

Residential Training on
**Leadership, Team Building
& Belongingness**

Date: 28th – 30th April 2025

Venue: Gangtok, Sikkim



Organized by



New Delhi
ISO 9001:2015

Central Board of Irrigation and Power (CBIP)

ANNOUNCEMENT

Captioned intervention on “Leadership, Team Building and Belongingness” is “a journey towards (i) Good to Great” and (ii) Built to Last (by Jim Collins & Jerry I Porras)..!! Indian Power Sector having failed to respond on time despite abundant resources to (iii) “Third Wave” (Alvin Toffler) and (iv) Adapt (by Tim Harford) the (v) 3rd Alternative (Stephen Covey) and ready to (vi) First Break All the rules (by Buckingham & Coffman) issues in mind hence the approach paper for Indian Incorporate in general and Energy Sector (Power, Oil, Petroleum, Coal) collective in particular prepared and converted in to a tailored “First of its Kind” ..!!

OBJECTIVE

Conceiving to form a Company is business, joining hands with people is building an organization; Collective commitment to compete with self is Institution building process. It is in this direction a peep into world outside Respective Organization (in relation to nominating PSUs / SPSUs / Private Energy Player) hereinafter addressed as ‘My Organization’ is compelling to raise question if ‘My Organization’ is at the threshold of meeting constituent’s need, moving with required pace, consolidating its position, expansion and capacity additions is priority, customer satisfaction is the commitment and reaching out to meet stake holders’ aspirations is the vision? ‘My Organization’ is ushering in the era of competition and competitive environment? Is the third wave is expected to sweep the environment, where ‘My Organization’ is one of the constituents? Is ‘My Organization’ committed to be “Visionary Institution: Built to last?”

Carving and drawing road map for ‘My Organization’ to usher in the “Era to build an Institution assumes paramount importance”. Withstanding three days module developed, is not an event but is a process to set in motion by reinforcing (a) issues and express concern (b) reaffirm demonstrated conviction (c) reflect, debate, analyze, understand and resolve issues that are impediments for sustainable development. Simultaneously inch closure to harness ‘My Organization’s potential that is more than required and that helps attaining sustainable socio-economic development withstanding ‘My Organization’ s shared Vision, shared Mission, shared Objective and shared Values. The workshop design “is not a destination to reach rather it is an odyssey – the journey that never ends-a journey to continue.....! Hence following coverage;

Key Themes to be covered:

- Basic human process: Unravel if ‘My Organization’ Vision, Mission and objective: has sunk down
- Energy sector conundrum vis ‘My Organization’ – the melting pot??
- The economic Boundary
- People: Organizational belongingness:
- Roles and responsibility
- Perspective and vision
- Contribution and sharing
- ‘My Organization’ a Leadership Orientation / perspective
- Diagnosed issues - Credo writing
- Shared Consolidation - Process setting
- Institution building processes - living together
- From here to where - Insight development
- Strategy and strategic decision-making process: ?
- Team Building Process : Beyond the theory and Rituals
- Do I belong to “My Organization’
- Develop art of writing self-obituary: Signature or autograph...???
- Ownership or belongingness: beyond responsibility.
- ‘My Organization’ or Institution Building: Caring, concern and passion
- Segmental approach to holistic perspective: Do I belong to ‘My Organization’..?
- Inward looking to outward vision: Beyond me.
- ‘My Organization’ Pure doing to innovative doing: Creating future.
- Revisiting Reactive response to pro-active doing
- Inter Personal Relationship
- Inter Personal Communications
- From here to Where: 5 Ws : What: Why: When: Where: Who
- Process setting
- Power of 4Ps
- Power of 4Ds
- Power of 1S

Methodology : The various tools and techniques to steer the workshop will be

- Instructor Led (Classroom - Lecture Based)
- Instructor Led (Classroom – Interactive)
- Discovery Learning
- Case study:
 - Power Grid Corporation of India (PGCIL) : Acquisition / Merger & Transition
 - NTPC : Simahadri Case Study : Building the Team : Taking Decision, Creating History

