



16th EXECUTIVE DEVELOPMENT PROGRAM FOR JUNIOR & MID-LEVEL EXECUTIVES OF CPSEs

**“THE CAREER JOURNEY
TO PERSONAL EFFECTIVENESS”**

Monday, 10th November, 2025 —
Saturday, 15th November, 2025



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 XV (fifteenth) EDP programs have been held thus far with 800 plus participants from a range of CPSEs, representing all key sectors, is a testimony to its perceived value and popularity.

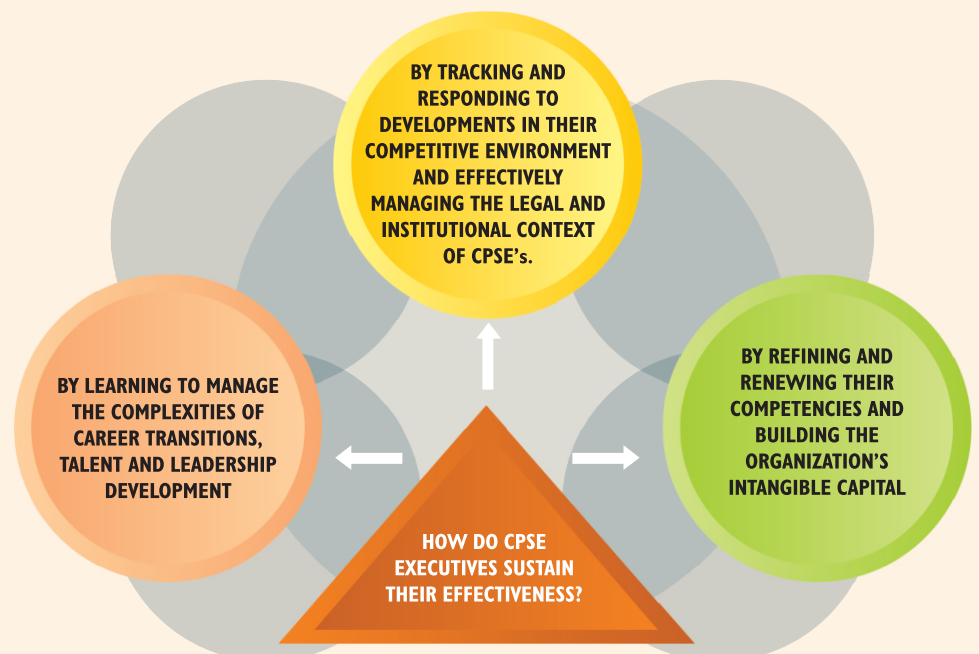
The EDP was conceived after deliberations with member organizations of SCOPE. It was designed to empower the Public Sector executives manage effectively:

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. The key feature of the program is its emphasis on enabling the executives to effectively manage the competitive challenges surrounding the PSE's and gaining a deeper understanding of their responsibilities towards engineering and sustaining personal growth, exercising leadership and driving individual, team and organizational performance. This unique design eature - 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 four critical roles the 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 manage contextual challenges and complexities, facilitating contribution to building organization's internal capabilities, helping manage the challenges of leadership and career success and using the power of critical thinking in developing creative approaches to managing self, teams and the organization.



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.
- Labour Codes
- Public Procurement
- Artificial Intelligence emerging trends & Regulations Governing AI (ISO 42001:2023)
- From Tax to Balance Sheet: Demystifying GST and Financial Reporting

Behavioural Module

- The Role of an Executive in Managing Strategy Execution.
- Approaches to Framing Problems and Enabling Creative Solutions.
- 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.
- Reinventing Career Growth – The Art and Science of Personal Branding.

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, Climate Change, Project Management, MoU, Corporate Governance 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 junior & mid-level executives. 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, Lodhi Road, New Delhi- 110 003.

(Saving Bank Account -No.72870100000794/MICR Code -1100 12239/IFSC/RTGS code - BARBODBSCOP (5 th digit is Zero).

PAN NO. AAPFS7390N NGST: 07AAPFS7390N1Z7.

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 **7th November, 2025**. 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:

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PROGRAM CO-ORDINATOR

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Shri K. P. Mahadevaswamy
Chairman, SCOPE

"To make SCOPE Inspiring, Innovative, Impactful!"



Shri 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; Ministry of Corporate Affairs; PESB; CAG; CVC; CIC; MSDE etc.
- Representing Indian PSEs on international forums like OECD, 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 Employees' Provident Fund Organisation (EPFO), Employees' State Insurance Corporation (ESIC) 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), DattopantThengadi National Board for Workers Education and Development (DTNBWED) & United Nations Global Compact Network India (UNGONI)

Programs & Workshops

- Corporate Governance
- Right to Information
- Digitalization & Technologies
- Climate Change
- Women Empowerment & Gender Diversity
- Legal & Arbitration
- Succession Planning for Board Level Positions
- Future of Work
- Corporate Communication Summit
- Investors & Media Relations
- Health Awareness
- International HR Summit
- CSR
- Procurement
- Other contemporary and relevant subjects

Capacity Building & Skill Development

- Conducting Studies and Research in domains like Climate Change, Leadership, CSR, Digitalization, Women Empowerment, Lifelong Learning, 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

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
- Write ups and articles on PSEs and its various aspects

