



STANDING CONFERENCE OF PUBLIC ENTERPRISES



SCOPE EMINENCE AWARDS

Knowledge Partner:

Deloitte.

PREAMBLE

Public Sector Enterprises (PSEs) play a major role in fulfilling the developmental priorities of the country, contributing to various growth aspects and act as a catalyst for social development.

Standing Conference of Public Enterprises (SCOPE) is the apex professional organization of PSEs committed to enabling a conducive and cohesive policy and operational environment for the fraternity. Given the significance of PSEs in national development, SCOPE deems it imperative to recognise the contributions and achievements of its member organizations and individuals who have helped in promoting organizational excellence as well as growth of the economy. In this regard, SCOPE has instituted **SCOPE Eminence Awards** and its current edition seeks to recognize performance and contribution for the year 2022-23.

AIM AND OBJECTIVE

- To encourage and motivate PSEs and their leaders and managers to achieve higher goals of excellence.
- To recognize significant achievements of Member PSEs and their leaders in various specialised fields leading to Business Excellence and Competitive Advantage.
- To reward Member organizations that have taken extraordinary and innovative initiatives to make a mark in the chosen fields.
- To foster a culture of innovation and continuous improvement within PSEs, encouraging them towards meeting national priorities and adopting futuristic technologies.

ELIGIBILITY CRITERIA

- All Member organizations, which are not in arrears, in respect of annual contribution towards membership of SCOPE, are eligible for nominations.
- Only the Chief Executive and Functional Directors will be eligible for Individual Leadership Excellence Award in the general category.
- Women in Leadership and senior management in grades E7 and above (or equivalent grades) including CEOs and Functional Directors of member PSEs will only be eligible for the award in the Outstanding Women Leadership Category.
- Individuals who are currently active or have superannuated as Full-time CEO/CMD/Chairman of PSEs for at least 2 years, and who have served in PSEs/Government departments/agencies/reputed International Organizations for 30 years or above will be eligible for award in the Lifetime Achievement Category.

FOR NOMINATIONS

- PSEs will be required to fill in Categories I, III-X.
- Individual Leadership nominees will have to fill both Categories I and II (award will be decided on the aggregate score derived by giving 30% weightage to Category I and 70% to Category II).

- PSEs, Ministries/Secretariat, SCOPE can nominate the individuals for Category XI. The individual can also nominate himself/herself after paying the applicable fees.
- For Category XII, no fees will be payable since no application procedure for the same is applicable as the Jury may consider this Award from amongst the applications received for various categories.

SCOPE Eminence Awards- Twelve categories & Nineteen Eminence Awards

Category I

Institutional Excellence Award

- Maharatna & Navratna PSEs
- Miniratna I & II PSEs
- Other Profit making/ Surplus Generating PSEs
- Banks & Financial Institutions
- Section 8 PSEs

Category II*

(a) Individual Leadership Excellence Award

- Maharatna & Navratna PSEs
- Miniratna I & II PSEs
- Other Profit making/ Surplus Generating PSEs

(b) Outstanding Women Leadership Award

- Women in Leadership and Senior Management roles across all categories of PSEs

*In addition to above awards, jury can accord Commendation Awards to recognize nominees with outstanding performance in Category II.

Category III

- Environment Excellence & Sustainable Development (Across all categories of PSEs)

Category IV

- Corporate Governance (Across all categories of PSEs)

Category V

- Corporate Social Responsibility & Responsiveness (Across all categories of PSEs)

Category VI

- R&D, Technology Development & Innovation (Across all categories of PSEs)

Category VII

- Human Resource Management (Across all categories of PSEs)

Category VIII

- Women Empowerment (Across all categories of PSEs)

Category IX

16. Digital Transformation (Across all categories of PSEs)

Category X

17. Global Outreach Award (Across all categories of PSEs)

Category XI

18. Lifetime Achievement (Across all categories of PSEs)

Category XII

19. Jury Award (Across all categories of PSEs)

The Jury may consider a Jury Award from the applications received under various categories.

FORM AND PRESENTATION

- Each award will include a Certificate and a Trophy.
- **SCOPE Eminence Awards** will be presented by a Prominent National Dignitary.

EVALUATION PARAMETERS

Evaluation by Eminent Jury based on assessment of instances/ case studies demonstrating PSE's / individual's contribution to category under consideration.

