

4. In-House Training Programmes For REC Employees

RECIPMT proposes to organise following training programmes for Executives of REC Ltd. However, RECIPMT may organise these training programme for other power sector organisations as per requirement.

Out of following five training programmes as per requirement two webinars and three class room training programmes are proposed to be organized on following topics.

S. No	Name of the Programme	Brief Contents	No. of Days	Dates
1	WEBINAR: Purchase Procedures and e-procurement through GEM	Purchasing system- Purchase Procedures - Tender Document Development - Vendor Rating and Vendor development - Contract Management and Managing Risk - e-procurement - GEM Portal - Hands on Experience on GEM portal & Tender Wizard	3	07-09 Dec 2020
2	Managing Change in Power Sector	Managing Change in Power Sector - Issues & Challenges, New Initiatives of Government of India - DDUGJY, Saubhagya, 24x7 Electricity, etc. - Transformational Leadership -Building Effective Teams - Managerial Communication Building Effective Interpersonal Relations-How to manage	3	21-23 Dec 2020
3	WEBINAR: Concept to Commissioning of Solar Power Plant including O&M	Renewable Policies & Solar Missions, Opportunities and challenges, Renewable grid parity and integration, Basics of Solar PV Technology (different configuration like Grid connected Rooftop) Module, Inverter & Structure, Standards & Design Selection with PV System, Testing & Commissioning, O&M	3	11-13 Jan 2021
4	Loan Documentation	Sanction Letter; Loan documentation - Alternate securities, Loan agreement/ Bulk hypothecation deed/Tripartite Escrow Agreement/Bulk Guarantee deed/ Board resolutions and checklist for documentation; Procedure for hypothecation of assets - Types of mortgage, Procedure for valuation of assets; Due diligence verification of Escrow cover; Filing of charge/creation of charges with ROC, etc.	3	15-17 Feb 2021
5	Leadership and Communication Skills	Role of Leader, Understanding of Team, Leadership styles and methods, Effective Leader and their attributes; Performance Management, Setting Objectives; Relationship Management; Self-Appraisal; Creating enthusiasm and motivation - Presentation Skills - Role Play - Group discussions, etc.	3	03-05 Mar 2021