

KALEIDO **SCOPE**

STANDING CONFERENCE OF PUBLIC ENTERPRISES

CEO, ICF USA visits SCOPE



SCOPE & ICF, USA organize Roundtable on 'Coaching for National Transformation'



SCOPE Celebrates World Environment Day



DAKSH committee meets ISB team



SCOPE and ITDC jointly organize Yoga Celebration

SCOPE AND PSEs CELEBRATE INTERNATIONAL YOGA DAY



ANNOUNCEMENT

SCOPE
PROMOTING EXCELLENCE

 **CAPACITY
BUILDING
COMMISSION**

Present



Daksh
3

**(DEVELOPMENT OF ASPIRATION,
KNOWLEDGE, SUCCESSION & HARMONY)**

**A Leadership Program for Senior
Executives of Public Sector
Enterprises (PSEs)**

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Message By Chairman

The success of SCOPE's various endeavours depends on the Public Sector's greatest asset, its workforce and in today's time, the ultimate metric of growth is institutional readiness. As we navigate an era of unprecedented corporate evolution, capacity building has transitioned from a structural requirement to a strategic imperative.

I am glad to share that SCOPE has taken giant strides in establishing a cutting-edge culture of coaching and continuous learning, positioning our workforce at the forefront of the modern industrial landscape. A definitive milestone in this transformative journey was our recent collaboration with the world's foremost coaching institute, the International Coaching Federation (ICF), USA. Hosting this distinguished delegation for a high-level strategic roundtable alongside HR leaders of PSEs allowed us to delve deep into advanced methodologies of empathetic leadership and professional mentorship. I hope this synergy culminates in meaningful breakthroughs in the time ahead.

Pursuant to creating future-ready leaders, we have launched DAKSH 3, following the resounding success of the first two batches of this flagship, next-generation capacity-building programme. This new chapter is engineered to equip our teams with future-ready skills, cognitive agility, and the transformational leadership necessary to conquer tomorrow's challenges today.

As custodians of the future, our stride toward progress is mirrored by our pledge to planetary

health. On World Environment Day, the SCOPE family united to reaffirm our commitment to environmental sustainability and green innovation. We are actively weaving ecological consciousness into our operational matrix, ensuring that our economic achievements remain in balance with environmental stewardship.

While we aggressively fortify our internal capabilities, SCOPE remains deeply anchored in the holistic well-being of our workforce. True professional excellence is unsustainable without personal wellness—a philosophy we proudly championed during our recent International Yoga Day celebrations, organised in vibrant collaboration with ITDC. This initiative was a powerful reminder of the synergy between a healthy body and a sharp mind.

Our vision of growth is equally matched by our profound commitment to national integration and social justice. Together, these initiatives paint a picture of an organisation that is intellectually robust, socially empathetic, and ecologically responsible.

Let us march forward with renewed vigour, scaling new peaks of excellence and building a stronger, brighter tomorrow.

Jai Hind!

K. P. Mahadevaswamy
Chairman, SCOPE



Message By Vice-Chairman

It is a matter of immense pride to reflect upon the recent milestones achieved by SCOPE.

Our journey over the past month has been defined by a steadfast commitment to balancing organizational growth with national progress and societal well-being. This period has been particularly remarkable as we actively championed initiatives that foster a healthier, more conscious, and future-ready ecosystem. Through strong institutional partnerships, environmental stewardship, and a robust focus on capability building, SCOPE continues to strengthen its position as the apex body representing Public Sector Enterprises.

In line with our belief that sustainable success begins with human wellness, SCOPE partnered with ITDC to celebrate International Yoga Day. This collaboration was not merely a celebration of an ancient tradition but a conscious effort to integrate holistic health into our corporate culture. By embracing the principles of mindfulness and physical well-being, we aim to nurture an agile, resilient, and high-performing workforce.

Beyond internal wellness, our commitment to national development remains unwavering. SCOPE proudly participated in the Pradhan Mantri Viksit Bharat Rozgar Yojana (PM-VBRY) programme, a visionary initiative championed by the Hon'ble Prime Minister to strengthen the bridge between industry and the workforce while creating greater opportunities for first-time employment for the nation's youth.

Our responsibility towards the environment was equally reaffirmed during our World Environment Day observance. Through mindful resource utilisation and environmentally responsible practices, SCOPE continues to embed sustainability into the fabric of its everyday operations, contributing to a greener and cleaner future.

Looking ahead, we are equally encouraged by our progress in leadership development and organisational transformation. We recently had the privilege of welcoming the International Coaching Federation (ICF), USA, team for a highly insightful strategic roundtable discussion. The dialogue focused on cultivating a culture of coaching, empathy, and transformational leadership across organizations, laying a strong foundation for future collaborations and leadership initiatives.

Building on the momentum of our leadership ventures, we have announced DAKSH 3, our flagship capability-building initiative. This next-generation programme is designed to equip our workforce with advanced, future-ready skills, enabling us to meet evolving industry demands with agility, innovation, and excellence.

I extend my sincere gratitude to every member of the SCOPE family for their unwavering dedication and commitment in driving these initiatives forward.

Together, let us continue to innovate, inspire, and scale new heights of excellence.

Brajesh Kumar Upadhyay
Vice Chairman, SCOPE

Director General's Desk



We have officially crossed the meridian of the year, standing at that precise precipice where reflection meets anticipation. July is no mere page-turn on a calendar; it is the strategic hinge upon which our entire annual mission pivots and SCOPE stands ready, sharper and more purposeful than ever.

SCOPE's relentless journey is fuelled by an uncompromising vow to never stagnate and a fierce commitment to ceaseless innovation. Beyond building leadership acumen in today's rapidly evolving workforce, we have recognised the transformative power of coaching as a catalyst for institutional excellence. I am proud to share that to cultivate the architects of tomorrow, we have forged a powerful partnership with the International Coaching Federation (ICF), USA and recently convened a landmark high-level Coaching Roundtable with Senior HR leaders of PSEs, a conversation that will shape the leadership DNA of India's Public Sector for years to come. Building on this powerful momentum, we have proudly launched DAKSH 3, the next captivating chapter of our flagship capacity-building programme. Designed to be bolder, sharper, and more transformative, DAKSH 3 is engineered to arm our leaders with advanced future-ready skills, cognitive agility, and the kind of visionary thinking that turns challenges into opportunities. With two resoundingly successful batches already behind us, DAKSH 3 is not merely a programme, it is a statement of SCOPE's enduring commitment to building world-class leadership for India's Public Sector.

We understand that an organisation's true strength is profoundly holistic — a truth beautifully illuminated during our International Yoga Day celebrations with ITDC, which reminded us that a resilient, forward-marching workforce must first be deeply grounded in inner balance and mindful well-being.

As part of our policy advocacy efforts, SCOPE recently participated in the ESIC Corporation meeting chaired by the Hon'ble Minister, Dr. Mansukh Mandaviya, Union Minister of Labour & Employment and Youth Affairs; and EPFO Executive Committee meeting chaired by the Secretary, Ministry of Labour and Employment. SCOPE

also had the privilege of being part of the landmark national event on Pradhan Mantri Viksit Bharat Rozgar Yojana (PM-VBRY), a initiative championed by the Hon'ble Prime Minister, which seeks to strengthen the bridge between industry and the workforce while empowering young job seekers with greater opportunities for first-time employment.

Our climate mitigation efforts are gathering significant momentum, soon to be anchored by a high-impact regional SCOPE-GIZ workshop in Bengaluru, driving systemic collaboration with partners who share our urgent and unwavering vision for a sustainable future.

Looking ahead, SCOPE is poised to venture into entirely uncharted territories, hosting pioneering new programmes that will challenge conventional boundaries, ignite fresh thinking, and dramatically expand our footprint. We are consistently elevating our collaborative platforms to new heights, and as we surge forward, let us carry this extraordinary momentum with unrelenting purpose, clarity, and resolve.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)

SCOPE celebrates World Environment Day - **5th June 2026**

SCOPE celebrates International Yoga Day - **21st June 2026**

Coaching for National Transformation - A roundtable of senior leadership of public sector with CEO, ICF - **22nd June 2026**

Programmes & Initiatives in the offing

Launch of third batch of DAKSH - **3rd July 2026**

SCOPE and IISD, Canada Sign Strategic MoU - **7th July 2026**

SCOPE GIZ Southern Region Workshop, Lead IT and Sustainable Visit for PSEs - **24th July 2026**

Navigating Labour Codes and Central Rules – Readiness, Compliance and Way Forward for PSEs

Launch of Advanced Global Leadership program (AGLP 2.0)

Atul Sobti
Director General, SCOPE



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ABOUT THE INITIATIVE

The Standing Conference of Public Enterprises (SCOPE), in strategic partnership with Harvard Business Impact (HBI), offers PSEs the opportunity to gain access to **Harvard ManageMentor® (HMM)** at a preferential fee structure to advance capability building across PSEs. Harvard Manage Mentor offers practical learning across **42 essential topics**, including developing employees, managing stress, and leading teams effectively. With concise lessons, expert videos, articles, and interactive tools, that enable leaders to strengthen their skills and apply them directly to their work.



