm and appreciation 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, aiming to leverage the potential of digital health data in transforming personal care, clinical care and public health delivery. The Govt. of India has also focussed on the development of quantum technology in the country. Thus, the advancement of technology is fast driving health sector organizations to adopt advanced communication and collaboration systems across their settings. In fact, this has already led to accumulation of unlimited health information and data which is manual in the current state especially the clinical data. However, the bigger challenge facing the health care industry is how to ensure capture of right data at point of care and crunch these data, logically educe actionable insights with creation of interventions at which health IT interact and affect the organization. Thus, health care organizations need specialists who know how to design and build health care IT platforms that can handle the gigantic amount of data available today. In other words, the full value of health care data and information could only be unlocked by implementation of health IT at health care delivery level and enhancing the analytical capabilities of the stakeholders. This customized course on Health Care Informatics would enable the healthcare professional to position themselves as leaders in the digital reorganization of India's healthcare system.

Objectives

The broad objective of the course is to provide a solid grasp of the end-to-end process of health care IT landscape and making effective decisions with informatics and standards based medico-metrics thus, enhance business and health system strengthening related decision making ability of the participants. The three month course would be delivered online by eminent experts and will have a contact programme at ASCI campus at Hyderabad.

Certification Programme on Strategic Human Resource Management

Online

Programme Director:

J Swarnalatha

Dates:

Dec 16, 2024-Jun 13, 2025

Fee:

Rs. 90,000+
Applicable GST

Programme Overview

Human resource planning and development involves matching an employer's need for adequate levels of staffing with the employees' need for compensation and esteem. Planning for and developing a strategic workforce, while also ensuring a sufficient level of flexibility in positioning the company's human assets, are typically the responsibilities of a human resource planner. Efforts to achieve a health balance between employee and employer needs is another critical piece of human resource planning and development.

To challenge of maintaining adequate staffing levels is usually one of the most absorbing aspects of human resource planning. When working with machines and mechanical processes, it is fairly simple to replace a failed part with a new part. With people, it can be much more difficult to replace a key man or woman. When a company invests in training and grooming someone for a management position, only to see a competitor steal the person away, it is a disappointing reminder of how quickly a company's human capital may change. This is why it is likely that planning for adequate staffing will be the primary function of a human resource planner.

Often, in medium to large companies, workers may be cross-trained, and thus are able to fill different positions within the company as needed. Such flexibility in human resource allocation is prized by many companies. Some firms invest a significant amount in cross training their staff. Those working in human resource planning and development may craft and institute programs to encourage workers to be cross-trained. Employees receive the benefit of improving their skills, while the employer has more freedom to strategically utilize the company's workforce.

Objectives

- ◆ To help the participants upgrade their knowledge base in SHRM through exposure to emerging conceptual frameworks and methodologies.
- ◆ To enable the participants to align the HRM function with organizational goals and to formulate and implement the company's strategies through a plethora of HR activities.
- ◆ To develop the participants as wholesome HR professionals through exposure to best practices of SHRM in world-class organisations.

Content

SHRM: Conceptual Framework

- ◆ Understanding Human Resource Management
- ◆ The Shift from Traditional role to strategic role of HR
- ◆ Business Strategy vis'a vis HR Strategy
- ◆ Understanding Business Bottom lines
- ◆ Strategic Human Resource Planning
- ◆ Recruitment, Selection and strategic on boarding
- ◆ Employee professional development - ROI based training and development
- ◆ Compensation and Benefits
- ◆ Occupational safety and health
- ◆ Organizational change and development
- ◆ Employee Engagement and Empowerment
- ◆ Strategic HRM and Workforce Productivity
- ◆ Understanding HR Audit
- ◆ HR Analytics
- ◆ Strategic HRM and Performance culture
- ◆ HR Branding and Employee branding
- ◆ HR Technology
- ◆ Competency Mapping and Employee Skilling
- ◆ Coaching, mentoring and counseling
- ◆ Industrial Relations and Labor laws

Participant Profile

Senior and middle level executives in-charge of Human Resource function, primarily responsible for core HR aspects. Senior executives from other functions and entrepreneurs will also find this programme.

Professional Certification Course on Leadership Development for City-Wide Inclusive Sanitation

Programme Directors:

V Srinivas Chary / Rajarsri Banerji

Online

Dates:

Feb 20-Apr 20, 2025

Fee:

Rs.35,000 +
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 sewerred, 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 in learning and apply knowledge and skills in the sanitation sector. Women are encouraged to apply and are given preference.

ASCI Post Graduate Diploma in Management (Hospital Management)

All India Council of Technical Education approved Two Year Full Time Programme

Programme Director:

Subodh Kandamuthan

Dates:

2024 - 2026 (Batch XIX)

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 Management) Programme, approved by the All India Council for Technical 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 MHA initially and then 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 24th 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, public health, health insurance, 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;
- ◆ Dual specialization
- ◆ Support from strong alumni network
- ◆ Well-equipped, centrally located campus
- ◆ Excellent on-campus hostel facilities for students: (Hostel stay is optional)

Academic Advisory Board

A distinguished Academic Advisory Board under the chairmanship of Dr P Raghuram, Padmashri awardee provides well-informed advice and guidance on constantly enhancing the quality of the Programme so that the course content, curriculum and pedagogy are up-to-date, providing holistic and enriched learning to the students. The Board also ensures that the felt-needs of the industry are duly addressed in the Programme on an ongoing basis.

Placements

The Programme attracts a large number of recruiters from within the country and abroad during the annual placements season. Alumni of the Programme are in responsible positions in several corporate hospitals as well as in the industry in India and abroad, competently handling healthcare service delivery management. The placements are usually 100 percent with excellent packages in the previous batches in reputed hospitals, health care IT companies and other health care organizations.

Website: www.ascipgdhm.in



Post Graduate Diploma in Management (Hospital Management) Convocation

ASCI Post Graduate Diploma in Management (PGDM)

AICTE approved Two Year Full Time Programme

Programme Director:

Nirmalya Bagchi

Director General (i/c)

Director, Centre for Management Studies

Dates:

2024 - 2026 (Batch VI)

Fee:

Rs. 8,00,000 + Applicable GST
for Two Years

Administrative Staff College of India

Banjara Hills, Road # 3, Hyderabad-500034

Ph: +91-40-6672 0700 / 9121011411 / 7337344497

Fax: +91-40-6672 0725

website: www.ascipgdm.in

Email: admissions.pgdm@asci.org.in

nirmalya@asci.org.in

(Separate hostel buildings available on CPC Campus
for boys and girl students on payment basis)

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 a Volatile, Uncertain, Complex and Ambiguous (VUCA) world. The All Indian intake for the programme is only 120 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 entrance examinations like, CAT, MAT, ATMA, CMAT, GMAT scores and personal interview. For the Fifth Batch (2023-25), which is currently running we have 78 students with diverse qualifications like M.Tech, B.Tech, BBA, B.Com, B.Sc, BA, etc. 50% of our batch students are girls.

The 2 year programme has six trimesters with internship of two months in April and May after the end of the third trimester. A unique feature of the programme is that it allows dual specialization in both functional areas of management like Marketing Management, Human Resource Management, Financial Management and Artificial Intelligence & Business Analytics. 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, badminton, table tennis, gym, 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 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 sixth year of the programme, we have been able to place our students of first four batches in various organizations like Deloitte; IIT Hyderabad; ANZ; ATKINS; BERKADIA; Capgemini; Jocata; Airtel; Amazon; HDFC Bank; HSBC; ICICI Bank; DCB Bank; ARAGEN; Jio Mart; nslhub; TATA Power; SBI Life; Insight Outreach; CommLab India; Dr. Reddy's foundation; Sresta Natural bio-products Pvt. Ltd; Transcell Oncologics; Radio Mirchi; Axis Energy; Swiggy; etc.,

For more information on the programme:

please visit www.ascipgdm.in



Post Graduate Diploma in Management (PGDM) Convocation



Management Development Programme on Achievement Orientation for the Executives of GAIL
(July 24 – 28, 2023)



Future Energy Leaders Programme for ONGC Officials
(April 3 – 7, 2023)



**Management Studies
&
Research Activity**





Good Governance Practices of India - Awarded Innovations 2023



Director General (i/c) ASCI addressing officers of SAIL



Meeting with Google team, NRDC and Govt of Telangana on Cool Roofs

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. More than 1900 assignments have been carried out since 1956. At any point of time, the number of projects under implementation will be around 100. ASCI has got SIRO certification as well as certificate under Quality Management System ISO 9001:2015.

The College has conducted assignments in 2023-24 in the areas of Sanitation, Project Management, Micro Credit Plan, SDG, Go Electric, Biomass, Cool Roof, Adoption, Electric Mobility Infrastructure, Risk Management, Climate Smart Building, Anaemia Mukht Bharat, Skill Development, Competency Mapping, Professional Behavioural Coaching, Data Analytics, Biodiversity and Convergence of MSME Programmes etc.

