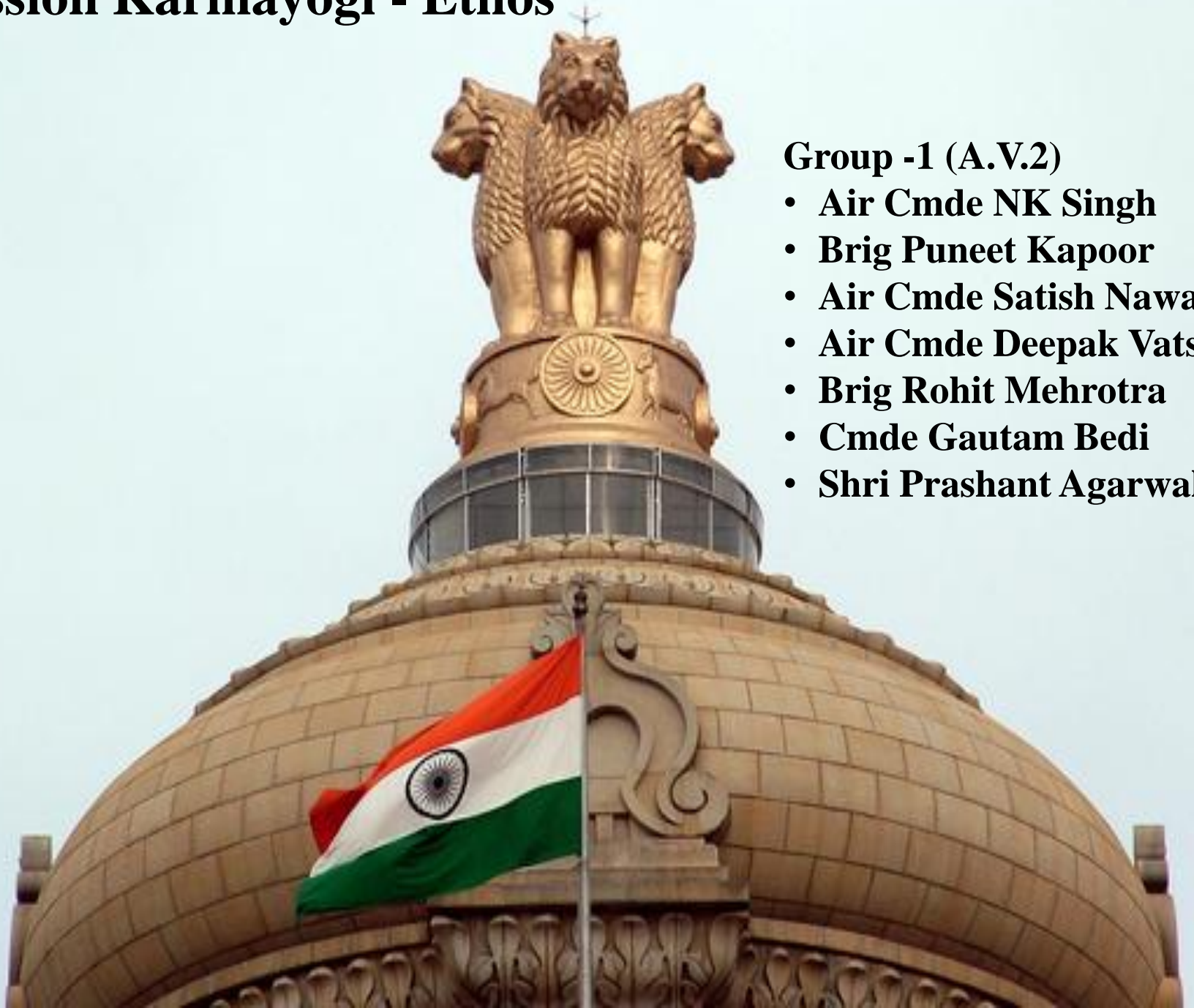


Mission Karmayogi - Ethos



Group -1 (A.V.2)

- **Air Cmde NK Singh**
- **Brig Puneet Kapoor**
- **Air Cmde Satish Nawathe**
- **Air Cmde Deepak Vats**
- **Brig Rohit Mehrotra**
- **Cmde Gautam Bedi**
- **Shri Prashant Agarwal**