Empowering
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IMPACT SO FAR (QUICK INSIGHT) FROM THE FIRST PHASE



6,200+
Learners

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PSE Leaders enrolled
into HMM



26,000+
Learning Hours

Dedicated learning time
invested on HMM



11,000+
Course Completions

Signifying upskilling
among PSE Leaders



46,000+
Visits

Deep Learner
Engagement through
consistent visits to HMM

Second phase launching soon with renewed functional-mapping of HMM courses



JOIN THE HMM PROGRAM

Join a high-impact leadership programme designed for cumulative participation of executives across functions and levels, offering a valuable platform for cross-organizational learning within the PSE ecosystem. All PSEs are advised to forward nominations at the earliest to benefit from the well-negotiated rates under the Programme.



For further details, please reach out to
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SCOPE, at amita@scopeonline.in.



SCOPE & ICF, USA organize Roundtable on 'Coaching for National Transformation'

SCOPE and the International Coaching Federation (ICF), USA, the world's largest coaching organisation, convened a Roundtable on "Coaching for National Transformation" on 22nd June 2026 at SCOPE Convention Centre, New Delhi.

Shri Atul Sobti, DG, SCOPE; Ms. Magdalena Nowicka Mook, CEO, ICF; and Mr. Robert Garcia, Vice President, CIO, ICF, addressed the roundtable. The event was attended by Shri Sanjai Kumar, CMD, RailTel, and SCOPE Executive Board members, including Shri Ayush Gupta, Director (HR), GAIL; Ms. Rashmi Govil, Director (HR), IOCL; Shri Krishna Kumar Singh, Director (Personnel), SAIL; Shri Tajinder Gupta, Director (Power), BHEL; and Ms. Sangeeta Ramrakhyani, Director (HR), CWC. Shri Pushp Kumar Nayar, Director (HR), BPCL; Shri Joshit Ranjan Sikidar, Director (Finance), SECI; and other senior officers from major public sector organisations also took part in the roundtable.

The discussions covered various aspects of coaching, its growing relevance in today's time, and how PSEs can embed coaching into organisational strategy to ensure its effectiveness across hierarchies. This roundtable marks a milestone in the long-term collaboration between SCOPE and ICF.

Highlighting the vision behind the initiative, Shri Atul Sobti underscored SCOPE and ICF's

commitment to advancing governance excellence and national leadership capabilities. He emphasized that integrating coaching into organisational systems requires awareness, culture, and the availability of qualified coaches. To achieve this, he added, the SCOPE-ICF MoU outlines a time-bound plan to build awareness through roundtables, establish a coaching culture framework for PSEs, and explore a platform to onboard qualified national and international coaches.

Ms. Magdalena Nowicka Mook emphasized that coaching has evolved into a strategic imperative and a vital "strategic accelerator of performance" for top leaders globally. Acknowledging the privilege of working with SCOPE, she highlighted the need to prioritize well-being and core values in order to combat modern geopolitical and economic pressures.

Mr. Robert Garcia, in his address, advocated building a robust coaching culture to keep workforces fully engaged, and championed human-centric coaching that shifts rigid top-down structures into highly collaborative environments. He also highlighted the various tools available to measure the impact of coaching on organisations.

Delivering the concluding remarks, Shri Ayush Gupta reflected on the insights shared during the roundtable and underscored the importance of coaching for the Public Sector in managing multiple expectations.

Through its alliance with ICF, SCOPE aims to systematically integrate structured and professional coaching systems in the Public Sector, while aligning with ICF's globally recognized gold standard.



Shri Atul Sobti, DG, SCOPE; Ms. Magdalena Nowicka Mook, CEO, ICF; and Mr. Robert Garcia, Vice President, CIO, ICF, along with CMDs & Directors of PSEs and SCOPE Executive Board members, at the Roundtable on 'Coaching for National Transformation'.

Glimpses of the Roundtable on 'Coaching for National Transformation,' held on 22nd June 2026 at Orchid, SSIC,

SCOPE Complex, New Delhi.



SCOPE at PM-VBRY National Event at Vigyan Bhawan

SCOPE participated in the national-level event on the Pradhan Mantri Viksit Bharat Rozgar Yojana (PM-VBRY), held on 19th June 2026 at Vigyan Bhawan, New Delhi. The event was graced by the Hon'ble Prime Minister, Shri Narendra Modi, in the presence of Dr. Mansukh Mandaviya, Union Minister of Labour & Employment and Youth Affairs & Sports; Ms. Shobha Karandlaje, Minister of State for Labour & Employment and Micro, Small & Medium Enterprises; and senior officials of the Ministry of Labour & Employment.

Addressing the gathering, the Hon'ble Prime Minister shared that the Viksit Bharat Rozgar Yojana is much more than an employment scheme. He described it as an initiative designed to strengthen



Hon'ble Prime Minister, Shri Narendra Modi, distributing incentive amount under the PM-Viksit Bharat Rozgar Yojana (PM-VBRY), in the presence of Union Minister Dr. Mansukh Mandaviya and Minister of State Ms. Shobha Karandlaje, at Vigyan Bhawan, New Delhi.

the aspirations of young people entering their first jobs while creating a robust bridge between industry and the workforce. The Prime Minister emphasized

that the scheme reflects the Government's commitment to building an empowered, future-ready workforce that can contribute meaningfully to India's growth story.



Shri Atul Sobti, DG, SCOPE, along with senior officials from SCOPE, at the national-level event on Pradhan Mantri Viksit Bharat Rozgar Yojana (PM-VBRY), at Vigyan Bhawan, New Delhi.

The event saw participation from senior representatives of public and private sector organizations, industry bodies, and government officials, reflecting the collaborative spirit underpinning the initiative. As India's apex body representing Central Public Sector Enterprises (CPSEs), SCOPE's presence at the event reaffirmed its continued commitment to supporting national employment generation efforts and aligning the public sector's role with the broader vision of a Viksit Bharat by 2047.

SCOPE & ITDC celebrate International Day of Yoga 2026

Commemorating International Day of Yoga, SCOPE, in collaboration with the India Tourism Development Corporation (ITDC), organized a special Yoga celebration at The Ashok, New Delhi, on 21st June 2026, bringing together nearly 150 participants from across the public sector. The event was graced by Shri Bhuvnesh Kumar, IAS, Secretary, Ministry of Tourism, Government of India; Shri Atul Sobti, Director General, SCOPE; and Smt. Mugdha Sinha, IAS, Managing Director, ITDC, along with senior officials from SCOPE, ITDC and representatives from various Central Public Sector Enterprises (CPSEs) and various Government bodies. This marked the second consecutive year of SCOPE and ITDC's shared commitment to



embedding health, mindfulness and comprehensive corporate wellness within the public sector.

The celebration at The Ashok was more than a ceremonial observance — it served as a platform to reinforce the importance of incorporating yoga into daily life. Participants engaged in various yoga asanas and breathing exercises, embracing the spirit of unity,

balance and mindfulness that yoga represents.

Through this sustained partnership, SCOPE and ITDC continue to reaffirm their shared vision of fostering wellness, mindfulness and resilience across India's public sector — reflecting a deepening institutional commitment to building a healthier and more productive workforce for the nation.



DAKSH Committee meets ISB Team



Members of the DAKSH Committee — Shri Atul Sobti, DG, SCOPE; Dr. Alka Mittal, Member, CBC; Shri Ayush Gupta, Director (HR), GAIL; and Shri K.S. Shetty, Director (HR), HPCL met the ISB team to discuss the launch and future roadmap of DAKSH 3, the third batch of SCOPE-CBC's flagship leadership programme.



