

EXECUTIVE DEVELOPMENT PROGRAMME

For

Newly Joined Executive Trainees (HR & Law) of Damodar Valley Corporation

Organized by

**INDIAN INSTITUTE OF SOCIAL WELFARE AND BUSINESS MANAGEMENT
(IISWBM)**

Oct 16 - Nov 15, 2025

IISWBM successfully completed a 4-week Executive Development Programme, organised for the newly joined Executive Trainees (HR and Law) of Damodar Valley Corporation on October 16 – November 15, 2025. The joint collaboration with the Damodar Valley Corporation and IISWBM has become another milestone achievement and it has been achieved due to passionate involvement, guidance and support from **Shri S. Suresh Kumar, IAS, Hon'ble Chairman, Damodar Valley Corporation**. The program has been executed successfully under the supervision of **Prof. Dr. K. M. Agrawal, Hon'ble Director, IISWBM**.



Inaugural Program held on October 16, 2025 at IISWBM

Chief Guest: Shri Akhilesh Kumar, ED, HR, Damodar Valley Corporation

Guest-of-Honour: Dr D. V. Rajan, Sr GM, Damodar Valley Corporation



Valedictory Program held on November 15, 2025 at IISWBM

Chief Guest: Shri S. Suresh Kumar, IAS, Chairman, DVC

Executive development programs are crucial for organizational success, as they equip leaders with the skills and knowledge needed to navigate challenges, drive performance and foster a positive work environment. These programs enhance decision-making, leadership skills, and build trust, ultimately leading to improved organizational performance, increased productivity and higher profitability.

As a part of the venture of promotion and growth of DVC, it intends to engage its Executive Trainees, HR & Law in orientation programmes on various topics, such as Cross- functional Role of HR, Group Dynamics, Conflict prevention & resolution, Employee Welfare Policy, Talent Management in DVC, HR as a Business Partner, Performance management system, Digitalisation of HR functions, Application of Analytics & AI in HR functions, Emotional Intelligence, Training Needs Analysis, Developing leadership traits, Negotiation skills, ESG initiatives, Proactive & Responsive Conflict Management, Stress Management, Ethical, legal and Security Issues, Imbibing good cultural traits, Overview of important Labour Legislation applicable in DVC, Legal framework for the engagement & Working conditions of Contract labour, etc. The objective of these training programmes is to impart knowledge and foster administrative skills.

Total 6 newly joined Executive Trainees (HR) and 1 newly joined Executive Trainees (Law) of Damodar Valley Corporation received Certificate of Participation from **Shri S. Suresh Kumar, IAS, Chairman, DVC** on the day of Valedictory program held on November 15, 2025. Case exercise was organized by Program Coordinators, **Prof. Dr. Tanima Ray** and **Prof. Dr. Sarbani Mitra**.



Lecture Delivered by
Saibal Chatterjee
 Chairman & MD
 Lokenath Chatterjee & Sons, Kolkata

Topic: Managing People, Profit and Performance



Lecture Delivered by
Dr Moumita Sengupta
 Head, Dept of Education and Humanities
 Techno India University

Topic: Human Resource Professionals - The Educator, The Empath, The Leader



Lecture Delivered by
Dr Dhrubasish Sarkar
 Professor, NSHM College of Management &
 Technology

Topic: Digitization of HR Functions, Application of Analytics and AI in HR Functions



Lecture Delivered by
Buddhadip Mukherjee
 Faculty, IISWBM

Topic: Undaunted Leadership



**Lecture Delivered by
Dr Shantanu Mitra**
Visiting Professor, IISWBM

Topic: Corporate Law



**Lecture Delivered by
Dr S C Basu**
Visiting Professor, IISWBM

Topic: Crisis Communication



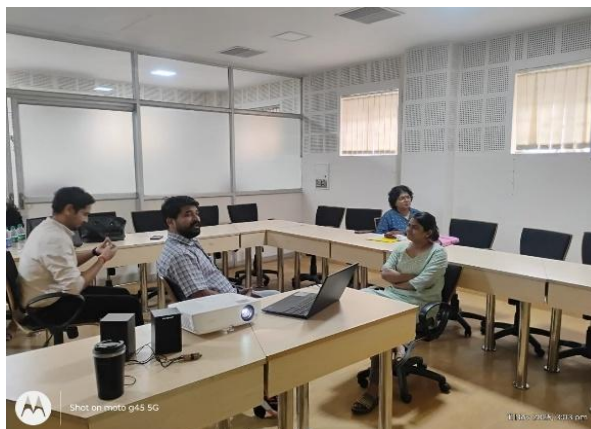
**Lecture Delivered by
Tuhina Roy David**
Sr Business Transformation Consultant
HR Reinvention, IBM

Topic: Leading with Authenticity:
Communication in the Era of AI and
Social Media



**Lecture Delivered by
Sankar Nath Mukhopadhyay**
Domain Expert (Training and
Development), DVC

Topic: Status of power plants,
substations, and major projects of DVC



Case Exercise by

Prof. (Dr.) Tanim Ray
Head, MBA, IISWBM

Prof. (Dr.) Sarbani Mitra
Professor, MBA, IISWBM

Topic: Perception, Attitude, Interpersonal Skill and Interpersonal Competence, Leadership
in the workplace of DVC



Lecture Delivered by
Ms Alokanda Roy
 Dancer and Social Activist

Topic: Positive mindset in workplace



Lecture Delivered by
Mr. Buddhadip Mukherjee
 Faculty, IISWBM

Topic: HR as a Business Partner



Lecture Delivered by
Dr. Malini Nandi Majumdar
 Faculty, MBA Dept, IISWBM

Topic: Managing Stress and Burnout:
 Fostering Psychological Wellbeing at Work



**Offering Certificate of Participation to Executive Trainees (Finance) of DVC
by Shri S. Suresh Kumar, IAS, Chairman, DVC**