



## Training Plan: The Action before *the* Action

*Adani Power is a part of Adani Group, which is one the largest conglomerates in India. The company has over 12 GW of generating capacity. The plants are spread across the length and breadth of the and employs close to 4000 people. Adani Power is a fore runner in many Human Capital development initiatives*

### Executive Summary

Adani Power which has interests in Thermal and Solar power generation is leading Private Sector power generator in India. Employing close to 4000 people, the company invests significant amount of monies in its People Development. In order to drive structured People Development, the company decided to undertake an extensive Training Needs Identification & Analysis exercise. UniTol was the chosen partner for this assignment, for optimal leverage of its platform, team and expertise.

## Challenges

One of the biggest challenges that the organization faced was the paucity of time that individuals and the lines managers had. Second was the geographical spread of employees– most of them operating from remote locations. Both these challenges meant that getting people to do a thorough and strategic TNI was difficult (i.e.; no quality time spent on this and connectivity hurting the usage of technology). UniTol was given the task of collecting and collating the TNI for over 3500+ employees. The whole project had to be completed in a tight time line of 8 weeks.

## What did we do?

UniTol created a project team of senior internal resources. All the identified individuals and their line managers, were given login credentials to our TMS platform, [www.L-Kurve.com](http://www.L-Kurve.com). UniTol collaborated with the client and Subject Matter Experts to create an exhaustive list of possible themes of training. This was then followed up with calls to the individuals who identified their individual training needs and then UniTol worked with their reporting managers to ratify the needs identified by reportees.

## Results and benefits

UniTol and its team were able to cover over 98% of the target population and collect the required information. The detailed Training Needs of each of the individuals, that of the team under a reporting manager and finally across the units & enterprise was collected, collated, prioritized and presented to the management, all within the agreed time lines. The client was delighted with the entire initiative.

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TRAINING NEED ANALYSIS

Manish Kumar Agnihotri

Department: Project Management & Control

Position: Manager

Grade: E1

Location: Jipur

Start

Training Needs Analysis is Concerned With Addressing Skills Gaps At The Organizational Level, The Group Level And The Individual Level, And Falls Under The Remit Of Learning And Development.

Themes for identifying the Training needs

1) Appreciation, Positivity, Empathy in family  
2) Closing the last loop - complete finisher  
3) Collaboration - collaborative mind-set  
4) Culture of appreciation, acceptance and sensitivity at work  
5) English language (through Videx, 3 hours in a week for two months)  
6) Fast track leadership for (Mgt to AGM), Talent Development  
7) Ownership and Accountability  
8) Take decisions

2) Cannot Provide TNA / No Themes Available  
3) Coaching / Mentoring  
4) Communicate right things to every concerned person in right manner  
5) Data driven approach / firefighting  
6) Expected to do more with less resources  
7) Follow SOP, Follow standard/professional approach to assignment  
8) Speed with sensitivity with quality with mindfulness  
9) Think - Do - Think

Employee TNI capture screens

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Adani TNI 2018 - 2019

Name: Om Prakash Mishra  
Employee Number: 10001958  
Grade: O2  
Position Name: Senior Officer  
Department: Project Management & Control  
Location: Jipur

1. Check the boxes against the programs against the respective theme that you would recommend  
2. Click "Save" if you want to save and return later to a partially saved entry  
3. Click "Submit" if you want to confirm the TNI themes for the employee

Themes

Expected To Do More With Less Resources

1) Expectation To Do More With Less Resources In Terms Of Financial Resources Or Manager Resources  
2) Bring Outside In Approach  
3) Think From Different Perspective  
4) Bring Innovation At Work  
5) Adopt Business Excellence Tools

Take Decisions

1) Understand The Decisions Making Process  
2) Understand Cultural Dimensions  
3) Take One Level Up Decisions  
4) Dealing Decisions

Follow SOP, Follow Standard/Professional Approach To

Programs

Doing More with less

Problem Solving and decision making

Essential Habits for being successful at work

Reporting Manager's Validation of Team TNI requirements

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Report generated from [www.L-Kurve.com](http://www.L-Kurve.com)

Training Needs of Direct Subordinates of Arun Kumar Prasad

Employee Details	Theme/Program 1	Theme/Program 2	PMS Discussion Programs	Self Development
30004074 Satyanarayana Routray Project Management & Control	Take decisions Problem Solving and decision making	Communicate right things to every concerned person in right manner Essential Communication strategies for leaders		Generating creative and innovative ideas
30011919 Abhinav Anand Project Management & Control	Take decisions Problem Solving and decision making	Communicate right things to every concerned person in right manner Essential Communication strategies for leaders		Generating creative and innovative ideas
30016922 Suresh Kumar Singh Project Management & Control	Take decisions Problem Solving and decision making	Communicate right things to every concerned person in right manner Essential Communication strategies for leaders		1. Taking action for performing under pressure 2. Business Planning essentials.

Reports for HR Manager / Reporting Manager