



# Academy of Public Sector Enterprises

**SCOPE**

PROMOTING EXCELLENCE

1st Floor, Core-8, SCOPE Complex, Lodhi Road  
New Delhi-110003, Ph: 24362604, 24365418, Fax: 24361371

SCOPE-APSE/CA/2021/  
5<sup>th</sup> October, 2021

Dear *Chief Executive,*

**Subject: 11<sup>th</sup> Executive Development Program - 8<sup>th</sup> -13<sup>th</sup> November, 2021**

The SCOPE Academy of Public Sector Enterprises (APSE) has been envisioned to serve as a central institution to address the training needs of member PSEs at various levels, as training and capacity building of employees has become central to the growth and sustainability of a business entity, in the prevailing highly competitive business environment.

The SCOPE Academy of Public Sector Enterprises will be conducting its **11<sup>th</sup> Executive Development Program in offline mode from Monday 8<sup>th</sup> November, 2021 and conclude on Saturday 13<sup>th</sup> November, 2021 at APSE Training Centre, SCOPE Minar, Plot No. 2A & 2B, District Centre, Laxmi Nagar, Delhi – 110 092**

Program has been developed with a unique design. It has two broad objectives. The first objective is to provide the young executives with the knowledge and skills to effectively manage the regulatory and the institutional environment of PSE's. The second objective is to give them a deep understanding of critical managerial skills they need, both in the short and long term, to enhance their contribution to organizational and personal success.

The previous ten editions of the Program have attracted more than 300 plus participants from a wide range of PSE's. The Programs have consistently received positive feedback and participant appreciation.

The attached Program Brochure provides, among others, a detailed perspective on the program design, objectives, learning outcomes and the delivery schedule.

The Program will be supported by leading experts and scholars from the academia, industry and the government.

Further, a line of confirmation of the nominated executives from your organization to participate in this unique Program may kindly be forwarded by latest 1<sup>st</sup> November, 2021 to **Mr. S.A. Khan, Lead Associate(Corporate Affairs) & Program Facilitator, +91 11 24361745, 9899402245** and **Ms. Hema Koul, Program Co-ordinator, +91 11 24365418, 9899362335** at e-mail: [apse@scopeonline.in](mailto:apse@scopeonline.in) /[apse.scope@gmail.com](mailto:apse.scope@gmail.com)

With Regards,

Yours Sincerely,

Atul Sobti

(Director General)

**Encl.: As above**

**To: Chief Executives of PSEs**

**Cc: 1. Director (HR)**

**2. SCOPE Nodal Officers of PSEs**



ACADEMY OF PUBLIC  
SECTOR ENTERPRISES

**SCOPE**  
PROMOTING EXCELLENCE  
STANDING CONFERENCE  
OF PUBLIC ENTERPRISES

# 11<sup>th</sup> EXECUTIVE DEVELOPMENT PROGRAM FOR EXECUTIVES OF CPSEs

‘ **THE CAREER JOURNEY  
TO PERSONAL EFFECTIVENESS  
AND LEADERSHIP** ’

Monday 8<sup>th</sup> November, 2021 to  
Saturday 13<sup>th</sup> November, 2021



**VENUE:**

APSE Training Centre, SCOPE Minar, Plot 2A & 2B,  
District Centre, Laxmi Nagar, Delhi 110 092



**Smt Soma Mondal**  
Chairperson, SCOPE &  
Chairman, SAIL

# "To make **SCOPE** Inspiring, Innovative, Impactful!"



**Mr Atul Sobti**  
Director General,  
SCOPE

## Our Purpose

"As an Apex Organization promoting excellence in Public Sector Enterprises and enabling them to be globally competitive"

## Our Vision

"To enable its member enterprises to be globally competitive in a market driven environment"

## Our Mission

"To facilitate the endeavours of its members in improving their overall performance and to promote their legitimate aspirations by strengthening their effective and sustained engagement with stakeholders"