SCOPE holds plantation drive 'For Climate for Our Future' on World Environment Day

Commemorating World Environment Day, Dr. K.P. Mahadevaswamy, Chairman, SCOPE & CMD, NBCC and Shri Atul Sobti, DG, SCOPE planted saplings at the SCOPE Complex, New Delhi, in the presence of senior officials from SCOPE

and PSEs. Aligned with the global World Environment Day theme: 'Inspired by Nature. For Climate. For Our Future,' SCOPE reaffirmed its commitment to a greener planet and a sustainable, eco-friendly future.

SCOPE has been strengthening

the Public Sector through a dedicated climate change vertical by collaborating with national and international organizations to create awareness, build technical capabilities, and foster a deep-rooted ecological conscience across organizations.



Shri Atul Sobti, Director General, SCOPE, and Dr. K.P. Mahadevaswamy, Chairman, SCOPE & CMD, NBCC, planting saplings at the SCOPE Complex, New Delhi, during World Environment Day plantation drive organised under the theme, 'Inspired by Nature. For Climate. For Our Future.'

SCOPE holds plantation drive 'For climate, for
on World Environment

our future' at SSIC SCOPE Complex, New Delhi,
Day, 5th June 2026



INTERFACE WITH STAKEHOLDERS



Members of the Public Relations Society, Delhi (PRSD), call on Shri Atul Sobti, DG, SCOPE, at SCOPE Premises.



Shri Abhay Kumar Singh, Former CMD, NHPC, presents a copy of his autobiography, 'A Karma Yogi – The Untold Realities of Life in India's CPSU,' to Shri Atul Sobti, DG, SCOPE.



Shri Rajeev Gupta, Director, BEML, calls on Shri Atul Sobti, DG, SCOPE.



Shri Pushp Kumar Nayar, Director (Human Resources), BPCL, in a courtesy meeting with Shri Atul Sobti, DG, SCOPE



Shri Atul Sobti, DG, SCOPE, meets Shri Adhip Nath Palchaudhuri, CMD, Balmer Lawrie & Co. Ltd. and Member, SCOPE Executive Board.

INTERFACE WITH STAKEHOLDERS



SCOPE at the 198th ESIC Meeting chaired by Dr. Mansukh Mandaviya, Union Minister for Labour & Employment and Youth Affairs & Sports, in the presence of Sushri Shobha Karandlaje, Minister of State, held on 30th June 2026.



DG,SCOPE as Member, participates in the Standing Committee Meeting of ESIC held at Shram Shakti bhawan, MoLE on 15th June 2026



DG, SCOPE at the 118th Meeting of the Executive Committee, CBT (EPF), held at Shram Shakti Bhawan, New Delhi.

PERSONALIA



Shri Atul Gupta

assumes charge as
CMD, EIL



Shri Anupam Misra

assumes charge as
CMD, Hindustan Copper Ltd.



Shri Sunil Kumar Nagdawne

assumes charge as
CMD, Pawan Hans Ltd.



Shri Saleem Ahmad

assumes charge as
CMD(Additional Charge)
of IRCON Intl. Ltd.



Smt. Srividya Venkataraman

assumes charge as
Director(Finance), HPCL



Shri Satyan Kumar

assumes charge as
Director (Strategy & Corporate
Affairs),ONGC



Shri Manish Kumar

assumes charge as
Member (Finance), DVC



Shri V. Packirisamy

assumes charge as
Director (Commercial),
Power Finance Corp. Ltd.



Shri Subhasis Sengupta

assumes charge as
Director (Operations), RINL



Shri Rajesh Kumar Chandel

assumes charge as
Director (Projects), SJVN



Shri Rajneesh Narain

assumes charge as
Director (Finance), IRCTC

NEW DELHI, WEDNESDAY, JUNE 17, 2026

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■ ATUL SOBTI

INDIA IS NAVIGATING a critical demographic crossroads. For decades, our economy has ridden a massive wave: a swelling, youthful workforce outnumbering dependents, supercharging growth and savings. But that historic window is closing. As global fertility rates plummet and population pyramids flatten, India is right behind. We have a narrow, 29-year generational window available to capitalise on this youth advantage before a chilly fiscal winter sets in.

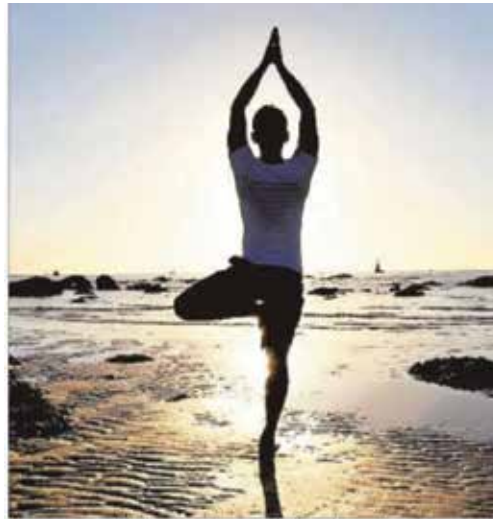
Hence, it is important to not just be more productive but for a longer period. It is important to not just extend lifespan but maximise health span. This can only be done if we optimise the senior population who are out of the workforce due to their age. The need is to explore and empower the Silver Dividend by ensuring that the senior population remains active, self-reliant, and vital to our knowledge economies. For this, it's essential to find a low-cost budget that is scalable.

This is what India's solution is, not a trillion-dollar healthcare budget but an economical and highly scalable public health intervention that we've owned for millennia: Yoga.

Why is yoga the ultimate economic shield? Because it is a 5,000-year-old science of human engineering. While it physically stabilises the body, its real magic happens in the brain, preserving India's rising knowledge economy.

The modern workforce

Let's make the most of the yoga dividend



Yoga ensures that a graying population doesn't mean a depletion of our cognitive capital

runs on cognitive endurance. By combining physical posturing with breath regulation (pranayama) and meditation, yoga acts as a multi-modal workout for the brain. When an aging professional retains their executive function, their lifetime of institutional knowledge, mentorship, and emotional intelligence remains a massive national asset. Yoga ensures that a graying population doesn't mean a depletion of our cognitive capital.

By elevating yoga from a spiritual tradition into an institutionalised fiscal shield, the Ministry of Ayush is engineering a national transformation. If our youth imbibe yoga today, they peak their current productivity while securing their future health. The scale is already unprecedented.

The latest Union Budget announced a massive drive to train 150,000 certified caregivers in yoga competencies for geriatric care.

Meanwhile, initiatives like "Yoga 365" and the digital "Ayush Grid", complete with AI-driven posture correction, are making safe practice universally accessible.

All this because where weight training builds raw muscle and cardio protects the heart, yoga is the ultimate all-in-one intervention. It directly targets the triad that threatens elderly independence—flexibility, balance, and postural stability, while delivering clinically proven neuroprotective outcomes.

Ultimately, Yoga is no longer just a personal wellness ritual. It is the ultimate macroeconomic vaccine for India's future. By fusing ancient human engineering with modern fiscal policy, we are building a high-yield blueprint to defy demographic decline—effectively turning a looming silver tsunami into a vibrant, self-reliant, and hyper-productive Silver Dividend.

(The author is Director General of SCOPE)

A Landmark Moment for Team GSL: Hon'ble Prime Minister Handed Over Fast Patrol Vessel LESPWAR to the Seychelles Coast Guard



Goa Shipyard Limited (GSL) added another glorious chapter to its illustrious legacy with the successful handing over of the Fast Patrol Vessel (FPV) LESPWAR to the Seychelles Coast Guard by the Hon'ble Prime Minister of India, Shri Narendra Modi Ji, on 27 June 2026 during his three-day State visit to Seychelles. The prestigious ceremony marked a significant milestone not only for GSL but also for India's growing stature as a trusted maritime partner in the Indian Ocean Region.

Indigenously designed and built by Goa Shipyard Limited, FPV LESPWAR is a testament to India's growing shipbuilding capabilities and its steadfast commitment to self-reliance. The vessel

significance. The opportunity to have a vessel built by GSL formally handed over by the Hon'ble Prime Minister of India on an international platform was both a rare honour and a matter of immense pride. It also served as a recognition of GSL's unwavering commitment to quality, reliability, and excellence in defence shipbuilding.

Behind this historic achievement lay an extraordinary story of determination, teamwork, and unwavering commitment. The vessel was prepared for this prestigious handover within an exceptionally compressed timeline, leaving virtually no margin for error. Given the assignment's immense national significance and international



also symbolizes the enduring India-Seychelles partnership, reflecting shared values of cooperation, mutual trust, and regional stability.