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 Bill & Melinda Gates Foundation, United Nations Children's Fund, Gesellschaft für Internationale Zusammenarbeit, Hyderabad Metropolitan Water Supply and Sewerage Board, Ministry of Housing and Urban Affairs, Bihar State Power Holding Company Limited, Telangana State Renewable Energy Development Corporation Limited, Powergrid

Corporation of India Limited , Bureau of Energy Efficiency Ernst & Young, Singareni Collieries, Meghalaya State Electricity Regulatory Commission, Joint Electricity Regulatory Commission, Gujarat Electricity Regulatory Commission, Telangana State Southern Power Distribution Company Limited, Centre for Social Studies and Reforms, Mahatma Phule Backward Class Development Corporation Limited, Canara Bank, Nuclear Power Corporation of India Limited, Punjab National Bank, Department of Science & Technology, Centre for Innovation in Public Systems, Nuronics Labs, AP State Biodiversity Board, National Institution for Transforming India , International Bank for Reconstruction and Development , World Bank, Ministry of Law and Justice, National Bank For Agriculture And Rural Development, North Eastern Council, MPHEQIP, Coal India Limited, Planning and Economic Affairs Department, Power Finance Corporation, Environment Protection Training and Research Institute, General Insurance Public Sector Association, Department of Administrative Reforms & Public Grievances, Andhra Pradesh Mineral Development Corporation Limited, Central Pollution Control Board, CDMA, Greentech Knowledge Private Limited, New Venture Fund, Natural Resources Defense Council, Resources Defense Council, Joint Electricity Regulatory Commission, Andhra Pradesh State Energy Conservation Mission, Telangana Chamber of Commerce, NITI Aayog, Tamil Nadu Road Sector, Commissioner of Land Administration, NLC India Limited, The World Bank Group, Meghalaya Public Works Limited.



Dr. V K Paul, Member, NITI Aayog, addressing the gathering at CIPS Innovation Awards Ceremony at Meghalaya.



Release of the book titled "Celebrating Inclusive Innovations" at CIPS Innovation Awards Ceremony at Meghalaya.



FACULTY PROFILES





Public Lecture on "Role of Innovation and Technology in Energy Transition & Decarbonization" by Matt O'Keefe, Head-Opower, Oracle Energy & Water on 07.02.2023.

Nirmalya Bagchi

Ph.D MBA

Director General (i/c)

Director, PGDM

Profesor and Director

Centre for Management Studies

nirmalya@asci.org.in



Dr. Nirmalya Bagchi is the Director General (I/c), Director – PGDM, Centre Director and Professor at the Centre for Management Studies, Administrative Staff College of India (ASCI). He is also the founding Chairman of the Bella Vista Innovation Foundation. He holds a PhD in Business Management and a Masters in Business Management. He has been working in ASCI since September 2006.

At ASCI, Dr. Bagchi has worked on important assignments sponsored by the Department of Science and Technology, European Commission, UNICEF, DARPG, DRDO, Bill and Melinda Gates Foundation, Reserve Bank of India, Ministry of Home Affairs, Ministry of Steel, Department of Scientific and Industrial Research, Department of Electronics and Information Technology, Ministry of Health and Family Welfare, Commonwealth Secretariat, Department of Biotechnology, Steel Authority of India Ltd., Indian Oil Corporation Ltd., DoPT, TIFAC, ICFRE, CIPS, FMC, and INAE.

Findings of one of his studies titled “Study to Identify Policy Measures for New Science, Technology and Innovation Policy, 2013” sponsored by the Department of Science and Technology has been used to develop the new Science, Technology and Innovation Policy 2013 of the country. Findings of his another study was used to develop the SRIMAN policy 2022 of the Department of Science and Technology.

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, and strategic management.

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.

Valli Manickam

M.Sc., M.Phil., M.C.A., Ph.D

Dean of Research and Management Studies

Professor and Director,
Centre for Information Technology

vallim@asci.org.in



Dr. Valli Manickam, is currently Professor and Centre Director, Centre for Information Technology at ASCI. She has a Ph.D in Environment and Masters in both Computer Applications and Sciences, with over 27 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 sustainable development, and has developed a decision support system for storage and retrieval of geospatial data to help decision makers for the seven agro climatic regions in erstwhile State of Andhra Pradesh. She has also worked open data policy for the various State Governments and Government of India and on National Geospatail Policy for DST. At the State level she has developed the plan for horticulture sector. Dr. Valli has conducted training programmes 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 is currently working on projects of NITI Aayog, Telangana State Biodiversity Board and Telangana State Forest Development Corporation Ltd.

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 was also the associate editor for the Journal of the Air & Waste Management Association, by Taylor and Francis group.

B V N Sachendra

Dean of Training Programmes (SDP)

Professor

Centre for Management Studies

bvns@asci.org.in



Professor B.V.N Sachendra is a seasoned academician and accomplished corporate trainer with more than 26 years of extensive experience including corporate and academic. He has developed several case studies and reading materials in the area of Operations Management. He has also taught courses on Production and Operations Management, Supply Chain Management, Project Management, Total Quality Management and so on in business schools of high repute.

He is currently serving as a Professor in the Centre for Management Studies and as Dean of Training Programmes (Short Duration) in Administrative Staff College of India. He is proactive in developing, designing and delivering theme-based training programmes like Public Procurement Principles & GeM, 2016 Procurement Policy Frame work for World Bank Aided Projects, Materials & Supply Chain Management, Inventory Management Strategies, Project & Contract Management, Legal Aspects of Contract Management, Alternative Dispute Resolution Mechanisms for Civil Court System, Construction and Infrastructure Project Management, and so on. Some of the training programmes conducted by him also included international study-tour component to many European countries and visits to highly reputed Multi-National Corporations therein.

Prof. Sachendra also specializes in customizing the training programmes for organizations by thoroughly understanding their training needs. He conducted a customized training programme on Public Procurement Principles and Best Practices (with specific reference to health sector) for senior officers of Government of Sri Lanka. He also conducted training programmes for various projects aided by the Asian Development Bank on themes like Project Management, Procurement and Consultant Selection Procedures, Safeguard Procedures and so on. He also conducts customized training programmes that are sponsored by Department of Expenditure Ministry of Finance, GoI for the officers working in various ministries, departments, attached and subordinate offices, autonomous bodies of Government of India.

Some organisations that utilized Prof Sachendra's services in getting their officers and senior managers trained through customized programmes include Indian Space Research Organization (ISRO), Indian Oil Corporation Ltd (IOCL), Hindustan Petroleum Corporation Ltd (HPCL), Container Corporation of India Ltd (CONCOR), National Aluminum Company Ltd (NALCO), NMDC Ltd, Bharat Dynamics Ltd (BDL), Coal India Ltd, National Remote Sensing Centre, Nuclear Power Corporation Ltd (NPCIL), Kamarajar Port Ltd, Deendayal Port Authority, and Defence Electronics Research Laboratory (DLRL). Prof Sachendra also directed customized programmes for the officers working for various state government projects / departments in the states of West Bengal, Bihar, Madhya Pradesh, Tripura, and Meghalaya.

Prof. Sachendra also presented ten papers, out of which four were at international level.

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
Health Care Management

Dean of Training Programmes (LDP)

subodh@asci.org.in



Dr. Subodh Kandamuthan is currently Dean of Training Programmes (LDP) 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 Hospital Management (PGDHM), ASCI's prestigious long term programme for the last nine 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 Organisation, UNICEF, Ministry of Commerce, Government of India, Department of Personnel and Training, Government of India, State Governments of Odisha, Madhya Pradesh, Andhra Pradesh etc. He was also project leader of the UNICEF-sponsored Management Review of Behavioral Change Communication Strategies for the Health departments of three states of Telangana, Karnataka and Maharashtra. He also recently did a rapid assessment of Basti Dawakhana for the National Health Mission, Telangana.

He is currently involved as programme director on behalf of ASCI with the GIZ sponsored capacity building on the prestigious Government of India program: Ayushsman Bharat: Pradhan Mantri Jan Arogya Yojana (PM-JAY) for the States and Union Territories. 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.

He recently completed as team leader the UNICEF project on Concurrent Monitoring of Anemia Mukht Bharat programme for Telangana in collaboration with NHM Telangana. He 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 three months' certificate programme on Health Informatics in collaboration with Access Health International and InOrder Institute. 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 teaches Health Economics, Health Policy, Public Health, Health Insurance and Business Research Methods for Post Graduate Diploma in 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 sessions at reputed institutes like National Institute of Rural Development, IIT Hyderabad, TISS, Hyderabad, Dr MCR HRD Institute etc.

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 Organisation. 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 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 co-chair of FTCCI Health Care committee and is a member of Health Care panel of CII Telangana.

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.

Lakshmi B.

PhD, FAIM
Director, Centre for Human Resources Development
Director, Centre for Agriculture and Rural Development

lakshmib@asci.org.in



Dr. Lakshmi B. is 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 2023, Professor Lakshmi B. conceptualized and conducted the Leadership Development Programme on Capacity Building for Union Bank of India Senior Officers at Europe. 48 Senior Officers 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

Professor & Director

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As the Director of the Centre for Environment, Urban Governance and Infrastructure Development at ASCI, Prof Chary provides the strategic direction to the Centre and leads its advisory, consulting research, and capacity development program. He also holds the Director of the Centre of Excellence in Urban Development position at ASCI, instituted by the Government of India. Further, he leads the WASH Innovation Hub at ASCI. His leadership roles demonstrate his ability to drive impactful change and his commitment to improving urban development and water and sanitation services.

Prof Chary, a seasoned urban planner and public health engineer, brings over two and half decades of experience in urban infrastructure and service delivery. He specialises in water and environmental sanitation (WASH) services, and he has a portfolio that spans policy, programme, capacity development, and knowledge management projects for national, state, and city governments. He has led over 250 studies related to urban development, water and sanitation and serves on various inter-ministerial and department-level committees on urban development, water supply 24-7, WASH in schools, urban environmental sanitation, FSSM, SWM, etc.

