संपादकीय

जलसंपदा विभागातील सर्व अधिकारी व कर्मचाऱ्यांना नूतन वर्षाच्या हार्दिक शुभेच्छा!

येणाऱ्या वर्षात आय.सी.आय.एस.च्या माध्यमातून खऱ्या अर्थाने ई - प्रशासनाची सुरुवात करावयाची आहे. आयसीआयएस प्रकल्प आता नजिकच्या काळात कार्यान्वित करण्यासाठी कसोशीने प्रयत्न चालू आहेत. याचाच एक भाग म्हणून उपयोजित (application) प्रशिक्षण राज्याच्या विविध भागात आयोजित करण्यात येत आहेत. डिसेंबर २०१२ मध्ये अशी तब्बल तीन प्रशिक्षणे लातूर, रत्नागिरी व नांदेड येथे आयोजित करण्यात आली होती. प्रशिक्षण यशस्वी करण्यासाठी क्षेत्रिय अधिकाऱ्यांनी व इ-चॅम्पस् यांनी खुपच मोलाचे योगदान दिले आहे त्या सर्वांना मन:पूर्वक धन्यवाद !

प्रकल्प व्यवस्थापन विभागाकडून प्रत्यक्ष मोड्युल्सचीही नव्याने तपासणी चालू असून अनेक आवश्यक सुधारणा विकसकाच्या निदर्शनास आणून दिल्या आहेत. त्यावर काम विकसकाकडून चालू आहे. १५ जानेवारी पर्यंत आणखी ९ मोड्युल्स तसेच १५ फेब्रुवारी पर्यंत उर्वरीत १४ मोड्युल्स पोर्टलवर उपलब्ध होणार आहेत. यापुढील उद्दीष्ट हे जलसंपदा विभागातूनच प्रशिक्षण देण्यासाठीचे प्रशिक्षक तयार करण्याचे असून त्यासाठी योग्य व उत्सुक अधिकारी व कर्मचाऱ्यांची नावे कळवावीत. यासाठी वाल्मी व मेटा यांची भूमिका महत्वाची असणार आहे. नवीन वर्षात आपल्या विभागाचे सर्व कामकाज ऑनलाईन करण्याचा दृढ संकल्प करु या.

पुन:श्च नवीन वर्षाच्या शुभेच्छा !!

ई चॅम्पियन्स यांनी ई प्रशासन व आय.सी.आय.एस. चे प्रशिक्षण त्यांच्या कार्यक्षेत्रात काम करणाऱ्या अधिकारी व कर्मचाऱ्यांसाठी आयोजित करुन याबाबत जागरूकता निर्माण करावी व याचे वृत्त व फोटो आय.सी.आय.एस.बुलेटीन कडे पाठवावे. आपल्या मंडळाअंतर्गत प्रशिक्षण झालेल्या कर्मचाऱ्यांमधून संगणकाची आवड असणाऱ्यांची निवड करुन नावे कोयना संकल्प चित्र मंडळास कळविण्यात यावीत.

श्री. राजेश रिठे, श्री.आर.एम.देशमुख या अधिकाऱ्यांनी त्यांच्या कार्यक्षेत्रात कार्यशाळा घेतल्याबद्दल तसेच श्री.पृथ्वीराज फाळके व श्री.प्रकाश गायकवाड या अधिकाऱ्यांनी जिहे-कठापूर व धोम बलकवडी या प्रकल्पांची डेटा एंट्री करण्यासाठी केलेल्या योगदानाबद्दल विशेष अभिनंदन !!

कार्यकारी संपादक

ADKAR" - a model for Change Management

ADKAR is a goal-oriented change management model that allows change management teams to focus their activities on specific business results. The model was initially used as a tool for determining if change management activities like communications and training were having the desired results during organizational change. The model has its origins in aligning traditional change management activities to a given result or goal.

As a project manager, the participants can use this model to identify gaps in their change management process and to provide effective coaching for their employees.

