



भारत सरकार
GOVERNMENT OF INDIA
ऊर्जा मंत्रालय
MINISTRY OF POWER
केन्द्रीय विद्युत प्राधिकरण
CENTRAL ELECTRICITY AUTHORITY
मानव संसाधन विकास प्रभाग
HUMAN RESOURCE DEVELOPMENT DIVISION
WEST BLOCK-II, RAMAKRISHNA PURAM, NEW DELHI-11
वेबसाइट: www.cea.nic.in, Telephone- 011-26732035



[ISO : 9001-2008]

No. 6/1/2016-HRD/ 95

Dated: 27.04.2016

To,
All organizations under MoP,
All institutes recognized by MoP/ CEA

Subject: Leadership Skills & Ethics training for officers.

Ministry of Power (MoP) vide its letter no 11/5/2016-T&R has communicated that DOP&T in collaboration with United Nations Development Programme (UNDP) has developed a National Pool of Trainers on two thematic area (i) Leadership Skills and (ii) Ethics. The main objective is to make available high quality modules designed by reputed institutes and delivered by scientifically trained National Facilitators on a pan India basis. The Leadership Skills module has been designed for Group A level officers and Ethics module for officers up to Group A level. Formats of these modules are also enclosed.

These modules are appropriate to be delivered in induction training and mid-career in-service training. All organizations under MoP and all institutions recognized by MoP/ CEA are requested to explore possibilities of delivering these modules in their training course. It is also requested to consider scheduling the leadership Skills and Ethics training for officers getting trained at their institutions/ organizations, and share the same with Shri V. K. Sinha, Director, Training and Ms. Suman Singh for engagement of National Facilitators.

Encl. As Above

(सुरता राम/ (SURATA RAM)
निदेशक)मा.सं.वि/(DIRECTOR(HRD)

No.11/5/2016-T&R
Government of India / Bharat Sarkar
Ministry of Power/Vidyut Mantralaya
* * * * *

2nd Floor, 'F' Wing, Nirman Bhavan,
New Delhi, the 15th March, 2016



To

1. Director General
National Power Training Institute
Sector-33, Faridabad
Haryana.

2. Chairman,
Central Electricity Authority
Sewa Bhawan, R.K.Puram,
New Delhi-110066.

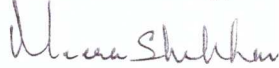
Subject : Leadership Skills & Ethics training for officers.

I am directed to enclose herewith a d.o.letter dated 23 Feb 2016 received from Shri Pramod Kumar DAS JS, M/o Personnel, Public Grievances & Pensions, DOP&T, wherein it is stated that DOP&T in collaboration with United Nations Development Programme (UNDP) has developed a National Pool of Trainers on two thematic areas (i) Leadership Skills and (ii) Ethics. The main objective is to make available high quality modules designed by reputed institutes and delivered by scientifically trained National Facilitators on a pan India basis. The Leadership Skills module has been designed for Group A level officers and Ethics module for officers up to Group A level. Formats of these modules are also enclosed.

2. These modules are appropriate to be delivered in induction training and mid-career in-service training. You are requested to explore possibilities of delivering these modules in your training courses. You are also requested to consider scheduling the Leadership Skills and Ethics training for officers getting trained at your institutions/institutions recognised by MoP/CEA, and share the same with Shri V.K.Sinha, Director, Training and Ms. Suman Singh for engagement of National Facilitators.

Encl : As above

Yours faithfully,


(Meera Shekhar)

Deputy Secretary to the Govt of India
Tele: 23062439

मानव संसाधन विकास प्रभाग
आवक सं. 217
दिनांक 21-3-2016

MSH
16.03



सत्यमेव जयते

No. 12039/8/2015-SHRM

23 February, 2016

Dear Sir,


Department of Personnel and Training (DoPT) in collaboration with United Nations Development Programme (UNDP) has developed a National Pool of Trainers on two thematic areas (i) Leadership Skills and (ii) Ethics. The objective is to make available high quality modules designed by reputed institutes and delivered by scientifically trained National Facilitators on a pan India basis. The Leadership Skills module has been designed for Group A level officers and Ethics module for officers up to Group A level. The module may be delivered as part of the existing Induction Training and In-service Training programmes. These modules are available in 2 day and 3 day formats (course design for these formats are enclosed).

