



INSIGHTS

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Hon'ble Vice President of India Flags off 92nd Foundation Course for AIS & CCS Officers



Hon'ble Vice President Lighting the Lamp

The 92nd Foundation Course (FC) for 207 Officer Trainees(OTs) of All India Services & Central Civil Services, being hosted by Dr. MCR HRD Institute of Telangana on behalf of LBS National Academy of Administration, Mussoorie and Dept. of Personnel & Training (DoPT), Govt. of India, took off magnificently on September 4th, 2017. Professionalism and warmth marked the inaugural function. The famed hospitality of Hyderabad, of course, was an icing on the cake.

Sri Venkaiah Naidu, Hon'ble Vice President of India, who was the Chief Guest, called on the OTs to adhere to the principles of empathy, efficiency, impartiality, and incorruptibility.

Sri Venkaiah Naidu said that the principles of impartiality and incorruptibility were contained in Sardar Patel's exhortation and added that the country expects high levels of performance and integrity from civil servants and look upon them as role models of

good behaviour.

He called for building partnership with civil society and private sector so that pace of development could be accelerated and quality of services improved significantly.

Earlier in his welcome address, Sri B P Acharya, IAS, Special CS Planning & DG of the Institute said that the OTs, who have come from all over the country, belong to various services. "Diversity in terms of their composition and background makes our task even more challenging", he added.

Later, the OTs were administered oath by Smt. Upma Chawdry, Director, LBS National Academy of Administration, which was followed by the Academy song.

Sri Mohammed Mahamood Ali, Hon'ble Deputy Chief Minister of Telangana graced the occasion.

Smt. Anitha Balakrishna, IA & AS JDG of the Institute & Course Coordinator proposed a vote of thanks.

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Feature Editor
Dr. Mohd. Abbas Ali
Senior Professor

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Group Photo of the OTs with Hon'ble Vice President of India and Other Dignitaries

Important Events

ISB Attachment

The OTs had a two-day attachment at the Indian School of Business (ISB) on October 25th & 26th, 2017. As a part of this, a number of globally-acclaimed faculty members of the ISB addressed them on such themes as Mindful Leadership, Digital Transformation in Public Governance, Data Needs for Development, Urbanization & Smart Cities, Capacity Building Initiatives of the ISB in Government, Monitoring & Evaluation of Government Schemes, etc.



Sri B P Acharya, IAS Presenting a Memento to Professor Sripada Chandrasekhar

Dr. Sripada Chandrasekhar, Professor & Executive Director, Centre for Human Capital & Leadership Initiatives said that the mind-boggling changes that have taken place in the profile of employees in Government sector call for corresponding changes in the leadership styles of civil servants. He called upon them to adopt servant leadership in order to fulfil the dynamic aspirations of different stakeholders.

Dr. Chandra Chowdhury, Executive Director-MIGM & Professor of Operations Management & Information Systems said that citizens are the most important stakeholders in the conceptualisation and execution of projects for smart cities. He presented case studies of Singapore, Chandigarh, and Amaravati to highlight the challenges relating to urbanization and smart cities.

Professor Ashwin Chhatre, Visiting Professor in Economics & Public Policy advised the OTs to use data as extensively as possible in order to improve quality of their decisions.

Dr. Prashant Gupta, Principal Director-R & D & Cloud Computing, Microsoft India and Dr. Tarun Jain, Assistant Professor, Economics & Public Policy also spoke in the technical sessions.

Sri B P Acharya, IAS, Spl. CS Planning & DG of the Institute, in the Valedictory Function, said that the ISB Attachment is a first-of-its-kind initiative for any foundation course for All India Services and Central Civil Services officers in the country and expressed hope that this will set a precedent for future.

Ms. Mamtha Reddy, Head – Government & Public Sector at the Centre for Executive Education

conceptualized and led the two-day program delivery, including the Valedictory Function.



