

Competency Assessment and IDP for Senior Executives of NSPCL Project Shikhar (NTPC-SAIL Power Company Limited)

NSPCL (NTPC - SAIL Power Company Private Ltd.) a joint Venture of two Maharatna Public Sectors, NTPC and SAIL, awarded a consultancy Project “Shikhar” to BIMTECH on Competency Assessment and Developing Individual Development Plans (IDPs).

This Project work was undertaken with the following objectives covering the power plant of the SAIL in Bhilai, Rourkela and Durgapur.

- To identify strengths and areas of concerns in terms of competencies of each individual executive for meeting the current and future leadership challenges in NSPCL.
- To prepare individual development plans (IDPs) based on the identified gaps between required and existing set of skills, knowledge and attributes of each target executive for achieving performance improvement.

Under this Project, competency assessment of senior executives were systematically carried out through Assessment Development Centers (ADCs). Four ADCs of two days each were held at three locations - at Bhilai, Durgapur and Rourkela Plants using various tools like MBTI, FIRO – b. In Basket Exercises and Competency based interviews the reports of the assessment with details of analysis and Individual Development Plans (IDPs) have been submitted to NSPCL. BIMTECH is also developing some MDPs for supporting the IDPs.