

HR TRANSFORMATION (Damodar Valley Corporation)

Prof. K K Sinha from BIMTECH was engaged with Damodar Valley Corporation as its Advisor HR for a period of 1 Year. The scope of work which was delivered by Prof. Sinha as an Advisor HR covered developing the following:

- Scope of Work.
- HR Advisory Plan.
- HR Vision and Mission for DVC.
- HR Strategy, Model, HR Building Blocks.
- DVC Training policy and processes.
- Executive Promotion Policy.
- Design for HR Annual Plan
- Design for PDR (Performance Management System and Processes).
- Cultural Themes and Core Values.
- Organization cultural Initiatives.
- Design for Internal Communication System.
- Design for Building Leadership Institution.
- Design for Governing Committee.
- Professional Development Policy.
- Professional Circle Policy.
- Buddy Scheme.
- Quality Circle motivational scheme.
- Merit Scholarship scheme.
- National Bal Bhawan Scheme.
- Participative Fora scheme.
- HR Ambassador Scheme.
- Mentorship Scheme.
- Reward and Recognition policy.
- Sparsh Scheme, sports promotion scheme.
- Knowledge Management Policy.
- Structure for Quiz Championship.
- Draft Scheme for constituting Executive Board.

He also extended advisory support to DVC in carrying forward the project in on organization transformation with M/S Deloitte and Sri Ram Centre (SRC).