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From the desk of the Director



Emphasis on Training Needs Assessment (TNA) in the Capacity Building Cycle

The first and most critical component of the Systematic Approach to Training (SAT) is the assessment and analysis of training needs. If the performance gaps or developmental needs of trainees are not accurately identified at this stage, subsequent training interventions could become ineffective or irrelevant.

Recognizing the fundamental importance of Training Needs Assessment (TNA) in the capacity building cycle, the Institute has decided to place special emphasis on this process in the current year. TNA cannot be allowed to become a routine or superficial. Full involvement of the Heads of Departments (HODs) is an essential precondition for TNA to become relevant. By a proper TNA, the identified training needs will truly reflect the core requirements of the department or align with its strategic objectives and vision.

IMG has reiterated the criticality of TNA, urging the Heads of Departments to utilise STP training as a tool for relevant capacity building. It is indeed heartening that several departments have responded positively and have initiated improved TNA exercise. IMG intends to actively engage all HODs in designing high quality relevant training programmes. It is hoped that HODs will personally own the TNA and the subsequent training programmes.

K Jayakumar

Mission Karmayogi Workshop

The Institute of Management in Government, in collaboration with the Capacity Building Commission, Government of India, and the Personnel and Administrative Reforms Department, Government of Kerala, conducted a workshop on 7th April 2025 focused on enrolling government officials in the iGOT Learning Management Portal.

Nodal officers of Mission Karmayogi from various departments participated in the workshop. The session highlighted the features of the iGOT portal and emphasized the flexibility it offers by enabling government personnel to learn at their own pace.



Mr. V. Henry Arogya Raj and Ms. Ashi Pandey from the Capacity Building Commission served as the resource persons for the workshop.

National Workshop on Sevottam

The Institute of Management in Government (IMG), in collaboration with the Department of Personnel and Administrative Reforms and Public Grievances (DARPG), Government of India, conducted a

National Workshop on Sevottam on 25th April 2025.

The objective of the workshop was to provide a collaborative platform for the exchange of best practices in public grievance redressal and the effective implementation of the Right to Services across various States. The workshop facilitated the sharing of successful models and innovative strategies that have significantly improved service delivery and grievance redressal mechanisms.

In-depth deliberations were also held on capacity-building programmes for Grievance Redressal Officers (GROs), organized by Administrative Training Institutes under the Sevottam scheme of the DARPG.

A total of 110 participants from Kerala and other States attended the workshop. The event was inaugurated by Shri V. Srinivas, Secretary, DARPG, and chaired by Shri K. Jayakumar, Director, IMG. Also present were Ms. Jaya Dubey, Joint Secretary, DARPG; Mr. Partha Bhaskar, Deputy Secretary, IMG; and Dr. S. Sajeev, Professor, IMG and Nodal Officer, Sevottam Cell.

Presentations were made by:

- Smt. Veena Madhavan, Special Secretary, P&ARD, Kerala
- Shri Anukumari, District Collector, Thiruvananthapuram
- Shri Seeram Sambasiva Rao, Principal Director, LSGD and Special Secretary, Department of Electronics and Information Technology

Eminent national-level resource persons with expertise in public grievance redressal also presented papers, followed by engaging and productive interactions with the participants.





Phase 1 Induction Training for IAS 2024 Batch Officers

The IAS 2024 batch officers allotted to Kerala Cadre reported at IMG Thiruvananthapuram for their Phase 1 induction training. The programme was scheduled from 28th April to 14th May 2025. As part of the training the officer trainees called on Hon'ble Governor, Hon'ble Chief Minister, State Police Chief,



Chief Secretary, Accountant General and other senior officials of the State of Kerala. To equip the officer trainees with a comprehensive understanding of Kerala's governance, policies, culture and administrative challenges and preparing them for their roles as effective administrators, they had engaging sessions with senior IAS officials, experts and HoDs.

Field visits were also conducted to understand grassroot-level implementation of various schemes and projects of Govt. of Kerala. After the successful completion of Phase 1 training the officers left for their District attachments.