He supported the Ministry of Housing and Urban Affairs, Government of India, by independently appraising city development plans, reforms implementation and smart city proposals. He was a steering committee member of the national FSSM Alliance. He co-instituted the National Urban Water Awards programme with the Government of India to establish norms and accelerate performance improvement in municipal water and sanitation in India. He assisted Gol 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 transformative technologies in WASH, 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.

Reshmy Nair

MPhil & PhD (Economics)
Jawaharlal Nehru University, New Delhi
Economics (Hons.), SRCC, Delhi University

Professor and Director
Centre for Management of Land Acquisition,
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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, NewDelhi.

CMLARR, under her leadership, has been leading the capacity building interventions for LARR specialist officers in the South Asian region (more than 125 dedicated courses for 125 clients and more than 5000 officers). Among the prominent international assignments successfully led by her include customised courses for Ministerial delegation from Government of Uganda, Egypt, Kenya etc; Curriculum Development Workshop for University of Nairobi and Institute of Survey and Land Management, Uganda; 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, Technical support for Training of Trainers in workshops organised by World Bank in the South Asian Region etc. The Centre has been successfully organising international announced courses for a decade. The international MoUs of the Centre include National Research Centre for Resettlement, Hohai University, China; Pancheshwar Development Authority, Nepal; University of Nairobi, Kenya etc.

Dr Nair has conceptualised, designed, and directed customised capacity building interventions for senior IAS Officers, World Bank & Asian Development Bank supported projects, state governments, government organizations and several public/private sector organisations. The Centre has been providing support to the Department of Land Resources, Government of India and various State Governments in the implementation of the 2013 Land Acquisition Law (including more than 1300 revenue department officers from 22 state governments). The Ministry of Road Transport and Highways, Govt. of India is partnering the Centre for conducting customised courses for national highway projects. The Centre has an institutionalized partnership with Coal India, the largest coal producer in land and resettlement capacity building (both announced and dedicated courses). The Centre has developed India-specific training modules for World Bank on Environmental and Social Framework (ESF) and is organising short term/certificate courses on ESF. Customised courses on implementation of RFCTLARR Act have been conducted in various states including Karnataka (400 officers), Tamil Nadu (105 officers), Bihar (100 Officers), Odisha (55 Officers), Madhya Pradesh (55 Officers); Punjab (110 officers), Sikkim (50-60), North Eastern States etc. The annual announced programmes on LARR have been receiving unprecedented participation of over 100 nominations year after year.

CMLARR, is an empanelled expert institution for conducting social impact assessment studies. Dr Nair has led national/international consultancy studies on social impact assessment, pre-land acquisition due diligence, land resurvey and end-term impact evaluation. The Centre has as part of various consultancy projects developed dedicated training modules on land acquisition, resettlement, social impact assessment and land resurvey. The country-wide evaluation studies on Land Acquisition/Resettlement; Alternative Land Assembly Mechanisms (Land Pooling, Purchase, Lease etc) and Land Value Capture Mechanisms sums up the distinctive competence of the Centre on land matters under her leadership.

Dr Nair is a Member of Committees formed by various Ministries on land matters-Ministry of Rural Development (National Committee for finalisation of National Land Policy); Ministry of Power (Inter Ministerial Committee on Resettlement & Rehabilitation); Ministry of Coal (LARR Issues in Coal Sector); Ministry of Road Transport & Highways (Review Provisions of National Highway Act, 1956) besides being a National Social Expert in the 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. Dr Nair has been the Technical Editor of ASCI Journal of Management on three Special Issues dedicated to Land Acquisition; Resettlement and Benefit Sharing and Land Pooling. She recently co-edited a book by Routledge Publications on 'Resettlement in Asian Countries-Legislation, Administration and Struggle for Rights' along with Prof Mohammad Zaman and Prof Shi Guoqing.

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 a seasoned academician, consultant, and researcher with over 25 years of extensive experience in various domains, including development policy, organisation restructuring, human resources, innovation management, green jobs, labour governance, and international cooperation. Currently serving as the Director of the Centre for Public Policy, Governance and Performance at ASCI, he is responsible for providing strategic direction, executing programs, and managing administration. Dr. Sharma has a strong track record of leading large research teams and has worked closely with government departments, PSUs, private sector organisations, international bodies, and developmental agencies across India.

Dr. Harsh Sharma's expertise lies in bridging research and practice to drive impactful policy changes and organisational transformations. With a rich blend of academic rigour and practical experience, he continues to make significant contributions to the fields of public policy, governance, and performance management.

Key Achievements:

- Led a 20-member research team at the Centre for Innovations in Public Systems, an autonomous centre established by the Government of India at ASCI.
- Completed more than 25 large-scale research and consulting projects, impacting organisations and policies nationwide.
- Conducted over 8000 hours of executive training, influencing the development of over 3000 senior executives.
- Published over 20 papers and developed course materials for prestigious institutions, including the SVP National Police Academy, Hyderabad.

Education:

- PhD in Human Resource Management from GGS (IP) University, Delhi.
- Advanced Professional Certificate in Managing Global Governance from German Development Institute, Bonn.
- Advanced Management Programme from SDA Bocconi, Italy.
- International Negotiations certification from the German Foreign Ministry.
- Leadership Training Certification on SDGs from United Nations System Staff College.

Experience Highlights:

- Conducted comprehensive studies and provided consultancy for various government and private organisations, including the Indian Navy, Bureau of Police Research & Development, NIFT, and Indian Renewable Energy Development Agency.
- Led numerous capacity-building programs for civil servants, police officials, and executives from diverse sectors.
- Organized and participated in international conferences and programs focused on global governance, leadership development, and sustainable development goals.

Academic Contributions:

- Published research papers in reputed journals on topics including negotiation strategies, organisational restructuring, and mentoring environment in Indian organisations.
- Actively involved in curriculum development and academic administration at ASCI and other academic institutions.
- Contributed articles on public policy and job growth in prominent publications like Telangana Today.

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)

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Prof Rajkiran V 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, and also, a Post graduate diploma in Advance Computers from C-DAC, Mumbai.

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, cool roofs, 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 on Technical Committee established by the Bureau of Energy Efficiency. He is also the Technical Advisor of the State Power Purchase Committee established by the Government of Andhra Pradesh. 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, THDCIL, Indo-Swiss BEEP, BEE, TSREDCO, TSTRANSCO, APSECM, APCPDCL, GIZ, MERC, MSEDCL, GERC, BERG, JERC, MSERC, CERC, CSERC, ONGC, NTPC, LBNL - USA, UNSW – Australia, on various assignments.

His publications in several conference papers, journals, Energy Efficiency in Buildings, Renewable Energy and e-Mobility, received many laurels. He is an eloquent speaker at various international summits and conferences and presented his findings in numerous events in the USA, Europe, Australia, Philippines, South Asian Countries, COP-27-Egypt, COP-28 - Dubai, etc.

Madhusoodanan P R

PhD, School of Management,
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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 programmes, consulting projects and research in areas, namely Public Debt, Financial Institutions and Markets, Investments, Financial Services, Financial Crime Compliance, Macroeconomics, International Trade & Finance, Cybersecurity, and Country and Sovereign Risk Management. He has directed a number of capacity building programmes 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 programmes 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.

Swarnalatha Jagarlapudi

Ph.D (Industrial Psychology) MPhil in Industrial Psychology- TISS, Mumbai.
M.Sc –Applied Psychology
Masters in Criminal Law and Forensic Science
MBA – HR and International Business
Masters in Foreign Trade
Masters in Economics, B. A in Economics

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Prof Swarnalatha is a Senior Human Resources Professional with a high degree of commercial acumen and entrepreneurial flair. A dedicated professional with over 35 years of experience, she has been serving the Administrative Staff College of India as Professor and Centre Director. 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, BOSCH, Patil Group, 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.

She has lead the team for assessment of Steel Plants (Integrated and Private) for award of Prime Ministers Trophy for Best Steel Plant consecutively for two terms.

She has also been the team leader for the project involving the implementation of the esteemed Prime Minister's Award for Excellence in Public Administration – 2022. Instituted in 2006, the award aims to acknowledge and reward outstanding and innovative efforts undertaken by districts/organizations of both the central and State Governments in contributing to the economic development of the Nation.

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.

Santosh Mehra, IPS (Retd)

Director & Professor of Practice
Centre for Futuristic Policing & Security Studies

santoshmehraips@asci.org.in



Mr. Santosh Mehra has vast experience of working in leadership positions for over three decades in the IPS. During this period, his catholic vision and a dynamic solution oriented approach, blended with rich academic background (including MPSA from USA & Adv. MIS from Australia) has enabled him to successfully handle a wide gamut of challenging assignments which required visioning, strategizing, execution, man management and optimal utilization of limited resources.

As DG APSPF he was responsible for Aviation & Industrial Security, which include providing comprehensive security coverage for high value / strategic installations in AP, like airports and drilling / refining units of ONGC and Reliance etc.,. As DG NHRC, he was closely involved with several Ministries / Deptts. of Gol. / States in policy making and implementation of their flagship schemes and programs. As Addl. Director, Bureau of Police Research & Development, he was deeply engaged in formulating policies and procedures directed at modernization of Police forces across the country; supervision of Micro Missions focused on updating laws, processes and technology in policing.

