

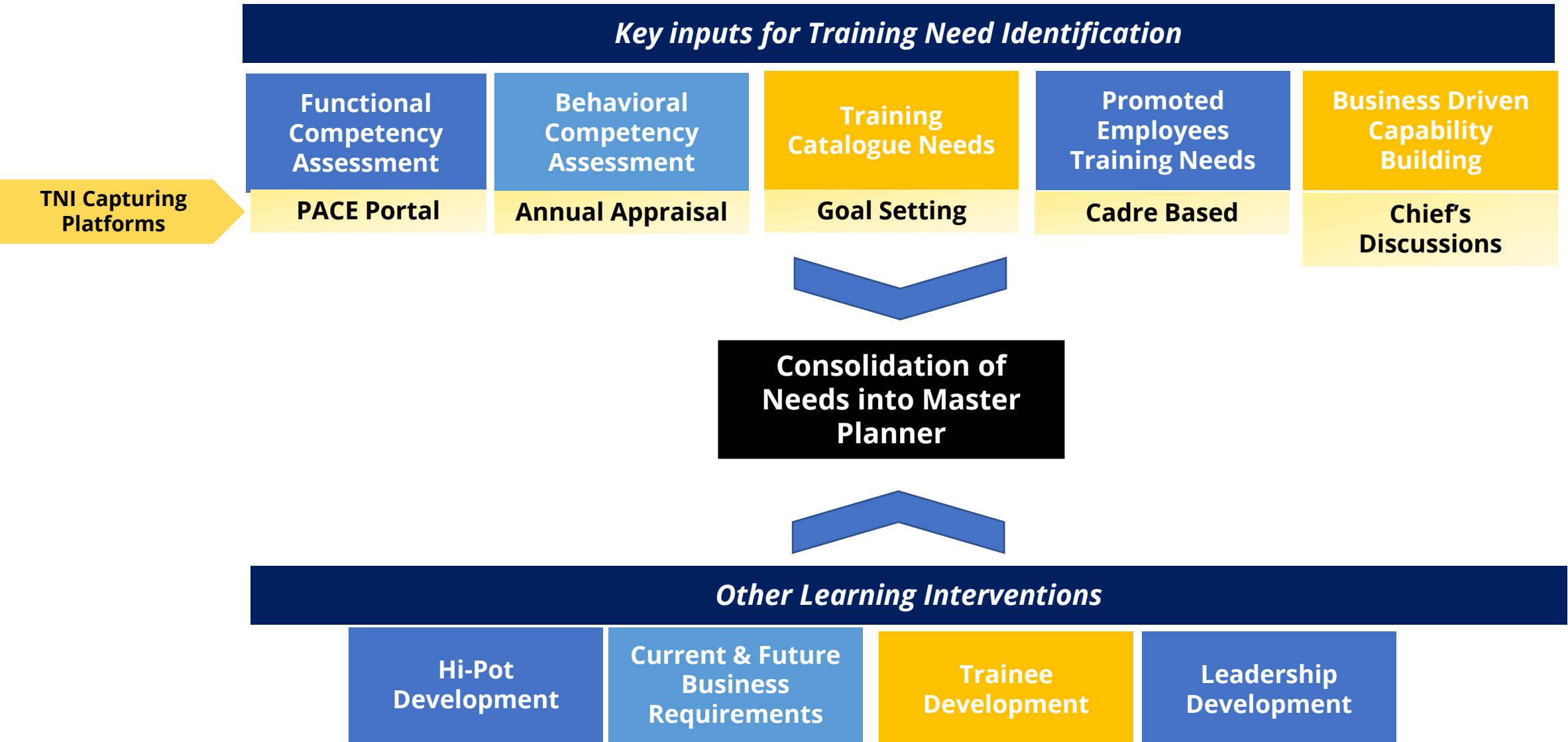
TATA Power: trainings & women leadership



Speakers:

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Training Need Identification



Training Need Identification

Inhouse Training Program

- Tailored to Organizational Need
- Cohesive Organizational culture
- Cost-Effective in Long run
- One to Many upskilling

