

# SBI inks pact with ISB for research cell on public sector leadership

**Our Bureau**

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State Bank of India (SBI) on Thursday said it will launch the second edition of its 'Parivartan' (change management programme) in September to bring about an attitudinal/behavioural shift in employees' approach to customers and create awareness about the importance of values in the conduct of business.

"After the successful culmination of 'Parivartan I', we intend rolling out 'Parivartan II' in September 2009. We want to bring about a shift in the attitude/behaviour of our employees, create awareness about the importance of values, help employees discover themselves and develop their leadership abilities," said Mr O. P. Bhatt, Chairman, SBI, after the bank signed a memorandum of understanding (MoU) with the Indian School of Business for setting



**Mr O.P. Bhatt**, Chairman, SBI; flanked by Mr Ajit Rangnekar, Dean, ISB (left); and Mr R.K. Sharma, Chief General Manager, SBI, Hyderabad Circle, at the signing of an MoU in Mumbai on Thursday. — Shashi Ashiwari

up a research cell on public sector leadership in India.

Mr Bhat pointed out that there was a leadership deficit across the world at a time when it was facing economic volatility. Hence, SBI wanted to support the research cell for public sector leadership. The bank has made a grant of Rs 10 crore for the cell.

relevance to the industry in general and public sector enterprises in particular.

According to the ISB Dean, Mr Ajit Rangnekar, "PSUs have played a very important role in ensuring inclusive growth. At the same time, they have adapted to meeting global opportunities and challenges. This need for ensuring inclusive growth while meeting domestic and global competitive pressures has put enormous leadership demands on PSUs. The ISB will create a knowledge repository on these issues especially in India."

The cell would focus on innovation, change management, organisational transformation, leadership comparisons between public and private enterprises, and managerial mindsets and risk-taking ability in middle management. The research/case studies/papers undertaken by the cell would be of

The objective of the research cell will be to draw lessons from successful PSUs, identify areas for further improvement in their performance, contribute lessons for the private sector and how they both can work collaboratively towards inclusive growth.