Sri B P Acharya, IAS Addressing in the Valedictory Function

Panel Discussion on SDGs

The Institute conducted a “Panel Discussion on Sustainable Development Goals (SDGs)” on November 2nd, 2017. Sri Yuri Afanasiev, United Nations Resident Coordinator in India paid glowing tributes to India for playing a leadership role in defining contours of major global agreements relating to SDGs. “It is commendable to see that Government of India is showing strong commitment to SDGs by launching innovative schemes in order to achieve their goals”, he said.



Release of e-Learning Module on SDGs.

Dr. A.K. Jain, Advisor, NITI Aayog said that SDGs are equally relevant to all civil servants, irrespective of the services to which they belong. He stated that SDGs are inter-connected and, therefore, need extensive inter-departmental coordination among officers rather than confining themselves to their watertight compartments.

Sri B. P. Acharya, IAS, Special CS Planning & DG of the Institute, who moderated proceedings of the Panel Discussion, underlined the importance of SDGs for the multifaceted and inclusive development of the country, and added that the e-Learning modules produced by the Institute, will go a long way in creating awareness about SDGs among a whopping 9000 Government employees at grass roots level.

Important Events (Cont..)

Army Symposium

The Institute conducted an Army Symposium on November 15th, 2017 in order to sensitize the OTs on issues relating to national security. Major General N Srinivas Rao, General Officer Commanding, Telangana and Andhra Sub Area addressed the OTs on **“Shaping Our Immediate Neighbourhood: India’s Biggest Security Challenge”**. Major General Rao gave away Gold, Silver, and Bronze Medals to Sri Mohit Handa, IPS, Sri Ganesh Kumar, IPOS, and Sri Wavhal Vaibhav Balasaheb, IRS (C & CE), respectively in the Army Essay Competition 2017, conducted by the Army HQ for the OTs.



Major General N Srinivas Rao Lighting the Lamp

Sri B P Acharya, IAS, Spl. CS Planning and DG of the Institute said that both civil servants and army officers have an important role to play in taking the country to greater heights and stressed upon the need for a live interface and cooperation between them in achieving the national goals. While paying glowing tributes to the Indian army for its worth-emulating role in the relief and rehabilitation work, as and when calamities struck the country, he called upon civil servants to support army personnel not only during their service but also after their retirement.

Dr. P Srinivas Memorial Lecture

The Institute organized Dr. P Srinivas Memorial Lecture on **“Challenges in Left Wing Extremism Affected Areas”**, on September 12th, 2017. The lecture was delivered by Sri K Vijay Kumar, IPS (Retd.),



Sri B P Acharya, IAS Presenting a Memento to Sri K Vijay Kumar, IPS(Retd.)

Senior Security Advisor, Ministry of Home Affairs, Govt. of India. “Mere killing of terrorists is not the full answer. Addressing the issue is equally important”, he said.

Sri Vijay Kumar pointed out that a 'service is a product' and police is a service and the public are entitled to a fine product - namely, a top class policing. He stated that for police reforms, integrated interventions, rather than piecemeal initiatives, are needed.

Sri Vijay Kumar said that mere establishment of police stations is not enough in controlling crime. He cited the backlog of cases on trial. “Once a crime occurs, the detection - arrest - recovery - prosecution-penalty/imprisonment are a continuum between each of which there should be the least gap”, he said and called for better coordination among State and Central Governments, police, army, and different departments of Government for finding an enduring solution to the problems of insurgency.

Advising the OTs to become impact-making leaders, Sri Vijay Kumar said that if they are equipped with right moral compass and up-to-date professional skills, political interference is more imaginary than real.

Award of e-Learning Program Completion Certificates

The Institute awarded certificates on November 16th, 2017 to 125 OTs, who successfully completed 15 e-Learning modules, designed by DoPT, Government of India. Sri K. Srinivas, IAS, Joint Secretary, DoPT, who was the Guest of Honour at the event, called upon the OTs to learn and perfect the art of administration, on a continuous basis, in order to keep their skill sets current and up-to-date. He stated that civil servants are required to respond to the expectations and aspirations of people, at a fast pace, considering the spectacular changes that have been taking place at the place of work and the society at large.