Level D Programme for Section Officers of the Central Secretariat

Another batch of Level D trainees commenced their two-week state attachment programme at IMG on 28th April 2025. This is a relatively large batch, comprising 39 trainees. The state attachment offers Section Officers a valuable opportunity to gain firsthand insight into the challenges and realities of programme implementation at the field level—insights often unavailable through their regular desk-based roles.



Notably, this batch includes four officers from the Ministry of Railways, who are participating alongside their counterparts from other Central Secretariat ministries. As part of the programme, the participants visited various local self-government institutions, including Gram Panchayats, Block

Panchayats, and Municipalities across the district. During these field visits, they engaged with implementation officers, beneficiaries, and other stakeholders to better understand grassroots governance and service delivery.



The programme is scheduled to conclude on Friday, 9th May 2025.

ToT on Internal Compliant Committee

IMG in collaboration with National AYUSH Mission, conducted a day long training for the members Internal committees in AYUSH health institutions on 5th April. The training was attended by 38 participants. The participants has previously undergone an online orientation session on POSH Act. The in person training by IMG familiarized the participants with understanding gender relations, in the workplace and equipped the participants to conduct an internal committee enquiry.

Trainer Development Programme on RTI Act, 2005

The RTI Knowledge Centre conducted a three-day Trainer Development Programme (TDP) on the Right to Information Act, 2005, from 22nd to 24th April 2025. A total of 12 participants were trained through a series of interactive sessions and practical



exercises, including individual and group-based assignments.

The programme was inaugurated by Shri. K. Jayakumar, IAS (Retd.), Director, IMG. The programme was facilitated by Prof. Dr. Ram Mohan R, Nodal Officer, RTI Knowledge Centre.

Training Programme for Junior Assistants of Kerala State Financial Enterprises

As part of the ongoing capacity-building initiatives for KSFE, multiple batches of junior assistants have been trained at IMG Thiruvananthapuram and its Regional Centre in Kozhikode. The programme aimed to enhance the ability of junior assistants to perform effectively in a competitive financial environment. The training module included both domain-specific topics and components designed to foster positive attitude and behavioural change. Structured as a residential programme, it provided ample opportunities for peer discussions and interaction with faculty beyond regular sessions. The current series of programmes is expected to conclude by May 2025.

Management Development Training for District NUHM Personnel

IMG conducted a residential training programme for NUHM personnel in two batches, each comprising of 31 participants, held on 24th & 25th April and 29th & 30th April respectively. The training programme envisaged to the district unit officers of NUHM which include District Urban Health Co-ordinators, District Accounts and Lady Health Visitors with a motive to build their capacities which can supplement the ongoing efforts in the implementation of NUHM, strengthen health system, programme devility, advocacy and policy initiatives.

The training programme focused on programme management, financial management, monitoring and evaluation, following need-based areas in the context of NUHM Kerala. The classes were taken by the experts in the respective field.

Conducted Programmes for the Month of April

Code	Name of Programme	Department	From	To	Facilitator
OSP 1/25	Induction Training Programme for the Assistants	KSFE	03-Apr-25	05-Apr-25	SS/RJ/AB
OSP-3/25	ToT for Internal Complaint Committee Members of AYUSH Institutions	NAM	05-Apr-25	05-Apr-25	MBN/AB
	Orientation Workshop for the Nodal officers of Mission Karmayogi	P&ARD	07-Apr-25	07-Apr-25	SS
OSP - 7/25	Training of Trainers	NAM	07-Apr-25	08-Apr-25	MBN/AB
OSP 2/25	Induction Training for Assistants	KSFE	09-Apr-25	11-Apr-25	SS/RJ/AB
	Written Test for the KERA Project	Agriculture	12-Apr-25	12-Apr-25	VS
OSP 04/25	Training on Palliative Care	NAM	07-Apr-25	09-Apr-25	LJ
SCTP -03	Training on Gender Sensitivity	GOI	07-Apr-25	07-Apr-25	RD
OSP- 05	Training on Foundation Course in Palliative Care for Medical Officers Dept. of Indian System of Medicine	NAM	07-Apr-25	09-Apr-25	RD
OSP- 06	Training on Foundation Course in Palliative Care for Medical Officers Dept. of Indian System of Medicine	NAM	08-Apr-25	10-Apr-25	RD
OSP 8	Capacity Building Programme for Sr. Clerks & Jr.Superintendents	General Education (HSE)	21-Apr-25	22-Apr-25	ME
OSP 10	Training on Palliative Care	NAM	21-Apr-25	23-Apr-25	MBN/AB
	Trainer Development Programme on Right to Information Act 2005	RTI Knowledge Centre (IMG)	22-Apr-25	24-Apr-25	RM
	Interview for the KERA Project	Agriculture	23-Apr-25	25-Apr-25	VS