For Team GSL, the occasion carried special

visibility, every stage of preparation demanded meticulous planning, seamless coordination, and flawless execution under challenging circumstances.



Responding with remarkable resolve, every department across the shipyard came together with a singular objective. Functional boundaries disappeared as engineers, production teams, quality assurance personnel, logistics, planning, project management, and support departments worked in complete synchronization. The collective efforts of Team GSL ensured that LESPWAR was made sail-ready ahead of schedule—an accomplishment that reflects the professionalism, agility, and dedication of its workforce.

The commitment extended well beyond the vessel's departure from GSL. A dedicated sailing crew accompanied the vessel to ensure its safe passage to Seychelles, while another team was deployed to the island nation well in advance to coordinate every aspect of the handover ceremony and provide technical and logistical support. Through meticulous planning, exceptional execution, and tireless efforts, Team GSL ensured the seamless conduct of this landmark event.

For Goa Shipyard Limited, this achievement once again reinforces a timeless truth: the organisation's greatest strength lies in its people. It is the dedication, expertise, and collective spirit of Team GSL that transform ambitious goals into remarkable accomplishments.



As GSL continues to build advanced maritime platforms for India and its international partners, the successful handing over of FPV LESPWAR will remain a defining milestone—one that exemplifies the shipyard's relentless Passion for Excellence and its enduring contribution to the nation's vision of maritime security, defence self-reliance, and global cooperation.



HR THE ALCHEMIST

Transforming Human Potential into
Organizational Excellence



Arvind Kumar
Director (Refineries)
Indian Oil Corporation Limited

Abstract

Since ancient times, alchemists pursued what most called an impossible dream: the transformation of base metals into gold. Their quest ultimately failed — but the spirit that animated it did not. Curiosity, experimentation, perseverance, and the conviction that transformation is possible remain profoundly relevant to any organization navigating today's turbulent world.

This article argues that Human Resources has become the modern alchemist of organizational life — shaping culture, nurturing capability, fostering ownership, and building the conditions for continuous renewal. Sustainable excellence is never achieved through systems and strategies alone. It is achieved through people who feel valued, trusted, capable, and inspired to give their very best.

The real alchemy of the twenty-first century lies not in creating gold, but in transforming human potential into organisational excellence.

Introduction

Every time I walk into one of IndianOil's ten* refineries, I am struck by the same thought: the potential in this organization is extraordinary. My question, when I began engaging deeply with our HR teams, was simple — are we creating the conditions for that potential to ignite? And is that enough to generate value in changing times?

For centuries, alchemy fired the human imagination — not merely as the pursuit of wealth, but as the deeper conviction that the impossible could be made possible through curiosity, discipline, and unwavering perseverance. As an engineer, I find this framing useful. Transformation does not happen through aspiration alone, it requires the



Shri Arvind Kumar, Director (Refineries), IndianOil, engages with his team during a refinery site visit

right reaction conditions and the right catalyst. That is what I believe HR must become.

including group company CPCL's Manali Refinery

The World Has Changed. Have We?

Since 2000, 52 percent of Fortune 500 companies have gone bankrupt, acquired, or ceased to exist. Nokia commanded over 50 percent of the global smartphone market in 2007; within six years its share collapsed to under 3 percent. Blockbuster operated 9,000 stores at its peak before filing for bankruptcy as Netflix redefined the industry. Closer to home, HMT Watches and Jet Airways echo the same lesson. None of these organizations set out to fail. They underestimated how rapidly the ground beneath them was shifting.

Yesterday's winning formula has a troubling habit of becoming tomorrow's constraint.

For IndianOil, the urgency is immediate. India remains approximately 90 percent import-dependent on crude oil. When tensions in West Asia sent crude prices past \$120 per barrel in the last few months, our teams had to respond under pressure.

Field Reality: Opportunity Crude Challenge

Challenges arose in processing Opportunity crudes — Ural crude from Russia required modified operating parameters. Ural crude poses difficulty in achieving required quality of Bitumen grades- thereby rendering constraints in full capacity operations, specially at units like Mathura Refinery where coker unit is not available to handle the bottom of the barrel (ie vacuum residue).

IndianOil R&D pitched in and we succeeded, maintaining refinery throughput at more than 100% of design capacity, produced VG30 & VG40 grade Bitumen, through sheer grit and by upholding our core values of “Nation First” and “Innovation.” HR became the critical enabler — building the capable, committed workforce that made it possible.

We managed. But every such episode reminds me: does our workforce have the capability, agility, and resilience to keep responding as the World changes faster than ever before?

This is why we launched SPRINT — IndianOil’s strategic transformation initiative built around six pillars including Nurturing Leadership & Talent and Energy Transition Readiness. Resilience during a crisis is never built during the crisis itself.

Refinery capacity can be engineered. Technology can be procured. What cannot be procured is a workforce that is engaged, resilient, and proud. That must be built — from the inside.

The Transformation Reaction: Six Elements

Gold (atomic number 79) and mercury (atomic number 80) sit adjacent in the periodic table. Modern nuclear science has shown that bombarding mercury with a high-energy neutron can, under precisely controlled conditions, produce gold. The same logic applies to human transformation. The raw material — the potential in our people — is already extraordinary. The problem is never the people. It is the absence of the right reaction conditions.

Element 1

Care and Empathy — The Heat That Initiates Everything

In large organizations, HR can drift toward the transactional — an automated voice call, a templated response, a process completed without a conversation. When employees experience HR as administrative rather than enabling, something fundamental breaks. Daniel Goleman’s research identifies empathy as often a stronger predictor of leadership effectiveness than technical expertise alone.

Google’s Project Aristotle found that the single most consistent characteristic of high-performing teams was psychological safety — the belief that people can speak up, take risks, and admit mistakes without fear of blame. As Paul Santagata of Google put it: ‘There’s no team without trust.’ Empathy is the heat that initiates the reaction. Without it, no other element takes root.

Element 2

Culture — The Invisible Catalyst

Gallup’s 2025 research shows only 20 percent of employees globally are actively engaged, costing the world economy an estimated \$10 trillion in lost productivity. In a high-hazard environment like a refinery, a passively disengaged employee is not merely a productivity loss — they are a latent safety risk.

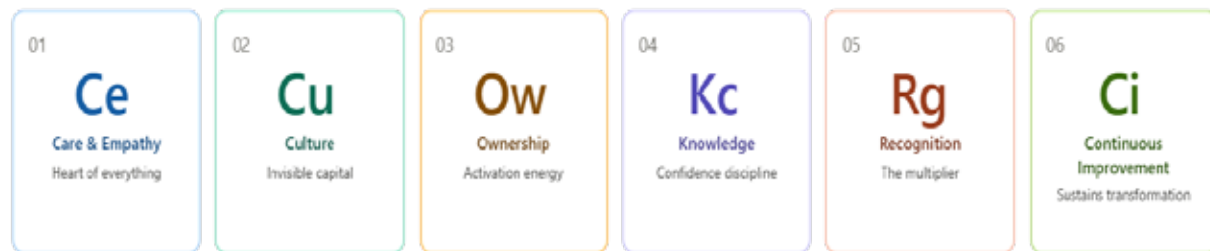
Lou Gerstner observed: ‘Culture isn’t just one aspect of the game. It is the game.’ Culture is not built through values posters. It accumulates through ten thousand small daily acts — how leaders behave when they are tired, under pressure, or believe no one is watching.

PSM — A Paradigm Shift in Culture

IndianOil’s Process Safety Management (PSM) initiative has become more than a compliance programme — it ingrains itself into the DNA. When safety culture is authentic, it cannot be switched off. HR becomes the critical enabler in building capacity in the safety domain, ensuring every employee understands not just the what of process safety, but the why — making it a matter of personal conviction, not procedure.

FROM MERCURY TO GOLD: THE SIX ELEMENTS THAT COMPLETE THE TRANSFORMATION

THE SIX ELEMENTS OF HR TRANSFORMATION



Transformation – Periodic Table - Each element is essential. Together they constitute the transformation reaction.

Element 3

Ownership — ‘The Change within’

On the night of 26 November 2008, when terrorists attacked the Taj Mahal Palace Hotel in Mumbai, many employees chose to stay and protect their guests at extraordinary personal risk — some at the cost of their lives. These actions were not prescribed in any manual. They emerged from a culture in which employees had internalized their purpose so deeply that ownership became identity.

My ask of our HR function: every promise made to an employee must belong to a named individual, with a defined outcome and a deadline. The shift from ‘not my job’ to ‘I will own this’ must begin with HR modelling exactly that behavior — every time, without exception. HR must move beyond their comfort zone and actively engage with teams/people.