## Four Pillars defining SCOPE *An apex body of Indian Public Sector*

### Policy Advocacy & Representation

- Providing an interface to PSEs with
- Government and statutory bodies like Ministry of Labour & Employment, OPE, CVC, CIC, CAG etc.
- Representing Indian PSEs on international forums like OECD, WTO etc.
- Member of Council of Indian Employers representing employer interests of Indian PSEs on forum of International Labour Organisation, (ILO) Geneva
- Representing PSEs on statutory bodies like Employees' Provident Fund Organisation, Employees State Insurance etc.
- Conducting Studies and Research in domains like Climate Change, Leadership, CSR, Women Empowerment etc.
- Providing platform for inter- PSE interaction for benchmarks and best practices

### Capacity Building & Skill Development

- International Program on leadership role and development for senior level management
- Enhancing leadership skills
- Management Development
- Academy of Public Sector Enterprises (APSE)
- SCOPE Forum for Conciliation & Arbitration (SFCA)
- Network of Champions for women empowerment
- Women in Public Sector (WIPS) under the aegis of SCOPE
- Promoting apprenticeship under joint Declaration with Ministry of Skill Development & Entrepreneurship (MSDE)

### Programs & Workshops

- Corporate Governance
- Succession Planning for Board Level Positions
- Women Leadership
- International HR Summit
- Corporate Communication Summit
- Climate Change
- Startup Conclave
- Gender Diversity
- Occupational Health & Safety
- Legal and Arbitration
- Regulatory Framework - Companies Act, SEBI Regulations, Union Budget etc.
- Right to Information
- Studies and Research Projects
- CEOs Conclave
- Investor & Media Relations
- Digitalization & Technologies
- Risk Management
- Health talks and International Yoga Day
- Other contemporary and relevant subjects

### Brand Building

- Public Sector Day
- SCOPE Awards to recognize significant achievements of PSEs. Given by Hon'ble President of India | Hon'ble Prime Minister of India
- SCOPE's monthly magazine dedicated to PSEs- Kaleidoscope
- Digital magazine on Public Sector - 'eConnect'
- Literature on Economy and Public Sector - Performance, Contribution & Achievements
- State-of-the-art infrastructure and conference facilities

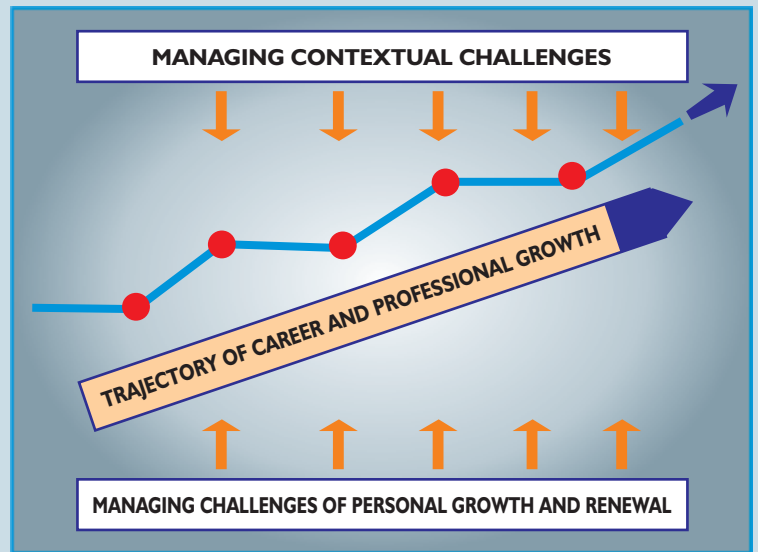
The Academy of Public Sector Enterprises (APSE) has been envisioned to serve as a central institution to address the training needs of member PSEs, at various levels, as training and capacity building of employees has become central to the growth and sustainability of a business entity, including PSEs, in the prevailing highly competitive business environment. Working in Public Sector requires special skills and training. The long term vision of Academy of Public Sector Enterprises (APSE) is to create a talent pool and a PSE cadre of its own, for better succession planning.