Sri K Srinivas, IAS Giving Away Certificate to an OT

Important Events (Cont..)

Sri B P Acharya, IAS, Spl. CS Planning & DG of the Institute said that the e-Learning modules will be greatly instrumental in enriching quality of soft skills which are equally important not only for employees at lower but also at middle and top rungs of organization hierarchy.

On this occasion, second edition of magazine published by Society of Contemporary Affairs was released. Sri Atul Vikas Kulkarni, IPS and Miss Prachi Singh, IPS bagged the first and second prizes, respectively for their articles published in the magazine.



Release of Magazine Published by Society of Contemporary Affairs

The OTs Rolled Out FETE—A Fun-Filled Event

The OTs organized FETE – a day-long fun-filled food-cum-recreation extravaganza on October 28th, 2017. The event was inaugurated by Smt. Anitha Balakrishna, IA & AS, JDG of the Institute & Coordinator of the 92nd FC by releasing colourful balloons in the air.



Inauguration of FETE by Smt. Anitha Balakrishna, IA&AS

The OTs were seen dishing out authentic and mouth-watering delicacies from across the country such as Puttu Curry (Kerala), Bisibelepath (Karnataka), Dabeli (Maharashtra), Kawa (Kashmir) as well as various kinds of chats and bhel-puri, which were relished by one and all. In addition, there were a number of interesting games stalls, including Lift the Brick, Break the Pyramid, Lucky Seven, etc., which captured the imagination of the visitors.

The challenge before the OTs was to run their respective stalls as successful business propositions and to generate net profits to be donated to an NGO committed to the cause of amelioration of the lot of the weaker sections of society.



Food and Games Stalls at the FETE

The event was a vibrant platform for the OTs to learn such concepts of management as planning, coordination, interpersonal skills, leadership, team building, etc. and thereby enrich their managerial and entrepreneurial acumen.

Sports Meet

The Institute conducted Sports Meet on November 18th, 2017 at Parade Ground of Telangana State Special Police Battalion. Over 200 OTs participated in it with zeal and fervour. Sri Mahesh Bhagawat, IPS, Commissioner of Police, Rachakonda and Sri Y Srinivas Rao, Commandant, Telangana State Special Police Battalion were the Chief Guest and the Guest of Honour, respectively. The purpose of the event was not only to celebrate the victories but also to impart lessons on sportsman spirit and promote camaraderie among the OTs.



Smt. Anitha Balakrishna, IA&AS Flaging off a Track Event

The OTs competed for medals in Track Events, Long Jump, Short Put Throw, Discus Throw, Musical Chairs, Tug-of-War, etc. While they won medals in different events, Kum. Aotula T Imchen, IPS and Dr. Sandeep Chakravarthy, IPS bagged five medals each and emerged as the best athletes in women and men categories, respectively. Sri Mahesh Bhagawat, Sri Y Srinivas Rao, and Smt. Anitha Balakrishna, IA&AS presented medals to the winners.

The sterling performance of the OTs demonstrated beyond an iota of doubt that they are second to

Important Events (Cont..)

none in sports arena and thereby rubbished many a popularly held myth that they are mere book worms.



The Best Athletes in Women & Men Categories (4th & 5th from left) with the Dignitaries

All the competitions generated intense emotions coupled with spirited cheering and screaming, emanating from the stands. While the participants and spectators evinced keen interest in all the sporting events, the tug-of-war generated a great deal of enthusiasm among one and all.

The lively commentary of Sri Rajesh Kumar, IPS and Sri Achal Tyagi, IPS proved to be an icing on the cake.

