

Institute of Management in Government

Monthly Bulletin- May 2026



Published by,

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From the Desk of the Director General

The launch of training programmes under the State Training Policy is imminent, with the release of funds expected within the next few days. As we prepare for this significant initiative, we must anticipate and effectively address the challenges of implementing these programmes alongside Government of India-sponsored and other externally funded training programmes.

Our objective is to maximize the utilization of our institutional capacity without compromising the quality of training, participant experience, or the facilities we provide. Resource allocation—including faculty, infrastructure, accommodation, and administrative support—must therefore be planned judiciously to ensure the seamless conduct of all programmes.

Special priority should be accorded to Induction Training Programmes for newly recruited government officials. Providing timely orientation at the beginning of their careers is essential, as it is far more effective to inculcate the right knowledge, skills, attitudes, and work practices at the outset than to correct misconceptions or inappropriate practices later.

We have already initiated several measures to strengthen the infrastructure at both our Headquarters and Regional Centres, with the aim of providing a modern, comfortable, and learner-centric environment. These improvements will enhance the quality of our training delivery and reinforce IMG's reputation as the State's premier training institution.

I seek the wholehearted cooperation and commitment of every member of the IMG family in achieving these objectives and making this vision a reality. Together, we can ensure that our Institute continues to set new benchmarks in capacity building and public service excellence.

Tinku Biswal IAS

Capacity Building Programme for Officers of the General Education Department (HSE)

The Institute of Management in Government (IMG), Thiruvananthapuram, conducted five batches of the Capacity Building Programme for Officers of the General Education Department (HSE) during the period from 11th May to 6th June 2026. The programme, directed by Shri. Mubashir E, Assistant



Professor, IMG, was designed to equip Higher Secondary Education officers with contemporary administrative, managerial, and interpersonal competencies essential for effective educational governance.

The programme provided a platform for participants to reflect on the evolving role of educational administrators in a rapidly changing environment. Sessions on Public Relations in HSE, led by Shri. Ranjan Raj RP, Joint Secretary to Government and Senior Administrative Officer, DGE HSE; Gender Sensitivity at the Workplace, handled by Dr. Anishia Jayadev, Professor, IMG, and Adv. Sreela Menon, State Nirbhaya Coordinator; Emotional Intelligence in Work-Life Balancing, facilitated by Smt. Ninumol P.M., Assistant Professor, IMG; and Disciplinary Rules and Procedures, led by Smt. Shuja R, Additional Secretary to Government and Associate Fellow, IMG, enabled officers to strengthen their leadership and people-management capabilities. The session on Yoga – The Way of Living, conducted by Dr. Arun Thulasi, Yoga and Naturopathy Medical Officer, offered practical strategies for stress management and personal well-being, while Leveraging Artificial Intelligence in Official Life, handled by Shri. Mubashir E, introduced participants to emerging technologies capable of enhancing productivity, efficiency, and decision-making in public administration. The interactive nature of the sessions encouraged active



participation and meaningful discussions on the opportunities and challenges confronting the Higher Secondary Education sector.

The programme received an enthusiastic response from the participants, who appreciated its practical orientation and relevance to their professional responsibilities. By integrating

administrative knowledge, technological awareness, workplace ethics, and personal effectiveness, the programme contributed significantly to strengthening the capacities of officers entrusted with the management and development of Higher Secondary Education in the State.

Induction Training Programme for Newly Recruited Supervisors of Women & Child Development Department

The Institute of Management in Government (IMG) conducted a five-batch Induction Training Programme for newly recruited Supervisors of the Women and Child Development Department between 14 May and 16 June 2026. The batches were held from 14th to 21st May, 29th May to 5th June (2 batches), and 8th to 16th June 2026 (2 batches). Course Director for the programme was Dr. Anishia Jayadev, Professor, IMG.

Key Highlights & Curriculum Focus

The comprehensive multi-day program was structured to equip supervisors with essential administrative, legal, leadership, and technical skills. The training focused on the following core areas:

Core Administrative & Governance Systems: In-depth training on Government e-Marketplace (GeM), Digital Governance & Data Management, general administration, audit procedures, and the K-Smart system.

ICDS & Field Operations: Sessions focused on an overview of the Integrated Child Development Services (ICDS) Mission in Kerala, operational administrative aspects, community mobilization, and field management.

