



Mid Career Training Programme Phase – III (2nd) Course

**For IFS officers
(26 – 28 years of service)**

15th January to 02nd February, 2018



Indira Gandhi National Forest Academy

P.O.-New Forest Dehradun – 248 006

<http://www.ignfa.gov.in>

Mid Career Training (MCT) Programme for IFS Officers
Phase-III (2nd) Course

15th January to 02nd February, 2018

Indira Gandhi National Forest Academy is organizing mandatory Phase – III Mid Career Training (MCT) Programme for IFS officers with 26 – 28 years of seniority and backlog candidates of other senior batches. The current programme is meant for IFS officers of 1990 batch and backlog of 1988 & 1989 batch is scheduled from **15th January to 02nd February, 2018**.

The Phase III programme was instituted with the objective of equipping Indians Forest Services to function effectively in this changing global scenario. The programme is a three-week journey to facilitate collective learning and reflections in an academic ambience for Mid-Career Indian Forest Officers. The sharing of experiences provides a clearer picture of common issues and creates opportunities to improve national, regional, and international policies.

2. **Objectives:** The broad objectives of the Phase III programme are:

- Knowledge about the changing environment for policy making and implementation coupled with strengthening the leadership and management skills of the officers given the complexities and ambiguities of policy processes.
- Understanding the significant changes and major barriers in various aspects of the management of Public Systems, forests and forest management in India.
- Learn about regulatory frameworks and the changing relationship of public and private sectors and civil society in the context of Forestry.
- To help understand the requirements of a shift in the mindset and people management skills of a strategic leader and the ability to work in dynamic environments
- To include skill sets of being a leader, policy maker, systemic designer, and manage conflict in addition to being a cutting edge technocrat.

- To transform from being a technocrat and administrator to a visionary and chief executive of their departments with an exposure to best practices in forestry management at a national and international level.

The objective shall be met out by exposing the officers on various modules of the training program, as per the schedule given below.

Complete duration	Management Module at IGNFA	Best Practices Tour	Forestry Module at IGNFA
15 th January to 02 nd February, 2018 (3 weeks)	15 th to 19 th January, 2018 (1 week)	20 th to 28 th January, 2018 (1 week)	29 th January to 02 nd February, 2018 (1 week)

3. Mandatory nature:- The Indian Forest Service (Pay) Rules have been revised vide notification no. 20011/1/2006-AIS-II dated 21.02.2008 and its amendment through IFS (Pay) Second Amendment Rule, 2008 vide notification no 14021/3/2008-AIS-II dated 27.09.2008, to make the MCT programmes compulsory for award of Junior Administrative grade, IInd Super time scale and further increments respectively to the concerned officers. Therefore, it would be the responsibility of the concerned State Government and the officer him/herself to be in a position to attend the programme as per the schedule.

4. Outline of the course: The programme has been designed with great care based on scientifically assessed training needs of the IFS officers of 26-28 years of seniority.

4.1. Management Module: The first week of the program is set aside to hone the managerial skills of the officers through experts from national level reputed agencies and institutions. The Strategic Management, Change management, Team building, Leadership and creating enabling environment through creativity, Power Relations and norms, Competency Based Performance Management & Stress Management are main focal area of the management module which will be organised in the IGNFA Dehradun. The schedule of the management module is placed at **Annexure – I**.

4.2. Best Practices Tour: In the second week, the participants would be taken on Best Practices tours covering aspects on Technology based Forest

Governance , Externally Aided Projects and Forest Research Innovations , Human – Wild animal conflict and Wildlife management and People centric Forest Governance. For the purpose of Best Practices tours, the IGNFA has divided the officers into smaller groups based on their preference for various themes as per the MoEF&CC guidelines. In the Best Practices tour, the officers shall get a chance to visit state of art management in the theme allotted to them and interact with field officers and learn the best practices followed. The Best Practices tour learning will be assessed group wise to ascertain the knowledge gained by the officers at the end of the programme through individual/group presentation and group report. The Best Practices group wise list of officers and travel plan are placed at **Annexure II**.

4.3. Forestry Module: The final week will be held at IGNFA focusing on emerging Forestry issues. Best subject matter specialists on various themes are invited for the program from all over India. The schedule of the forestry module is placed at **Annexure III**.