2. These modules are appropriate to be delivered in Induction training and mid-career in-service training of your cadre. You are requested to explore possibilities of delivering these modules to your officers in every available opportunity. We believe the quality of modules developed by DoPT and the skills of National Facilitators will have deep impact and ensure better learning of skills among your officers. List of National Facilitators on Leadership Skills and Ethics is enclosed.

3. You are requested to schedule the Leadership Skills and Ethics training for officers getting trained at your CTI and share the same with Shri V. K. Sinha, Director, Training (sinha.vijay@nic.in) and Ms. Suman Singh (suman.singh@undp.org) for engagement of National Facilitators.

with regards,

Yours sincerely,


(P. K. Das)

Encl: As above

Shri Pradeep Kumar Pujari
Secretary
Ministry of Power
New Delhi



सूचना
का अधिकार

Basic Leadership Skills Program for Government Officers

Full Version (3 Days)

Learning Objectives

- Understand self to be better prepared for their leadership developmental journey
- Comprehend the power of influence in the functioning of leadership.
- Relate to the traits and behaviours associated with leadership.
- Deal with the multiple stakeholders in a complex and multicultural environment.
- Gain a greater appreciation of resiliency and some practical notions of actually becoming more resilient.
- Emphasize understanding of program content and ability to transfer and apply it in the public administration.

Program Outcomes:

- Enhance self-awareness level
- Increase personal leadership impact
- Gain insights into leaders and leadership development
- Enhance awareness on giving and receiving feedback as a developmental tool
- Gain insights into personal preferences
- Develop a structured goal setting and action planning process for translating learning into sustainable development

Pre-Work

The participants would be required to complete the following pre-work before program starts

- Leadership Inventory (Pen and Paper version)
- Influence Tactics inventory (Pen and Paper version)

Program Windowpane – 3 Day Version

Day 1	Day 2	Day 3
<p><i>Start Time: 9.00 a.m.</i></p> <ul style="list-style-type: none"> • Welcome and Introductions • Leader Role Models • What is Leadership? • CCL's Leadership framework : Direction- Alignment – Commitment Model • Giving and Receiving Feedback : Introduction to the SBI Feedback Model 	<p><i>Start Time: 8.30 a.m.</i></p> <ul style="list-style-type: none"> • Check In • Influencing <ul style="list-style-type: none"> • Personal Preferences: Influence Inventory • Influence Tactics • View Twelve Angry Men • Debrief of the movie • Understanding stakeholders of a government officer 	<p><i>Start Time: 9.00 a.m.</i></p> <ul style="list-style-type: none"> • Check In • Resiliency Presentations in groups • Case Study Discussion #3 • SBI Consolidation • Peer Feedback Session in groups
LUNCH 1:00 – 2:00	LUNCH 1:30 – 2:30	LUNCH 1:30 – 2:30
<ul style="list-style-type: none"> • Case Study Discussion #1 • Leadership Inventory • ACS Model and the Learning Curve • Experiential Activity : Organizational Maze Experiential Activity • Share Learnings and close for the Day <p><i>Day Ends 6.00 pm</i></p>	<ul style="list-style-type: none"> • Case Study Discussion #2 • Experiential Activity : Hollow Squares • Introduction to Resiliency and Prep for Resiliency Presentations 4 • Share Learnings <p><i>Day Ends 6.00 pm</i></p>	<ul style="list-style-type: none"> • Consolidation and Goals Setting • Goal Sharing • Evaluations and Closing Remarks <p><i>Day Ends 4.00 pm</i></p>

Modified Version (2 Days)

Based on the request from DoPT a modified version of 2 Days is enclosed

Learning Objectives

- Understand self to be better prepared for their leadership developmental journey
- Comprehend the power of influence in the functioning of leadership.
- Relate to the traits and behaviours associated with leadership.
- Deal with the multiple stakeholders in a complex and multicultural environment.
- Emphasize understanding of program content and ability to transfer and apply it in the public administration.

