

Academy of Public Sector Enterprises

SCOPE

PROMOTING EXCELLENCE

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SCOPE-APSE/CA/2022-23/
8th July, 2022

Dear *Chief Executive,*

Subject: 12th Executive Development Program – 22nd to 27th August, 2022

The SCOPE Academy of Public Sector Enterprises (APSE) has been organizing programs that are critical for the growth and sustainability of the employees of member PSEs in the prevailing business environment.

APSE shall will be conducting its **12th Executive Development Program in offline mode from Monday 22nd August, 2022 and conclude on Saturday 27th August, 2022 at APSE Training Centre, SCOPE Minar, Plot No. 2A & 2B, District Centre, Laxmi Nagar, Delhi – 110 092**

On the basis of inputs from PSEs, the proposed 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 PSEs. 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.

Earlier programs have attracted more than 400 participants from a wide range of PSEs. The Programs have consistently received positive feedback and 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 addressed by leading experts, professionals and scholars from academia, industry and policymakers in the government.

Further, a line of confirmation of the nominated executives from your organization to participate in this unique Program may kindly be forwarded latest by **12th August, 2022 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, 9560799550 at e-mail: apse@scopeonline.in / apse.scope@gmail.com**

With regards,

Yours sincerely,

Atul Sobti
(Director General)

Encl.: As above

To: Chief Executives of PSEs

Cc: 1. Director (HR) of PSEs

2. SCOPE Nodal Officers of PSEs



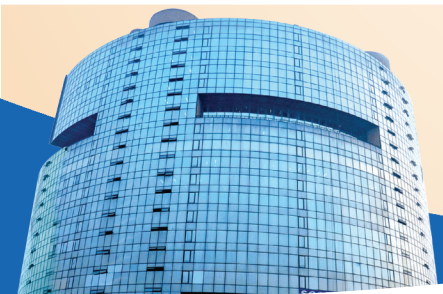
ACADEMY OF PUBLIC
SECTOR ENTERPRISES

SCOPE
PROMOTING EXCELLENCE
STANDING CONFERENCE
OF PUBLIC ENTERPRISES

12th EXECUTIVE DEVELOPMENT PROGRAM FOR EXECUTIVES OF CPSEs

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

Monday 22nd August, 2022 to
Saturday 27th August, 2022



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



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, DPE (Ministry of Finance), CAG, CVC, CIC, etc.
- Representing Indian PSEs on international forums like OECD, WTO, IOE, UN etc.
- Member of Council of Indian Employers representing employer interests of Indian PSEs on forum of International Labour Organization, Geneva (ILO)
- Representing PSEs on statutory bodies like Central Provident Fund, Employees State Insurance etc.
- Providing platform for inter-PSE interaction
- CEOs Conclave
- Representing on Board of Governing Councils / Governing bodies of National Forums like National Productivity Council (NPC), National Safety Council (NSC), Dattopant Thengadi National Board for Workers Education and Development (DTNBWED) & United Nations Global Compact Network India (UN GCNI).

Capacity Building & Skill Development

- Conducting Studies and Research in domains like Climate Change, Leadership, CSR, Digitalization, Women Empowerment, Skills etc.
- International Program on leadership role and development for senior level management
- Academy of Public Sector Enterprises (APSE)
- SCOPE Forum for Conciliation & Arbitration (SFCA)
- Women in Public Sector (WIPS) under the aegis of SCOPE
- Network of Champions for women empowerment
- Promoting apprenticeship with Ministry of Skill Development & Entrepreneurship

Programs & Workshops

- Corporate Governance
- Succession Planning for Board Level Positions
- International HR Summit
- Climate Change
- Leadership
- Legal and Arbitration
- Corporate Communication
- Gender Diversity and Women Leadership
- Digitalization & Technologies
- Health Awareness
- Regulatory Framework
- Right to Information
- Investors & Media Relations

Brand Building

- Public Sector Day
- SCOPE Eminence Awards
- SCOPE's monthly Publication – KALEIDOSCOPE
- Literature on Economy and Public Sector – Performance, Contribution & Achievements
- State-of-the-art infrastructure and conference facilities
- Publications- highlighting PSEs initiatives towards Nation Building
- Films highlighting initiatives/achievements of PSEs.



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 400 plus participants from a range of CPSEs, representing all key sectors, is a testimony to its perceived value and popularity.

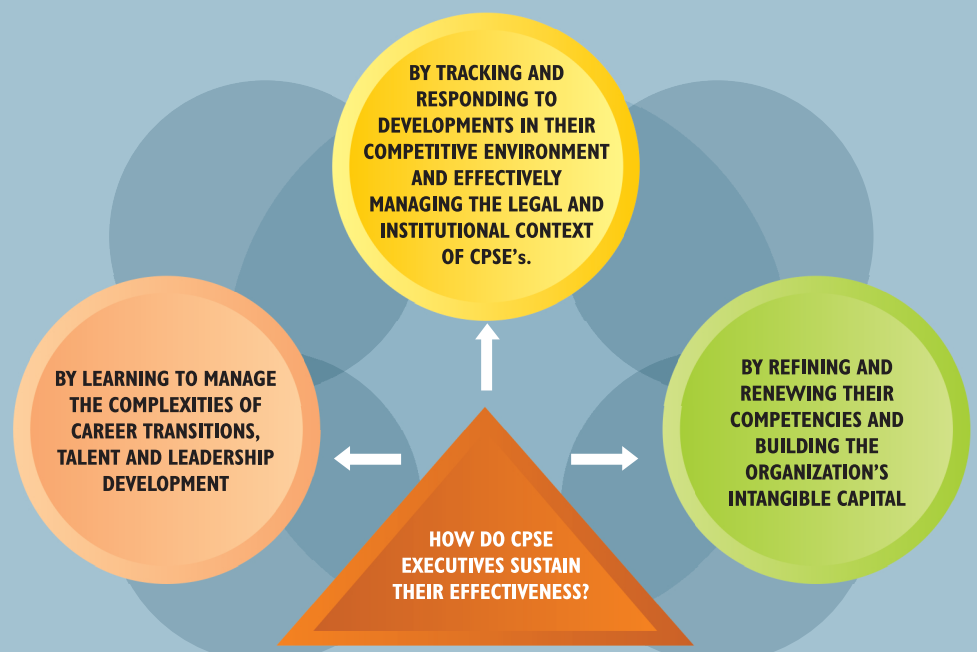
The EDP was conceived after deliberations with member organizations of SCOPE. It was designed to empower the Public Sector executives manage effectively:

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 Role of an Executive in Operationalizing a Strategy Driven Accountability System.
- Clarifying and Negotiating One's Role: Managing the Dynamics of Multiple Stakeholder Expectations
- Monitoring and Measuring Individual Performance
- The Dynamics of Interpersonal Communication
- The Dynamics of Interpersonal Communication – Role Play
- Skills for Building Consensus and Conflict Management in Decision Making – Simulation Exercise
- Skills for Building Consensus and Conflict Management in Decision Making – Data Processing, Feedback & Learning.
- Working with and Managing Teams – Group Exercise
- Working with and Managing Teams-Processing, Feedback and Learning
- Managing one's career through Executive 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 AAPF57I90N 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 **12th August, 2022**. 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

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PROGRAM CO-ORDINATOR

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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.