As Director of the Telangana State Police Academy & of BSF Academy, MHA, Gol, Mr. Mehra was responsible for capacity building for middle and higher ranking officers of State & Central Armed Police Forces.

As Frontier IG of Border Security Force, the biggest Border Guarding Force of the world, Mr. Mehra was tasked with protecting the Nation's borders with Pakistan and Bangladesh and also preventing Trans Border Crimes (TBCs), like cattle & FICN smuggling, human trafficking, drugs & arms running, etc. As IG (Pers & Vigilance), he was responsible for comprehensive HR management for 2.25 lakh strong BSF.

As, Addl. CP (L&O) / (Crimes & SIT), his main duties included maintenance of Law & Order, prevention & detection of crime in Hyderabad Metro. As Director, Anti-Corruption Bureau, he implemented Prevention of Corruption Act for long.

As Chief of Personnel in UN Peace Keeping Mission in Angola, Mr. Mehra was responsible for all HR related matters for Police Officers from 22 countries and was also closely involved in preparation of SoPs for CIVPOL component of UNAVEM III.

As Police Chief of three Naxal affected districts in AP, Mr. Santosh Mehra ensured both short term and lasting peace through a innovative Multi Dimensional Strategy. As Traffic Police Chief of Hyderabad, he formulated and implemented schemes which harmonized competing demands of urbanization, Road Safety, pollution control and traffic management.

As head of Grey Hounds - elite Commando Force, he greatly improved the combat preparedness and morale of the troops by restructuring Training Modules.

Mr. Mehra's exemplary contribution to public service has earned him national & global recognition in the form of U N Peace Keeping Medal, Antrik Suraksha Medal, President's Police Medals for Meritorious Service & later Distinguished Service, several DGs Commendation Rolls etc.

Author of books/ publications, Mr. Santosh Mehra is a much sought after speaker in several academic and professional institutions. He is presently Emeritus Resource Faculty at Rashtriya Raksha University, Gandhinagar, Gujarat and Distinguished Fellow at Center for Human Security Studies, Hyderabad.

Mr. Santosh Mehra has superannuated on 28th Feb. 2023.

Dr. Ramesh Kanneganti

Director & Professor of Practice
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Dr. Ramesh Kanneganti is the Founder & Executive Director of India's first Human Security think tank, Center for Human Security Studies (CHSS) @ Dr.MCR HRD IT-Hyderabad.

Dr.Ramesh Kanneganti holds a Post-Doctorate in Security Studies from BESA Center for Strategic Studies –Israel.

He holds an M.Phil and also a Ph.D in American Studies from School of International Studies, Jawaharlal Nehru University (JNU)-New Delhi.

Dr.Ramesh was a recipient of prestigious US State Dept International Visitor Leadership Program (IVLP) in 2011 to develop American Studies curriculum for Indian Universities, part of this IVLP, he visited many Universities/MNCs in the US.

He was a Visiting Graduate student at Rothberg International School, Hebrew University of Jerusalem, Israel (2002-2003), and a Post-Doctoral fellow at Begin-Sadat Center for Strategic Studies –Bar-Ilan University in Israel (2007) worked on US-Israel-India Strategic Triangle. He received an Austrian Scholarship to study in Vienna in 2003. Dr.Ramesh has been on Electronic Media quite often known for his in-depth analysis on Internal Security & external affairs of India. He is associated with IIT Bombay CoE NCETIS & IIT Bhubaneswar & SVP NPA & the National Investigation Agency (NIA) & National Industrial Security Academy (NISA), Central Detective Training School (CDTS), Hyderabad, as well as Octopus, Counter-Terrorism Centre of Andhra Pradesh Government. Dr. Ramesh was the Course Co-coordinator for the General Studies subject at Rajiv Gandhi University of Knowledge Technologies, Hyderabad. A Guest Faculty (International Relations) at the Sri Chaitanya IAS Academy, Hyderabad & he taught a course on “Contemporary Themes in Indo-US strategic Ties” to international students at Study in India Program at the University of Hyderabad.

Dr. Ramesh is a Visiting Faculty at Dr.MCR HRD Institute & Andhra Pradesh Police Academy, GITAM School of International Business in Vizag; Gujarat Forensic Sciences University, Gandhi Nagar teaching MS in Homeland Security and Counter Terrorism.

He worked with Vivekananda International Foundation as a Research Associate on Counter-Terrorism Policies of India under the guidance of the Present National Security Advisor of India, Shri Ajit Kumar Doval. He was a Faculty at Advanced Center for American Studies at OUCIP in Osmania University, and a Faculty at NALSAR University of Law, Hyderabad, where he taught Political Science and International Relations.

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.

Bhawna Gulati Muradia

MBBS and MBA (Hospital Management)

Professor

Dr. Kakarla Subba Rao Centre for
Health Care Management

bhawna@asci.org.in



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, South Asian Fellow-ISO, Black Belt in Six Sigma. She has 18.5 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 Kerala 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.

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 “Scientific Research Infrastructure Sharing Maintenance and Network (SRIMAN) Policy”.

Apart from innovation, his current areas of interest are- AI, Business Analytics, Business Intelligence, Strategic Management and Start-ups. At ASCI, each year he conducts Management Development Programmes for the senior managers of corporate and the PSUs like IOCL, GAIL, ONGC, Canara Bank, Bank of Baroda (to name a few) on themes related to Data Driven Decision Making, AI/ML Application and Implementation, Business Analytics and Business Intelligence. He was the co-programme director of a high profile programme on Artificial Intelligence that ASCI organized in association with the University of California (UCLA) Extension.

Some examples of prominent consultancy projects in which he played a pivotal role, either as a project leader or a valued team member:

- Evaluation of Steel Development Fund (SDF) scheme
- Evaluation of Ministry of Steel Chair Professor Scheme
- Innovation in Large Manufacturing Firms in India
- Study on Identification of Constraints to Growth of Technology based Start-ups in India
- Design of Digital Dashboard for the Government of Telangana
- Third Party Evaluation of Umbrella Scheme Department of Posts - “Postal Operations”:
- National Scientific Infrastructure in India: A Pilot Study
- Evaluation Capacity and Analytics Support to GOAP and other governments
- Evaluation of Population Research Centre
- Evaluation of R&D scheme
- Evaluation of CLCSS scheme
- Evaluation of CGTMSE scheme
- Demand Projection and 10 years Master-Plan for IOCL-TNSO
- Independent Verification Agency (IVA) for Rebuild Kerala Initiative
- Impact Evaluation of Kalinga Institute of Social Science (KISS)
- Roadmap for Achieving Excellence for NIRDPR
- Development of Vision Statement for Steel Authority of India Limited (SAIL)
- Factors Affecting R&D Investment of Biotechnology Industry

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 Snehalatha, is an Associate Professor at the Centre for Urban Governance, Environment, Energy and Infrastructure Development at the Administrative Staff College of India (ASCI). She has over 24 years of experience designing, implementing, and evaluating research projects in the broad thematic areas of WASH, environment, and sustainable livelihoods. The last ten years of her research were primarily targeted to inform and influence policy formulation and practices toward achieving inclusive, equitable, and sustainable WASH progress. Dr. Snehalatha obtained her PhD in Extension Education from Acharya NG Ranga Agricultural University, India and she began her professional career in the design and implementation of Capacity building programs for the rural communities in Andhra Pradesh which focused on participatory approaches of watershed development. Subsequently, she made a conscious choice to pursue her research engagement in the WASH sector and held important positions in completing various research and study projects. By her experience and positions held in various research projects, she had the opportunity to work with National Governments and international Nonprofits including the UN Agencies focusing on financial and physical sustainability, resources management, gender equity, 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 to the WASHCost project, she was nominated as a member of the working group on Drinking water 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, co-authored books, and extensively contributed to the 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 is currently Secretary of SAIRD, Board member of APARD and Nischinta Foundation which are working for the empowerment of the poor in India.

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.

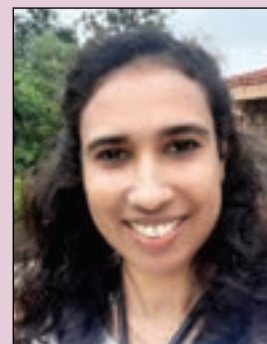
An efficient communicator with strong professional commitment towards environmental advocacy his areas of interest are training in the area of Faecal Sludge Management especially into Capacity Building and advocacy in this sector.

Prathibha Ganesan

Assistant Professor

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Dr Prathibha Ganesan is an Assistant Professor at the Administrative Staff College of India. She has a doctorate in Science Policy from Jawaharlal Nehru University, New Delhi. Dr Prathibha has over ten years of research, teaching/training and consultancy experience specialised in solid waste management and sanitation.

At ASCI Dr. Prathibha manages many funded projects in the areas of Sanitation, Solid Waste Management, and Climate Resilient Municipal Service Delivery. Dr Prathibha is involved with the Peer Learning Network for Garbage Free Cities and the Human Resource Assessment Study to improve the efficiency of implementation of SBM 2.0 with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the Ministry of Housing and Urban Affairs, GoI. She works with the Royal Academy of Engineering, UK to develop an “Open Burning (Waste)Free CitiesFramework”, which is aimed at the prevention of open burning of waste in the cities. Dr Prathibha provides technical leadership for the implementation of some of the components of the prestigious in REPLACE (innovations for Reducing Plastics for a Cleaner Environment in India) Project in India funded by USAID. She also led the project on “workers safety and well-being” funded by Thakur Foundation, USA which aimed at the prevention of accidents among the sanitation workers engaged in sewer and septic tank cleaning.