Program Outcomes:

- Enhance self-awareness level
- Increase personal leadership impact
- Gain insights into leaders and leadership development
- Enhance awareness on giving and receiving feedback as a developmental tool
- Gain insights into personal preferences
- Develop a structured goal setting and action planning process for translating learning into sustainable development

Pre-Work

The participants would be required to complete the following pre-work before program starts

- Influence Tactics inventory (Pen and Paper version)

Program Windowpane – 2 Day Version

Day 1	Day 2
<p><i>Start Time: 9.00 a.m.</i></p> <ul style="list-style-type: none"> • Welcome and Introductions • Leader Role Models • What is Leadership? • CCL's Leadership framework : Direction-Alignment – Commitment Model • Giving and Receiving Feedback : Introduction to the SBI Feedback Model 	<p><i>Start Time: 8.30 a.m.</i></p> <ul style="list-style-type: none"> • Check In • Influence Tactics • View Twelve Angry Men • Debrief of the movie • Understanding stakeholders of a government officer
LUNCH 1:00 – 1:45	LUNCH 1:00 – 1:45
<ul style="list-style-type: none"> • Case Study Discussion #1 • Leadership Inventory • ACS Model and the Learning Curve • Experiential Activity : Organizational Maze Experiential Activity • Introduction to Influence : <ul style="list-style-type: none"> • Personal Preferences : Influence Inventory • Share Learnings and close for the Day <p><i>Day Ends 6.30 pm</i></p>	<ul style="list-style-type: none"> • Experiential Activity : Hollow Squares • SBI Consolidation • Peer Feedback Session in groups • Consolidation and Goals Setting • Goal Sharing • Evaluations and Closing <p><i>Day Ends 6.30 pm</i></p>

Ethics and Values in Public Governance (Two Day Programme Architecture)

Timings	Day 0	Day 1	Day 2
6.30-7.30 a.m		<ul style="list-style-type: none"> Life's Balance Sheet -I (Relating pg 1 & 2 with ethical conduct) 	<ul style="list-style-type: none"> Life's Balance Sheet -II (Relating pg 3 & 4 with drop in ethical conduct)
9.00-10.30 a.m		BREAKFAST <ul style="list-style-type: none"> The Present Context of Public Governance Why do we need Ethics & Values in Public Governance today? Model of Ethics and Values in Public Governance 	<ul style="list-style-type: none"> Inner Governance II: Building Relationships - The family and at work Experience-based learning
11.00-12.30 p.m		TEA BREAK <ul style="list-style-type: none"> Inner Governance 1: An introduction Real life examples of Inner Governance in Practice 	<ul style="list-style-type: none"> Inner Governance 3: Care for our Environment
2.00-4.00 p.m		LUNCH BREAK <ul style="list-style-type: none"> Ethical Dilemmas in Life and in Public Governance Participants to share and explore solutions 	<ul style="list-style-type: none"> Along with the story, an experiential learning exercise on Character and Competence
4.30-6.00 p.m		TEA BREAK <ul style="list-style-type: none"> Ethical Leadership in Public Governance (Inspiring, practical interaction with external speaker to share his / her insights and stories) 	<ul style="list-style-type: none"> Accountability: Taking a stand Commitments: Pledge, Feedback and Closing Circle
6.00 – 7.30 p.m	<ul style="list-style-type: none"> Welcome & Norms Connection & Orientation 	<ul style="list-style-type: none"> An inspiring video followed by informal discussions in small groups 	

This entire programme will have the following ethos interspersing all sessions:

- Accountability, Creativity/Possibility Thinking, Going Within, Positivity, Positive Vision and Inspiring Goals, Actions, Action to do?



Government of India



Ethics and Values in Public Governance (Three Day Programme Architecture)

TIMINGS	DAY 0	DAY 1	DAY 2	DAY 3
6.30 – 7.30 a.m.		• Soul Nurture Walk : Communion With Nature	• Life's Balance Sheet (Part 1: Pages 1 and 2)	• Life's Balance Sheet (Part 1: Pages 3 and 4)
9.30 - 10.45 a.m.		• Context Setting for Ethics in Public Governance	• Inner Governance 1 : The process of daily listening to one's 'inner voice' for direction PHUL – Purity, Honesty, Unselfishness and Love: Finding the 'inner compass'	• Inner Governance 2 : Managing Relationships: Work and Inter-Generations
10.45 - 11.00 a.m.			TEA - BREAK	
11.00 - 12.15 p.m.		• What is Ethics? • Frame Work Of Ethical Governance: Connection and Care for Self, Relationships & Environment	• Dealing with Ethical Dilemmas: How to and Live Your Best.(Discussion and Story Work) • Using Creativity, Accountability and Positivity in Public Service / Dealing	• The Core • The Environment Crisis and our Role in The Service
12.15 - 1.30 p.m.			LUNCH - BREAK	
1.30 - 2.30 p.m.				
2.30 - 3.45 p.m.		• What is my Life Purpose? JEEP - Joy, Energy, Enthusiasm, Peace • Leading a Stress-free and Wholesome Life in all dimensions	• Relationships at Work (Leadership (Caring for our People in the Public Service and also the Public) • Listening to and addressing Grievances	• How can we do individually and collectively? • The Role of Participants and Leadership Moving Forward
3.45 - 4.00 p.m.			TEA - BREAK	
4.00 - 5.15 p.m.		• Services : Kal, Aaj aur Kal... • Understanding Ethics in the Services • Sharing of Experiences	• Experiential Learning on Ethics : POT • Benefits of Ethics and Values	• Community Building • Action Planning and Commitment • Feedback • Closure
7.30 – 8.30 pm			DINNER	
8.30-9.15 p.m.	• Welcome & Norms • Connection & Orientation	• An inspiring video followed by informal discussions in small groups	• Sharing in Family Groups	

