

REPORT ON MANAGEMENT DEVELOPMENT PROGRAMME
MDP-III-2019

The Management Development Programme for Scientific Officers of AERB was conducted from April 22-26, 2019 at Yashwantrao Chavan Academy of Development Administration (YASHADA), Pune. Total 31 participants of various divisions of AERB (OPSD, NPSD, RSD, DRI, Administration, Accounts, SRRC, SRI, DRA&C) attended the 5 day Programme. The topics included time and stress management, governance through management, effective communication skills, motivation, meetings and report writing skills, code of ethics, human factor engineering, self-assessment and SWOT Analysis, Leadership skills and lateral & Creative thinking.

On April 22, 2019, the programme was started by introduction of participants. Shri Jayant Oke gave a lecture on Motivation in which he gave details on how the motivation affects the working in a team and has a synergic effect on the team. Dr. Parag Thuse gave lecture on time and stress management in which he stressed upon the factors affecting the progression of an individual due to improper time management as well as stress management.

On April 23, 2019, Shri Mujtaba Lokhandwala gave a lecture on Code of Ethics and gave examples related to the organization. Thereafter, he trained AERB officers on meetings and report writing skills wherein he explained the precision required in report writing as well as conduct of meetings. Shri Jayant Oke gave a lecture on Lateral and Creative Thinking and explained importance of the same for solving difficult problems which enables overall growth of the personnel in an organization. He also gave some problems for solving which develops Lateral and Creative Thinking

On April 24, 2019, Shri Amarendra Chitale gave lecture on Human Factor Engineering. In the lecture, he explained importance of ergonomics in day-to day activities. He also gave the problem of designing TV remote and the participants came with different ideas of designing a TV remote with ease in operation. Shri Vishwas Bhide gave lecture on aspects of Governance through Management, in which he explained the governance of reputed companies, which resulted in their growth. Shri S.K. Chande, Former Vice-Chairman, AERB has delivered a lecture on Regulatory Decision Making in a simplified manner and the session was interactive. He also shared his experience in decision making process during his tenure at AERB.

On April 25, 2019, the participants were taken to SuryaShibir Resort neat Panshet in Pune. The participants were divided into groups and various games like tug of war , sheep and shepherd (for effective communication), etc. related to team building were arranged. The officers participated with full enthusiasm and enjoyed various other activities in the resort.

On April 26, 2019, Shri Rohan Sachdeo trained AERB officers on effective communication skills and had an activity of one to one discussion on a given topic. The aspects related to eye contact while interacting with people, body language etc. were discussed in practical way. He also explained various types of communications like passive, aggressive, passive-aggressive and assertive communicators. A lecture on Self-Assessment and SWOT Analysis; and Leader Ship skills by Shri Mujtaba Lokhandwala was arranged.

The Valedictory session was arranged on afternoon of April 26, 2019 with the valedictory address by Shri G. Nageswara Rao, Chairman, AERB. He explained that such type of training will help in building a team. He insisted that an organization can achieve the herculean tasks with collective team approach. AERB officers were requested to give a feedback on the training. The Participation Certificates were distributed to all the participants by Chairman, AERB.

The participants gave opinion that the training course covered on all the aspects are required for team building, managing stress, working in a group etc., which is required for organization like AERB. However, participants opined that most of the practical examples given in course are related to private sector. The training would be more beneficial if few practical scenarios related to regulatory body are covered.

The programme gave good insight on soft skills and overall was well received by everyone.

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AERB Participants who attended 3rd Batch of Management Development Programme