

Banks Board Bureau

July 22, 2019

[Leadership Development Programme inaugurated on July 19, 2019](#)

A flagship Leadership Development Programme for the senior management of the nationalised banks was inaugurated at the IIM Bangalore on July 19, 2019. A total of 78 participants are attending the programme this year. This marks the beginning of a landmark initiative aimed at supporting the nationalised banks to have a leadership pipeline to take on present and emerging challenges in a competitive marketplace.

An initiative of the Banks Board Bureau, this unique collaborative endeavor has been curated 'by the nationalised banks for the nationalised banks' with active support of the Department of Financial Services, Ministry of Finance, Government of India; Indian Banks' Association (IBA) and a Knowledge Partner – Ms Egon Zehnder International Pvt. Ltd.

IIM Bangalore was identified from amongst the globally ranked Indian Management Institutes to deliver various interventions within the overall design of the programme.

Every year around 75 senior management personnel will undergo 30 days of interventions over a period of nine months. The interventions will be enabled through (a) exploration of self through Personal Growth Labs, Outbound Learning, Wellness Workshops, Systematic Coaching Processes and Motivational Speaker Sessions; and (b) functional development through exposure to new knowledge, emerging processes in the areas of Strategy, Risk management, Digital Transformation and Exponential Technologies. [Programme Overview](#)

Further, in order to leverage the exposure to various interventions in the programme, the participants will be undertaking a "Live project" with an objective of bringing about an improvement in a chosen area which is critical for their bank's success.

In his address to the participants, Shri Bhanu Pratap Sharma, Chairman, Banks Board Bureau, said:

“You are embarking on a unique journey. The programme is designed to enhance those attributes and skills which are vital for your personal and professional growth.

This programme comes at a very crucial point in time when public policy is focused towards making India a high middle-income country within the next decade.

The government has significantly shouldered the responsibility of recapitalising the banks. However, not all PSBs have needed the same degree of recapitalisation. This is so because within the PSB universe, there is a wide variation in operating parameters. In fact, a few PSBs have operated within their risk capacity and have not required capital infusion to absorb losses from legacy problems. The collective leadership must have been a key factor.

You will have to be alive to the fact that various interventions in the real sector by the government is making banking at the bottom of the pyramid, both at an individual borrower level and an entity level, a real possibility. Therefore, increasing competition from the private sector, especially in customer segments which were exclusive preserve of PSBs, is only bound to increase.

Therefore, during the course of the next nine months and thereafter, you will have to actively engage in pursuit of improving operational efficiencies of your banks. This will have positive spill over to the real economy by creating a virtuous cycle of reduction in the cost of capital which will in turn lead to lower costs of production and finally have a positive impact on growth, employment & productivity.”

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