External Training Program

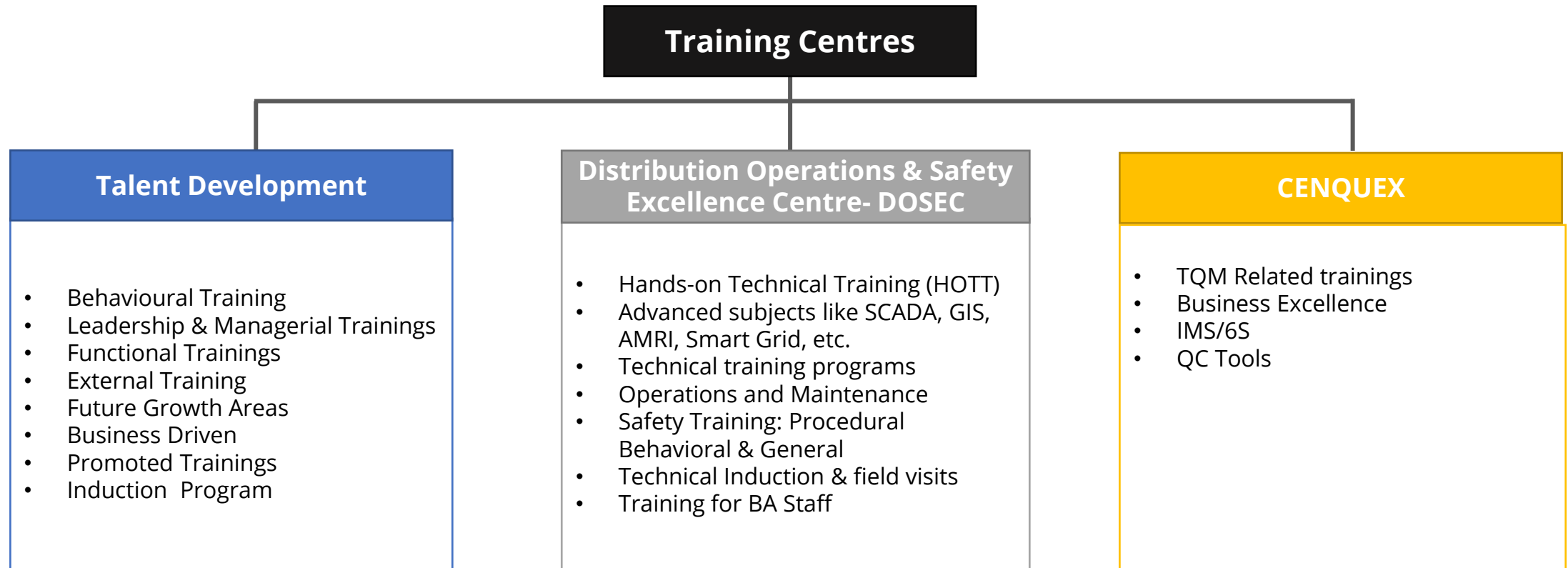
- Industry benchmarking
- Increase in professional network
- Self-Assessment
- Upskilling in specialized technology and expertise which is not available inhouse
- Competitive edge as employees are upskilled on new technologies and in -turn provide Seekh sessions to others

Online Training Program

- Cost effective -no travel, no trainer, limited infra
- AI and gaming methodology
- Interactive and real-time

Allocation of Needs to Training Centre

Training needs are mapped to relevant training departments for actualization



Methods of Trainings

Classroom /Online (Instructor Led Trainings)

This include all the trainings which are delivered by our internal faculties or external experts

E-Learning, Webinars & Blended Session

This includes trainings through our e-learning platform- Gyankosh and webinars through Webex, Microsoft teams platforms & Blended Sessions

External Training & Exposures

This include all the external exposure through high value trainings, nomination in conferences, seminars, workshops etc. nationally/ internationally

Training At Doorstep

This include trainings at employee locations-Zonal Reach-out Sessions, BD Locations

Preparation for Project Implementation - Training

Capability Building



Workshop on Smart Metering & AMI



Session by OEM on Metering Technology



SOP for online DT Meter Replacement

BA Training

Location wise Behavioural training sessions



Safety



HOTT - Practical exposure of working on live DT meter



Safety Behavioural Training for BA



JSA cum safety bag

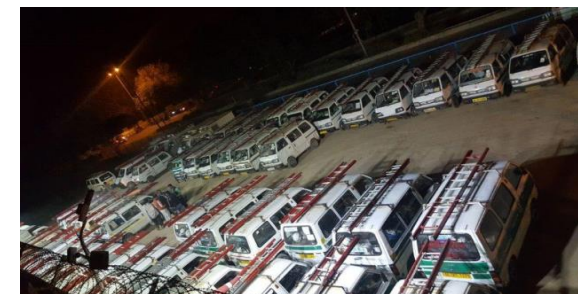
Infrastructure Development



Practice Yard at all MMG Location



In-house Test Bench- 02 Nos-15 position Single Phase & One 15 position Poly phase



Decentralised functioning - Formulation of 4 MMG hubs

Women Leadership



FY20

- WILL-Starlets for Junior Management women employees
- WILL-INSPIRE

FY21

- WILL-Bouncing back for Jr. Management women employees
- WILL- Make your Mark
- WILL-Lead n Xceed for Senior management women employees

FY22

- WILL-Believe and Achieve for Jr. Management
- WILL unravel the leader Within' for middle management.
- WILL-Lead and Xceed for Senior management

FY23

- Will- Conquer from within-Create your personal leadership brand, Emotional Intelligence, evolving as a leader covered during the program.