Trek in Nilgiri Forest

The OTs journeyed into Nilgiri forest from October 7th to 15th, 2017. The routes, which passed through hills, jungles, elephant territory, and jaguar hunting grounds, were exceptionally scenic, though at times challenging and precarious. All teams successfully completed the Trek and reassembled at Ooty, sharing stories of the Trek among their friends and with the administration.



The OTs in the Harsh Terrain of Nilgiri Forest

The Trek was greatly instrumental for the OTs in appreciating perceptions and perspectives of their colleagues, forging friendships with them, and realizing that their limits are merely self-imposed. In addition, the bonding that formed, the trust that developed, and the transformation in their personalities that emerged opened their mind and soul to the enriching experiences of life.

The OTs conquered their inhibitions, prejudices, fears, and limitations. To paraphrase Edmund Hillary, they conquered themselves.

Village Visit

The OTs were sent to 41 villages in 18 districts in Telangana State from November 5th to 12th, 2017. The OTs lived as common men and women with the villagers and broke all the barriers of position, language, education, culture, etc. in order to develop a fraternal bond. The visit exposed them not only to the realities and complexities of rural India through a structured study of villages, but also provided them an opportunity to interact intensively with the rural populace to understand and appreciate their concerns and priorities.



The OTs Creating Awareness about Sanitation

Activities of Club & Societies / Other Events

The Officers' Club has organized DJ Night-cum-Ice Breaking Program, Garba Night on the occasion of Bathukamma, Dance Evening, Diwali Celebrations, Sports Competitions, Poetry Recitation, and Musical Night. The Mess Committee has organized Chat Festival. The Social Service Club conducted a lecture by Sri Anshu Gupta, founder of Goonj, a not-for profit organisation and a Free Eye Check-up program, in collaboration with Titan Eye Plus. The House Journal Society is maintaining FC Wall which covers pictures of all the FC events, including poems and articles contributed by the OTs. The Management Circle has conducted Crossword Puzzle, Tower Game, and Case Study Competition on Digital India. The Hobbies Club organized Painting Exhibition and Painting Competition. The Film & Fine Arts Association conducted a Cultural Evening. The Nature Lovers & Advetures Sports Club organized a Boating Ride in Hussain Sagar.



Chat Festival



DJ Night



Eye Checkup Camp



Tower Game

Important Events (Cont..)

The Computer Society has undertaken the following activities: Analyzing, Monitoring, and Addressing Network - related Upgradation / Enhancement / Modification and Grievances of the OTs. In addition, it has conducted KBC-OTs Version.



Short Trek



Bathukamma Celebrations



An Event at Taramati Baradari



Cross Country Run

Activities : Centre - Wise

Accounts Training Wing

“165th Induction Training Program for JAs, SAs of T&A Department” was conducted from July 13th to September 25th, 2017. The program covered the following topics: concepts of accounts and audit, Government Codes, Rules, Manuals and Procedures, awareness about communication skills, time management, basic computer skills, etc. The program was attended by 29 participants.

A training program on “Income Tax, CPS Uploads for ATOs/STOs/SAs of T&A Department” was conducted from September 6th to 8th, 2017. The program covered the following topics: salient features in IT Circular, provisions under income, deductions under Chapter VI A, and exemptions, procedure for preparation of text file for Form 24G, generation of Form 16 and Form 24Q, procedure for filing of ITRs and e-Filing, etc. The program was attended by 35 participants.



A Group Photo of the Participants in the 165th Induction Training Program

A training program on “Scrutiny of Bills and PD Accounts for STOs/SAs of T&A Department” was organized from September 21st to 23rd, 2017. The program covered the following topics: general checks to be applied as per Treasury Code, procedure of scrutiny of pay and allowances bills, contingent bills, and other bills, types of deposits and their importance, audit of PD cheques, etc. The program was attended by 28 participants.

