

**October 25 – 27, 2021**  
**(Online Course Duration: 15 hours)**

**Live Online Programme on**  
**Coaching**  
**Millennial Talent**  
**for Bankers**

*Coordinators*  
**Prof B Ashok**  
**Dr Shomi Srivastava**



**National Institute of  
Bank Management  
Pune, India**

## Background

With the induction of quite a number of millennials – people born between 1980 and 2000 – a demographic shift has happened in Indian banks over the years. The seniors are on their way out, leaving a huge vacuum in organizational knowledge, decision making abilities and above all the business acumen of bankers. The issue of the proverbial 'Missing Middle' has acquired prominence in the context of managerial leadership in banks, more so in Public Sector Banks. Addressing these gaps has, therefore, become an organizational imperative. The existing paradigm of L&D, Coaching and Mentoring may not be of much help here. Engaging the millennial talent is an evolving area of managerial praxis.

It is against this backdrop that NIBM have developed this innovative short duration programme which would enable senior level bankers to appreciate the dynamics of Coaching Millennial Talent. The programme envisages to explore:

- ❖ The WHYs of the challenges associated with engaging millennials;
- ❖ HOW to meet these challenges; and
- ❖ WHAT could be done to institutionalise the emerging solutions in the context of Banks

### Learning Objectives

- To get introduced to the behavioural challenges in engaging with millennials
- To appreciate the aspirations of the millennials and their expectations from the seniors
- To appreciate the need for an unconventional approach to the millennial talent
- To develop innovative coaching skills to nurture the millennial talent
- To develop and institutionalise the process of continuous feedback

### Programme Content

- Goals, Aspirations and Behaviour of Millennials – An introduction
- Urban Vs Rural – Differential approach in Talent Engagement
- Appropriate Communication Strategies to reach out to the Millennials
- Competency X Job Challenge – The Coaching Matrix
- Millennials as Mentees – The Mentoring Challenge
- Understanding the dynamics of Continuous Feedback
- Practitioners' Experience in Continuous Feedback

### Target Group

Officers in senior management, leadership positions, regional and zonal heads, faculty from staff training colleges, HR managers, etc.

## Dates and Duration

October 25 – 27, 2021

3 Days (15 Hours online engagement including workout sessions for participants)

## Modalities

This online course will have 15 hours of engagement spread over three days and will be delivered through: (a) Self-paced study, (b) Pre and Post-course perception surveys, (c) Case Study / Exercises, (d) Live Video Sessions from Internal Faculty as well as Guest Faculty

The courseware will include the following: (a) Reading materials for self-study, (b) Case study or exercise material and online references, (c) Video sessions comprising of: (i) Pre-recorded video sessions on related topics, (ii) References to resources available in public domain.

Participants will be provided with login id and password to access the Learning Management Platform of the institute. Guidance will be available for navigating through the platform to enable the participants to access the courseware, view the video sessions, attending live sessions, interacting with the faculty/ other participants, etc.

Schedule of the sessions will be provided at the start of the programme. Participants would need internet access on desktop/ laptop with Google Chrome to attend the sessions and access the resources.

## Completion Certificate

Completion certificates will be given to the participants at the end of the programme. Participants have to remain logged in for the total number of engagement hours during the programme to be eligible for the Completion Certificate.

## Nominations and Enquiries

Nominations are invited from both organisations and individuals based in India or abroad. Executives working in banks, financial institutions, consulting/technology firms in areas relevant to banking and finance are also welcome to participate in the programme.

Please address your enquiries and nominations to:

Prof B Ashok

Dr Shomi Srivastava

Programme Coordinators

National Institute of Bank Management

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Pune 411 048, India

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Website : www.nibmindia.org

**Last Date for Receiving Nominations: October 23, 2021**

## Programme Fee (per participant) for 15 hours Programme

US \$ 600 for foreign participant

	Fee	GST	Fee+GST	TDS
Member Banks :	13200	2376	15576	1320
Non-Member Banks :	15500	2790	18290	1550
Individual Nominee :	15500	2790	18290	----

The fee includes the cost of tuition, access to reading material and recorded videos, etc. (Central Goods and Services Tax (GST) @ 18%, and TDS @ 10%. Kindly send the TDS Certificate on priority to NIBM).

### Mode of Payment for Indian Participants

- The fee may preferably be transferred by RTGS/NEFT/ECS to our A/c No. 20002400021 with Bank of Maharashtra, NIBM Branch, Pune (IFSC Code MAHB0001124). NIBM PAN No. AAATN0040P and ST No. AAATN0040PST001.
- National Institute of Bank Management  
NIBM Post Office, Kondhwe Khurd, Pune 411 048, INDIA.

### Mode of Payment for Foreign Participants

#### Mode of Remittance: SWIFT\*

- Name & Address of our Bankers : Punjab National Bank  
C-2, Shop No. 4-5, Bramha Estate  
Kondhwe Khurd, Pune 411 048  
Maharashtra, India
- Name of the Beneficiary : National Institute of Bank Management
- NIBM's Bank Account No. with Punjab National Bank : 11281131004402
- Bank's Swift Code : PUNBINBDDIB
- Preferred Currency : USD
- Correspondent Bank of Punjab National Bank : WELLS FARGO BANK NA
- Punjab National Bank A/c No. with Correspondent Bank : 2000193007918
- Swift Code with Wells Fargo Bank : PNBpus3nny
- IFSC : PUNB0108810

\* The Foreign Bank Charges/ SWIFT charges/Commission is to be borne by the remitter. The fees mentioned in the invoice/brochure is to be paid to NIBM, net of all bank charges.

**\*Payments will be accepted only through electronic mode.  
Cheques/DDs/Pay Orders will not be accepted.**

- **For all electronic remittances, kindly send a confirmatory e-mail at: [accounts@nibmindia.org](mailto:accounts@nibmindia.org) giving details of the remitter and participant, name and dates of programme, etc.**

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