

GUVNL Leadership Development Programme (LDP)

**Powering the Future:
Preparing
Transformational
Leadership for Tomorrow**

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Pre-reform scenario (2002)



Installed Capacity 8.7 GW



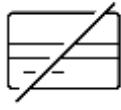
20% peak deficit



3 to 4 hours daily power cut



34% T&D Losses & rampant power theft

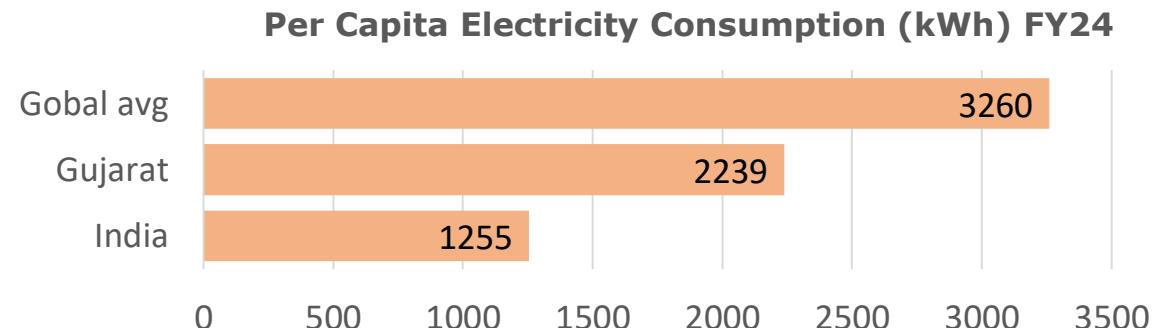


Poor billing & collection efficiency

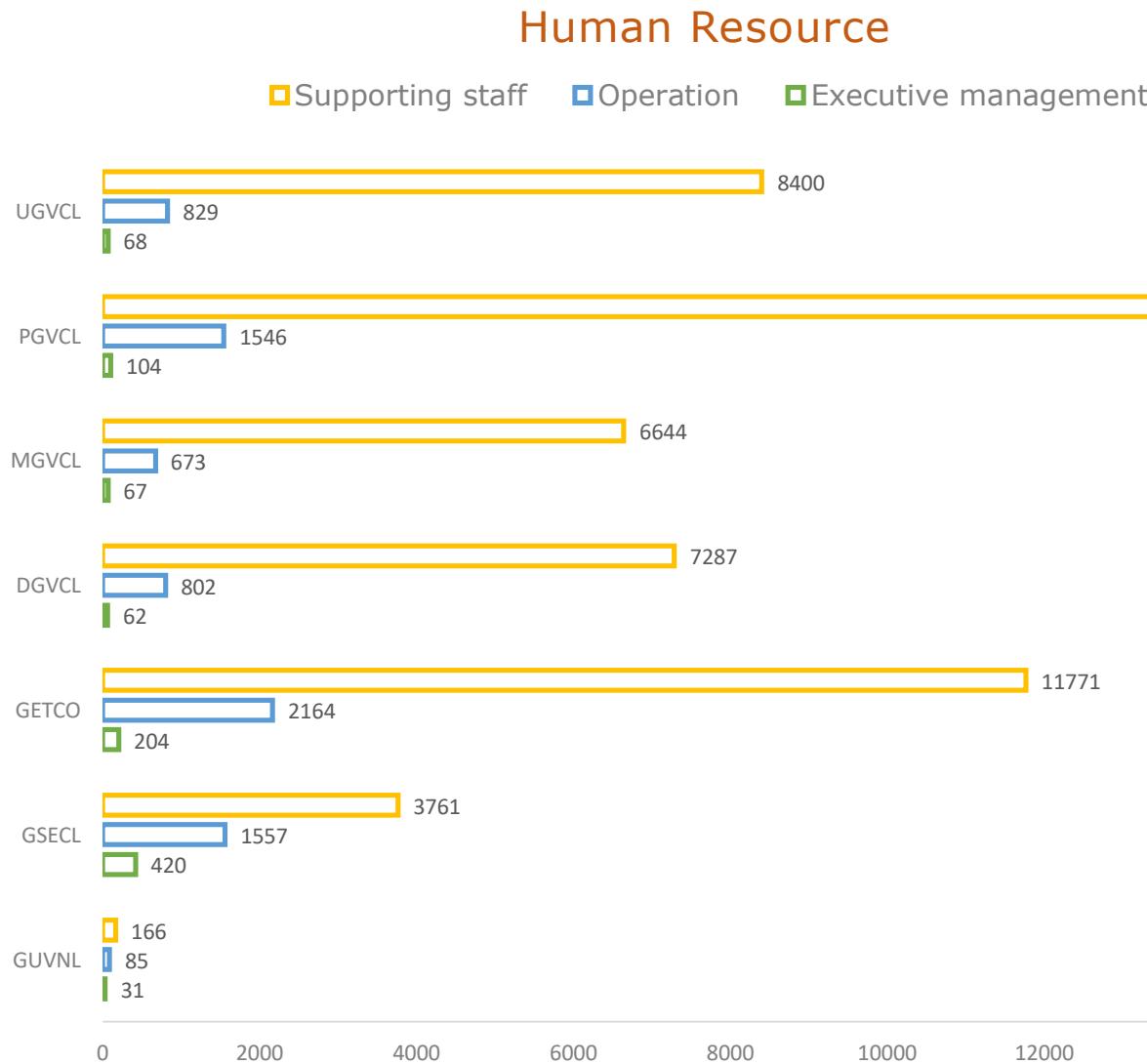


Deficient consumer service

Today.....



- Installed Capacity - 68 GW (10-13 % of India)
- RE is 39 GW (15-18 % of India)
- AT&C losses are around **half** of India average
- Since 2013, all utilities are **A+ rated** in Integrated Rating for State Power Distribution Utilities.



Human Resource

- **Total - 60070**
- **Executive Management – 956**
- **Operations – 7656**
- **Supporting staff - 51458**



CREATION OF 8 VERTICLES

Power Trading
Carbon Trading
Demand Side Management
Emerging Technology
EV Charging Infra
Energy Efficiency
Offshore wind
Pump Storage