Centre for Climate and Disaster Management

A training program on “School Safety and Preparation of School Safety Plan” was conducted from



A Session in Progress

July 21st to 22nd, 2017. The venue of the program was District Training Centre, Adilabad. The program was attended by 30 participants. During the programme, they were exposed to various aspects of hazard, risk, and vulnerability with respect to schools.

Centre for General and Revenue Administration

A training program was organized on “Right for Fair Compensation, Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013” from August 29th to 31st, 2017. The objective of the program was to familiarize the participants with the key provisions of the Act and the Court judgments on the subject. The program was attended by 15 officers of Revenue Department.

Centre for Information Technology

A training program on “Preparation of EoI, DPR & RFP(EDR)” was held from August 21st to 23rd, 2017. The program, which was attended by 25 participants, covered the following topics: conceptualizing e-Governance project: DPR, request for proposal (RFP) preparation - part-1 & part-2, expression of interest(EoI), key legal terms and bid process management, business model development for e-Governance project, service level management, etc.



Group Photos of the Participants

Activities : Centre - Wise (Cont..)

A training program on “e-Office Management” was held from August 29th to 31st, 2017. The program, which was attended by 33 participants, covered the following topics: e-Office overview, preparation of EMD, receipts, preparation of file heads, file management system, drafts approval process, etc.

Centre for Office Management & Secretarial Practices

A training program on “Conduct Rules and Disciplinary Procedures” was conducted from August 1st to 3rd 2017. The program covered such topics as salient features of Conduct Rules 1964, APCS (CCA) Rules 1991, procedure of conducting enquiries, do’s and don’ts for public servants, etc. The program was attended by 11 participants.

A “Foundation Course for Junior Assistants” was conducted from August 17th to September 16th, 2017. The objective of the program was to familiarize the newly recruited Junior Assistants with certain administrative and accounting rules and procedures required in day-to-day office work and to acquaint them with computer basics. The program was attended by 49 participants.



A training program on “Drafting Para - Wise Remarks in Court Cases” was conducted from August 28th to 30th, 2017. The program covered the following topics: commonly

used terms in the courts, court procedures, filing of affidavits and counter affidavits, procedure to be followed in filing a case, documents to be sent to Government Pleader for filing cases, etc. The program was attended by 41 participants.

Centre for Telangana Studies

Prof. Syed Ayub Ali presented a paper on “Contribution of Qutub Shahi Rulers to Growth of Telangana during 16th and 17th Century” in a National Seminar (September 9th to 11th, 2017), held in Madhya Pradesh.

Centre for Urban Development Studies

“e-Governance and IT Applications Capacity Building Program” was conducted in two batches for officers of Telangana State. Over 45 municipal functionaries attended the program from various AMRUT towns of Telangana State. The program focused specifically on municipal e-Governance and addressed the needs of municipalities and their citizens towards improving city governance and use of ICT to deliver public services.

Five batches of “Orientation Program on AMRUT Mission” were conducted for the officers of Madhya Pradesh State during the months of September and October 2017. Over 120 officers attended the program. The program had two main concentrations – one was familiarizing the participants with urban development strategies within the ambit of the AMRUT Mission and second was introducing the best practices in mission priority areas.



A Problem Solving Session Presentation by Groups

“A three-day Orientation Program on AMRUT” was conducted during first week of August 2017, which was attended by 23 participants representing the GHMC from various zones. The focus of the program was on the issues relating to effective implementation of AMRUT Mission.

Six batches of five-day “Induction Training Program for Public Health Officers and Municipal Engineers of GHMC” were rolled out during the months of September, October, and November 2017. About 275 participants attended these programs. The program focused on methods used to design, operate, and maintain the systems, specifically related to water supply, sanitary sewer, and storm drainage.



A Session in Progress

Group Discussion

Management Development Centre

A training program on “Communication and Presentation Skills”, was conducted from August 8th to 10th, 2017. The program, which was attended by about 45 participants, covered the following topics: process of communication, verbal- & non-verbal communication, and strategies to improve quality of communication, etc.