Element 4

Knowledge, Capability & Digital Readiness — The Craftsman’s Discipline

The energy transition has arrived. Green hydrogen, carbon capture, AI-driven predictive maintenance — each demands capabilities that a workforce trained for a different era does not automatically possess. Employees who are growing feel valued; those who sense their skills becoming obsolete, and disengage quietly, long before any metric

captures it. Digital transformation without human transformation is infrastructure without operators.

Google’s Project Oxygen found that the behaviors of great managers were counterintuitive: technical expertise ranked last; coaching and empowerment ranked first. The shift from instinct to evidence must start with HR. HR role in our Digital agenda is not peripheral — it is foundational.

Element 5

Recognition — The Multiplying Effect

Gallup’s research establishes that employees who receive meaningful recognition weekly are five times more likely to be engaged. Seventy-nine percent of those who leave an organization cite lack of appreciation — not salary — as their primary reason. The cost of timely recognition is, in almost every case, approximately zero.

When our Refineries, Marketing, Pipelines, and R&D teams finally broke their silos toward a shared goal, the result was a 15 percent increase in crude pipeline throughput to our North-East Refineries, significant logistics savings, and a technology which was formulated by our R&D now will be used across industry and is even being exported to Saudi Aramco. XtraFlo™ is not a technology story. It is a story about what becomes possible when people who feel valued decide to keep raising the standard together.

DRAG REDUCING AGENT XTRAFLO™ — WHEN SILOS BREAK, GOLD APPEARS



When Refineries, Marketing, Pipelines and R&D broke silos: +15% pipeline throughput, global market entry

Element 6

Continuous Improvement — The Organization That Never Stops

In the early years of Formula 1, a pit stop took upwards of 60 seconds. Today the world record stands at 1.80 seconds — achieved through decades of relentless experimentation, teamwork, and continuous refinement. The question for every HR function is not ‘did we improve?’ It is ‘have we built the conditions that make improvement automatic?’

The Formula 1 Standard — Applied to HR

From 60+ seconds to 1.80 seconds: decades of relentless improvement, every fraction of a second challenged

“When a shift employee walks to the single-window HR desk after completing their morning shift, the measure of our progress is simple: do they leave with their query settled and a sense that someone in this organisation genuinely cared? One resolved query. One happy employee. Multiplied a thousand times — that is how culture compounds.”

Conclusion: What I Am Asking of You

When I addressed our HR teams from across IndianOil’s refineries and pipeline regions, I wanted to leave them with one conviction: you are not a support function. You are the alchemist. The raw material — the extraordinary potential of the people in our refineries, pipelines, and offices — is already there.

Element	Role in the Transformation Reaction
Care & Empathy	Provides the heat — initiates trust and psychological safety
Culture	The invisible catalyst — shapes what people do when no one is watching
Ownership	Supplies the activation energy — transforms bystanders into custodians
Knowledge & Capability	The craftsman’s discipline — ensures the workforce stays future-ready
Recognition	The multiplier — turns individual pride into collective performance
Continuous Improvement	Sustains the reaction — keeps the organization permanently in motion

An organization’s future is not determined by its technology or strategy alone. It is determined by its ability to unlock the full potential of its people — to build an organization that learns faster, adapts faster, and improves faster than the challenges confronting it.

The ancient alchemists sought not only gold, but also the Elixir of Life — a symbol of renewal and continuity. Organizations face a similar challenge. Achieving excellence once is an accomplishment; renewing that excellence year after year is a capability.

Gold was never the real destination. The capacity to renew ourselves, again and again — that is the prize.

Dual Milestones, Singular Resolve Strengthening India's Maritime Future



Goa Shipyard Limited (GSL), a premier defence public sector undertaking under the Ministry of Defence, marked a significant milestone in India's maritime capabilities enhancing with the ceremonial launch of the Next Generation Offshore Patrol Vessel (NGOPV) INS Shachi (Yard 1280), for the Indian Navy, followed by the successful delivery of Indian Coast Guard Ship ICGS Achal (Yard 1274) to the Indian Coast Guard on 31 Mar 2026.

The ceremonial launch of INS Shachi - a key platform under the Indian Navy's NGOPV programme - was carried out by Smt. Shagun Sobti in the esteemed presence of Vice Admiral Tarun Sobti, UYSM, AVSM, VSM, Deputy Chief of the Naval Staff, along with senior officials from the Indian Navy and GSL. The launch marks a major step forward in strengthening India's indigenous naval capabilities.

On the same day, GSL achieved another critical milestone with the delivery of ICGS Achal, which was formally accepted by the Commanding Officer in presence of DIG VK Parmar, TM, PDMAT, Indian Coast Guard. Its induction will significantly enhance operational capabilities in coastal surveillance, maritime law enforcement, and national security operations.

Addressing the gathering, Shri Brajesh Kumar Upadhyay, Chairman and Managing Director, GSL, highlighted that achieving these two major milestones on the same day reflects GSL's robust execution capabilities, operational excellence, and strong institutional synergy with the Indian Navy and Indian Coast Guard.

He further underscored GSL's accelerated production tempo, noting that the shipyard has launched 14 vessels in the last 600 days translating to an average of one launch every 40-43 days. This remarkable cadence stands as a testament to



GSL's enhanced industrial capacity, streamlined processes, and commitment to the timely delivery of complex maritime platforms.

Both platforms exemplify India's growing strength in indigenous defence manufacturing. ICGS Achal has been built with over 65% indigenous content, while INS Shachi incorporates approximately 76% indigenous content, including indigenous design elements, advanced engineering, and systems sourced from Indian industry. These achievements strongly aligns with the Government of India's flagship initiatives of Aatmanirbhar Bharat and Make in India, reinforcing the nation's pursuit of self-reliance in defence production.

This dual achievement reinforces Goa Shipyard Limited role as a strategic contributor to India's defence shipbuilding ecosystem, delivering high-quality, indigenous platforms that strengthen national security while supporting India's transformation into a self-reliant maritime power.



Understanding Alzheimer's Disease: Symptoms, Risks and Care



Gunjan Goel
M.B.B.S., DHMP

Alzheimer's disease is a condition that affects the brain and gradually worsens over time. It is the most common cause of dementia, a term used to describe a decline in memory, thinking, and the ability to carry out everyday activities. Although it mainly affects older adults, it is not a normal part of aging. Alzheimer's disease slowly damages brain cells, leading to problems with memory, behavior, and daily functioning.

In the early stages, the most noticeable symptom is memory loss. A person may forget recent conversations, misplace items, or struggle to remember names and appointments. These memory lapses may seem mild at first, but they become more frequent and serious as the disease progresses. Over time, individuals may find it difficult to complete familiar tasks, such as cooking, managing finances, or even following simple instructions.

As Alzheimer's disease advances, it affects more than just memory. People may experience confusion about time and place, difficulty finding the right words while speaking, and trouble understanding what others are saying. They may also have problems recognizing familiar faces, including those of close family members. Changes in mood and personality are also common. A person who was once calm may become anxious, irritable, or even suspicious of others. Some individuals may experience depression or withdraw from social activities.

In the later stages of the disease, its impact becomes severe. Individuals may lose the ability to communicate clearly and may need help with basic activities such as eating, bathing, and dressing. They may become bedridden and

completely dependent on caregivers. At this stage, complications such as infections can occur and may become life-threatening.

The exact cause of Alzheimer's disease is not fully understood, but scientists know that changes occur in the brain many years before symptoms appear. Two abnormal proteins—amyloid plaques and tau tangles—build up in the brain and interfere with how brain cells function and communicate. Eventually, this leads to the death of brain cells and shrinkage of brain tissue.

There are several risk factors for Alzheimer's disease. Age is the most significant risk factor, with the risk increasing substantially after the age of 65. Family history and genetics can also play a role, meaning that individuals with close relatives who have Alzheimer's may have a higher risk. In addition, certain lifestyle and health conditions—such as high blood pressure, diabetes, obesity, smoking, and lack of physical activity—are linked to an increased likelihood of developing the disease.

Doctors diagnose Alzheimer's disease based on a patient's medical history, symptoms, and cognitive tests that assess memory and thinking skills. Brain imaging tests, such as MRI or CT scans, may be used to rule out other causes of memory problems, such as strokes or tumors. In some cases, more advanced tests may be performed to detect specific changes in the brain associated with Alzheimer's.