Hareesh Meppat

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Mr. Hareesh Meppat holds a Master's degree in International Business from the School of Management Studies at CUSAT (Cochin University of Science & Technology) and a Bachelor's degree in Electronics & Communication Engineering from the same university. He is presently pursuing his PhD in Management.

In his present role as Assistant Professor at ASCI (Administrative Staff College of India), Centre for Human Resource Development (CHRD), Hareesh has successfully worked on various HR Consultancy projects including HR policy review, manpower planning, HR Audit, Monitoring and Impact Evaluation studies, Competency Mapping Assignments, Individual Development Plan preparation, 360-Degree Assessment, Salary Bench marking studies, Employee Attrition studies, CSR Impact Evaluation and couple of similar assignments and training program development.

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'-in collaboration with The National Institute of Public Administration INTAN, Malaysia, where ASCI was the Institutional Advisor).

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 startup IT company in Technopark, Trivandrum. Prior to re-joining ASCI in April, 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.

Mr. Hareesh Meppat is a team player with excellent soft skill and has an extensive track record in consultancy, project management, and capacity building initiatives. As a team leader in consultancy assignments, Mr. Hareesh has successfully overseen a range of impactful projects, all highly appreciated by the clients. Notably, he spearheaded a study on the causative factors contributing to current attrition rates within an Indian Maharatna PSU, while also developing a sophisticated forecasting model to anticipate future trends. Additionally, he led efforts in rationalizing manpower across various divisions of FACT Ltd., recommended suitable manpower allocations for the reopening of their Caprolactam plant inactive for nearly a decade, and conducted an impact assessment of the Study in India Scheme implementation for the Ministry of Education.

His international exposure includes co directing a couple of leadership development programs in Europe (Switzerland, France and Germany) for the top banking executives of India and visits to Norway and the USA along with Indian Power sector leaders to study energy transition best practices. He has also travelled to UAE and Srilanka for various HR Consultancy Assignments.

Mr. Hareesh has co-directed an extensive series of Leadership and Management training programs for elected representatives and officials from the Rural Development and Panchayat Raj Department (SIRD & PR) in Tamil Nadu. Over the course of four months, this initiative comprised 14 batches, collectively benefiting 436 participants, including elected representatives and officers from the Panchayat Raj sector in Tamil Nadu. Moreover, participants gained invaluable insights into the most effective practices and innovative rural development initiatives through exposure to the advancements in Telangana State.

Mr. Hareesh has been the Technical Coordinator for managing the online competency assessments and created Individual Development reports for nearly 2000 Assistant General Managers (AGMs) and Deputy General Managers (DGMs) in prominent banking institutions such as Canara Bank, Punjab National Bank, Indian Bank, and Tamilnad Mercantile Bank Limited. Furthermore, in his capacity as a Project Manager, he ensured the seamless execution of online one-to-one behavioral coaching sessions for nearly 3000 Senior Executives from Punjab National Bank, Canara Bank, and Indian Bank between 2021 and 2023. He has also successfully Directed Training programmes for various clients of CHRD, ASCI.

With experience in startup projects (IT, Education, Health Sector), Hareesh is adept at developing HR policies, employee handbooks, and proposals. He has previously worked as an HR Generalist in IT, NBFC, Education and healthcare sectors, showcasing his versatility across industries.

Mr. Hareesh is passionate about areas such as Human Resource Management, Capacity Building, and Skill Development.

Tanusree Chakraborty

Assistant Professor
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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 20plus years of work 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 the Administrative Staff College of India (ASCI), Hyderabad as a Faculty in the Centre for 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 around 65 publications under her credit in reputed journals and books, among which, Internet Research Journal, International Journal of Human Resource Management, International Journal of Productivity and Performance Management are great feathers in her cap.

She has presented 75 plus research papers in international conferences of repute, where she has been awarded the Best Paper Award many times. She has conducted Management Development Programmes with the State Productivity Councils and National Productivity Councils. She has trained practicing managers of several Public and Private sector companies, in the areas of Behavioral Sciences and Human Resource Management.

As a psychologist she has conducted Psychometric testing with 12,000 plus employees. As a trainer, she has trained 15,000 plus employees in her career. Companies where she has been a resource person include Indian Oil, BHEL, NHPC, NTPC, THDCIL, WBPDC, DVC, BPCL, DRDO, PFC, GAIL, ONGC, Exide Industries, NMDC, Power Grid Corp, Department of Science and Technology- GoI, National Institute of Communications Finance etc. Among the banks, she has associated herself as a trainer with State Bank of India, Canara Bank, Central Bank of India, Punjab National Bank, Axis Bank, etc. She has published books with the IGI Global Publishers, titled Appreciative Inquiry Approaches to Organizational Transformation, with Taylor and Francis, CRC Press, Human Resource Management in a Post-Epidemic Global Environment-Roles, Strategies, and Implementations, Agile Leadership for Industry 4.0 and Interdisciplinary Approaches in Management Education. A few more books are in the advanced stages of forthcoming publication. She has been a panel member in admission and recruitment processes, GDPIs conducted in academic institutes and corporate. Besides, she has also been a regular faculty for management institutes of repute including ASCI, teaching MBA and PGDM, where she has been a passionate teacher supporting students in academics and other institution building activities. She has been an active member in clubs and committees of the institutes she has worked for. She has been a reviewer and editor of reputed books and journals.

Mohammed Mujahed Ali

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Dr. Mohammed Mujahed Ali is currently serving as an Assistant Professor (Finance) at the Centre for Management Studies, Administrative Staff College of India (ASCI), Hyderabad. Boasting over 18 years of dedicated teaching experience at the MBA level, he holds a robust academic background, including a Ph.D. in Business Management, an M. Phil in Management, an MBA, and an M.Com.

His expertise extends beyond academia, as he is empaneled as a Securities Market Trainer (SMART) by the Securities Exchange Board of India (SEBI). He also serves as a Resource Person for the National Institute of Securities Markets (NISM) Mumbai and the National Commodity Exchange of India Limited (NCDEX). Dr. Ali actively engages in organizing workshops, having conducted 150 sessions for diverse groups such as young investors, executives, homemakers, retired individuals, and members of self-help groups.

With 28 research papers published in various esteemed National and International peer-reviewed journals, including Scopus Indexed and UGC care-listed journals, Dr. Ali has made significant contributions to the fields of Financial Analytics, Financial Econometrics, Financial Engineering, and more. His teaching skills encompass E-Learning, Lecturing, Curriculum Development, Research, and Leadership Development.

Important projects conducted by him.

- The Ministry of Corporate Affairs (MCA) sanctioned a Research Project, 'A Study on Performance of IPOs and its Role in Wealth Creation of Retail Investors in India – A Statistical Model'
- "Impact Evaluation Study on Social Sector Projects Assisted under Rural Infrastructure Development Fund in the states of Kerala, Karnataka, and Rajasthan"
- A Study on the Industrial Climate at Yanam submitted to Yanam Chamber of Commerce
- Roadmap for Making Central Autonomous Bodies Self-Reliant (The Case of "National Institute of Rural Development & Panchayati Raj-NIRDPR")
- 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.

His commitment to research is evident through the successful completion and management of several grants and projects and he stands as a respected professional in the field of finance, with a rich blend of academic qualifications, teaching experience, and impactful contributions to research and financial education.

P. M. Priya Darshini

BDS, MHA

Assistant Professor

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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, BharatiVidyapeeth 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. She successfully completed the ‘Direct Trainer Skills’ (DTS) and Design of Training (DOT) Courses conducted at Dr. MCRHRD Institute of Telangana. She also holds a certificate on inculcating Universal Human Values in Technical Education, organized by AICTE.

Prior to joining ASCI, she worked as Assistant Professor at Center for Health Management Studies and Research, BharatiVidyapeeth (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 7 years of experience in teaching and guiding students in different areas of hospital management. She participated and presented her works in several national conferences of hospital administration.

At the Dr. Kakarla Subba Rao Centre for Health Care Management, ASCI she teaches Introduction to Hospital Management, Hospital Operations Management, Introduction to Marketing Essentials, Ethics and Legislation in Healthcare courses in Post Graduate Diploma in Management (Hospital Management) programme.

Apart from teaching, she is actively involved in various projects. She was a team member in the UNICEF project on the concurrent monitoring of Anemia Mukht Bharat, national programme in Telangana. She was also part of ASCI UNICEF Study – Anemia Mukht Karimnagar where she was involved in preparation of questionnaire, data collection through field visits and interactions with all stakeholders. She was also active member of team involved in preparation of Telangana’s Vision Document for Healthcare in association with FTCCI. She is currently co-directing third batch of a customized 3 Month Online Leadership Development Program for Mid-level Managers of Care Group of Hospitals, India.

Current Interests:

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

Assistant Professor
Centre for Energy Studies

pavankumarparnandi@gmail.com



Mr. Pavan Kumar Parnandi is an Assistant Professor in the Centre for Energy Studies at Administrative Staff College of India (ASCI). He holds a Bachelor of Technology degree in Electrical and Electronics Engineering from Jawaharlal Nehru Technological University in Hyderabad, as well as a Post Graduate Degree in MBA - Power Management from the University of Petroleum and Energy Sciences in Dehradun. He is a BEE-certified ECBC master trainer and anIRCA-Certified Lead Auditor in QMS and EnMS.