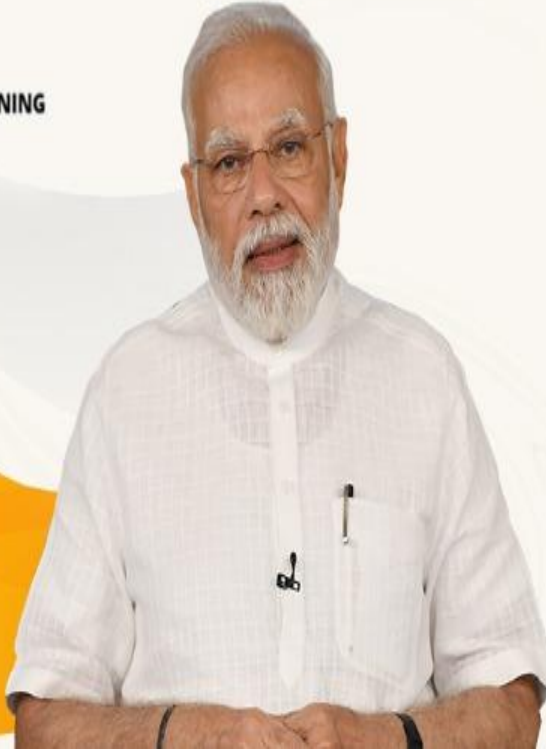
Mission Karmayogi

कर्मयोगी अभियान



कार्मिक एवं प्रशिक्षण विभाग
DEPARTMENT OF
PERSONNEL & TRAINING

सत्यमेव जयते



कर्मयोगी भारत
— लोकहितं मम करणीयम् —

KARMAYOGI BHARAT

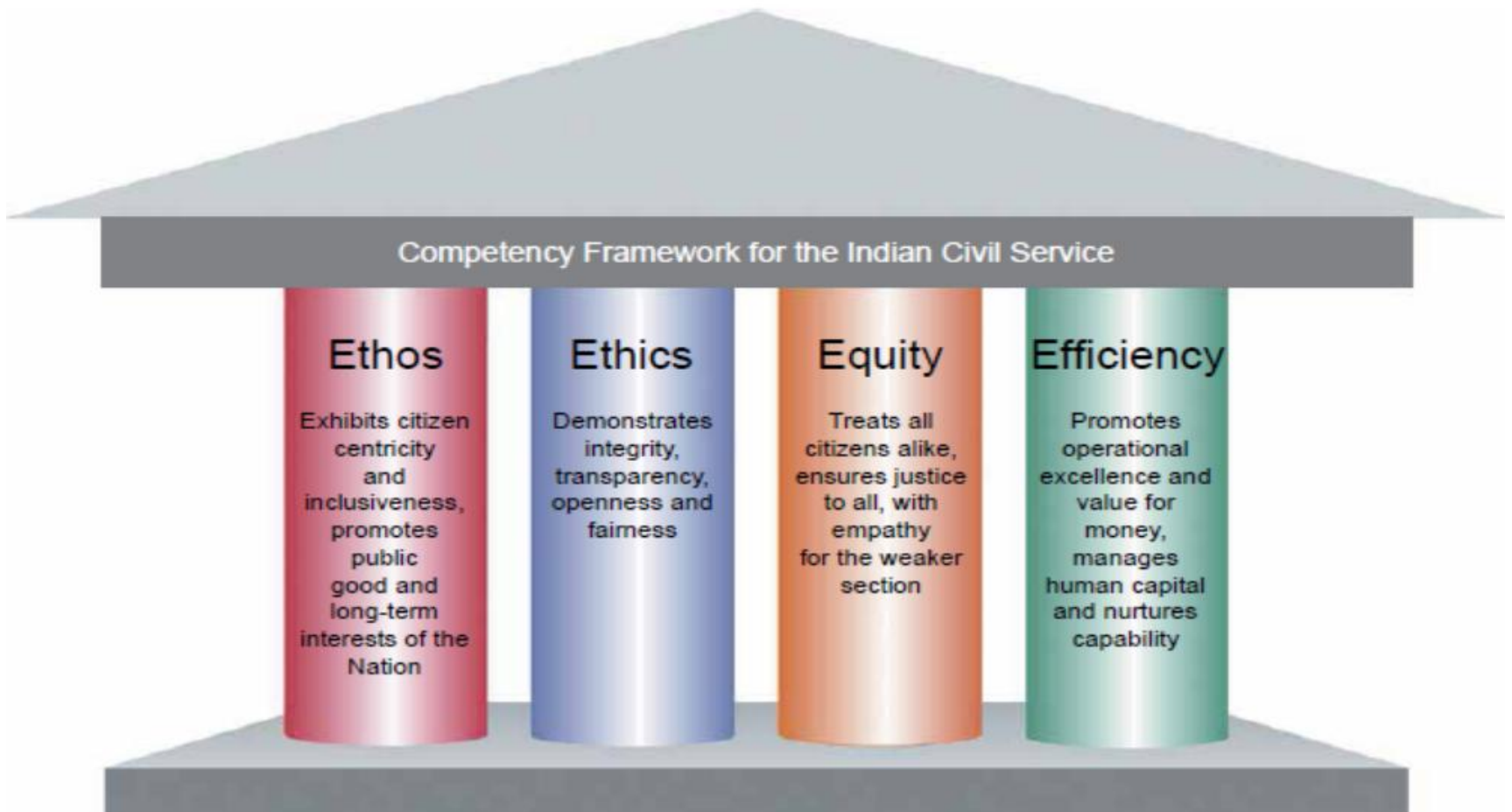
National Program for Civil Services
Capacity Building