5. Evaluation of participants: During the course, the performance of the participants in terms of their discipline, effective participation in the training program, completion of mandatory components of the training etc. would be closely monitored and evaluated by the Academy. Appropriate grading on their performance will be awarded and the informed to their concerned government.

6. Training methodology: The training methodology adopted in the training program shall cover a range of methods such as Lectures, Case Studies, Syndicate Work, Films, Mock exercises, Field visits and hands on activity. The participants are encouraged to share their experience in relevant sessions and contribute by brain storming.

7. Attendance:- 90 % attendance compulsory in Management and IGNFA modules and 100% attendance compulsory in tour components. The participants should get prior permission to absent from the training (within the stipulated attendance). The leave shall be granted only on medical grounds by the Director IGNFA.

8. **Performance assessment:-** Performance assessment shall be done on following pattern.

- 35 marks for participant's presentation/group presentation on best practices thematic tour
- 20 marks for group report
- 20 marks for active class room interactions and contributions
- 25 marks for conduct to be assessed by the Director IGNFA

9. **Grading:** Based on the marks scored, the following grades shall be awarded to the participants.

- A+ grade for marks above 90
- A grade for 81 – 90 marks
- B grade for 71 – 80 marks
- C grade for 70 and below marks

10. **Contacts:** The following faculty members of the Academy are designated as course coordinators of the program. They may be contacted for any assistance on course related issues.

S. No.	Name	Office No.	Email Id	Mobile No.
1.	Dr. Praveen Jha, Professor	0135-2753074	ignfamctphase3@gmail.com	9431100424
2.	Shri Uttam Kumar Sharma, Additional Professor	0135-2751470	ignfamctphase3@gmail.com	9412057112

11. **Logistics and Other Requirements for the course:** The programme would be completely residential and boarding facilities would be arranged by IGNFA at all places. All travel arrangements during the course would be made by IGNFA, except for the journeys to be made by the participants for reporting and departure from the Academy. No allowances of any kind will be paid by IGNFA during their stay.

The participants are requested to get themselves acquainted about the weather of places that will be visited in the program and travel with proper gear. It is suggested to bring formal dress as there may be few formal functions in which senior dignitaries may also be invited.

The participant's rooms would be equipped with desktop computers; still they are advised to carry their laptops for outdoor use.

During the programme, the participants will be provided single accommodation and under no circumstances, the family members would be allowed to accompany during the entire training programme including tours.

Officers should not carry any liability during the period of 15th January to 02nd February, 2018 for absents from the training. Any absence from the program without prior permission of the Director IGNFA shall be viewed seriously and such officers may be discharged from the training and reverted back to their cadre. Their MCT program shall be treated as incomplete and appropriate recommendation shall be to their Government/Organization.

12. Other aspects:- IGNFA has arranged for Yoga classes for the officers during the first week and last week of the training program in the Badminton hall near Executive Hostel. All the officers must attend this program.

The participants are encouraged to use the sports, library facility of the Academy and medical facility available from FRI hospital on need basis. Key contacts list is provided at **Annexure IV** of this booklet.

The program will be over by 02nd February, 2018 at 1730 hrs and the participants would be relieved from IGNFA to report to their concerned states / organizations.

Programme Schedule
Management Module of MCT Phase-III (2)
Organized by
Indian Institute of Forest Management, Bhopal
January 15-19, 2018
Programme Venue: Platinum Jubilee Hall, IGNFA, Dehradun

