
Program Name: IICA-NPCIL two day program on “**Governance of Performance Appraisals**”

Program Date: 11-12 April 2019

Venue: NPCIL Headquarter, Mumbai

No. of participants: 25

Participant Profile: Deputy Directors, Senior Executives & Department heads of NPCIL

The Indian Institute of Corporate Affairs (IICA) with Nuclear Power Corporation of India (NPCIL) concluded a two day program on “**Governance Performance Appraisal**” on 11-12 April 2019 in Mumbai.

SoCGPP designed Program for senior level executives who are working at leadership positions in NPCIL like General Manager, Associate Directors and Departmental Heads.

The program was designed to provide an absolute understanding of Performance management system which is considered as the most critical component in the HR map of the organization. For the purpose of effective implementation of the governance operating framework it becomes crucial for the functional / vertical leaders to be aware about the importance of the performance management and having the right performance and appraisal systems in place. The system requirements needs to be understood well while capturing the expectations and challenges of those who are actually responsible for performing various tasks. Performances need to be benchmarked with regular reviews and the people need to be communicated and motivated on the aspects of bridging the gaps for higher standards of performance.

The key themes to address during the program are:

- The framework of corporate governance and the performance imperative.
- Performance Management in a Strategic Context
- Designing & Implementation of Performance Systems
- Goal Setting and Feedback Management
- Multi-Rater Feedback (360 degree appraisal)
- Balanced Score Card and Performance Analytics

Program was delivered with the mix of faculty from IICA as well as Industry Experts for making it more experiential and interactive.

Program was conducted based on IICA way of Learning incorporating conceptual orientation (know what), engagement with skill based learning (Know How), and innovative experiments with the application of knowledge (Know Why).

The pedagogy of the program was based on class room sessions, experiential learning, case studies and evidence based learning for helping those seeking answers to the challenging questions and aspects.

Program brought together 26 experienced deputy directors who have been at leadership positions and actively involved in assessing the performance of the thousands of employees working under their supervision.

Program was inaugurated by **Shri N. Nagaich**, Director HR, NPCIL and facilitated by **Dr. G P Rao**, former VP Reliance Industries, **Dr. Sagarika Ghosal**, Leadership coal & former Head HR of Metro Cash & Carry, **Mr.**

Manoj Sharma, Senior Executive Vice President, AEML & **Mr. Santosh Mallick**, GM – HE, Mazagon Shipbuilders Limited.

Dr. Niraj Gupta, Head – SoCGPP was the convener of the program and **Mr. Manoj Singh** coordinated the program. For information related to program, he can be reached at manoj Singh.iica@gmail.com

Program Pictures:



Photo: Dr. G P Rao, former VP Reliance Industries



Photo: Mr. Manoj Sharma, Senior Executive Vice President, AEML



Photo: Dr. Saagarika Ghosal, Leadership Coach & Former Head HR, Metro Cash & Carry



Photo: Shri N. Nagaich, Director HR, NPCIL



Photo: Shri N. Nagaich, Director HR, NPCIL giving certificate to the participant