With over 16 years of expertise, he has successfully completed numerous research and consultancy assignments in the fields of renewable energy and energy conservation both in India and abroad. He has contributed to the formulation of the Andhra Pradesh Civil Aviation Policy and the policy framework for the implementation of the Energy Conservation Building Code in AP and Telangana. He has worked with a number of well-known organisations, including the USAID, UNDP, GIZ, NRDC, INCAP, NREDCAP, TSREDCO, WACEM, and the SAARC Energy Centre, Bureau of Energy Efficiency, Ministry of New and Renewable Energy, Government of AP, Government of Telangana, and many more.

Before joining ASCI, he held a number of positions in a variety of organizations, including government entities, carrying out a range of tasks pertaining to sustainable energy. He possesses a broad range of expertise in carrying out many tasks related to Energy Conservation and Renewable Energy, including policy framing, capacity building, impact assessment, procurement processes (online and offline), implementation strategies, and energy audits. Energy Conservation Building Code (ECBC), Perform, Achieve & Trade (PAT), Energy Efficiency improvements in MSME & Large Industries, Demand Side Management (AgDSM&MuDSM), Market Transformation for Energy Efficiency, EC Act 2001 enforcement, Energy Efficiency demonstrations, State Energy Conservation Fund (SECF), etc. were among the major Energy Conservation flagship programs of BEE that he contributed effectively.

He recently contributed to the formulation of the Telangana Cool Roof policy. He was also involved in the development of draft standards and guidelines for densified biomass products in India, which was sponsored by GIZ. RACHNA training programmes were also carried out with GIZ support. He supervises the ECBC cells in Andhra Pradesh and Maharashtra. He served as the Programme Director for various Management Development Programmes at ASCI.

He is convenor to Telangana State Energy Conservation Awards Judging Committee 2023. He is also a member in various internal and external committees in the field of Sustainable Energy. He has also written articles about energy conservation and renewable energy for a variety of periodicals and newsletters.

His current area of interests are capacity building, Policy and advocacy support in sustainable energy.

Venkata K Emani

B.E, PGPPMP(IIMA), PGDBE, PGDEM,
MA (Journalism & PR) PhD (Pursuing)

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Mr Venkata K Emani is an alumnus of the esteemed IIM Ahmedabad and an exchange scholar with University of Texas at Austin. He has over two and half decades of experience in the industry and academia. Having started his Corporate Journey after his engineering, as an Officer Trainee with BPCL, one of the leading Oil PSUs in India he transitioned to various managerial positions overseeing functions like operations, Projects, Sales and Marketing, CSR, across locations PAN India. He led several initiatives like 'Beyond LPG', SAP Implementation, ISO 9000 certification and other projects from the front during this stint. Later on, he moved on to a Norwegian based MNC, Det Norske Veritas AS where he served as Country Manager for the Global Resource Centre and the Cleaner Energy business in India, reporting to the Singapore RO. This position saw him develop deep insights in Risk Management serving clients across cultures and geographies. He had closely worked with various stakeholders including the Government, regulators, media, and others during his corporate journey.

He, later on, moved over to academia with the prestigious NMIMS University before joining ASCI where he is currently associated with the Centre for Management Studies. He handles courses in Management, Strategy and Marketing for PGDM students. He has conducted several Training Programs and delivered consulting assignments for IOCL, BPCL, HPCL, Cairn India, GAIL, NMDC, ONGC, Reliance, Cairn India, MGL, GSPC, Essar Oil, Coramandel Fertilizers, NPCIL, SOI, OFB, RINL, DRDO PMJ Jewels, SBI Life etc. among others in the Private and Public sectors.

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
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Dr. Gutha Jaya Krishna is currently serving as an Assistant Professor at the Centre for Innovation and Technology, Administrative Staff College of India (ASCI) in Hyderabad, Telangana, India. His academic and research interests span a wide range of fields, including Data Analytics, Artificial Intelligence, Machine Learning, Deep Learning, Language Technologies, Speech Technologies, Cybersecurity, Mathematics, and Statistics.

Dr. Krishna holds a Ph.D. in Computer Science, which he earned from the University of Hyderabad. His doctoral research was conducted at the Institute for Development and Research in Banking Technology (IDRBT), an autonomous institution established by the Reserve Bank of India (RBI) for research and development in banking technologies. Prior to his Ph.D., he completed his M.Tech. in Artificial Intelligence at the University of Hyderabad and obtained his B.Tech. in Information Technology from Jawaharlal Nehru Technological University (J.N.T.U.), Hyderabad.

Before joining ASCI, Dr. Krishna served as a Senior Data Scientist at SciTech Patent Art Services Private Limited. He also worked as a Research Scientist for a year at NERTU, Osmania University campus, as part of a Memorandum of Understanding (MoU) and Technology Transfer (ToT) project with the Indian Space Research Organisation (ISRO) - Indian Institute of Space Science and Technology (IISU). His professional journey includes five years of research and development experience as a Research Fellow at IDRBT, where he contributed to various areas such as Artificial Intelligence, Evolutionary Computation, Machine Learning, Deep Learning, Data Mining, Text Mining, Natural Language Processing (NLP), Speech, Computer Vision, Sentiment Analysis, and Cryptography.

In addition to his research endeavors, Dr. Krishna has two years of teaching experience, accumulating a total of nine years of combined teaching, research, and development expertise. While at ASCI, he conducted training sessions for senior management personnel from organizations like Indian Oil Corporation Limited (IOCL), Telecom Regulatory Authority of India (TRAI), Indian Renewable Energy Development Agency Limited (IREDA), and others. He has also provided training to scientists from esteemed institutions such as the Council of Scientific and Industrial Research (CSIR), Indian Council of Medical Research (ICMR), Indian Council of Agricultural Research (ICAR), and the Indian Space Research Organisation (ISRO) in the domains of Artificial Intelligence and Machine Learning. Furthermore, Dr. Krishna serves as an AI and ML consultant for Nuronics Labs Private Limited.

Dr. Krishna's scholarly contributions include the publication of four articles in three prestigious international journals, three book chapters, and twelve international conference papers. Among these publications, three have been featured in B-tier conferences and three in C-tier conferences, covering both fundamental and applied aspects of Artificial Intelligence and Data Science. His research findings have been disseminated through reputable publishing houses such as IEEE, Elsevier, Springer, ACM, and IGI Global. Dr. Krishna's specific research interests encompass 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, and Rule-based Regression, among others.

Amartya Awasthi

Assistant Professor
Centre for Energy Studies

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Mr. Amartya Awasthi, Assistant Professor, ASCI has ~14 years of experience covering areas such as Program Management, Sustainability Strategy Advisory, Clean Energy and Clean Energy powered enterprises through minigrids/ microgrids, Energy Access and Rural Livelihoods, Energy Efficiency in built environment, Cool Roofs for Heat Stress mitigation in urban environments, Energy Conservation in Industries, Electric Mobility & Charging Infrastructure, Climate Friendly Cooling, Client Engagement & Use-Case Development, Semiconductor manufacturing, wealth out of waste, Industrial resource efficiency at national and international client sites with cross-functional global teams, Business development and technology marketing, Impact assessment, climate and gender-lens investing, Multi-stakeholder engagement, Policy advocacy & implementation, Analytics and Reporting, Climate Tech Start-ups & Investments etc.

Some of the leading assignments he engaged on through his prior roles were technology marketing and use-case development for a leading capital equipment supplier in the semiconductor manufacturing space; jointly working with CEO and CxO level management on commissioning of a greenfield Solar PV vertically integrated manufacturing facility; training the trainers of PNB officials focused on ADB special credit lines for solar rooftop programme; drafting the financing needs section of the state of the sector report for Distributed Renewable Energy enterprises in the country; conducting detailed techno-commercial feasibility studies for a diversified Indian conglomerate on its large scale wealth out of waste program focused on multi-layer laminate plastic waste management from post-consumer streams; assessing sustainability strategies of large diversified business groups in India; policy advocacy and policy implementation for building energy efficiency, climate friendly refrigerant use, super efficient room ACs and cool roofs with city state and national governments; state of the sector report capturing investments in early-stage climate focused innovations in India from 2016-20; piloting a climate tech focused investment syndication platform pooling investments from angel investors into early stage climate tech startups as well as business due-diligence on climate tech start-up deals and preparing investment memos as part of simulated investment case studies.

He has co-authored articles and reports such as National Cooling Action Plan: Long Term Strategies for India, Cooling India with less warming: Affordable & Efficiency ACs, Cooling with less warming: Improving Air-Conditioners in India; Improving Air Conditioners in India, Early-Stage Climate Tech Startups in India: Investment Landscape Report, Climate Tech Landscape Country Snapshots – South Asia and South East Asian Countries, Improvement of depth of focus control using wafer geometry in semiconductor manufacturing, White Paper on Guidelines for set up of EV Charging Stations in basements of buildings in Telangana, Pathways to further scale-up impact of Telangana EV policy, How to make ECBC compliance more effective, Right to Charge: Siting Model or Framework for EV Charging Stations in Urban Environments and aspects of importance for EV users, Recommendations for potential EV targets to be set up Govt. of Telangana and Advancing Utility role in scaling EV Charging Infrastructure roll out and more.