Day 1 : 15/01/2018, Monday		
09.00am – 09.30 am	Registration of Participants	
09.30 am -10.30 am	Inaugural Session <ul style="list-style-type: none"> • Opening Remarks and welcome address by Course Coordinator , Dr. Praveen Jha, Professor, IGNFA • Introduction of IGNFA & IIFM Faculty & MCT Participants • Overview of Management module by Dr. Rekha Singhal, Professor, IIFM • Inaugural Address by Dr Shashi Kumar, Director, IGNFA • Vote of thanks by Course Coordinator, Shri Uttam Kumar Sharma, Addl. Professor, IGNFA . 	
10.30 am -11.00 am	Group Photograph followed by Tea	
Session	Topic	Resource Person(s)
Session -1 (11.00 am -12.15 noon)	Understanding Behavior for Human Resource Management	Dr.Rekha Singhal
Session – 2 (12.15 noon -01.30 pm)	Conflict Management Skills	Dr. Amitabh Pandey
Lunch : 1.30 – 2.30 PM		
Session – 3 (2.30 pm – 03.45 pm)	Negotiations and Decision Making	Dr. Amitabh Pandey
Tea: 3.45 – 4.00 PM		
Session – 4 (4.00 pm – 5.00 pm)	Emotional Intelligence for Personal Effectiveness	Dr.Rekha Singhal
Day 2 : 16/01/2018, Tuesday		
Session – 5 (07.00 am – 08.00 am)	Yoga for All Participants	Dr.T.P.Singh
Session – 6 (09.30 am -10.45 am)	Strategic Communication Skills	Shri Atul Shah Ms. Kiran Shah
Tea: 10.45 – 11.00 AM		
Session – 7 (11.00 am – 12.15 pm)	NICE- Negotiate, Influence, Communicate and Express	Shri Atul Shah Ms. Kiran Shah
Session – 8 (12.15 pm – 01.30 pm)	PACT- Positivity and Creative Thinking	Shri Atul Shah Ms. Kiran Shah
Lunch: 1.30 - 2.30 PM		
Session – 9 (2.30 pm – 03.45 pm)	Synergy at Work –I	Shri Atul Shah Ms. Kiran Shah
Tea: 3.45 – 4.00 PM		
Session -10 (04.00 pm – 05.00 pm)	Synergy at Work –II	Shri Atul Shah Ms. Kiran Shah
Day 3 : 17/01/2018, Wednesday		
Session-11 7.00 am - 08.00 am	Yoga for All Participants	Dr.T.P.Singh
Session – 12 (09.30 am -10.45 am)	Understanding Personality and Personality Development	Dr. Sunita Rani
Tea: 10.45 – 11.00 AM		
Session – 13 (11.00 am -12.15 pm)	Motivation Matters!	Dr. Sunita Rani
Session – 14 (12.15 pm -01.30 pm)	Competency Based Personnel Management	Dr. Sunita Rani

Lunch: 1.30 – 2.30 PM		
Session-15 (2.30 pm – 03.45 pm)	Self and Leadership	Dr. Vikrant Tomar
Tea: 3.45 – 4.00 PM		
Session -16 (04.00 pm – 05.00 pm)	Work Life Balance	Dr. Vikrant Tomar
Day 4: 18/01/2018, Thursday		
Session-17 (07.00 am - 08.00 am)	Yoga for All Participants	Dr.T.P.Singh
Session – 18 (09.30 am -10.45 am)	Stress Management	Dr. Vikrant Tomar
Tea: 10.45 – 11.00 AM		
Session – 19 (11.00 am -12.15 pm)	Media Management –I	Shri Dinesh Gautam
Session – 20 (12.15 pm -01.30 pm)	Media Management –II	Shri Dinesh Gautam
Lunch: 1.30 – 2.30 PM		
Session – 21 (2.30 pm – 03.45 pm)	Ramifications of natural disaster on forest wealth	Dr.Rakesh Sharma
Tea: 3.45 – 4.00 PM		
Session – 22 (04.00 pm – 05.00 pm)	Ramifications of natural disaster on forest wealth – Selected Case	Dr.Rakesh Sharma
Day 5:19/01/2018, Friday		
Session-23 7.00 am - 08.00 am	Yoga sessions for All Participants	Dr.T.P.Singh
Session 24 (09.30 am – 10.45 am)	Economic Rationale for Public Policy-I	Dr.GyanendraBadgaiyan
Tea : 10.45 – 11.00 AM		
Session 25 (11.00 am - 12.15 pm)	Economic Rationale for Public Policy-II	Dr.GyanendraBadgaiyan
Session 26 12.15 pm -1.00 pm)	Conclusion and Feed Back	Dr.Rekha Singhal
Lunch : 1.00 pm onwards		

Course Coordinator from IGNFA:

1. Dr. Praveen Jha, Professor, IGNFA
2. Shri. Uttam Kumar Sharma, Addl. Professor, IGNFA,

Course Coordinator from IIFM:

Prof. Rekha Singhal (Mob: 9425303741) Email: rekha@iifm.ac.in; rekhasinghal@gmail.com