Child Welfare & Care: Specialized sessions covered early childhood care, nutrition, growth monitoring, referral mechanisms, and relevant legal acts protecting child rights.

Soft Skills & Leadership: Training included modules on emotional intelligence, leadership in monitoring and evaluation, and gender sensitization.

The program concluded on June 16, 2026, with a formal evaluation and valedictory session.



Course Design Workshop for the Department of Vocational Higher Secondary Education

The Institute organized a two-day Course Design Workshop for the Department of Vocational Higher Secondary Education (VHSE) on 21–22 May 2026 at the Institute of Management in Government (IMG) Headquarters, Thiruvananthapuram. The workshop brought together 15 participants representing various levels of the department, ensuring broad-based inputs into the course design process.

During the workshop, participants collaboratively developed and finalized competency-based course designs for key stakeholder groups, including Principals, Career Masters, Vocational Teachers, Non-Vocational Teachers, Instructors, Lab Technicians and Administrative Staff. The workshop followed a participatory approach, enabling the integration of departmental priorities, functional requirements, and capacity-building needs into the training curricula.

The finalized course designs will serve as the foundation for implementing the department's training programmes during the current year, ensuring that all capacity-building initiatives are aligned with organizational objectives and the professional development needs of different categories of personnel.



Ms. Neena George Awarded Ph.D. by the University of Kerala

Ms. Neena George, Full-time Research Scholar at the Institute of Management in Government (IMG), has been awarded the degree of Doctor of Philosophy (Ph.D.) by the University of Kerala.



She pursued her doctoral research under the prestigious Senior Research Fellowship (SRF) awarded by the University Grants Commission. Her research was carried out on the topic, "*A Study on Prospects and Problems of Senior Entrepreneurship in Kerala*," which examines the

opportunities and challenges associated with entrepreneurship among senior citizens in the state.

The research was conducted under the supervision of Dr. S. Sajeew, Professor, Institute of Management in Government (IMG).

This achievement is a matter of pride for IMG and reflects its continued commitment to promoting high-quality research in areas of public policy, governance, and socio-economic development.

Conducted Programmes for the Month of May

Sl. No	Code	Training Programme	Department	From	To	Facilitator
1	OSP 10/26	Training of Master Trainers for the 1st phase of Census 2027 (Batch II)	Directorate of Census operations, Kerala	06-May-26	09-May-26	Dr. S.Sajeew, Professor, Dr. R Jayasree, Professor & Mubashir E, Asst. Professor
2	OSP 11/26	Workshop on Kayakalp and updating implementation book	NAM	07-May-26	08-May-26	Dr. Mini B Nair, Professor/ Gowri M, Asst. Professor
3	OSP 13/26	Capacity Building Programme for the Officers	HSE	11-May-26	13-May-26	Mubashir E, Assistant Professor
4	OSP 12/26	Accessor Associate Training	NAM	12-May-26	13-May-26	Dr. Mini B Nair, Professor/ Gowri M, Asst. Professor
5	STP 1/26	Course Design Workshop for Training Managers, Department Faculty Members	Survey & Land Records	12-May-26	12-May-26	Minimol V G, Associate Fellow
6	OSP 14/26	Capacity Building Programme for the Officers	HSE	14-May-26	16-May-26	Mubashir E, Assistant Professor

7	OSP 15/26	Induction training programme for Newly Recruited Supervisors	Women & Child Development Department	14-May-26	21-May-26	Dr. Anishia Jaydev, Professor
8	OSP 16/26	Capacity Building Programme for the Officers	HSE	18-May-26	20-May-26	Mubashir E, Assistant Professor
9	OSP 17/26	Capacity Building Programme for the Officers	HSE	21-May-26	23-May-26	Mubashir E, Assistant Professor
10	STP 2/26	Course Design Workshop for Training Managers, Coordinators & Department Faculty Members	VHSE	21-May-26	22-May-26	Dr. Sajeed S, Professor
11	OSP 18/26	Induction training programme for Newly Recruited Supervisors (Batch II)	Women & Child Development Department	29-May-26	05-Jun-26	Dr. Anishia Jayadev, Professor
12	OSP 19/26	Induction training programme for Newly Recruited Supervisors (Batch III)	Women & Child Development Department	29-May-26	05-Jun-26	Dr. Anishia Jayadev, Professor