This entire programme will have the following ethos interspersing all sessions:

- Accountability, Creativity/Possibility Thinking, Going Within, Positivity, Positive Vision and Inspiring Goals, Actions: What is more...

National Facilitator Groups for Leadership Skills

Group Clusters	Name	Designation & Department/Organisation	Location	Phone number	Email id	Course Director
Group 1	Dr. Vishwapati Trivedi	Retd. Secretary & current Chairman, National Shipping Board	Delhi	011-23710189	chmnsb-ship@nic.in	Course Director: Dr. Vishwapati Trivedi
	Sudhir Kumar Sharma	Director Railway Stores (M), Ministry of Railways	Delhi	011-23073191, 9910487519, 9969637560	sudhir.sharma.k@gmail.com	
Group 2	Commander Yogendra Prakash Sharma	Joint Director (Org), Directorate of Organisation, HQ IDS, Ministry of Defence	Delhi	8447221551, 011-23014406	yogendra_1006@yahoo.com	Course Director: * Commander Yogendra Prakash Sharma
	Dr. Rachna Gupta	Assistant Professor, Haryana Institute of Public Administration	Gurgaon	9810882811	rg153@rediffmail.com	
Group 3	S. K. Srivastava	Retd. (Secretary), Ministry of Coal	Delhi	9910059472	sksrivastava_7854@rediffmail.com	Course Director: S. K. Srivastava
	Vikram Gulati	Director, Pay Commission-II, Railway Board, Ministry of Railways	Delhi	011-23370080, 9910487450	vikramgulati11@rediffmail.com	
Group 4	Anup Kumar Thakur	Retd. Secretary, Ministry of Agriculture	Delhi	9818070005	anupthakur@yahoo.co.uk	Course Director: Anup Kumar Thakur
	K. Govindarajulu	Joint Director, Institute of Secretariat Training and Management	Delhi	011-26164285	kg.rajulu@nic.in	
	Ashok Kumar Garg	Retd. CMD, MTNL	Noida	9868211000, 0120-2580333	akgarg1654@gmail.com	

Group 5	M.P. Sethy	Retd. Senior Principal Director, Ministry of Defence	Delhi	9958483963	mpsethy@rediffmail.com	Course Director: M.P. Sethy
	Ashish Joshi	Deputy Director General, Ministry of Communications and IT, Department of Telecom	Delhi	9868001616	ashishchandrajoshi@gmail.com	
Group 6	H.M. Mishra	Director, National Institute of Governance and Urban Management	Bhopal	0755-2555002	hmm.mpa@gmail.com, hmm@mpurban.gov.in	Course Director: Sudhir Krishna
	Sudhir Krishna	Retd. Secretary, Ministry of Urban Development	Gurgaon	8800388000	sudhir.krishna2013@gmail.com	
	Mrinalini Sawant - Nimbalkar	Deputy Collector & Assistant Professor, YASHADA	Pune	9923207757	mrinalini13@gmail.com	
Group 7	Rajiv Manjhi	Director, Directorate General of Health Service, Ministry of Health & Family welfare	Delhi	9868471347, 8860067378	rajivmanjhi@yahoo.com	Course Director: Brigadier Sekhar Visvanathan
	Brigadier Sekhar Visvanathan	Retd. Addl. DG, Prasar Bharti	Noida	0120-2455769, 9868249836	vishfame@gmail.com	
	Rajesh Saxena	Director, Defence Headquarters Training Institute	Delhi	9810488416	rasax59@yahoo.co.in	
Group 8	Dr. V.C. Goyal	Head, Research Management & Outreach Division, National Institute of Hydrology	Roorkee	01332-273690, 09412999725	vcgoyal@yahoo.com	Course Director: Dr. Dvijendra Kumar Sharma
	Dr. Dvijendra Kumar Sharma	Joint Secretary, Ministry of Panchayati Raj	Delhi	9899761167	digft@gmail.com	
	Umesh Chandra Joshi	Retd. Deputy Director, State Institute of Rural Development	Lucknow	9335588727	joshiumesh56@yahoo.com	
	Vinai Kumar Kanaujia	Director(IT), Department of Telecommunications	Delhi	011-23036509, 9013131052	vk.kanaujia@gov.in	

