

## INTRODUCTION

Public sector undertakings (PSUs) have an important strategic intent and some PSUs have been performing quite well domestically, where they can now think @ international competitiveness for their survival and growth (as has been done by many capable PSUs in select European countries, China, Japan and other countries). Since, people are at the heart of any enterprise, improving maturity of capabilities on people dimension is essential for competitiveness. Utility of frameworks that help with maturity such as capability maturity models (CMM) is well known. Some of the firms have also piloted PCMM to break-out on specific dimensions (e.g. innovation, New service/product development). However, adaptation of such frameworks in public enterprises (PEs) seems limited.

With the improving 'Ease of Doing Business' in India and intensifying competition, some proactive firms are seriously exploring paths to enhance international competitiveness across levels. Higher maturity on people factor can provide better flexibility for differentiation and competitiveness

## OBJECTIVES

**Key objective** of this intensive program at IIT Bombay is to provide the leaders with the context, concepts and practices to enhance HR competitiveness through approaches such as PCMM. Sub-objectives are to help the leaders to:

- Understand the need and processes of key concepts such as competitiveness, business excellence (BE)
- Diagnose maturity of their organization and identify options to innovate.
- Share learning from PCMM implementation in different contexts, including public enterprises

## WHO MAY BENEFIT

The program is designed to give comprehensive understanding of the contexts, concepts and practices related to PCMM for productivity and competitiveness. The program is designed for:

- Managers with high potential to help their enterprises through innovative initiatives
- Hi-potential leaders keen to enhance international competitiveness

Due to high intensity of pre-and during program activities, the participants are expected to be in best of their fitness to complete tasks. We prefer healthy, fit and energetic professionals who are keen to think next levels.

For more details about the contents and faculty, any announcements, including advance material, you may like to give basic details (e.g. experience, etc.) in the form at: <http://tinyurl.com/iitbmot>

## Indicative Key Topics

- Context of PSE growth and performance
- Need for approaches such as CMM
- Introduction to competitiveness
- Frameworks and tools
- Benchmarking
- Business Excellence: Global excellence models (GEMs)
- Capability Maturity Model (CMM)
- People CMM:
  - Definition
  - Threads and Process Areas
  - Linkages with Business
  - Application of PCMM in non IT Companies

## VENUE FOR CLASSES

The sessions will be held at the Seminar Hall, Jalvihar Guest House.

## PROGRAM MATERIAL

To realize the objectives of the program, reading package will be made available to the participants at start of the program at IIT Bombay. Since the program is quite intensive, a pre-program learning pack is being evolved and will be shared in advance with confirmed participants.

## UNIQUE VALUE

The program design is evolving to have unique value for participants for their short visit to IIT Bombay. IIT Bombay is the driving institute behind technological catch-up in Western India in not only mature industries, but emerging Powai Valley, the hub of technology ventures. Some elements of the program that were liked in the past are:

- Practitioner perspectives from veteran professionals from industry
- Brief visits to select innovative laboratories of IITB
- Interactions with founder/early team member of IITB related technology ventures (e.g. at [SINE](#))

## FACULTY

The program is designed by Dr. Kirankumar [Momaya](#), a leading researcher of [MoT](#) for [Competitiveness](#) in Asia. Faculty from SJMSOM, IIT Bombay and practitioners with rich experience in industry, including of PCMM (e.g. Dr. [Ajitabh](#), Tata Group; Dr. [Sundar](#), IIMI) have also contributed in past programs.

## ACCOMMODATION

Accommodation on twin sharing basis may be available in the Institute Guest House for a very limited number of outstation participants on additional payment basis and with an advance request.

## REGISTRATION

Online registration can be done in the below link:

[https://portal.iitb.ac.in/ceqipapp/courseDetails.jsp?c\\_id=2113](https://portal.iitb.ac.in/ceqipapp/courseDetails.jsp?c_id=2113)

### Course coordinator:

Prof. Kirankumar S. Momaya,  
MDP Coordinator, SJM School of Management,  
IIT Bombay, Powai, Mumbai-400076  
Ph: 022-25768759, email: [momaya@iitb.ac.in](mailto:momaya@iitb.ac.in)

Hyperlinks provided in this document may also lead you to useful articles.

### Course Fees:

INR 40000 + GST @ 18% (as per applicable rates)

## IMPORTANT DATES

Registration last date: 26/11/2019 (Tuesday)

Course dates: 27/11/2019 - 29/11/2019 (Friday/Saturday/Sunday)

Certificate of Participation would be issued to the candidates who have registered and participated in the course.



CEP Short Term Course on

## People Capability Maturity Model in PSUs: A Practical Approach

November 27 – 29, 2019

Coordinator

**Prof. Kirankumar S. Momaya**  
Shailesh J Mehta School of Management

Office of  
Continuing Education & Quality Improvement Programmes

**Indian Institute of Technology Bombay**  
Powai, Mumbai – 400 076