Although there is currently no cure for Alzheimer's disease, treatments are available to help manage symptoms. Certain medications can improve memory and thinking for a limited time or help control behavioural changes. However, these treatments do not stop the disease from progressing. Because of this, care focuses not only on the patient

but also on supporting caregivers and maintaining the best possible quality of life.

Non-medical approaches are equally important. Keeping the mind active through reading, puzzles, or social interaction can be beneficial. Regular physical activity, a healthy diet, and a structured daily routine can also help improve overall well-being. Creating a safe and supportive environment is essential, especially as the disease progresses.

Caring for someone with Alzheimer's disease can be challenging. Caregivers often experience stress, fatigue, and emotional strain. Support from family, friends, and community resources can make a meaningful difference. Education about the disease and learning coping strategies can help caregivers provide better care while also taking care of their own health.

There is growing interest in preventing Alzheimer's disease or delaying its onset. While no guaranteed method exists, adopting a healthy lifestyle appears to reduce risk. This includes regular exercise, a balanced diet rich in fruits and vegetables, maintaining social connections, and managing

chronic conditions such as hypertension and diabetes. Mental stimulation, such as learning new skills or engaging in hobbies, may also support brain health.

Research into Alzheimer's disease is ongoing, with scientists working to better understand its causes and develop more effective treatments. New therapies are being studied, particularly those aimed at reducing the buildup of harmful proteins in the brain. Early detection is also becoming a key focus, as treating the disease in its initial stages may offer better outcomes in the future.

In conclusion, Alzheimer's disease is a serious and progressive condition that affects memory, thinking, and Behaviour. It not only affects the individuals diagnosed but also places a heavy burden on their families and caregivers. While there is no cure at present, early diagnosis, appropriate care, and a supportive environment can significantly improve quality of life. Continued research and awareness are essential in the fight against this challenging disease, offering hope for better treatments and, ultimately, a cure.



Happy National Doctor's Day to all the doctors in the Universe. Everyday is a Doctor's Day.



Dr. H.K. Chopra*

My heartfelt tribute and Salute to frontline doctor warriors who serve, sacrifices their lives while serving with humanity, humility, humbleness, devotion, dedication, dynamism, competency & communication with compassion.

Who is a Doctor?

A doctor is great healer. An embodiment for hope for healing. A source of Chat Scan for solving problems, and also a source of inspirations, survival, illumination of life with a bond of unconditional relationship. He is also an expression of divinity with infinite possibilities & pure potentialities.

A doctor is the embodiment of Altruism, Empathy, Sympathy, Sincerity, Sobriety, Solemnity, Compassion, Faith, Peace, Hope, Honesty, Skill, Selflessness, Politeness, Patience, Purity, Promptness, Kindness, Quick perfect decision maker,

Courageous, Cheerful, Boldness, Calmness, Connectedness, Respect, Perfect communications and Understanding relationship, Infusing self-confidence & Will Power in patient.

They should be technology-savvy and learn advances in therapeutics, diagnostic skill, treatment technology to enhance morbidity and mortality outcomes in patient. They should always have keenness and eagerness to learn what is new. A doctor should get rid of anger, lethargy, inertia, greed, Lust, Ego, arrogance & attachment etc.

"Have Attitude of Gratitude".

Besides obtaining basic clinical and non clinical skills of medicine, surgery, diagnostic test & procedures,

creating new protocols. Learn the art of continuing medical education, research, innovations advances in technology & treatment. They should be a part of public domain in the form of education, promoting health and preventing diseases at primordial, primary, secondary & tertiary level.

They should be a part of creating revolution in medical care and Learn art & science of practicing supers-specialities to server the mankind. They must develop positive bond of patient doctor relationship and doctor management relationship. They should never practice blame game or gossips. They should emit positive vibration at all the times.

They should follow all the 7 laws of mutual trust, success, science, spirituality, productivity and happiness. These laws are Law of Pure Potentiality, law of Giving. Law of Karma (action) Law of Intention & Desire. Law of Least Effort, Law of Detachment, Law of Dharma. They should have renunciation in action and not renunciation of action. They should be in action all the time and not inactive. They should be fearless & not fearful. They should nurture values in daily life and practice all eight limbs of yoga on daily basis including 1) Yama (Restraints or Do's and Don'ts), 2) Niyama (Self Discipline), 3) Asana (Postures), 4) Pranayama (Breathing exercise), 5) Pratyahara (Contemplation), Dharana (Concentration), 7) Dhyana (Meditation), 8) Samadhi (Transcend). Doctors have their goal, vision and victory potentials. They should have smiling, relaxed and well dressed appearance to build confidence in patient.

* Chief Cardiologist, Medanta Moolchand Heart Institute, New Delhi | Dean & Trustee, Moolchand Medcity | President, World Wellness Foundation | Chairman, World Heart Academy | Country Head, American Heart Association | Former President, Cardiological Society of India | National Awardee, Science & Technology, DST, GoI | Author of 15 focused Cardiology textbooks, recognised by India Book of Records & Asia Book of Records | Editor-in-Chief, Top 40 Handbooks of Cardiology and Medicine | National Chief Advisor, Health Committee, SCOPE

They should be strong and yet flexible and follow all Laws of Ethics and Morality to enhance doctor-patient relationship. They should learn art of stress management, time management, daily routine management and learn the capabilities of coping with stress. Listening to patient with patience and have perfect productive interaction skill. It has been documented that lack of communication, miscommunication, no communication, lack of understanding, no understanding, misunderstanding, lack of documentation or imagination may cause a breach in the doctor patient relationship. Have telecommunication skill and learn art of artificial intelligence in today's era. Health for all by 2040 is possible through digital technology and digital transformation.

What are the criteria of a Good Doctor ?

He is an epitome of devotion, dedication & dynamism. He is an apostle of elegance & generosity. He is an embodiment of compassion, selfless service, sacrifice, healing, humility, humanity & hope. He is the crusader of victory and vision. He nurtures positivity during crisis and emergency care.

DOCTOR represent:

- D:** Devotion, Dedication & Dynamism.
- O:** Omnipotent, Omniscient believer.
- C:** Calmness with attitude of Gratitude, Confident & Communicative skill.
- T:** Togetherness, Teamwork believer.
- O:** Outgoing, outspoken & overcome obstacles which they come across.
- R:** Reverence, Respect. Reciprocal attitude towards patients, attendants and fellow colleagues. What is the Motto of Doctor ? "SAVE A LIFE"

Doctor's and Digital Health: The Way Forward. Doctors be a part of World Health Care Digital Revolution in the form of Artificial Intelligence mode of disease management with high accuracy, precise, quickness, hardly any variabilities and AI guided Algorithms.



GRSE Lays Keel for Fourth MPV, German Export Project

Reinforcing its growing presence in the global commercial shipbuilding market, Garden Reach Shipbuilders and Engineers (GRSE) Ltd recently laid the keel of the fourth vessel under the Multi-Purpose Vessel (MPV) project for Germany's Carsten Rehder Schiffsmakler and Reederei GmbH & Co. KG. This milestone reflects steady progress in the execution of GRSE's export orders and underscores the shipyard's commitment to the vision of "Make in India, Make for the World."

This prestigious MPV project represents the largest commercial shipbuilding export order secured by GRSE and highlights the shipyard's strategic emphasis on expanding its commercial portfolio while strengthening its position in international markets.

The ceremony was graced by Shri M. Venkatesh Murthy, Executive Director (Commercial Shipbuilding & Supply Chain Management), GRSE, in the presence of senior officials from GRSE and representatives from the German shipping firm and DNV.

The project entails the design and construction of a series of advanced CORAL 7500 DWT Multi-Purpose Vessels, being developed jointly by GRSE and Carsten Rehder, Germany. The first contract, covering four vessels was signed in 2024. Subsequent agreements expanded the order book to twelve vessels, with the final contracts—covering the ninth to twelfth Hybrid Propulsion MPVs was signed recently.

Each vessel in the series will

measure 120 metres in length, with a beam of 17 metres and a draught of 5.85 metres. Designed to carry up to 7,500 metric tonnes of cargo, the ships feature a large cargo hold capable of handling bulk, general, and project cargo. Their versatile design also enables the carriage of containers on hatch covers and multiple wind turbine blades on deck, enhancing operational efficiency and cargo-handling flexibility. The MPVs are being developed through close collaboration with leading German maritime firms, including F.H. Bertling, ForestWave Navigation/Schulte & Bruns, and Delft Shipping. Technical design support has been provided by M/s SEDS in association with GRSE, while classification and certification of the vessels will be undertaken by DNV.