Currently, at the Centre for Energy Studies, ASCI, he leads works on Electric Mobility & Charging Infrastructure, Future Mobility, ESG, Environment & Climate Change, CleanTech and ClimateTech innovations, Carbon Markets as well related partnerships. Through the above experience, he has engaged with organizations such as NRDC, GIZ, UN Women, DFID, ADB, World Bank, MNRE, MOEFCC, MOP, Niti Aayog, BEE, UNDP, TERI, Shakti Foundation, CEEW, CLEAN, various conglomerates, OEMs, Industry players etc. He has a Master of Technology in Solid State Technology from Indian Institute of Technology Madras and a Master of Science in Physics (Photonics) and Bachelor of Science in Physics from Sri Sathya Sai Institute of Higher Learning.

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 an Assistant Professor in Dr. Kakarla SubbaRao Centre for Healthcare Management under Administrative Staff college of India (ASCI), Hyderabad.

She is a Registered Dental Doctor, under Delhi Dental Council since March 2015 and a member of the Indian Dental Association (IDA), who 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 who also holds a record of scoring highest marks in the subject of Pedodontics and Preventive Dentistry amongst all successful candidates in the BDS final year university examinations. She was honoured with the “Most Valuable student” (2009-2014) award from her college at her Convocation ceremony, considering her excellent Academic and Co-curricular track records.

She's a “Limca Book of World Records” winner (FEB 2014) for fabrication and distribution of maximum number of free 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 has a vast hospital industry experience as she has worked as a Hospital Administrator in both Corporate sector(MAX Super speciality Hospital, Saket, New Delhi)530 plus bedded as well as missionary (Believer's Church Medical College Hospital, Kerala)743 bedded multispeciality hospitals, accredited under NABH.

Her area of expertise include the Health Insurance sector where she has been a pioneer in the post of a medical consultant(Insurance & ECHS) in Believer's church medical college hospital, with experience in managing claim processing and team management for Government insurance schemes like ECHS (Ex-servicemen's Contributory Health Scheme), she was instrumental in obtainment of NABH rates for the empanelled hospital she worked in, worked in the Ayushman Bharat - PMJAY, (KASP)Kerala State Health Insurance programme also representing from the empanelled hospital side. Experienced in all corporate/private insurance claim processing, team management, medical query redressals etc., from the empanelled hospital.

She has a keen interest in Hospital Quality Management and is certified with “SIX SIGMA WHITE BELT” who has been an internal auditor for NABH related inspections in the accredited hospitals she worked.

Certified in Disaster Management and Fire Safety by safety circle, USA.

Also certified under, Leadership Education & Abilities Development (LEAD Programme),

Professional Attributes & Corporate Employability (PACE) programme.

She has a flare for academics and teaching and has been a Faculty in the Believer's Church Medical College Hospital, Thiruvalla, Kerala for the students of Allied Health.

At Kakarla Subba Rao Centre for Hospital management, she is teaching and mentoring students of PGDM (Hospital Management) and is also involved participating/taking sessions in MDPs/coordinating activities in events /training programmes undertaken by the Dr Kakarla Subba Rao Centre for Health Care Management.

Current Interests:

Her current interest areas are 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.

Rutwik Dilip Phatak, PGDM, IIM Shillong

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Mr. Rutwik Phatak is an Assistant Professor in the area of Procurement, Operations, and Project Management. He looks after Consultancy Projects and Training Programs on Public Procurement, Project Management, Contract Management, etc. Rutwik has worked in the rural development and public finance sectors for a decade.

Rutwik has trained participants from Zambia, Mozambique, Bangladesh and India, numerous central government organizations, state governments of Assam and Tripura, Kandla Port Trust, NMDC, etc. He was invited as a key note speaker during vigilance week at the National Fertilizers Limited Zonal Office in Hyderabad.

An alumnus of the Indian Institute of Management (IIM), Shillong, Rutwik started his career as Prime Minister's Rural Development Fellow. Thereafter, he worked in the Finance Department of Government of Assam for implementation of the World Bank financed ASPIRe project where he developed his specialization in the area of Public Procurement. Rutwik played a pivotal role in Assam's public procurement reforms. He assisted in drafting the Assam Public Procurement Rules, 2020, which are currently in force. He also developed knowledge materials based on the Rules and conducted massive capacity building workshops for officials at different levels of government – from subdistrict level to the office of the chief secretary. Prior to joining ASCI, Rutwik worked as a consultant with organizations such as The World Bank, Jal Jeevan Mission, SEEPZ SEZ Mumbai and Civic Data Lab. Rutwik was a core team member for the 'Open Contracting India' initiative. He is also one of the few certified (Methodology for Assessing Procurement System) MAPS assessors in India.

T. Sumskrutha

Assistant Professor
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Ms. 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, SachiWaters, 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.

Devika Ganesan

Assistant Professor
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Ms. Devika Ganesan is an Assistant Professor at the Administrative Staff College of India. She is an Architect-Planner with over eight years of experience in architecture, planning, and academia. She holds a Masters in Urban and Regional Planning, with a specialization in Environment Planning from the Centre for Environmental Planning and Technology (CEPT University), Ahmedabad and a Bachelors in Architecture from SRM University, Chennai. Her expertise spans the areas of Solid/Plastic Waste Management, Sanitation Worker Safety, and Capacity Building.

Currently, she leads the Capacity Building interventions for the Innovations for Reducing Plastics for Cleaner Environment in India (inREPLACE) project, funded by USAID, which focuses on improving plastic waste management in select cities within the country. She also leads the Urban Learning Network, a peer learning platform for Indian cities that has been instituted by the Ministry of Housing and Urban Affairs, Government of India. This initiative aims at supporting city leaders in achieving excellence in municipal waste management. She has also led the development of policy development for outdoor advertisements in Hyderabad, curriculum development for Harpic World Toilet College focused on workers in the WASH sector and documentation of women leadership and innovations in WASH sector. She has been instrumental in the development of a web portal that maps the mortalities of sanitation workers involved in unsafe sanitation operations, root cause investigations of these incidents and has also contributed to the study on identifying barriers for uptake of PPE among sanitation.

In 2020, Devika was nominated as a Friend-Philosopher-Guide by the Commissioner and Director of Municipal Administration (CDMA), Government of Telangana. She provided support for the Swachh Survekshan activities in two municipalities. Devika has also contributed to projects such as the Holistic Strategy and Action Plan for Plastic Waste Management for Greater Hyderabad Municipal Corporation (GHMC) and the City-Wide Inclusive Sanitation project by the Bill & Melinda Gates Foundation.

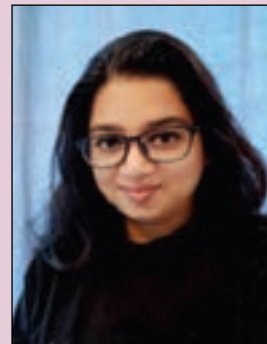
Her Master's research, based on qualitative research, focused on the integration of intangible heritage in HRIDAY. This work was part of 'HRIDAY Reflections: A Monograph on the Heritage City Development and Augmentation Yojana, Ministry of Housing and Urban Affairs, Government of India'. The publication was curated by ICOMOS India and CEPT University, Ahmedabad.

Soma Sarkar

Ph.D. (University of Hyderabad)
MBTI and FIRO-B certified practitioner,

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Ms. Soma Sarkar is an Assistant Professor at the Centre for Environment, Urban Governance, and Infrastructure Development at the Administrative Staff College of India (ASCI). With a robust academic background, she completed her B.A. in Geography (Honors) from Ravenshaw University, Cuttack, followed by an M.A. in Geography from Sikkim University, Gangtok, where she received the University Gold Medal for Academic Excellence. Ms. Sarkar earned her MPhil in Development Studies from the Tata Institute of Social Sciences, Mumbai. She is currently pursuing her Ph.D. in Development Studies at Tata Institute of Social Sciences, Mumbai, focusing on urban water governance in the challenging urban waterscape of a mountain city. Acknowledging her dedication, she was awarded the prestigious Dr. Ambedkar Doctoral Fellowship by DAIC, Government of India, for her doctoral research in 2019.

In 2022, Ms. Soma Sarkar was selected in a joint study international exchange program at Alpen-Adria Universitat in Klagenfurt, Austria, spending a semester at the Department of Geography and Regional Studies, where she completed 24 ECTS with good grades. Complementing her academic pursuits, Ms. Sarkar completed a certificate course on the Global Food, Energy, and Water Nexus jointly offered by Cornell University, USA & Tata Institute of Social Sciences, Mumbai. Ms. Sarkar has been disseminating her research findings and ideas through her publications and participation in many national and international conferences. Notably, she published an article from her Ph.D. research titled "*Urban Water Crisis and the Promise of Infrastructure: A Case Study of Shimla, India*" in the *Frontiers in Water Journal* in 2023. Additionally, she co-edited a book titled "*Urban Commons, Future Smart Cities and Sustainability*," part of the Springer Geography series, published by Springer Nature in 2023.

With eight years of research and project experience in sectors such as Water, Sanitation and Hygiene; Urban Water Governance; Forest Resource Rights and Governance; Gender; and CSR, Ms. Soma Sarkar joined ASCI in 2024. Previously, she has been engaged in several research projects at TISS, Mumbai, and has served as the student coordinator of the Customized Study in India Programme curated by the International Relations Office, TISS Mumbai in 2018-19 with University of Chicago and University of Sydney.

Ankur Parashar

MBA (Healthcare and Hospital Management), Ph.D.