Evaluation of SCOPE Eminence Awards assisted by M/s Deloitte Touche Tohmatsu India LLP

Category I – Award for Institutional Excellence - Maharatna & Navratna PSEs; Miniratna I & II PSEs; Other Profit making / Surplus Generating PSEs; Banks and Financial Institutions; & Section 8 PSEs

The evaluation criteria for the above-mentioned Awards will be based on the following parameters, with each type of organisation evaluated on different combination of parameters relevant to it:

- Financial/Business Performance of the organisation including profitability, return on investment working capital management and MoU score.
- New business initiatives including greenfield/brownfield projects, introduction of new & innovative products/services, adoption of innovative business models.
- Corporate Governance practices fostering a culture of risk minimization, ethical practices, transparency, compliances, communication.
- Human Resource Management & talent development initiatives including adoption of new/innovative practices.
- Engagement in Corporate Social Responsibility activities.
- Adoption of practices for improved efficiency and better quality management in operations and customer management.
- Fostering a culture of Sustainability, Innovation, Research and Development.
- Adoption of distinctive / innovative practices at institutional level in above indicated areas.

Category II

a) Award for Individual Leadership Excellence -

Maharatna & Navratna PSEs; Miniratna I & II PSEs; Other Profit making/Surplus Generating PSEs

- Both enterprise as well as individual's performance will be evaluated for this award:

For Enterprise the following will be considered:

- Financial performance parameters of the enterprises, performance in areas of Human Resource Management, Corporate Social Responsibility, Sustainability, Corporate governance, Customer & Operations and Innovation, Research and Development.

For Individual the following will be considered:

- Individual's initiatives for enterprise resulting in increase in sales, profitability, improvement in net worth.
- Individual's contribution to Public Bodies, Awards & Publications, National bodies, International Organisations, Sustainability, Innovation, Committees, and forums formed by the government, etc.

b) Award for Outstanding Women Leadership -

Women in Leadership and Senior Management roles (across all categories of PSEs)

- **Eligibility:** Experience of at least 15 years in the Leadership and Managerial Cadre in grades E7 and above (or equivalent grades) including CEOs and Functional Directors of member PSEs.

For Individual, the following will be considered:

- Individual's cross sectoral and cross functional experience and contribution to development initiatives, Public Bodies, Awards & Publications, other committees/development organizations, sustainability, innovation and society.
- Individual's Contribution to initiatives of women empowerment.

Category III - Award for Environment Excellence & Sustainable Development (EE&SD)

For assessing PSEs, the following will be considered:

- Commitment and Policy and structured framework and mechanism to fund and undertake programs/ activities.
- Effective initiatives and Research & innovation to achieve environment and sustainable development goals towards one or more areas of Waste/Water/Energy/Carbon management, Natural Resource Management / Climate co-benefit methodologies, forestry and Biodiversity conservation, supply chain and life cycle management, etc.
- Development of unique technology/ methodology/ process for reduction of carbon emission in processes, and impact of the same in terms of reduction in carbon footprint.
- Institutional mechanism for reviewing & reporting EE&SD initiatives and outcomes.
- Declaration of 'Net Zero Target'

Category IV - Award for Corporate Governance

For assessing PSEs, the following will be considered:

- Compliance of PSE Corporate Governance guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.

Glimpses of a few Past
SCOPE AWARDS DISTRIBUTION CEREMONIES



- Board structure, processes, and active role in their commitment to the welfare and well-being of its stakeholders and accountability to the stakeholders, effective, sustainable, and ethical business practices.
- Organizational policies to guide employees on professional and ethical conduct in the field—e.g., Risk Management, Whistle Blower, Code of conduct, etc.
- Transparency and communication to stakeholders through effective reporting and disclosures.

Category V - Award for Corporate Social Responsibility & Responsiveness

For assessing PSEs, the following will be considered:

- Compliance of Corporate Social Responsibility and Sustainability guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.
- Board approved CSR policy and sub-committee, stakeholder consultation, robust monitoring mechanism and preparation of CSR report to review CSR projects and outcomes.
- CSR efforts towards GoI flagship schemes, awareness among employees along with feedback mechanism to align with beneficiaries needs.
- Collaboration with PSEs and Govt. agencies and other innovative sustainability initiatives.

Category VI-Award for R&D, Technology Development & Innovation

For assessing PSEs, the following will be considered:

- Compliance of Research & Development guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.
- Policy framework, board-level sub-committee and capacity building, partnerships for undertaking R&D initiatives aligned with PSEs long, medium, and short-term plans.
- Effectiveness of R&D investment, including patents applied and received and institutionalization of robust planning process mechanism.
- Structured mechanism of monitoring & evaluation and reporting of R&D projects.