Resource Persons:

1.	Dr.Rakesh Sharma, IAS (Retd.)	Former Chief Secretary, Uttarakhand& Adviser, Patanjali
2.	Dr.GyanendraBadgaiyan, IAS(Retd)	Former Director General, National Centre for Good Governance
3.	Dr. Vikrant Tomar	Director, UMS INDIA
4.	Dr. Sunita Rani	Professor of Social Management, LBSNAA,Mussoorie
5.	Shri Dinesh Gautam	Executive Editor, JK24x7 News, Noida.
6.	Shri Atul Shah	Director, GITS, Goa
7.	Ms.Kiran Shah	Live Life Foundation,Goa
8.	Dr.T.P.Singh	Ayurvedacharya, Dehradun
9.	Dr. Amitabh Pandey	Associate Professor, Sociology &Community Development, IIFM, Bhopal
10.	Dr.Rekha Singhal	Professor, Human Resource Management, IIFM, Bhopal

Indira Gandhi National Forest Academy
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21st to 27th January, 2018

List of participants for Best Practices tour in Assam & Meghalaya

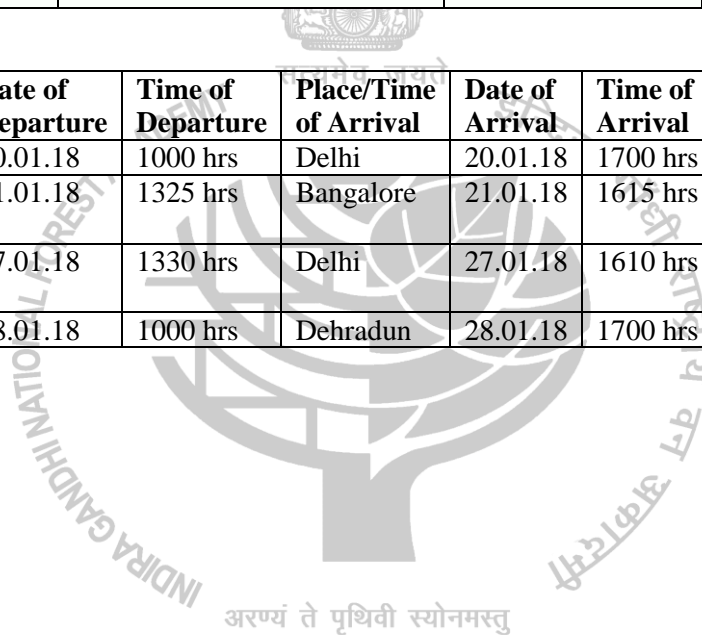
S. No.	Full Name (Shri/Ms.)	Cadre	YoA
1	Alok Kumar Shrivastava	Uttar Pradesh	1988
2	Vishnu Singh	Uttar Pradesh	1988
3	Narad Singh Yadav	Gujarat	1989
4	Shekhar Kumar Niraj	Tamil Nadu	1989
5	Eva Sharma	Uttar Pradesh	1989
6	Sunil Chaudhary	Uttar Pradesh	1989
7	Binod Kumar Singh	Andhra Pradesh	1990
8	Yarasani Madhusudhana Reddy	Andhra Pradesh	1990
9	Srinivwas V Rao	Chhattisgarh	1990
10	Anirudh Pratap Singh	Gujarat	1990
11	Kulwant Singh	Jharkhand	1990
12	Millo Tago	Karnataka	1990
13	Gajendra Singh Yadav	Karnataka	1990
14	Awtar Singh	Karnataka	1990
15	Suresh Pant	Orissa	1990
16	Raman Kant Mishra	Punjab	1990
17	Mita Banerjee	Tamil Nadu	1990
18	Vijay Kumar Chopra	Uttar Pradesh	1990
19	Muralidhara Rao Kesavaraju	Uttarakhand	1990
20	Samir Sinha	Uttarakhand	1990
21	Niraj Singhal	West Bengal	1990
22	Uttam Kumar Sharma Faculty, IGNFA	Madhya Pradesh	1999

