



No. BSNL-CO-Trg./13(17)/1/2023- Training

Dated: 18.07.2023

To

The Chief General Manager,  
All Telecom Circles

Sub: Immersive Managerial Experience for Management Trainees allotted to various BAs – reg.

Dear CGMs,

The undersigned interacted with all Management Trainees (MTs) on 12<sup>th</sup> & 13<sup>th</sup> July' 2023 through VC in order to review the quality of training and the exposure being imparted to them during their immersive managerial training in BAs.

During the interaction, the undersigned observed that most of the BA Heads are imparting training to the MTs in alignment with the vision of Corporate office. However, it was disappointing to note that some BAs are not following the guidelines mentioned in "Induction Training Procedure" and Job Roles" (conveyed by office order no. e-File ALTTC-ALT/22(18)/1/2023-EB-ALTTC-Part (3) dated 14.06.2023). These BAs are not giving proper assignments to MTs as per Job role defined in the mentioned letter and are using them as additional manpower for routine jobs. The indicative list of such BAs is attached.

Kindly appreciate that MTs are supposed to play a key role at managerial level going forward. Appropriate grooming at this stage is the need of the hour for BSNL as well as MTs so that these officers will be able to become effective leaders.

Kindly ensure that guidelines are followed in letter and spirit and the below mentioned aspects are taken care of while imparting them Immersive Managerial Experience:-

- (a) MTs should be involved in various aspects of operations, planning and administration and finance in addition to technical issues.

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- (b) As far as possible MTs should be involved in all VCs with corporate office or circle office so that they are able to visualize and understand key issues and decision making in BSNL.
- (c) They should not be posted in a distant OA, as 'OA Head posting' is already envisaged as part of their training in upcoming months. Also, they should be reporting to minimum GM level officer. Frequent interactions with BA Head (at least once in a week) is a must.
- (d) Proper infrastructure w.r.t PC or laptop should be provided to them.
- (e) Encourage them to be creative and innovative in finding solutions to the perennial issues faced by BAs.
- (f) Do not ask them to do routine jobs.

I look forward to having your whole hearted support and efforts in building future leaders of BSNL.

With warm regards,



18.7.2023

(Arvind Vadnerkar)  
Director (HR) BSNL Board

**Annexure: Indicative list of the BAs where MTs have been attached to OAs.**

- 1) Gorakhpur**
- 2) Gwalior**
- 3) Surat**
- 4) Patiala**
- 5) Chandigarh**
- 6) Indore**
- 7) Hubli**
- 8) Kalyan**
- 9) Ernakulum**