## BACKGROUND:

The Executive Development Program (EDP) of the Academy of Public Sector Enterprises has been one of the key initiatives of SCOPE. Launched in the year 2016, the Program has had considerable success over the years with enthusiastic support and participation from SCOPE's member organizations. The fact that XI (eleven) EDP programs have been held thus far with 374 participants from a range of CPSEs, representing all key sectors, is a testimony to its perceived value and popularity.

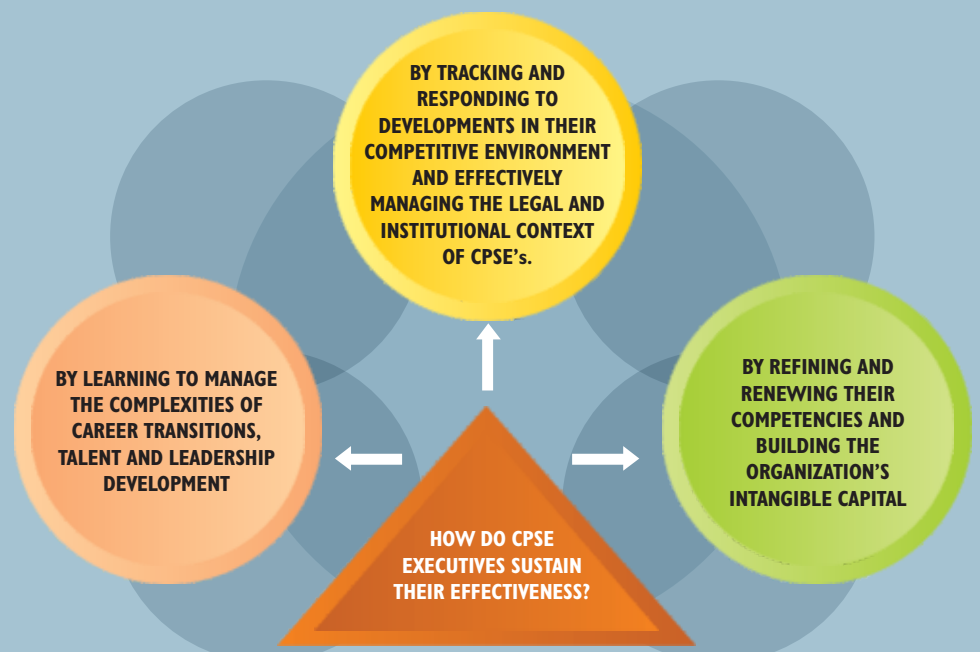
The EDP was conceived after deliberations with member organizations of SCOPE. It was designed to empower the Public Sector executives manage effectively:

1. The unique situation and challenges, stemming from the legislative and institutional environment of CPSEs.
2. The increasingly competitive and complex environment, characterized by unprecedented shifts in technology, markets, economy, etc. One of the significant features of the Program design is its focus on executives, who are in the early phase of their career, and invested with the twin responsibility of managing the contextual challenges of the CPSEs and delivering competitive and sustainable performance and earning tenure, personal credibility and reputation. This unique design feature - its dual focus on managing the context and personal growth and renewal-constitutes the core of the program.



## PROGRAM OBJECTIVES

The objectives have been derived from the background to the evolution of the Program. It focuses on three critical roles the young CPSE executives need to perform in order to sustain their performance and add value to their personal and organizational growth. The key objectives include, enabling the participants to track and manage environmental changes, facilitating contribution to building organization's internal capabilities and helping manage the challenges of leadership and career transitions.



