

29-Dec-2018

## **UGVCL organizes Chintan Shibir**

On 28-Dec-2018, UGVCL organised Chintan Shibir at Entrepreneurship Development Institute of India, Bhat, Ahmedabad.

Hon. Minister of Energy Shri Saurabhbhai Patel and Hon. Chairman Shri Varun Nath Maira, Retd. IAS graced the occasion with their august presence.

Under the able leadership of Hon. Managing Director Shri Swaroop P., IAS, the special event was organised with a motive to assess the present condition of our company on various aspects and encourage the participants to seek response to their questions and further provide suggestions for improvement.

The event also intended to enhance “cross learning” among all cadres of officers and employees and share among peers the “best practices” they follow at work.

The event began at 7.30 am with Yoga Session followed by Registration for all.

After welcoming the dignitaries and invitees with bouquets, the event was followed by lighting up the lamp by Shri Swaroop, senior officers and Pandit Deendayal Upadhyay Petroleum University's (PDU) Faculty - Finance & Control Shri Lalit Khurana.

During the first half of the event, I/c. Chief Engineer (Operation) Shri N.C. Makwana and Additional Chief Engineer (Project & Renewable Energy) Shri S.A. Patel made presentation on Technical and Projects related aspects.

Chief Engineer (P) Shri P.B. Pandya and General Manager (Finance) & CFO Shri R.B. Kothari made presentations on Procurement and Finance/Accounts related matters respectively to brief the audience about the present performance of the Company.

Executive Engineer (IT) Shri J.R. Chaudhari made presentation on the Company's pilot project - Smart Grid, which is under implementation at Naroda, Ahmedabad.

Additional General Manager (HR) Shri A.C. Prajapati made presentation on Human Resource Development aspects.

During these presentations, questions as well as suggestions were invited from the participants after completion of each of these presentations.

After tea break, PDPU's Shri Lalit Khurana delivered a management lecture on the topic - "Using soft controls for enhancing organizational performance." During the lecture, Shri Khurana provided valuable insights on performance management, balance score card and organizational effectiveness.

Post lunch session, Group Discussions were held by forming five teams consisting of officers and employees of different sections on various topics.

Group 1 had the topic - Issues of Consumers, led by Executive Engineer Shri HR Jha and Junior Engineer Hitesh Prajapati.

Group 2 had the topic - Prevention of transformer failure, led by Executive Engineer Shri R.P. Patel and Deputy Engineer Shri R.J. Rami.

Group 3 had the topic - UGVCL after 10 years, led by Additional Chief Engineer (Civil) Shri P.J. Trivedi and Additional Chief Engineer (Project & Renewable Energy) Shri S.A. Patel.

Group 4 had the topic - SKY – Sky is the limit, led by Superintending Engineer (Rural Electrification) Shri C.C. Gandhi and Superintending Engineer (Renewable Energy) Shri R.D. Jhala.

Group 5 had the topic - Reduction of T&D Losses, led by Additional Chief Engineer (Commerce) Shri J.L. Bhatt and Deputy Engineer (Tech) Shri N.G. Korot.

All the group leaders made presentations on their respective subjects during the presence of Hon. Minister of Energy Shri Saurabhbhai Patel and Hon. Chairman Shri Varun Nath Maira, both the dignitaries provided valuable guidance on these topics.

Upon completion of the Group Discussion session, Managing Director Shri Swaroop invited Shri Saurabhbhai Patel to share his knowledge with the audience and help us guide in the right direction to take the Company further. In his ceremonial speech, Shri Saurabhbhai Patel emphasized on the acute need to understand and respond to the consumers' growing expectations from UGVCL.

In his ceremonial speech, Shri Maira stressed upon the effective implementation of technology in the routine works of the Company in such a manner that provides simple and user-friendly technical support to consumers and employees.

In his ceremonial speech, Shri Swaroop appreciated the sincere efforts of each and every employee without whose dedication UGVCL could not have won accolades by means of so many awards and appreciations at national level.

The shibir received participation from officers and employees of all cadres in the Company ranging from Chief Engineer to the bottom level post of Junior Engineer.

Feedback session was held later to understand what the participants felt about the shibir and seek suggestions/guidance on various opportunities available for improvement.

Of the 150 feedbacks received, an analysis was done by AGM (HR) Shri Prajapati to understand from the participants about the usefulness of the shibir, presentation and interaction aspects, overall assessment, facilities provided during the shibir and whether similar shibirs be organized at circle levels in future?

During the shibir, participants sought ways to counter losses and learn about ways to improve the company's performance. Recommendations were welcomed from the participants to remove the shortfalls in the processes.

A short movie on team work and management was shown later to understand the importance of team work and further inculcate the feeling of team work among all employees so as to propel the Company's growth further.

Shri Swaroop had informed all the participants to provide suitable "tagline" for the Company. The purpose of this activity was to seek effective taglines for the Company and to select one tagline for the Company, which may be used as the official tagline of UGVCL, upon due approvals of Competent Authority.

During the concluding session, the participants submitted various taglines to the officers and employees of HR Section, which would then be submitted to Hon. Chairman for selection and approvals. 'Consumer first', 'Lighting up lives', 'Urja ej vikas', 'Commitment for better services', 'Powering forever' and 'Urja thaki unnati' were few taglines received among various other options.

An encouraging song - "Manushya tu bada mahaan hai" was played by a group of singers and musicians.

At the end, Shri Swaroop thanked each and every officer and employee of the Company for their sincere efforts who made the Chintan Shibir a great success, especially Superintending Engineer (Sabarmati Circle) Shri V.M. Shroff and Executive Engineer Ms. Malaben Shah and further wished to organize Chintan Shibirs at Circle Levels in future.

