

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)



(Registered under Trade Unions Act 1926-Regd. No. 6908)

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To All Members (Please Circulate)

LEADERSHIP DEVELOPMENT PROGRAM **AN INITIATIVE UNDER ORGANISATIONAL EMPOWERMENT** **09TH & 10TH MARCH, 2024**

Dear Comrades,

The two-day leadership development program, under the tagline "**Organizational Empowerment**" was successfully held on March 9th & 10th, 2024 at Lake Hall, Kalyani, Nadia, W.B. Regional Presidents & Secretaries, Zonal Presidents, Chief Regional Secretaries, Central Committee Members and other Core Activists hailing from across the Circle participated in the program. More than 170 members attended the program, making it a resounding success.

02. The program was preceded by hoisting the flag of the Circle Association by SBIOA seniors in the presence of Circle President, the undersigned, and other members. The program started with the participants taking the pledge of the Circle Association. Comrade Asitava Kundu, Circle President, elucidated the context of the gathering in the backdrop of the contemporary banking landscape. A poignant moment ensued as the assembly observed a minute of silence, honoring the memory of individuals who departed in the recent past.

03. In the welcome and inaugural speech, the undersigned extended heartfelt greetings to the distinguished guests, including Shri Ravindra Baburao Gurav, General Manager (DA) East, Comrade Amaresh Vikramaditya, General Secretary of SBIOA(Patna Circle) and Comrade Priyvat, President of SBIOA(Chandigarh Circle), whose esteemed presence graced the occasion. The undersigned also extended a warm welcome to all the members and other senior well-wishers of the Circle Association including Comrade Dipankar Mukherjee, former State Secretary AIBOC (WBSU), and SBIOA seniors, namely, Comrade Sudhansu Mukherjee, Comrade Ajit Kumar Chattopadhyay, Comrade Rabin Gopal Moitra, Shri Amal Chakrabarty, Comrade Goutam Dutta, Comrade Tapan Kumar Bose, and Comrade Pronab Kumar Sarkar. These esteemed personalities graciously shared their wealth of experience and insights, providing invaluable advice and guidance throughout the various sessions of the program.

During the inaugural address, the undersigned expressed heartfelt congratulations to the leadership of AIBOC and all attendees for the momentous occasion of the historic 9th Joint Note signed on the previous day. He illuminated the rich tapestry of the trade union movement within the banking industry, underscoring the invaluable sacrifices made by the leaders in securing the rights and benefits for the members. Emphasizing the importance of seizing the available opportunity, he urged participants to take note of the invaluable insights and counsel to be provided by the speakers across various sessions. This would enrich themselves in a manner conducive to fortify the Circle Association in the days ahead. Furthermore, he stated that true leadership transcends mere titles or positions. It necessitates a profound comprehension of issues coupled with proactive initiative towards resolution. A genuine leader remains steadfast in his/her dedication to the collective welfare of members, striving tirelessly to foster unity and cohesion within the Association. Such concerted efforts sustain and propel the momentum of the trade union movement with vigor and determination.

04. The program was meticulously divided into 13 (thirteen) distinct sessions, as mentioned below. Each session was carefully designed to provide valuable insights and experiences. Esteemed guests and leaders volunteered to serve as co-coordinators

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and speakers, sharing their expertise and knowledge to enrich the participants.

Session	Subject	Coordinator	Speaker
1 st	Introduction and Vision of the program. Organizational structure and brief history of the Association.	Com Asitava Kundu	Com Shubhajyoti Chattopadhyay
2 nd	Whistle Blower Policy and Preventive Vigilance: Role of Association	-	Shri Ravindra Baburao Gurav GM (DA) East
3 rd	Officers' Service Rules, Disciplinary Rules and Procedures	Com Rabin Gopal Moitra	Com Debashis Mukherjee & Com Sabyasachi Mukherjee
4 th	Transformation in Banking: Artificial Intelligence – Challenges Ahead	Com Priyvrat	Com Amaresh Vikramaditya
5 th	Leave Rules	Com Priyvrat	Com Ajit Kumar Chattopadhyay
6 th	Social Media – i) Bank's policy ii) Usage and iii) Do's & Don'ts	Com Amaresh Vikramaditya	Com Priyvrat
7 th	Fitment	Com Pronab Sarkar	Com Ajit Kumar Chattopadhyay
8 th	Leadership – Perspective and Possibilities; Relationship Building, Team Building, Behavioural Pattern	Com Sudhansu Mukherjee	Com Dipankar Mukherjee
9 th	Staff Accountability Policy, Garima and Case Studies	Com Debashis Mukherjee & Com Goutam Dutta	Shri Amal Chakrabarty
10 th	Transfer Policy and Annual Transfer Exercise	Com Asitava Kundu	Com Shubhajyoti Chattopadhyay
11 th	Industrial Relations, Negotiation Skill, Negotiation Council Meetings	Com Shubhajyoti Chattopadhyay	Com Sudhansu Mukherjee
12 th	Stress Management	-	Dr. Srishti Saha Clinical Psychologist
13 th	Open House: Doubt Clearing Session	Com Asitava Kundu & Com Shubhajyoti Chattopadhyay	Shri Amal Chakrabarty & Com Pronab Sarkar

05. At the end of the two-day program, a mood of jubilation with a sense of enrichment reverberated among the participants yearning for similar experiences in the future. A small quiz session was also conducted among the participants, led by Comrade Indranil Pyne, Chief Regional Secretary of AZC, Howrah Module.

06. Comrades, this conclave was yet another testament to the dynamic supervisory trade unionism, showcasing its vitality and relevance. Furthermore, it provided us with an invaluable opportunity to interact with the participants, fostering dialogue on the nuances of trade unionism and soliciting feedback to nurture a culture of self-dignity and confidence among the Association's core activists.

07. The undersigned extends heartfelt congratulations to the esteemed seniors, well-wishers, and all participants whose collective contributions were instrumental in making the event a grand success. As the conclave drew to a close, Com Prabir Sorkhel, Deputy General Secretary, SBIOA (Bengal Circle), offered the vote of thanks, marking a befitting conclusion to the momentous occasion.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

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