National Facilitator Groups for Leadership Skills

Group Clusters	Name	Designation & Department/Organisation	Location	Phone number	Email id	Course Director
Group 1	Dr. Vishwapati Trivedi	Retd. Secretary & current Chairman, National Shipping Board	Delhi	011-23710189	chmnsb-ship@nic.in	Course Director: Dr. Vishwapati Trivedi
	Sudhir Kumar Sharma	Director Railway Stores (M), Ministry of Railways	Delhi	011-23073191, 9910487519, 9969637560	sudhir.sharma.k@gmail.com	
Group 2	Commander Yogendra Prakash Sharma	Joint Director (Org), Directorate of Organisation, HQ IDS, Ministry of Defence	Delhi	8447221551, 011-23014406	yogendra_1006@yahoo.com	Course Director: Commander Yogendra Prakash Sharma
	Dr. Rachna Gupta	Assistant Professor, Haryana Institute of Public Administration	Gurgaon	9810882811	rg153@rediffmail.com	
Group 3	S. K. Srivastava	Retd. (Secretary), Ministry of Coal	Delhi	9910059472	sksrivastava_7854@rediffmail.com	Course Director: S. K. Srivastava
	Vikram Gulati	Director, Pay Commission-II, Railway Board, Ministry of Railways	Delhi	011-23370080, 9910487450	vikramgulati11@rediffmail.com	
Group 4	Anup Kumar Thakur	Retd. Secretary, Ministry of Agriculture	Delhi	9818070005	anupthakur@yahoo.co.uk	Course Director: Anup Kumar Thakur
	K. Govindarajulu	Joint Director, Institute of Secretariat Training and Management	Delhi	011-26164285	kg.raju@nic.in	
	Ashok Kumar Garg	Retd. CMD, MTNL	Noida	9868211000, 0120-2580333	akgarg1654@gmail.com	

Group 5	M.P. Sethy	Retd. Senior Principal Director, Ministry of Defence	Delhi	9958483963	mpsethy@rediffmail.com	Course Director: M.P. Sethy
	Ashish Joshi	Deputy Director General, Ministry of Communications and IT, Department of Telecom	Delhi	9868001616	ashishchandrajoshi@gmail.com	
Group 6	H.M. Mishra	Director, National Institute of Governance and Urban Management	Bhopal	0755-2555002	hmm.mpa@gmail.com, hmm@mpurban.gov.in	Course Director: Sudhir Krishna
	Sudhir Krishna	Retd. Secretary, Ministry of Urban Development	Gurgaon	8800388000	sudhir.krishna2013@gmail.com	
	Mrinalini Sawant - Nimbalkar	Deputy Collector & Assistant Professor, YASHADA	Pune	9923207767	mrinalinidc13@gmail.com	
Group 7	Rajiv Manjhi	Director, Directorate General of Health Service, Ministry of Health & Family welfare	Delhi	9868471347, 8860067378	rajivmanjhi@yahoo.com	Course Director: Brigadier Sekhar Visvanathan
	Brigadier Sekhar Visvanathan	Retd. Addl. DG, Prasar Bharti	Noida	0120-2455769, 9868249836	vishtamilie@gmail.com	
	Rajesh Saxena	Director, Defence Headquarters Training Institute	Delhi	9810488416	rasax59@yahoo.co.in	
Group 8	Dr. V.C. Goyal	Head, Research Management & Outreach Division, National Institute of Hydrology	Roorkee	01332-273690, 09412999725	vcgoyal@yahoo.com	Course Director: Dr. Dvijendra Kumar Sharma
	Dr. Dvijendra Kumar Sharma	Joint Secretary, Ministry of Panchayati Raj	Delhi	9899761167	digfrt@gmail.com	
	Umesh Chandra Joshi	Retd. Deputy Director, State Institute of Rural Development	Lucknow	9335588727	joshiumesh56@yahoo.com	
	Vinai Kumar Kanaujia	Director(IT), Department of Telecommunications	Delhi	011-23036509, 9013131052	vk.kanaujia@gov.in	