- Power Plant : Take over _ transition : Pains & Pleasure: (Tanda, Uchahar, Patratu)
- NTPC : Training / Retraining and deployment case elaboration (Staff + Driver)
- PGCIL Case study: Conversion of Work-Charged Employees : Liabilities to Assets
- Individual to team to 'My Organization' : Process Presentations
- Brainstorming Sessions
- Question Based Discussion
- Explanation: Lecture mode
- Class room orientation
- OBT Activities: Exercises / Soft OBT/ Lawn Activities: followed by applicable debrief
- Psychometric Profiling followed by debriefing
 - FIRO-B
 - Johari Window
 - Leadership
 - IPCR
- Role Play: Case study related Group discussions and presentation

DATE AND VENUE

The Training will be held on 28th – 30th April 2025, **Check in 27th April 2025 / Check out 1st May 2025.**

Gangtok : 4Star Hotel / Resorts or Equivalent In a lush green Environment

The Training timings will be 10.00 AM to 5.30 PM on three days. The registration will start at 9.00 AM on 28th April 2025.

FACULTY

Faculties will include MahaRatna E9 Practitioner and Researcher.

WHO SHOULD ATTEND

Participation invited which is open to Male and Female alike, from forward looking Organisations Central PSUs, State PSUs, Private Power Generator, Transmitter and Distributer to experience innovative & interactive Workshops on Retreat Mode, in favour of Technical; Non-Technical; IT, Finance, HR and Adm Officials of various utilities, Banks, CPSUs, SPSUs etc.

REGISTRATION FEE

All those who wish to participate in the Training are expected to register in advance by sending the details through email to the organizers along with payment of registration fee as indicated under:

	Single Occupancy	Twin Sharing	Non-Residential
Non Members	Rs 49,500.00	Rs 28,500.00	Rs 19,500.00
CBIP Members	Rs 47,500.00	Rs 27,500.00	Rs 19,000.00

GST @ 18% shall be charged extra GST No. 07AAAJC0237F1ZU

Registration Fee include boarding & lodging (for non-residential participants breakfast, lunch and AMt / PMt), Team Uniform; Conference Bag, local travel, OBT-material, workshop photographs & proceeding reports.

All payments be made through cheque at par in favour of "Central Board of Irrigation & Power", payable at Delhi or amount deposited/ transferred to following electronically :

HDFC Bank, CBIP A/c no. 00031110004411, MICR No. 110240001,

Swift Code : HDFCINBBDEL, IFSC: HDFC 0000003,

Address: 209-214, Kailash Building, 26 Kasturba Gandhi Marg, New Delhi.

After making the payment online in respect of the event, the details like UTR/Organization name quoting programme name / code (HR/01/APR 25) to be furnished immediately.

REGISTRATION FORM

(To be filled in block letters preferably)

1. Name : _____

2. Position : _____

3. Organization : _____

4. Address : _____

5. Phone : _____ Fax No. _____

6. Email : _____

Dated _____

Signature _____

Details/ Amount of Registration fee Paid:

All payments should be made by cheque at par/Demand Draft drawn in favour of "Central Board of Irrigation and Power", payable at New Delhi OR by transfer the amount to HDFC Bank, Address: 209-214, Kailash Building, 26 Kasturba Gandhi Marg, New Delhi 110001; Saving Bank Account No. : 00031110004411; Swift Code: HDFCINBBDEL; IFSC: HDFC 0000003; MICR Code: 110240001.

(GST No. 07AAAJC0237F1ZU).

After making the payment online in respect of the event, the details like UTR/Organization name quoting programme name / code (HR/01/APR 25) to be furnished immediately.

Registration Form, duly filled in, is to be mailed to the following address:

CONFERENCE SECRETARIAT

Shri A.K. Dinkar, Secretary, CBIP

Shri Sanjeev Singh, Director, CBIP

Contact Person : Shri Priya Ranjan, Consultant (HR), CBIP – M : 9800848680, E-mail : pranjan@cbip.org

Central Board of Irrigation & Power (CBIP), Malcha Marg, Chanakyapuri, New Delhi -110 021

Phone: 011-26115984/ 26116567 E-mail: cbip@cbip.org

Note:

- Photocopies of the registration form can be used for additional requirements, if any.