Place of Departure	Date of Departure	Time of Departure	Place/Time of Arrival	Date of Arrival	Time of Arrival	Mode of travel
Dehradun	20.01.18	1000 hrs	Delhi	20.01.18	1700 hrs	By road
Delhi	21.01.18	0925 hrs	Guwahati	21.01.18	1200 hrs	By Air India (AI – 889)
Guwahati	27.01.18	1535 hrs	Delhi	27.01.18	1810 hrs	By Air India (AI – 890)
Delhi	28.01.18	1000 hrs	Dehradun	28.01.18	1700 hrs	By road

Indira Gandhi National Forest Academy
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List of participants for Best Practices tour in Karnataka

S. No.	Full Name (Shri/Ms.)	Cadre	YoA
1	Amitabh Gautam	Himachal Pradesh	1989
2	Vijay Sharma	Karnataka	1989
3	Deleep Kumar	Madhya Pradesh	1989
4	Dharmendra Prakash	Nagaland	1989
5	B.S. Mishra	Tripura	1989
6	Ravivarapu Hemanth Kumar	Uttar Pradesh	1989
7	Soumitra Dasgupta	West Bengal	1989
8	Namita Priyadarshee	Rajasthan	1989
9	Anil Kumar Rai	Chhattisgarh	1990
10	Ramachandra Mr	Karnataka	1990
11	Charanjit Singh	Madhya Pradesh	1990
12	Khushwant Singh	Tripura	1990
13	Dr. Praveen Jha Faculty, IGNFA	Jharkhand	1992

Place of Departure	Date of Departure	Time of Departure	Place/Time of Arrival	Date of Arrival	Time of Arrival	Mode of travel
Dehradun	20.01.18	1000 hrs	Delhi	20.01.18	1700 hrs	By road
Delhi	21.01.18	1325 hrs	Bangalore	21.01.18	1615 hrs	By Air India (AI – 0502)
Bangalore	27.01.18	1330 hrs	Delhi	27.01.18	1610 hrs	By Air India (AI – 0502)
Delhi	28.01.18	1000 hrs	Dehradun	28.01.18	1700 hrs	By road



Indira Gandhi National Forest Academy
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List of participants for Best Practices tour in
Madhya Pradesh & Uttarakhand

S. No.	Full Name (Shri/Ms.)	M/F	Cadre	YoA
1	Mahendra Kumar Yadava	Male	Assam & Meghalaya	1989
2	Rajesh J. Ekka	Male	Himachal Pradesh	1989
3	Subhash Keshavrao Malkhede	Male	Karnataka	1989
4	Jagdamba Pratap Tripathi	Male	Maharashtra	1989
5	Mukund Lal Srivastava	Male	Sikkim	1989
6	Bivash Ranjan	Male	Uttar Pradesh	1989
7	Biswajit Kumar Singh	Male	Jammu & Kashmir	1989
8	Jigmet Takpa	Male	Jammu & Kashmir	1990
9	Jagmohan Sharma	Male	Karnataka	1990
10	Seema Garg	Female	Karnataka	1990
11	Mana Ram Baloch	Male	West Bengal	1990
12	Dr. B. Balaji Faculty, IGNFA	Male	Jammu & Kashmir	2003



सत्यमेव जयते

Place of Departure	Date of Departure	Time of Departure	Place/Time of Arrival	Date of Arrival	Time of Arrival	Mode of travel
Dehradun	20.01.18	1000 hrs	Delhi	20.01.18	1700 hrs	By road
Delhi	21.01.18	1050 hrs	Khajuraho	21.01.18	1335 hrs	By Jet Airways (9W – 2423)
Khajuraho	25.01.18	1405 hrs	Delhi	25.01.18	1655 hrs	By Jet Airways (9W – 2424)
Delhi	26.01.18	-	Haridwar	26.01.18	-	By road
Haridwar	28.01.18	-	Dehradun	28.01.18	-	By road

अरण्यं ते पृथिवी स्योनमस्तु

Indira Gandhi National Forest Academy
Mid Career Training Phase – III (2nd) Course
29th January to 02nd February, 2017
Schedule