Category VII - Award for Human Resource Management

For assessing PSEs, the following will be considered:

- Compliance of Human Resources Management guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.
- HR Policy framework, including strategy alignment and enabling diversity, gender mix.
- Talent acquisition and management initiatives such as employee training, succession planning, performance management, leadership development, etc.
- Employee well-being and engagement initiatives - Employment relationship, climate and culture with specific measures for enhancing sense of belonging.

Category VIII - Award for Women Empowerment

For assessing PSEs, the following will be considered:

- Policy framework to promote gender equality and safeguard interests of woman employees with committees to prevent sexual harassment and gender discrimination.

- Policy framework to promote gender equality and safeguard interests of woman employees with committees to prevent sexual harassment and gender discrimination.
- Representation of women on the Board, Senior Management level and overall workforce.
- Strategic talent acquisition initiatives and trainings for capacity building, skill upgradation and mentorship for women employees.
- Benefits/welfare measures extended to women employees such as WIPS cells and other experience sharing avenues, child-care facilities, etc.

Category IX - Award for Digital Transformation

For assessing PSEs, the following will be considered:

- Policy and planning framework for digital transformation including information security policy, budget and governance structure.
- Implementation of digital tools and platforms in managing internal business processes and customer centric processes such as paperless office, integrated ERP and CRM solutions, and others.
- Adoption of new and emerging digital technologies including advanced analytical and predictive tools for strategic and operational decisions.
- Preparedness for Industry 4.0 and other innovative digital initiatives.

Category X-Award for Global Outreach

For assessing PSEs, the following will be considered:

- Current presence (direct operation through subsidiaries /collaborations/ JVs) footprint, and recognition in different regions of the world.
- Pipeline initiatives around increasing exports, investments and operations in foreign countries (including subsidiaries/collaborations/JVs)
- Credit worthiness (Indian and International Rating Agencies) and initiatives towards attracting foreign investments in projects of the company in India.
- Recognitions/awards on global platforms.

Category XI-Award for Individual Excellence: Lifetime achievement

Nomination for this category to be filed by PSEs/Individual/Ministries/Secretariat/SCOPE, based on eligibility.

Eligibility

- Individuals who have superannuated or are currently active in PSE or Government departments/agencies/reputed International Organizations for more than 30 years.
- Must have served as Full-time CEO/CMD/Chairman of PSE for at least 2 years
- Noteworthy & exemplary service spanning a substantial duration across multiple PSEs or departments
- Demonstrated leadership and outstanding contributions to PSEs, country and the sector.

Category XII-Jury Award

No separate application needs to be filed by PSEs/Individuals for this category. This award is subject to the decision of the Jury based on the exemplary performance of the applicants in other categories.

Eligibility

- All Institutions/Individuals who have submitted applications in one or more award categories (I-XI), separate application is not required.
- Jury may consider to accord this award to one Institution/Individual based on the applications received.

Award Jury for the 2022-23 Awards

A panel of eminent individuals will constitute the Award Jury for the

SCOPE Eminence Awards 2022-23.

The Award Jury is expected to arrive at decision through consensus.

The decision by the Jury will be final and no appeal will be entertained.

Subject to Jury decision, more than one Award may be given under the same category.

The participating organisation, if required, may need to make a presentation before the Jury.

Deloitte Touche Tohmatsu India LLP will assist the Jury in evaluating and deciding the Awards for 2022-23.

Entries can be sent through physical or online mode.

Participating PSEs/Individuals may submit their entries online through link:

https://www.scopeonline.in/SCOPE_Eminence_Awards or submit their entry at our official address.

Additionally, PSEs have an option of submitting their entries by filling up the attached performa in soft copies (2 copies in Pen Drive) and attaching other documents necessary to substantiate their nomination.

Orientation Workshop for Nodal Officers: Tuesday, 11th June, 2024

Last Date for submission : Friday, 28th June, 2024

Nomination received after the last date shall not be considered.

Application Fee

Each entry must be accompanied with an application fee of Rs. 25,000/- (Rupees Twenty Five Thousand only) plus GST (18% extra) by cheque/ demand draft in favour of "Standing Conference of Public Enterprises" to partially cover the academic processing/professional expenditure. Payment can also be made through NEFT/ECS mode at our bank account of:

Bank of Baroda,

SCOPE Complex, Lodhi Road, New Delhi - 110 003

Savings A/c No: 72870100000794

IFSC Code: BARB0DBSCOP (5th digit is Zero),

MICR Code: 110012239

For your reference, the GST No. is: 07AAPFS7390N1Z7,

Entries not sent with Application Fee would be liable for rejection.



Merchant Name: SCOPE

vpa: scope98107794@barodampay