OSP 13	Management Development Programme for NUHM (1st Batch)	NUHM	24-Apr-25	25-Apr-25	SAS
GOI OSP 1	Consultative Meeting with DARPG-PACE Project	Revenue	24-Apr-25	26-Apr-25	RM
GOI OSP 2	Consultative Meeting with DARPG-PACE Project	Revenue	24-Apr-25	26-Apr-25	RM
	National Seminar on Sevottam	Various	25-Apr-25	25-Apr-25	SS
OSP 11/25	Training on Palliative Care	National Ayush Mission	21-Apr-25	23-Apr-25	LJ
OSP-14	Induction Training for Junior Assistants of KSFE	KSFE	21-Apr-25	23-Apr-25	RD
OSP-12	Training on Foundation Course in Palliative Care for Medical Officers Dept. of Indian System of Medicine	NAM	22-Apr-25	24-Apr-25	RD
SCTP-	Training on Malayalam Computing	GOI	24-Apr-25	25-Apr-25	RD
OSP 9	Capacity Building Programme for Sr Clerks and Jr Superintendents	General Education(HSE)	28-Apr-25	29-Apr-25	ME
OSP 19	Siddha Training	NAM	28-Apr-25	29-Apr-25	MBN/AB
OSP 17	Training on Palliative Care	NAM	28-Apr-25	30-Apr-25	MBN/AB
GOI - OSP 03	Consultative Meeting with DARPG - PACE Project	Revenue	28-Apr-25	30-Apr-25	RM
OSP	141 level D for Section Officers	DoPT Central Sect	28-Apr-25	10-May-25	SS/ NR
OSP 16	IAS 2024 Batch Phase I training	IAS	28-Apr-25	14-May-25	MBN/GM
OSP 20	Management Development Programme (2nd batch)	NUHM	29-Apr-25	30-Apr-25	SAS
SCTP-06	Training on Gender sensitivity	GOI	02-May-25	02-May-25	RD

Faculty Legends

SS	Dr. Sajeev S, Professor, IMG, TVM	RJ	Dr. R Jayasree, Professor, IMG, TVM
RM	Dr. R Ram Mohan, Professor, IMG, TVM	MBN	Dr. Mini B Nair, Associate Professor, IMG, TVM
AJ	Dr. Anishia Jayadev, Associate Professor, IMG, TVM	AB	Smt. Amala Bonnie, Assistant Professor, IMG, TVM
NR	Dr. N Rahul, Assistant Professor, IMG, TVM	GM	Smt. Gowri M, Assistant Professor, IMG, TVM
ME	Shri. Mubashir E, Assistant Professor, IMG, TVM	NPM	Smt. Ninumol P M, Assistant Professor, IMG, TVM
VS	Shri.V.Sreekumar, Sr.Programmer, IMG, TVM	SJR	Smt. Shuja R, Associate Fellow, IMG, TVM
MVG	Smt. Minimol V G, Associate Fellow, IMG, TVM	AMK	Abdul Mujeed Kakkotil, Associate Fellow, IMG, TVM
	Smt. Sabitha S, Associate Fellow, IMG, TVM	LJ	Smt.Liny Jose K, Assistant Professor, IMG, KHI
JV	Dr. Jacob Varghese, Associate Fellow, IMG, KHI	RD	Regional Director
DC	Department Coordinator		