FORESTRY MODULE AT IGNA (29.01.2018 TO 02.02.2018)							
Date & day	1 st Session 0930 – 1100 hrs	1100- 1130 hrs	2 nd Session 1130 – 1300 hrs	1300- 1415 hrs	3 rd Session 1415 – 1545 hrs	1545– 1600 hrs	4 th Session 1600 – 1730 hrs
29.01.2018 (Monday)	Issues & Challenges of Forestry Sector in India (Dr. Ashwani Kumar)	T E A B R E A K	Setting Forestry Research Priorities in Changing Global Scenario (Dr. S.C. Gairola)	L U N C H B R E A K	(Sh. Siddhanta Das, Director General(Forest))	T E A B R E A K	Panel Discussion on “Change in Forest Governance” (Shri A.K.Wahal)
30.01.2018 (Tuesday)	Changing Scenario of Wildlife Management & Application of Modern Technologies in Wildlife Conservation (Dr. V. B. Mathur)		Efficient forest Management (Importance of practicing Silviculture) (Shri Tasleem Ahmed)		Ritwick Dutta Lawyer, SC & NGT		Panel Discussion on Equipping foresters to emerging challenges (Dr. Shashi Kumar)
31.01.2018 (Wednesday)	Hon’ble Minister		Scientific approach to watershed management (Shri A.K. Malhotra)		Right to Information –Tool for Public Centric Governance (Shri Shatrughan Singh)		Panel Discussion on “Climate Change : Challenges & way Forward” (Dr. Jagdish Kiswan & Shri V.R.S.Rawat)
01.02.2018 (Thursday)	Externally aided Projects (Shri Vinod Kumar)		Experience sharing		Experience sharing		Experience sharing
02.02.2018 (Friday)	Experience sharing		Application of Modern Technology in Forest Management (Shri Saibal Dasgupta)		Tour presentation		Valediction

- 1 Dr. Ashwani Kumar Fmr. Director General, ICFRE
2 Dr. S.C. Gairola, Director General, ICFRE
3 Shri A.K.Wahal, Retd. PCCF & HoFF, Arunachal Pradesh
4 Shri Tasleem Ahmed
5 Dr. Jagdish Kiswan, Retd. IFS

- 10 Dr. V.B. Mathur Director, WII
11 Sh Saibal Dasgupta ADG (FC), MoEF&CC & DG, FSI
12 योनम Dr. Shashi Kumar Director, IGNA
13 Shri A.K. Malhotra, Retd. IFS
14 Shri Vinod Kumar Ex-Director, IGNA

IGNFA Telephone Numbers
Exchange No. 0135-2225999, Fax No. 0135-2757314

S. No.	Name & Designation	PBX		Direct		Mobile No.
		(O)	(R)	(O)	(R)	
1	Dr. Shashi Kumar, Director	5201	5555	2754647	2754715	9410902625
2	Shri Ganga Singh, Professor	5275	-	2759995	-	9412997871
3	Dr. Praveen Jha, Professor	5206	-	2753074	-	9431100424
4	Dr. S. Senthil Kumar, Addl. Professor	5213	5502	2750775	2770799	9412051321
5	Shri Uttam Kumar Sharma, Addl. Professor	5210	5514	2751470	2774840	9412057112
6	Dr. B. Balaji, Asso. Professor	5228	5506	2757739	2754043	9412050565
7	Dr. S.P. Anandh Kumar, Asso. Professor	5215	5515	2753072	2770836	9417384414
8	Dr. K. Sasikumar, Asso. Professor	5234	5519	2751663	2774827	9436168611
9	Dr. P. Viswakannan, Asso. Professor	5219	5501	2750785	2773253	9434285114
10	Shri K. Kannan, Asso. Professor	5212	5511	2754395	2774279	9458182354
11	Dr. A.K. Suman, A.L.I.O (Librarian)	5277	5521			9411108923
12	PA to Director	5201		2754647		
13	PA to Additional Director	5203		2757741		
14	Shri Amit Ruhela, Hindi Translator	5204				9411722708
15	Account Section	5272				
16	IST Cell	5273		2757738		
17	Shri Ashish Nautiyal (Sr. Caretaker)	5225		2772851		9997141402
18	Shri Satnam Singh (Old Hostel Caretaker)	5738				9456333457
19	Bharat IT Computer Engineer	5211				
20	Reception (Main Building)	5200				
21	Reception/Guard (Executive Hostel)	5600		2754699		
22	Reception/Guard (Guest House)	5100				
23	Reception/Guard (Old Hostel)	5700				
24	Pavilion	5124				
25	Control Room	5000				
26	New Forest Hospital (Duty Room)			2224608		