



From Director's Desk...

Dear All,

As we all gear up for our flight to 2021-22 with a determination to achieve much higher than previous years, just felt like sharing my thoughts:

- 1. Focus on Target:** We cannot achieve unless we focus on our targets. Although it may be time consuming up front, determining a target allows you to focus on your efforts in the most effective way possible.

To facilitate target setting we have introduced Key Result Area (KRA) for employees. The KRA removes any ambiguity from the employee's mind about what exactly is expected from him. With proper communication and implementation, it can boost his/her performance. The performance of the employee can be tracked, and improved. Thus, it results in the development and growth of both the employee and the organization.

We have started finalizing target and KRA at Head office and soon it will be percolated down to sites as well.

- 2. Process Orientation:** Processes are imperative for the growth of any organization. We are also moving from people orientation to process orientation. Creation of departmental workflows and digitalization of processes will help us to achieve our goals. Our plan to automate the process and practices shall lead to minimization of errors.
- 3. Taking responsibility for your results:** It is also called taking accountability. One creates the results one wants; you cannot expect somebody else to achieve your goals and get you what you want. Accountable Individuals **See It, Own It, Solve It, Do It:** they see the problems hindering Key Results, own their role in accomplishing Key Results, solve existing problems through creative problem-solving, and do what they say they are going to do by delivering on the results.

I expect employees to focus on their targets, follow processes and be accountable for their efforts and deeds in accomplishing the same.

Best Wishes!!

Santosh Sharma

Operation's Update

By: Mr. Satyendra Sharma

Dear Team,

With passage of time, we have realized that keeping employees aware and updated on best practices, new development and current scenarios is essential for organizational growth. Knowledge sharing is essential for a company to achieve success, since it can facilitate decision-making capabilities, build learning organizations (through a learning routine) and finally, stimulate cultural change and innovation. We totally believe that an organization cannot grow if the people associated to it and their knowledge is not growing.

To imbibe this culture of sharing learnings and knowledge we had our first knowledge sharing session by Sahil Saxena, GET. The topic he covered was "**Sub-station Bus-bar Scheme**". This is an important component in Substation. An electrical bus bar is defined as a conductor or a group of conductors used for collecting electric power from the incoming feeders and distributes them to the outgoing feeders. In lay man language, it is a type of electrical junction in which all the incoming and outgoing electrical current meets.

Sahil very satisfactorily explained types, selection, equipment used, and sequence of operation used of bus-bar scheme. His presentation did not only add value to others but also boosted confidence level of Sahil.

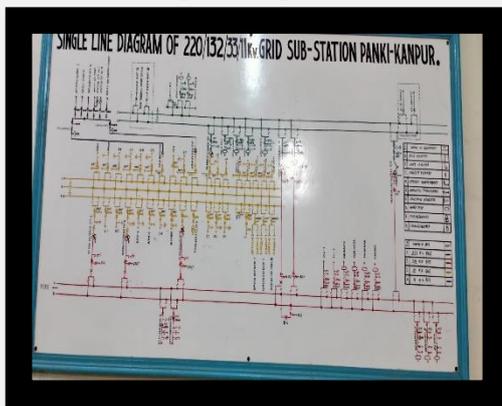
Another step taken towards developing employees was exposing our trainees to site conditions. Our enthusiastic trainees were sent to various sites to get a glimpse of our actual working. We are planning to many more such initiatives in future which shall ensure wholistic improvement of employees.

Happy Learning. Happy rising!!

Learnings from site visits

Azmi describes her Panki & Sarojini Nagar substation visit as a memorable experience as this was for the first time, she visited a site. For her this visit has enhanced her knowledge in the following:

- Bus-Bar Scheme (Panki & Sarojini Nagar - Single Main and Transfer, 220KV & Double main transfer scheme, 400KV).
- Capacity of substation depend on the no. of Transformer connected (Panki – 815MVA, Sarojini Nagar – 1000MVA).
- CT Technical Specifications – (Current – 2000/1000/800 in 03 core CT – Panki, 220KV,
- Current – 2000/1 – all 05 core CT in Sarojini Nagar, 400KV)
- Functioning of CT (Core of CT utilized for Protection, Metering & as Back-up)
- Structure and Functioning of CVT (CVT usually 03 cored, used for Protection & Metering)
- Isolator (basically of 03 Types) – mainly SF6 filled and Spring method controlled.
- Cable Trench Foundation/Cabling room for Control Panel – Space requirement, clearance for Tower, BMK, BPI functioning etc.
- Function of Lightning mask – Diametrically protection from surges



For other Anubhav and Sahil also it was an enriching experience. In Anubhav's words, "I went to Railway Stations of Rudrapur, Chattarpur, Lal Kuan and Kashipur, for a survey of Railway Electrification. It was my first site visit and was a great experience for me. I also met the people who specialized in that field. Communicating with them and exchanging of thoughts with them was a great experience."



(Railway Stations of Rudrapur, Chhatarpur, Lal Kuan and Kashipur)

For Sahil the experience was not different from the rest. Sahil went to Muradnagar 1400/220/132kV sub-station (AIS) with a purpose to gain insight of Digitalization of sub-station. According to him what interested him most were:

- 132kV switchyard, single main & transfer bus-bar scheme.
- 3 transformers of the sub-station (2*315 MVA & 1*500 MVA).
- 400kV switchyard, double main & transfer bus-bar scheme.
- 220kV switchyard, double main & transfer bus-bar scheme.



He describes this visit as a “very good experience, I’ve saw the arrangement of different equipment’s in the switchyard, bus-bar schemes, control room & control panels etc.” Amisha

explains her visit to UPPTCL, Substation of 400kV/220kV at Azamgarh and Sultanpur as “very good and full of practical knowledge.”



We wish our budding stars more learning and experience in their professional journey.

2020 born Gepdecians (till 2021) ...



Amisha Saxena – Head Office



Azmi Ali – Head Office



Shivam Tiwari – Head Office



Anubhav Gupta – Head Office



Kalyansis Pal- UP



Sahil Saxena – Head Office



Rahul Negi – Head office



Samanta Kumar Nanda -Odisha



Preeti Rawat – Head Office



Rajeev Vats – Head Office

Brain Teasers



1. I'm where yesterday follows today, and tomorrow is in the middle. What am I?
2. What starts with the letter T, is filled with T and ends in T?
3. What building has the most stories?
4. What is so delicate that even mentioning it breaks it?
5. What has to be broken before you can use it?
6. What gets broken without being hold?
7. Timmy's mother has three children. The first was named April. The next was named May. What is the final one's name?
8. What part of a fish weighs most?
9. How many letters are in the alphabet?
10. What is at the end of a rainbow?
11. Besides Paris, what is the capital of France?
12. What word is that which, deprived of its first letter, leaves you sick?

Send the answers within 2 days to Hr@gepdec.in. Names of the winners shall be published in our next edition.