A training program on “Change Management”, was conducted from August 29th to 31st, 2017. The program was attended by about 50 participants. It covered the following topics: implementing, monitoring and evaluating change program, how to be a change agent, communication needs for organizational change, strategies to overcome resistance to change, etc.

Telangana Orientation - 2

Innovations in Governance: Exemplars from Telangana Districts

Dr. S. Satyanarayana, IES

“Localized innovative interventions in governance became a key to break the historical development challenges that our country is facing. It is encouraging to note that a range of localized innovations, from little tinkering of guidelines to wholesome new interventions, are being undertaken by district administration, especially in the toddler districts of Telangana.”

‘Whatever you can rightly say about India, the opposite is also true’ argues Amartya Sen. True to his thought, development initiatives in a country like India, distinct with heterogeneous cultures, diverse socio-economic conditions, vast geographical area and immense rural-urban differences require localized solutions to address their long-pending developmental challenges. This could happen with innovative governance practices at district level.

While wholesome change in guidelines may not be desirable, the district administration is required to adapt innovative governance practices to suit the local conditions for better implementation of the schemes. It is heartening to note that many districts in Telangana have come up with a range of innovative interventions from little tinkering of existing rules to wholesome change in the scheme eco-system for its effective implementation. These initiatives cut across various sectors including livelihoods, health, education, child welfare, sanitation, and social security. A glance at a few such innovative practices is presented below.

Nalgonda district administration started ‘*Maa Inti Laxmi*’ campaign to eradicate discrimination against girl child. Declining child sex-ratio (proportion of female children to male children) is a major cause of concern in tribal areas of Nalgonda. The district administration adopted a comprehensive strategy of sensitization, formation of village - level child protection committees, effective implementation of PNDT Act, etc. under this initiative. Except waiting for the numbers, the campaign has a huge positive impact in mobilizing public opinion towards ‘save girl child campaign’.

A number of districts undertook reforms to overhaul functioning of Government - run hospitals. Sangareddy district administration developed ‘Expected Date of Delivery Calendar’ and ‘e-Health Module’ to track and facilitate institutional

delivery of pregnant women in Government hospitals and provide accurate immunization schedule to the new born. Medak district administration took initiatives to promote institutional and natural delivery in public hospitals. Suryapet district administration is working towards revamping of all PHCs to improve services delivery, at par with the corporate hospitals.

Mahabubabad district initiated measures to modernize the ICDS centres by providing state-of-art facilities. As a result, there is a sharp rise in attendance and enrollment of children in these centres.

Open defecation has adverse consequences on human health, dignity, and environment. Quite a number of districts are declared as Open Defecation Free (ODF) districts in Telangana. Many districts are working on mission-mode to build individual toilets to make the Telangana an ODF State.

A few districts have launched district - specific innovative livelihood initiatives. The ‘e-Banker Module’ in Sangareddy simplifies procedures for availing of farm loans. Banks can now get all the land-related documents online from the revenue administration, thus, relieving farmers from unnecessary documents-related duress. e-Mancherial app, initiated by Mancherial district administration, provides information on urban lands such as land ownership, use, taxation, value, etc. Asifabad and Adilabad districts are making concerted efforts to improve earnings of tribals. .

Though this is not an exhaustive list of localized innovations in the State, the takeaway is that there are no “one-size-fits-all” solutions and new ideas make a difference. Emerging competition among the districts in Telangana State to think out-of-the-box and implement new processes and methods is bringing in its wake a number of beneficial outcomes.

Comments, Suggestions, Views and Contributions may be sent to :

The Feature Editor, Newsletter, Dr MCRHRD Institute of Telangana

Road No.25, Jubilee Hills, Hyderabad-500033. Phone: 91-40-23548487, 23543727 Fax: 23557584,

Email: editorinsights@mcrhrdi.gov.in