Group 9	Sudeshna Sen	Secretary, NCERT	Delhi	9910153583	supisen@gmail.com	Course Director: Sudeshna Sen
	Padma Angmo	Deputy Secretary, Election Commission of India	Delhi	9971157111	padma.angmo@eci.gov.in	
	Saket Kumar	Capacity Development Analyst, UNDP	Delhi	8527914777	saket.kumar@undp.org	
Group 10	Anjali Bhawra	Principal Secretary, Tourism and Culture Affairs, Govt. of Punjab	Chandigarh	9417601764	abhawra@hotmail.com	Course Director: Anjali Bhawra
	Dr. Lalit Mohan Joshi	Retd. (Additional Director), State Institute of Rural Development	Delhi	7376530050	lmjoshi24@rediffmail.com	
	Satyajit Mishra	Joint Director, Institute of Secretariat Training and Management	Delhi	011-26161375, 9999137223	satyajit.mishra@nic.in	

National Facilitator Groups for Ethics

Group Clusters	Name	Designation	Location	Phone Number	Email id	Course Director
Group 1	Upendra Nath Bora	Retd. Secretary, Urban Development	Guwahati	098640-91296	unbora@rediffmail.com	Course Director: Upendra Nath Bora
	V. Perumal	Retd. Deputy Controller of Communication Accounts, Department of Telecommunications	Chennai	9444979064	vperumal.aps@gmail.com	
	S. S. Khanka	Professor (HR) & Course Director (FPM), National Institute of Financial Management	Faridabad	9560840090	sskhanka05@rediffmail.com	
Group 2	Krishna Mohan	Retd. Add. Chief Secretary	Chandigarh	9876666666	krishnamohan718@gmail.com	Course Director: Krishna Mohan
	Prachish Khanna	Director (Establishment), Department of Telecommunications	Delhi	9013135030	prachish.khanna@nic.in	
	Mrs. Vinod Jindal	Retd. Director, Ministry of Urban Development	Delhi	9717434112	vjindal2001@yahoo.co.in	
Group 3	K. K. Chug	Retd. (Director), Department of Personnel & Training	Delhi	9968290016	chug.krishan@gmail.com	Course Director: Mrs. Vinod Jindal
	Sukhbir	Director, Department of Telecommunications	Delhi	9013130594	Sukhbir1111@gmail.com	
	Inderjeet Mittal	Retd. Principal Staff Officer, Ministry of Earth Sciences	Delhi	9899731303	ijmittal49@gmail.com	
Group 4	V K S Chauhan	Retd. Additional Director, Directorate of Training, UTCS, Govt. of Delhi	Delhi	9868213787	chauhanvks@yahoo.co.in	Course Director: Inderjeet Mittal

Group 5	K S Samarendra Nath	Director, Ministry of Steel	Delhi	9899221822	samar.nath@nic.in	Course Director: K S Samarendra Nath
	Hrishikesh Snaran	Retd. Director General and Ombudsman, Indirect Taxes	Delhi	9871212294	hsharan@hotmail.com	
	R.K. Gulati	Assistant Professor, Haryana Institute of Public Administration	Gurgaon	9810473203	rakesh.gulati@nic.in	
Group 6	Manish Kumar Jha	Joint Director, Institute of Secretariat Training and Management	Delhi	9810825824	manish.jha@nic.in	Course Director: Manish Kumar Jha
	G.S.Krishnan	Retd Secretary and Director, National Productivity Council	Delhi	9871323211	krishnangs13@gmail.com	
Group 7	Viresh Kumar Bhawra	Additional Director General of Police, Department of Home Affairs and Justice	Chandigarh	9478853003	vkbhawra@hotmail.com	Course Director: Viresh Kumar Bhawra
	Sunil K Gulati	Additional Chief Secretary, Social Justice and Empowerment, Govt. of Haryana	Chandigarh	9650334888	sunilaci@gmail.com	
Group 8	N.K. Rai	Retired Head of Department- Psychology, National Institute for Visually Handicap Dehradun, Ministry of Social Justice	Ghaziabad	9818095550	raidrناreshk@hotmail.com	Course Director: N. K. Rai
	Uday S Chattopadhyay	Deputy Director, Institute of Secretariat Training and Management	Delhi	9899628850	udayschattopadhyay@gmail.com, uday.sc@nic.in	