## PROGRAM DESIGN AND CONTENTS

The Program contents, as derived from the workshop objectives, are as detailed below:

### Contextual Module

- An over view of the Public Sector in India- Its History, Role, Ownership structure Etc.
- Memorandum of Understanding (MOU) system in CPSEs and its evolving architecture as a system for strategic performance management
- The functioning of CPSE Boards in the context of Companies Act
- Corporate Governance
- Effective Project Management
- Vigilance structure and practices in CPSEs
- Corporate Social Responsibility (CSR) – Sustainable business imperative
- Conduct, Discipline & Appeal rules in CPSEs
- Climate change & Sustainable Development Goals (SDGs)
- The role and responsibilities of the CPSEs in effective implementation of the RTI Act.
- The future challenges of Public Sector in India- The Changing landscape of economic, Technological and Global Developments.

### Behavioural Module

- The discipline of strategy execution
- Strategic performance management and measurement
- Working with and managing teams
- Dynamics of interpersonal communication
- The process of role taking – Managing multi-stakeholders expectations
- Managing one's career- Dealing with the complexity of career choices and decisions
- Conflict Management & Negotiation Skills
- Managing progression into leadership pipeline
- Managing and learning to make optimum career choices
- Leveraging formal / informal mentoring & coaching

## PROGRAM OUTCOME

**The participants will:** • Gain understanding of the legal and regulatory framework of CPSEs, together with relevant statutory rules and procedures, including RTI, CSR, MOU, etc and be able to use them in their work context. • Understand the process of strategy execution and measurement of its impact. • Become proficient in understanding and using human processes for self awareness and enhancing interpersonal relations and team orientation. • Take charge of their own careers and be able to make value added contributions to organizational success. • Gain understanding of organizational systems that facilitate career growth and movement into leadership positions.

## WHO SHOULD ATTEND

The program is specially designed for young executives who are in the initial stages of their careers, either newly recruited or those with a few years of work experience. The program will enable them to develop key management skills for personal effectiveness and growth and give them a perspective of what and who of the public sector: who are the stakeholders, what are the special interfaces with various arms of Government and statutory bodies and compliances specific to Public Sector.

## FACULTY

Eminent faculty drawn from Academia, Professional institutions, Government, Public Sector professionals with comprehensive exposure to the practical aspects of the subject will address and interact with the participants.

## CERTIFICATION

Certificate of participation would be awarded by SCOPE-APSE to the participants.

## FINANCIALS

**Program Fee:** INR 55,000/- per participant plus GST as applicable (18%). This would cover pedagogy, study material, lunch, tea etc.

**Boarding & Lodging:** The charges would be INR 24,000/- per participant plus GST as applicable (18%). This would cover lodging (on single occupancy basis), morning tea, breakfast and dinner. This will be on special request from the nominating CPSE.

## MODE OF PAYMENT

Through by Cheque/DO favouring "**Standing Conference of Public Enterprises**" and payable at Delhi | New Delhi or through ECS mode to Bank of Baroda, SCOPE Complex branch, Lodi Road, New Delhi - 110 003 (Saving Bank Account -No.72870100000794 / MICR Code -1100 12239 / IFSC/RTGS code - BARBODBSCOP (5th digit is Zero). PAN NO. MPFS7390N/**GSTIN 07 AAPF57190N I Z7.**

## NOMINATIONS

Nominations may be forwarded to **Ms. Hema Koul, Program Co-ordinator, SCOPE-APSE at apse@scopeonline.in**. The program intake is limited, so that participants are able to benefit from interactions with the faculty. It is therefore requested that nominations may be sent at the earliest so as to receive latest by **1<sup>st</sup> November, 2021**. It may be noted that nominations will be confirmed on "**first come first served**" basis. A group discount of ten percent of the program fee is offered in case of three or more nominations being received from same CPSE.

**For further information kindly contact:**

### PROGRAM FACILITATOR

**S.A. KHAN**

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### PROGRAM CO-ORDINATOR

**HEMA KOUL**

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Website: [www.scopeonline.in](http://www.scopeonline.in)

**Note: It is requested that COVID-19 advisory issued by Government of India may please be followed strictly and those fully vaccinated (2 Doses) should be considered for nominations.**