

THE PAIN POINT

Power Distribution has remained the weakest link in Indian Power Sector despite multiple Reform Programs of Central and State Governments of India.

WHAT PERSISTS...

- High AT&C Losses
- High ACS-ARR Gaps
- High Debt Trap
- Lack of Institutional Capacity
- Poor Tech Adoption by Workforce
- Low Customer-Centricity
- Poor Governance and HR Practices
- Low Employee Engagement

RTI FINDINGS

- Develop robust internal governance structure to make employees accountable for operational efficiency
- Designing Innovative HR practices with appropriate incentive structure, is the single most critical success factor for ushering in transformative reforms in a sustainable manner.
- Smaller territories are more effective to Measure, Empower, Hold Accountable
- Engage well with employees & pseudo-employees (contracted manpower)
- Engage well with Citizens-Consumers and to-be consumers

EMPOWER GAINS™

“EMPOWER GAINS” (EMPLOYEE OWNERSHIP GAIN-Sharing) model is designed by RTI based on actual learning at the sub-division level in an Indian state, as well as curating carefully hand-picked success-cases of result-oriented gain-sharing based incentives for employees in and outside India

EMPOWER GAINS creates a sustainable, replicable and scalable operating model for Utility Turnaround from within, ie, inside-out.

Tactical mix of existing & new human resources, and ushers a novel program of extraordinary incentives for internal workforce through Target based gain-share mechanism

Contact Us

Shalabh Srivastava
Country Director
RTI Global India Pvt Ltd
+91-11-41287180
ssrivastava@rti.org