Mission Karmayogi

- Six Pillars of Msn Karmayogi
 - Competency Framework
- Rule based to Role based HR Management
- Right person for right Job
- Life long learning

Mission Karmayogi

- A new competency framework for civil services; designed and divided in four sections: **(i) Ethos**, **(ii) Ethics**, **(iii) Equity** and **(iv) Efficiency**



Principles of Karmayogi

- Mission Karmayogi aims to prepare the Indian Civil Servant for the future by making him more:
 - Creative & Constructive
 - Imaginative & Innovative
 - Proactive, Professional & Progressive
 - Energetic & Enabling
 - Transparent & Technology-enabled

Mission Karmayogi - Ethos

- Ethos has been further subdivided into :
 - (a) People First
 - (b) Strategic Thinking
 - (c) Organizational Awareness
 - (d) Commitment to the Organization
 - (e) Leading Others

48th APPPA - People First

People First Approach

- Kautilya outlined several policies and practices that were aimed at promoting welfare of the people, such as: -
 - Providing good governance & ensuring justice for all.
 - Protecting the weak & vulnerable sections of society.
 - Promoting economic growth and development.
 - Encouraging education and knowledge dissemination.
 - Ensuring public health and sanitation.

People First Approach

- Passion for serving people, with special care for marginalized and underprivileged
- Approachable, understanding, empathetic & caring Civil servants
- People centric approach in designing, delivering and evaluating public policies and services
- Overcoming resistance to change and breaking down silos in public administration
- Guided by the principles of accessibility, transparency, integrity, responsiveness, accountability, equality and stakeholder participation
- Representative & inclusive Civil service

***“... government of the people, for the people,
by the people.”***

People First Approach

- **Transformation required through capacity building:**
 - Actively seek information from all sections of community and anticipate requirements of the Citizens
 - Respond sensitively to citizen needs
 - Involve with diverse range of staff members, stakeholders, and delivery partners while developing implementation approaches
 - Develop, promote & project a culture focused on serving and meeting Citizen needs

Improvement in People's Services

- Healthcare - to meet citizens' needs & expectations
- Education services - more inclusive and equitable
- Public safety services - to prioritize citizens' safety and security
- Infrastructure - can be designed and delivered to meet citizens' needs and expectations
- Social welfare services - can be designed and delivered to provide a safety net for the most vulnerable sections of society

No Army can be better than its soldiers

*So also, no ship can be better than the
men and women who sail her*









People First - Mission Always

CONCLUSION

Ethos: Ancient Indian Teaching

- Atmano Mokshartham, Jagat hitaya cha
- Archet dana manabhyam
- Paraspar Devo Bhava
- Yadishi bhavana yasya siddhi bhavati tadrishi
- Parasparam bhavayantah shreyah param
bhavapsyathah
- Atmana Vindyate Viryam
- Yogah karmashu Kaushalam, Samatvam yoga uchyate
- Yad acharati shreshthah tad anusarati janah, sa yat
pramanam karute lokastat anuvartate

Transformed Civil Services

Produce results 	Produce performers
Organize men, materials, machines and money 	Mobilize men and sound out other readiness
Plan, set goals, prepare schedules, checklists 	Obtain agreement and commitment on means and ends
Motivate, praise, reprimand, punish, push people 	Inspire, empower, celebrate success, mourn failure, draw people
Check, control, report at the command post 	Set personal examples: be visible, accessible and always on the move
Coordinate, requisition, convene meetings 	Facilitate, show ways to overcome obstacles, take part in informal gatherings
Instruct, issue notices, order, demand compliance 	Make queries, sound out ideas, encourage suggestions
Manage others: I-centered 	Manage yourself. Other centered, not egoistic



JAI HIND