Objectives

Implementation of 2nd Gen.
Reforms
Resource Adequacy
Sustainable Development

GUVNL's Leadership Development Program

Powering the Future

Preparing Transformational Leadership

for 2nd Generation Reforms



GUVNL's Leadership Development Program

Key Design Principles

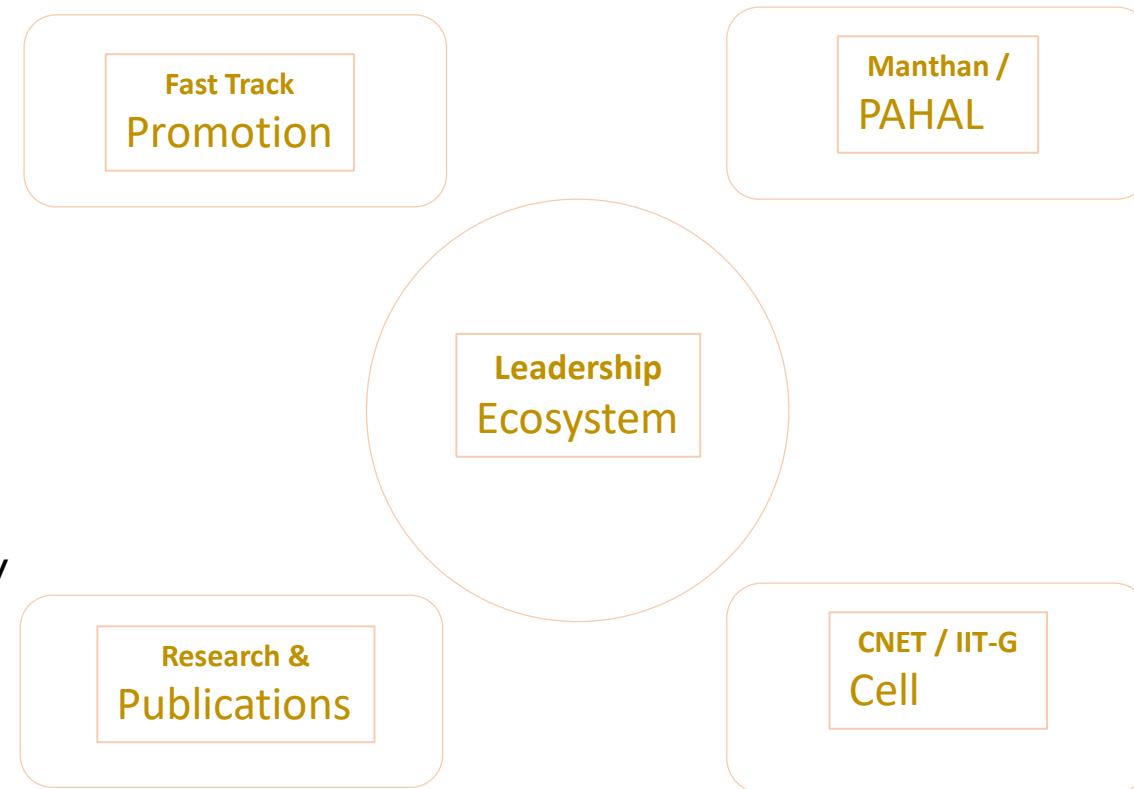
- Cohort: initially 210 officers across GUVNL group
- Batch size: 30 officers for deep engagement
- Rigorous selection & specialization mapping
- Delivered via GETRI with academic partnerships
- Embedded project/problem-solving orientation