A : Awareness of the need to change

D : Desire to participate and support the change

K : Knowledge of how to change (and what the change looks like)

A : Ability to implement the change on a day-to-day basis

R : Reinforcement to keep the change in place

The **ADKAR** model can be used to:

- Diagnose employee resistance to change
- Help employees transition through the change process
- Create a successful action plan for personal and professional advancement during change
- Develop a change management plan for employees

The **ADKAR** model has the ability to identify why changes are not working and help you take the necessary steps to make the change successful. You will be able to break down the change into parts, understand where the change is failing and address that impact point

The **ADKAR** model works on the premises that change is a two dimensional process viz. Business dimension of change and People dimension of change. Successful change happens when both dimensions of change occur simultaneously.

मा. श्री. घोटे व मा. श्री. पानसे सहसचिव द्वय मंत्रालय, मुंबई यांची पी.एम.ओ. स भेट

CHANGE MANAGEMENT--- NEED OF THE HOUR

Pratap Manthekar, SDE, Parbhani

We are witnessing vast changes in every walk of life and society as well.

Every private, public enterprise is also changing very fast. The extensive Use of available computer technology is being done in every field, the Water resources Department is no exception.

However, when we talk of methodology and processes amongst different organizations within the department, we notice vast variation. We need to come out with unique and comprehensive solution. The solution easily accepted and practiced in little time.

We often talk of change required. We also speak of required changes in functionality, but do not find the way. We talk about e-governance to bring accountability, transparency, quality and efficiency with trust.

But up till now the proper way was not found. Here came the ICIS project. During my training on e-Glc at Aurangabad, I learnt it's relevance with WRD and began to think on change management. The change management being an important phase of e-governence, I feel that all out efforts must be done. This is an uphill task. We are using to methods and practices of British dynasty. It is easy to shape the minds of new officers and other staff joining the department. But bringing change in officers above age 50+ is difficult.

In my opinion we need to move on following lines :-
1. Extensive publicity within department at all levels.
2. Arranging sensitization trainings for all officers, particularly higher level, seeking their feedback and including their ideas in implementing change in every aspect.
3. The implementation should percolate from top to bottom
4. The trainings shall be arranged in every district for giving awareness to all levels.
5. The training on different modules shall be given by trainers already trained.
6. The master trainars shall be developed in every region, who will give training at different level in different region of the state.
7. Need to develop training material for different level.
8. Arranging workshops, seminars on e-governance for various levels.
9. Encouraging and felicitating offices and officers for doing good work related to e-governance.
10. Increasing the interaction and awareness among other stake holders.
11. Forming a time bound implementation program.

In view of above the recent application training arranged at Nanded was a grand Success. In my opinion similar short term courses on all modules need to be arranged for the pilot projects already selected.

More over the courses on modules for projects in pipeline also need to be organised before hand. The fresh officers only shall be engaged with the task of inputing the data.

We can effectively achieve change management only through dedicated efforts by way encouragement, assistance and motivation.

Proper training to proper officer at proper place and time will properly lead the program.

उपयोजित प्रशिक्षण क्षणचित्रे

आयसीआयएस अंतर्गत डिसेंबर २०१२ मध्ये लातूर रत्नागिरी व नांदेड येथे तांत्रिक अधिकारी व अतांत्रिक कर्मचाऱ्यांकरीता चार दिवसीय प्रशिक्षण पार पडले. हे प्रशिक्षण प्रणालीत माहिती कशी भरावी यांसाठी आयोजित करण्यात आले होते. या प्रशिक्षणास अत्यंत चांगला प्रतिसाद मिळाला.

लातूर – दि. ४ ते ७ डिसें.१२

नांदेड – दि. २६ ते २९ डिसें.१२

रत्नागिरी – दि. १८ ते २१ डिसें.१२

ICIS News & appeal

- Total 42 projects (major, medium, minor & LIS) have been selected across Maharashtra in pilot phase I of ICIS.
- Total 30 projects have been entered in the system.
- All the pilot officers are requested to enter the data validated by Executive Engineers.
- Application training at Latur, Ratnagiri & Nanded have been completed in this month.
- Next application training @ NASIK from 8 to 11 Dec. 2013

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