

MANAGEMENT EXCELLENCE PROGRAM (MEP)

Program Description:

Promotion as Executive in Scale IV is a critical stage of transition in the career progression of a Bank Officer when he/she gets exposed to and becomes an integral part of the strategic aspects of management in terms of business growth as well as people leadership. It is essential that the newly promoted Executive is properly oriented towards his higher responsibilities and is equipped to take on the new role with a clear perspective and a positive attitude. The Management Excellence Program seeks to provide the orientation training for the young Executives who learn the ropes from basic branch management as Heads of critical branches having significant share of the Bank's business.

Program Objectives:

The program aims at enabling the participants to:

- ◆ Gain a clear perspectives on their enhanced role as Executive in formulating and implementing the operational strategies for achieving the vision of the Bank
- ◆ Align their action plans to the demands of organizational goals and aspirations and
- ◆ Lead their team from the front and motivate them for accelerated business growth.

Duration: 5 days (25 sessions of 70 minutes each)

Target Group: Senior Management Officers immediately on their promotion as Scale IV Executives. Those who have been recently promoted and working as Branch Heads can also be trained under the program.

Program Contents:

- ◆ Chief Manager's Role responsibilities in the Branch – a 360° view
- ◆ Strategic Business Planning – spotting potentials through environmental scanning and data / analytics based Business Budgeting and action plans
- ◆ Digital disruption and working in a world of digital transformation
- ◆ Imperatives for a robust assets portfolio – opportunities in Retail and MSME segment.
- ◆ NPA & Credit Monitoring resolution focusing on both stock and flow.
- ◆ Operational Risk Management, Compliance & Cyber Security.
- ◆ Leadership Development - People Management skills and dynamics of team working

PS – Depending upon the exact needs of the bank we can add Advanced Credit Appraisal subjects in lieu of other subjects.

Training Methodology:

Training Methodology will involve lectures, power point and multimedia presentations, brain storming sessions, group assignments and presentations by participants.



BQ Global

Trade World, D Wing, 4th Floor, Kamala Mills Compound, Lower Parel, Mumbai - 400 013

Contact - Mr Sunil Kapadekar, Vice President

Phone number: 22 61078512 | 91 9820754850 | www.bq.training

MANAGEMENT EXCELLENCE PROGRAM (MEP)

Session Design:

Day 1	Subject
Session 1	Inauguration
Session 2	Banking Scenario in 2020; Challenge and opportunity
Session 3	Where is the bank today (vis-a-vis peers, competitors) and the road map to reach our vision
Session 4	Managing Transition to Executive Role
Session 5	Branch Head role's and responsibilities as a change Agent

Day 2	Subject
Session 1	Branch Business Planning
Session 2	Relationship management from product seller to solution provider
Session 3	Branch as profit center -dynamics of P & L
Session 4	Risk management-awareness of Basel III
Session 5	Operational Risk management-compliance-prevention of frauds

Day 3	Subject
Session 1	Emerging trends in information technology and digital banking
Session 2	Leveraging digital payment and solution of NPCI - strategies to face the competition
Session 3	Data analytics as business enabler and towards risk management
Session 4	Marketing of products and services - lead management
Session 5	Cyber Security-safe guarding against Online frauds

Day 4	Subject
Session 1	Branch Heads in the forefront of promoting credit growth
Session 2	Opportunities in retail credit space and marketing strategies
Session 3	Challenges in lending to MSME and corporate sector
Session 4	Assets quality management-sharpening monitoring skills
Session 5	NPA resolution-Insolvency and Bankruptcy Code (IBC) for resolution

Day 5	Subject
Session 1	Team building for performance excellence
Session 2	Time management and conflict resolution in work place
Session 3	Stress management and maintaining work life balance
Session 4	Commitment to self - development
Session 5	Course evaluation valediction

Additional Sessions	Credit Subject for Focus	Additional Sessions	Credit Subject for Focus
Session 1	Essentials in credit appraisal- understanding BS & PL Ratio analysis	Session 5	Appraisal and assessment on term loan
Session 2	Essentials in credit appraisal-- continued	Session 6	Studies & Exercise on credit appraisal working cap
Session 3	Working capital appraisal	Session 7	Exercise on term loan
Session 4	Working appraisal -- continued	Session 8	Compliance of pre-disbursement and post sanction terms
OTHER SUBJECTS			
CASA Mobilization, fee based income branch level action points for remedying PCA			



BQ Global

Trade World, D Wing, 4th Floor, Kamala Mills Compound, Lower Parel, Mumbai - 400 013

Contact - Mr Sunil Kapadekar, Vice President

Phone number: 22 61078512 | 91 9820754850 | www.bq.training