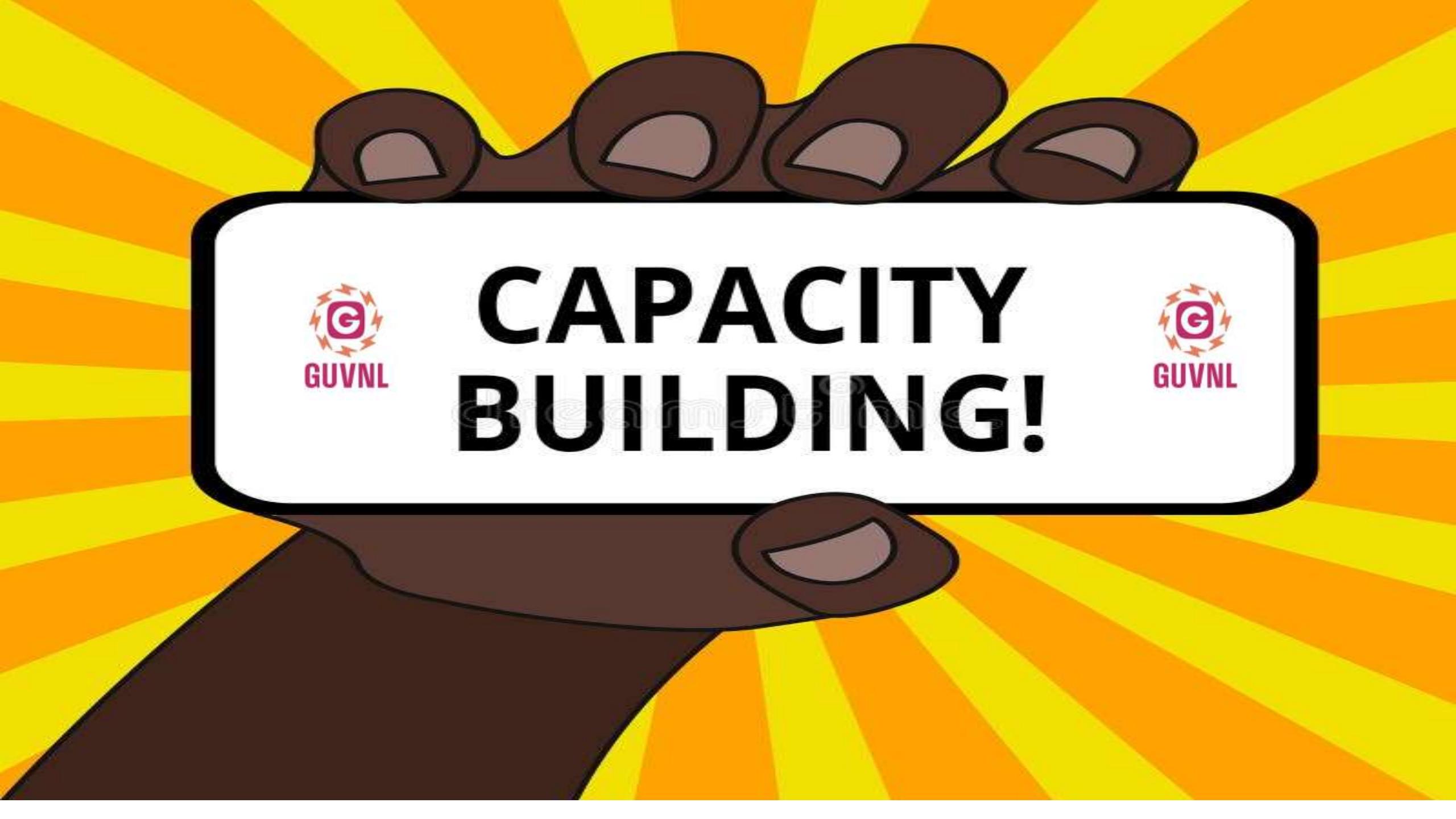




Early Outcomes

- Future-ready leadership pipeline across group companies
- Operational innovation through project-driven learning
- Capability on regulation, markets & grid integration
- **Parallel women leadership track** under empowerment policy
- Culture of dialogue & action (Think Patch model)





CAPACITY BUILDING!