Shri M. Venkatesh Murthy, Executive Director, GRSE, along with senior officials, at the keel-laying ceremony of the fourth MPV for Carsten Rehder, Germany.

Approval of Merger scheme by Board of Directors of PFC and REC

Recently, The Board of Directors of Power Finance Corporation Limited (PFC) and REC Limited (REC) approved the Scheme of Merger (Scheme) for merger of REC (Transferor Company) into PFC (Transferee Company) and their respective shareholders and creditors, under Sections 230 to 232 and other applicable provisions of the Companies Act, 2013. The merger of REC into PFC shall create a financing entity with an aggregate loan book exceeding INR 11 lakh crore.

The Scheme is conditional upon and subject to, inter-alia receipt of all requisite approvals and consents required under applicable law including, approvals from the respective shareholders and creditors of both the companies, and all relevant regulatory and governmental authorities; and the Merged Entity continuing to qualify as a 'Government Company' under the Companies Act, 2013 and the Government of India continuing to retain majority voting rights

and control in the merged entity (directly or indirectly).

Pursuant to the Scheme and valuation report, the Share Exchange Ratio for the Proposed Merger of REC into PFC shall be 88 equity shares of PFC of INR 10/- each fully paid up for every 100 equity shares of REC of INR 10/- each fully paid up to be issued to the shareholders of REC as existing on a record date to be determined by the Boards of PFC and REC (as may be applicable) at a future date.



Scaling New Heights: GRSE Now a Navratna PSU

Garden Reach Shipbuilders and Engineers (GRSE) Ltd was recently accorded Navratna status by the Department of Public Enterprises, Ministry of Finance, Government of India, marking a monumental milestone in the shipyard's journey. The recognition reflects the shipyard's consistent financial and physical performance over the years.

GRSE's financial performance over the last five years highlights its remarkable growth trajectory and operational excellence. The Company's Revenue from Operations has grown from ₹1,754 crore in FY 2021-22 to ₹7,002 crore in FY 2025-26, an increase of nearly 300%. During the same period, Profit After Tax (PAT) has risen from ₹190 crore to ₹748 crore, a growth of nearly 294%.

A firm proponent of the Government's Atmanirbharta and "Make in India" visions, the shipyard also delivered eight warships during the year, including three on a single day on March 30, 2026. These include the P17A advanced guided-missile frigate Dunagiri, the

survey vessel (large) Sanshodhak, and the anti-submarine warfare shallow water craft Agray. The elevation comes at a time when GRSE is in expansion mode, having embarked on a mission to increase capacity through both brownfield and greenfield projects.

Cmde PR Hari, IN (Retd), Chairman and Managing Director, GRSE, expressed his gratitude to the Government, saying, "The conferment of Navratna status is a defining moment in GRSE's journey and a matter of immense pride for every member of the GRSE family. This recognition reflects the confidence reposed in us and acknowledges the dedication, commitment, and professionalism of our employees, past and present. This elevation will further empower us to pursue strategic opportunities, enhance self-reliance in defence manufacturing, strengthen our global competitiveness, and contribute meaningfully towards the vision of Aatmanirbhar Bharat and India's emergence as a leading maritime power by 2047."

GRSE has several firsts to its

name. In 1961, barely a year after being declared a Defence Public Sector Undertaking, the shipyard delivered the country's first indigenous warship, INS Ajay, to the Navy. It also built India's first-ever export warship, CGS Barracuda, for the Government of Mauritius, and was the first DPSU shipyard to be listed on the stock exchanges.

GRSE has delivered over 800 marine platforms to date and holds the record for the largest number of warships delivered to the Navy, Coast Guard, and friendly foreign nations—118 in total, of which 80 have been inducted into the Navy. GRSE has also made strides in commercial shipbuilding, securing export orders including 12 multi-purpose vessels for a German client, in line with India's "Make in India, Make for the World" vision. The shipyard is also foraying into green and autonomous vessels, and remains the only Indian shipyard specialising in research ships, contributing significantly to the country's maritime sovereignty.



GRSE achieves Navratna status.

CPCL Elevated to Navratna Status

Chennai Petroleum Corporation Limited (CPCL) has been accorded Navratna status by the Department of Public Enterprises (DPE), Ministry of Finance, Government of India, making it the 28th Navratna among Central Public Sector Enterprises (CPSEs). CPCL is a CPSE under the Ministry of Petroleum and Natural Gas and a group company of Indian Oil.

The elevation reflects CPCL's consistent and outstanding financial performance. For FY 2025-26, the company delivered a standout performance, with net profit rising over 17 times to ₹3,062 crore from ₹174 crore in the previous fiscal year, while revenue grew 9 per cent to ₹78,611 crore.

With Navratna status, CPCL gains enhanced financial and operational autonomy. The company can now invest up to ₹1,000 crore in a single project without seeking prior approval from the Central Government, invest up to 15 per cent of its net worth on a single project or 30 per cent in a given year subject to a ceiling of ₹1,000 crore, incur capital expenditure without any monetary ceiling, and enter into technology joint ventures and strategic alliances.

To qualify for Navratna status, a Miniratna-I CPSE must obtain an 'Excellent' or 'Very Good' MoU rating in three of the last five years and achieve a composite score of 60 or above across six performance indicators,

including net profit to net worth, manpower cost to total cost of production, PBDIT to capital employed, profit before interest and taxes to turnover, earnings per share, and inter-sectoral performance.

Formerly known as Madras Refineries Limited (MRL), CPCL was established as a joint venture in 1965 between the Government of India, AMOCO, and the National Iranian Oil Company (NIOC). Its current shareholders include IOCL (51.89%), NICO (15.40%), and others (32.71%). The company operates one of the most complex refineries in the country, producing a wide array of value-added petroleum products, and has pioneered key initiatives in process optimisation, technology absorption, energy conservation, and environment management.



Chennai Petroleum Corporation Limited (CPCL)

becomes the 28th Navratna CPSE!



RailTel Joins International Day of Yoga 2026 Observance

RailTel observed International Day of Yoga 2026 in alignment with the national event led by Hon'ble Prime Minister Shri Narendra Modi. Yoga sessions were organized across RailTel offices, with enthusiastic participation from RailTel's CMD, Directors, and employees. The initiative encouraged employees to embrace yoga as a regular practice, fostering better health, fitness, mental well-being, and healthy ageing.

The theme for International Day of Yoga 2026, "Yoga for Healthy

Ageing," highlighted the role of yoga in fostering physical fitness, mental well-being, and longevity. Addressing participants during the event, RailTel's leadership encouraged employees to incorporate yoga into their daily routines as a means to achieve better health, reduce stress, and enhance overall quality of life.

Speaking on the occasion, Shri Sanjai Kumar, CMD, RailTel, emphasized that yoga is not merely a physical exercise but a way of life that contributes to balanced living, resilience,

and sustainable well-being. The event served as a reminder of the importance of preventive healthcare and healthy lifestyle choices in today's fast-paced world.

Through its active participation in International Day of Yoga 2026, RailTel reiterates its commitment to fostering a healthy workforce and supporting national initiatives aimed at promoting wellness, mindfulness, and healthy ageing.



Shri Sanjai Kumar, CMD, RailTel; along with Directors and employees, participating in the Yoga session.



GRSE Celebrates 12th International Day of Yoga

Garden Reach Shipbuilders & Engineers Ltd. (GRSE) celebrated the 12th International Day of Yoga with enthusiastic participation from employees. The celebrations were marked by a collective yoga session at the Main Works Unit, where employees came together to observe this year's theme, "Yoga for Healthy Ageing." The programme was held in the presence of Cmde PR Hari, IN (Retd.), Chairman & Managing Director; Cdr Shantanu Bose, IN (Retd.), Director (Shipbuilding);

Capt (IN) P Sunil kumar (Retd.), Director (Corporate Planning & Personnel); Shri Niranjana Bhalerao, Director (Finance); Shri Abhishek Ranjan, IOFS, Chief Vigilance Officer; and other senior officials of GRSE.

Winners of the Yoga Competition organised for employees were felicitated for their enthusiastic participation and dedication to promoting fitness and well-being. In the lead-up to the celebrations, GRSE undertook several awareness initiatives to

encourage participation among employees and stakeholders. The occasion was also observed at the company's DEP Unit in Ranchi, reflecting GRSE's organisation-wide commitment to wellness.