Assistant Professor
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Dr Ankur Parashar is an Assistant Professor in The Centre for Environment, Urban Governance and Infrastructure Development (CEUGID) at Administrative Staff College of India, Hyderabad.

He holds a PhD in urban studies from IISER Mohali, focusing on water governance in Himalayan cities. He has a Masters in Urban Policy from TISS Mumbai and a B.Tech in Civil Engineering from NIT Warangal.

He has joined ASCI in 2024. Prior to joining ASCI, he worked as a Post-doctoral Researcher at South Asian University, studying the relationship between migration and antimicrobial resistance among industrial workers. He has also worked as an Academic Associate in the Public Systems Group at the IIM Ahmedabad working on infrastructure financing models.

His areas of interest are— Urban Governance, Infrastructure Studies and Climate Change.

Abhishek Job Dondapati,

MBA (Healthcare and Hospital Management), Ph.D.

Assistant Professor

Dr. Kakarla Subba Rao Centre for
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Dr. Abhishek Job Dondapati serves as an Assistant Professor at the Dr. Kakarla Subba Rao Centre for Health Care Management, part of the prestigious Administrative Staff College of India (ASCI) in Hyderabad. With a profound academic and professional background that intersects healthcare management and technology, Dr. Dondapati brings a wealth of knowledge and expertise to his role.

His academic journey began with a graduation in Nursing Sciences from the School of Medical Sciences at the University of Hyderabad, laying a solid foundation in healthcare. Pursuing his passion for healthcare management, he completed an MBA in Healthcare and Hospital Management from the School of Management Studies at the University of Hyderabad. This was followed by a significant achievement - a Ph.D. in Management Studies with a specialization in Health Informatics from the Faculty of Management Studies at the University of Madras, Chennai. His dissertation focused on Technology Management in the Healthcare Sector, signifying his deep interest in integrating technology with healthcare to enhance efficiency and patient care.

Before joining ASCI, Dr. Dondapati enriched his experience through various roles, including working as a Quality Coordinator in a multispeciality hospital where he played a pivotal role in enhancing healthcare delivery through quality improvement initiatives. His academic journey continued with a post-doctoral fellowship at the School of Management Studies, University of Hyderabad. During this period, he worked on several pioneering projects, including the application of Artificial Intelligence in healthcare and the implementation of embodied conversational agents on hospital websites as part of the Institute of Eminence project under the University Grants Commission. Dr. Dondapati's credentials are further bolstered by numerous licenses and certifications from esteemed institutions, including a certification in the Data Science of Health Informatics from Johns Hopkins University, Data Analysis using Python from the Centre of Modelling and Simulation at the University of Hyderabad, and Mixed Methods in Research from the Indian Institute of Management, Indore. He has also qualified for the UGC NET (National Eligibility Test for Assistant Professor) in Management Studies.

A prolific researcher, Dr. Dondapati has presented and published numerous articles in international and national journals and conferences, including those organized by Elsevier, Wiley, IGI Global, and Taylor & Francis. His research interests are broad yet focused on critical areas such as Information Technology in Healthcare, Technology Management, Human-Computer Interaction, Artificial Intelligence, Patient Empowerment, Patient Well-being, Health Policy, and Healthcare Analytics. Through his work, Dr. Dondapati continues to contribute significantly to the fields of healthcare management and technology, aiming to improve patient care and healthcare outcomes through innovation and research.

Priya Verma, Ph.D. (IIT Hyderabad)

Assistant Professor – Data Analytics
Centre for Management Studies

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Dr. Priya Verma is an Assistant Professor (Data Analytics) at the Centre for Management Studies, Administrative Staff College of India (ASCI), Hyderabad. She has done her Ph.D. in Data Science and Applied Machine Learning from IIT Hyderabad, India followed by Post-Doctoral Research at IIT Hyderabad. She has a Dual Degree (B. Tech&M. Tech) in Computer Science Engineering from Jayoti Vidyapeeth women's University, Jaipur. She has an overall 8 years of Experience in Research, Teaching, and Industry. Apart from ASCI, she has teaching experience at a number of reputed Business Schools like ICFAI University (Hyderabad), Welingkar Institute of Management Development and Research (WeSchool, Mumbai), and The Institute of Insurance and Risk Management (IIRM, Hyderabad).

Her areas of specialization are Data Analytics, Applied Machine Learning, and Fraud Analytics where her research and teaching experience is focused. During her Ph.D. and Post-Doc Research at IIT Hyderabad, she worked with the Govt. of Telangana and analysed vast GST datasets using big data analytics and social network analysis which led to a significant increase in the Govt.'s revenue. She has published 17 research papers (Springer, IEEE) and presented several research articles at international conferences in the US, London, Spain, Turin and Japan. She has also assisted in conducting several certification courses on business analytics for working professionals. She has experience teaching MBA students and working professionals' various courses/workshops/webinars on subjects like Machine Learning using R, Artificial Intelligence, Insurance Analytics using Python and R, Fraud and Risk Analytics, Fintech Technologies, and Data Mining.

She is interested to continue research on Machine learning and its applications to solve real-world problems.

Bharath Shashanka Katkam

Ph.D. (University of Hyderabad)
MBTI and FIRO-B certified practitioner,
Assistant Professor
Centre for Human Resource Development
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Dr. Bharath Shashanka Katkam works as an Assistant Professor in the Centre for Human Resources Development (CHRD) at the Administrative Staff College of India – Hyderabad. He has publications in reputed research journals listed in Scopus, SSCI, ABDC and ABS. Additionally, he has also qualified the UGC-NET/JRF in the year 2013. 'Dr.Katkam' is a licensed MBTI and FIRO-B practitioner, certified by Myers-Briggs company, and has expertise in personality and interpersonal relationship-based assessments. Additionally, his teaching and research interests are oriented towards applying various psychometric assessments to understand employee attitudes and behaviors. Drawing on the certifications and various psychometric assessments, he is passionate about teaching and conducting research-consultancy projects in

- a) Team building and leadership
- b) Understanding employee workplace behaviors using MBTI personality-based assessments
- c) Conflict management
- d) Job stress management
- e) Well-being management
- f) Interpersonal relationship-based assessments using FIRO-B theory
- g) Integration of biology and organizational behaviour (cortisol-based stress research)

Dr. Katkam also worked as an 'Assistant Professor' at the Indian Institute of Management (IIM) – Shillong for two years and delivered MDP sessions on the aforementioned topics. He has worked on consulting assignments with reputed MNCs like Fulcrum Digital using his MBTI-certification expertise. The faculty also guided students to reach the 'Grand Finale' and Pre-finale stages in a 'nationwide case competition' named 'Steel-a-thon' in the consecutive seasons 2022 & 2023 conducted by 'Tata Steel'. Around 3000 teams from top business schools in India (including IIMs, IITs) participated in the competition.

Furthermore, he also has software expertise and conceptual knowledge in contemporary data analysis techniques, including Longitudinal/Multilevel/Hierarchical linear modeling and Multilevel structural equation modeling. The faculty is also well-versed in conducting quantitative research using software packages like Mplus, SPSS, AMOS, and Msexcel.

Sweety Pandey

Ph.D (Economics), BHU

Assistant Professor

Centre for Management Studies

sweety.pandey@asci.org.in



Dr. Sweety Pandey holds a Ph.D. in Economics from Banaras Hindu University, where her research focused on the intricate relationship between economic growth and environmental quality. She completed her Bachelor's and Master's degrees in Economics, specializing in Econometrics, from the same university.

Her professional journey includes roles at prestigious organizations such as NITI Aayog, PricewaterhouseCoopers Private Limited (PwC), and the National Institute of Rural Development & Panchayati Raj, among others. During her tenure at PwC, Dr. Pandey worked with the Climate and Energy team on projects related to the Carbon Border Adjustment Mechanism (CBAM) and decarbonization strategy.

At NITI Aayog, she led the inaugural edition of the State Energy & Climate Index report, where she conceptualized, built consensus among central energy ministries, and finalized the rankings of Indian states in their energy and environmental performance. As a part of the Energy team, she also contributed to other projects related to Ethanol blending and Flue-Gas Desulfurization (FGD). Additionally, she represented NITI Aayog in the Ministry of Finance's working group on the "Sustainable Finance Framework".

She also served as an Assistant Professor at the Central University of Rajasthan, teaching Economics to undergraduate and postgraduate students. Dr. Pandey has authored newspaper op-eds, reports, and research papers in international journals, and has participated in various international conferences.



Sri Dharmendra Pradhan, Hon'ble Minister for Education and Skill Development and Entrepreneurship, Government of India with Sri K Padmanabhaiah, Chairman, ASCI



Dr Jitendra Singh, Hon'ble Minister – Inaugural speech on Leadership Development Programme for Scientists at ASCI

ON CAMPUS PROGRAMME FEE STRUCTURE - HYDERABAD (FY 2024-25)

SI	Programme (No. of Days)	Per-Participant Programme Fee		
		[Residential]		[Non-Residential]
		INR+GST	for Foreign participant USD	INR+GST
1	3-Day	43,700 + GST	683 + GST	37,700 + GST
2	5-Day	69,500 + GST	1086 + GST	59,500 + GST
3	5½-Day	77,500 + GST	1211 + GST	66,500 + GST
4	6-Day	79,500 + GST	1242 + GST	67,500 + GST
5	Two-Week	1,25,000 + GST	1953 + GST	1,05,000 + GST
6	Advanced Management Programme	7,50,000		



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📠 : 040-66720725



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