Decisions

Restructuring

- Verticles - Training & C-NET
- Renaming

Formation of C-NET

- National level Think tank
- Energy Transition

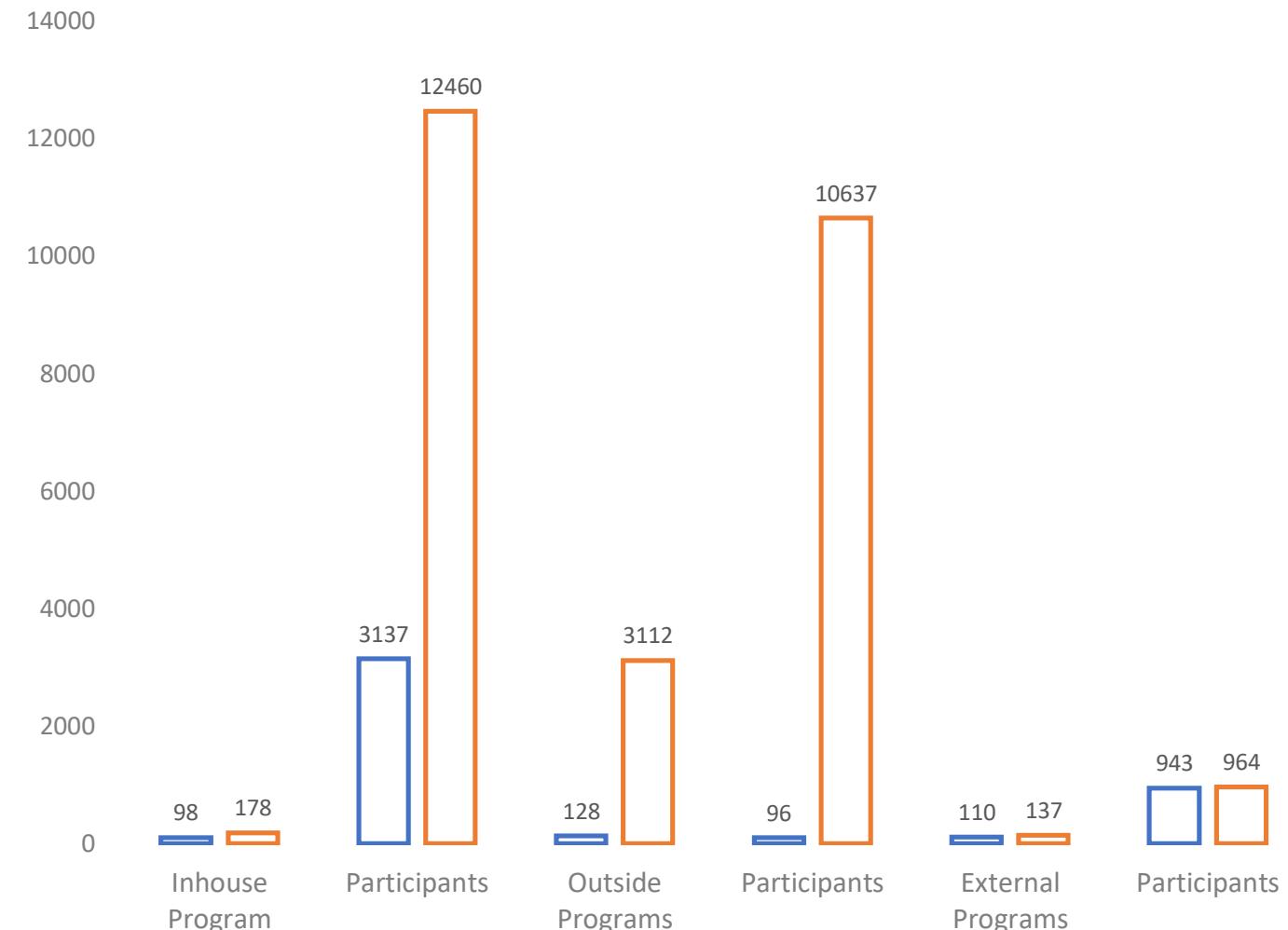
Tie ups with Leading institutions

- World Bank, CBC, IITs, AEEE, GIZ

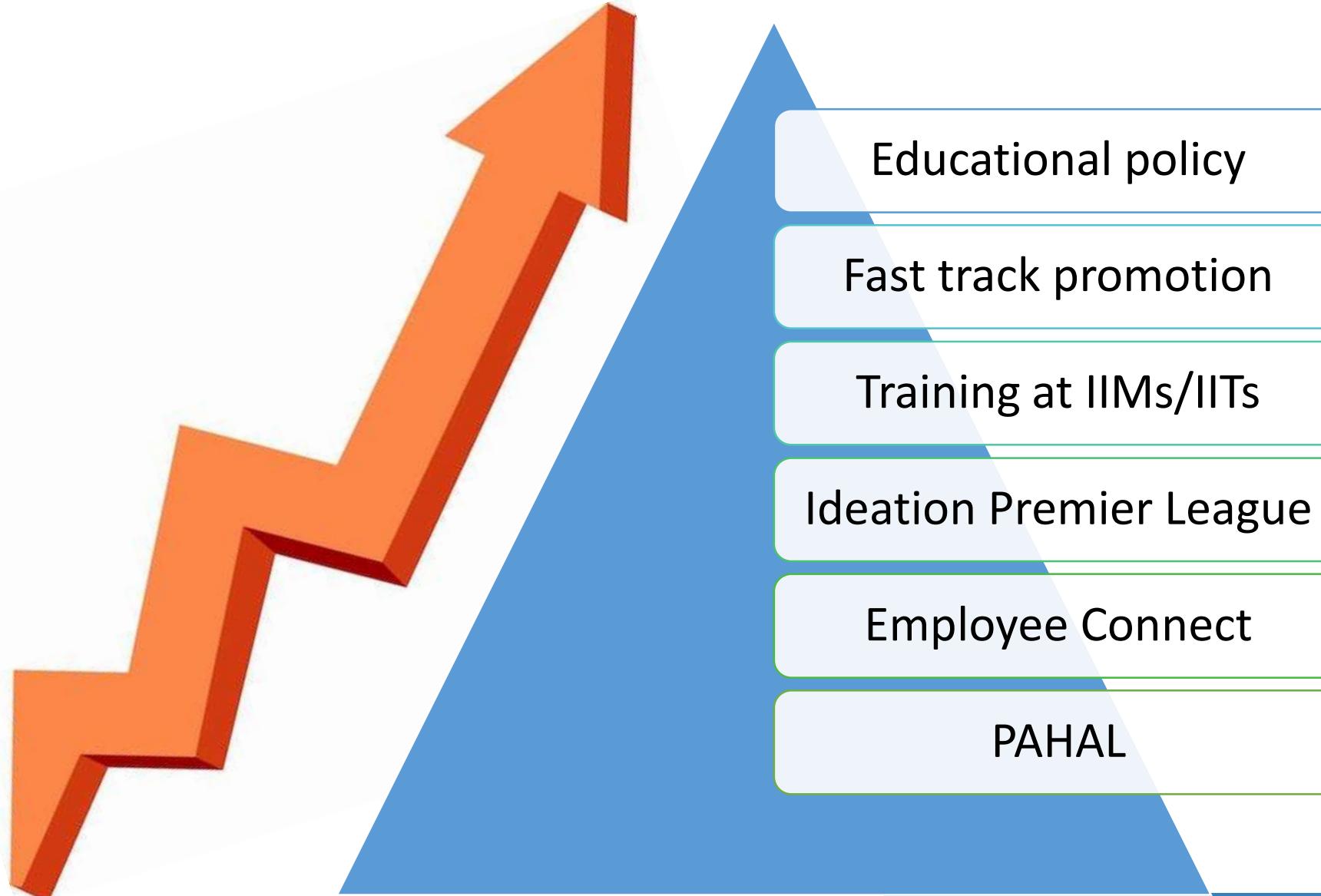
Capacity building programs

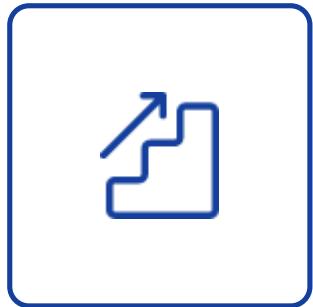
- GUVNL & Subsidiaries
South Asian countries

Capacity Building



Leadership Development Program





Performance Management System

aligned with the reforms to set clear performance targets and metrics.



Technology

Technology is used to monitor and evaluate performance.

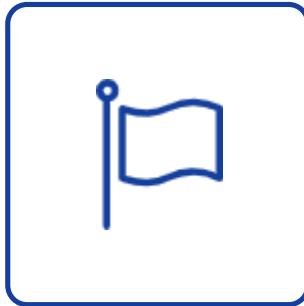


Accountability

Accountability and a performance-driven culture are important.



GUVNL's performance management system is an important part of the reforms, and technology and accountability are essential for success.



Talent Hunt

Initiated to discover and cultivate potential leaders of tomorrow



Employee Connect

Provided excellent opportunity to employees to interact with top management



Proactive Approach

Seeking out hidden gems in all group companies

GUVNL has undertaken a proactive approach to seek out the hidden gems in all the group companies and initiated a Talent Hunt Drive and Employee Connect to discover and cultivate the potential leaders of tomorrow.

Embracing Innovation: New Logos & New Horizons



Thank You