GRSE also actively promoted the Ministry of Ayush's Yoga 365 campaign and encouraged participation in the nationwide Guinness World Record attempt for the Largest Yoga Session, supporting the national movement towards wellness, unity, and healthy living.



Cmde PR Hari, IN (Retd.), Chairman & Managing Director, GRSE, along with Directors and employees, participating in the collective yoga session at the Main Works Unit.

HURL Barauni Organizes Valedictory Ceremony of Project Saksham 2.0

As part of its Corporate Social Responsibility (CSR) initiatives, HURL Barauni organized the valedictory ceremony of Project Saksham 2.0, in association with CIPET, Hajipur, aimed at enhancing the employability and empowering the local youth through skill development.

During the programme, Course Completion Certificates and Job Offer Letters were distributed to 50 trainees who successfully completed training in the trades of Machine Operator – Plastic Processing and Machine Operator – Injection Moulding.

The ceremony was attended by the Business Unit Head, HURL Barauni; the Vice President (HR), HURL; and other senior officials of HURL.

The dignitaries while addressing the trainees, congratulated them on the successful completion of the programme and encouraged them to pursue excellence, continuous learning, and professionalism in their careers. Through initiatives like Project Saksham, HURL remains committed to promoting skill development, enhancing employability, and contributing to the socio-economic empowerment of local communities.



Dignitaries from HURL Barauni and CIPET, Hajipur, distributing Course Completion Certificates and Job Offer Letters to trainees at the valedictory ceremony of Project Saksham 2.0.

PSEs INK MoUs

HCL and EIL Sign Memorandum of Agreement (MoA)

Hindustan Copper Limited (HCL) and Engineers India Limited (EIL) recently signed a Memorandum of Agreement (MoA), further strengthening the standing partnership.

To support its expansive, vertically integrated operations—spanning mineral exploration, end-to-end mining, smelting, refining and downstream extraction—HCL will engage EIL under the agreement

for consultancy, engineering, project management, safety and integrity studies, sustainability initiatives, and advanced technical solutions focused on copper, critical minerals and rare earth elements.

The MoA was signed at EIL's Corporate Office in New Delhi in the presence of HCL Chairman and Managing Director, Shri Sanjiv Kumar Singh, along with EIL's management and senior officials from both organizations.



Shri Sanjiv Kumar Singh, Chairman and Managing Director, HCL, along with EIL's management and senior officials, at the signing of the MoA between HCL and EIL.

New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

For Booking visit our official website: www.scopeonline.in

Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

The centrally air-conditioned SCOPE Convention Centre at SCOPE Complex, Lodhi Road, New Delhi provides excellent conference facilities to PSEs, Govt. Departments, Autonomous Bodies, Institutions/NGOs etc. The Auditorium and other Conference Halls are equipped with projector and screen facilities, sound & light control room with recording & P.A. facility, etc. Details of the capacity of the Auditorium and other Halls.

Tagore Chamber



The chamber has capacity of 92 persons (86 Nos. Chairs + 6 Nos. Chairs on Dais) equipped with 2 Nos. projector screens and mikes on dais, tables & podium.

Auditorium



The Auditorium has a capacity of 310 persons (300 Chairs + 10 Nos. Chairs at stage) capacity equipped with projector, screen and mikes on dais and podium on stage.

Bhabha Chamber (Board Room)



The chamber has the capacity of 44 persons (24 Nos. Chairs on round table and 20 Nos. Chairs on sides) equipped with 4K advanced VC system for 12 person, projector screen and mikes on dais, tables & podium.

Mirza Ghalib Chamber



The chamber having capacity of 108 persons (102 Nos. Chairs + 6 Nos. Chairs on Dais) equipped with 2 Nos.-projector & screen and mikes on table, dais and podium.

Fazal Chamber



The chamber has a capacity of 25 persons (15 Nos. Chairs on round table and 10 Nos. Chairs on sides) capacity with board room type seating arrangement equipped with screen and mikes.

Business Centre



The Business Centre has a capacity of 7 persons and is equipped with multi point Video Conferencing System (1+3), that can connect with three locations at a time.

Annexe II



The Annexe-II has the capacity of 15 Persons and is equipped with projector screen.

Banquet Hall



The banquet hall has a capacity of 500 Persons for the purpose of lunch & dinner with variety of cuisines. Seating can be arranged for 40 persons.

Tansen Chamber at UB



The Tansen Chamber has capacity of 30 persons and also has stage & podium equipped with projector and screen.

Annexe I



The Annexe-I has capacity of 20 Persons and is equipped with projector and screen.

Amir Khusro Chamber at UB



The Amir Khusro Chamber has capacity of 35 persons with facility of stage & podium equipped with projector and screen.

Facilities for specially-abled persons at SCOPE Convention Centre:



For Booking & Tariff details please contact:

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Conference Facilities at SCOPE Minar Convention Centre, Laxmi Nagar, New Delhi

SCOPE Minar, Architecturally conceived in the form of two high rise curvilinear tower with blocks sitting on a four storey circular Podium Block, is strategically located in Laxmi Nagar District Centre, Delhi -110092 and housing around 40 PSEs of repute. It is one of the iconic buildings of East Delhi. It has a huge foyer which gives an ambience look inside the building. There is greenery all around the SCOPE Minar building with large size planters. The building also has state-of-the-art Convention Centre comprising of five conference halls:

Board Room



Board room having "U" shaped table, has a seating capacity of 50 delegates with modern facilities - projector, screen, sound system, table mic etc.

Auditorium



The auditorium has a capacity of 350 delegates. Various seminars, training programmes, presentations, get together etc. can be conducted in auditorium which is equipped with projector screen. It provides ambient and peaceful environment for the programmes.

SCOPE Academy of Public Sector Enterprises



SCOPE Academy of Public Sector Enterprises (APSE) conducts executive development programmes for PSEs' executives. It has three training halls equipped with projector, screen, sound system etc. one with capacity of 40 persons and two halls with capacity of 30 persons each for training purpose.

VIP Lounge



VIP Lounge has seating capacity of 30 delegates. CMDs, Directors, and other high level officials can use it as waiting lounge also,

Meeting Hall



Meeting hall having "U" shaped table, has a seating capacity of 62 delegates. Most widely used for small size meetings and training programmes, group power point presentations etc. and is equipped with projector and screen.

For Booking & Tariff details for Convention Center, SCOPE Minar, Laxmi Nagar please contact

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There is a wide space for vehicle parking that cater to a capacity of 550 cars, including the newly built good quality Banquet Hall wherein 300 delegates can comfortably dine at a time, making it special to deliver an all-round conducive meeting environment.

SOUTHERN REGION WORKSHOP

Advancing Low-Carbon Pathways for a Net Zero India:

LeadIT AND SUSTAINABILITY EXCHANGE VISIT FOR PSE's

24th July, 2026 (Friday)

Nalanda - BEL Academy of Excellence
(BAE), Bengaluru

9:30 am to 5:00 pm

Sustainability Exchange Visit at BEL, Bengaluru

- Gain first-hand insights into BEL's renewable energy, net-zero, and operational sustainability initiatives.
- Foster peer learning through practical exposure to replicable sustainability and decarbonisation practices.
- Visit the rejuvenated Doddabommasandra Lake to understand BEL's water stewardship initiatives.

LeadIT Knowledge Session

- Understand the role of LeadIT in accelerating low-carbon industrial transition and its relevance for PSEs.
- Explore technology pathways and support mechanisms for industrial decarbonisation.
- Facilitate dialogue with MoEFCC on advancing India's net-zero ambitions.

Eminent Speakers:

Shri Manoj Jain
CMD, BEL

Ms. Ruchika Drall
Deputy Secretary, Ministry of
Environment, Forest and
Climate Change, Govt. of India

Dr. Alexander Fisher
Project Lead, IKI India Interface
Project, GIZ India

Who Should Attend*

Senior officers from ESG, Environment & Sustainability, R&D, Operations,
Strategy and relevant departments

*Participants to Share their Aadhaar Number in Advance for Entry Pass

For Details Contact: Ms. Hema Koul - +91 95607 99550

Email: climateaction@scopeonline.in

No participation fee | Nomination on first come first serve basis | Nominations by 21st July 2026



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11th

ADVANCED GLOBAL LEADERSHIP PROGRAMME (AGLP 2.0)

by Standing Conference of Public Enterprises (SCOPE), New Delhi
in collaboration with
Indian Institute of Management (IIM), Calcutta

For further information, log on to SCOPE's official
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