

## **Guest Lecture on Performance Management**

As part of a series of lectures on management development organized by DCI, Prof. M. V. R. Raju, Head, Faculty of Psychology, Department of Psychology, Andhra University, Visakhapatnam has addressed the Executives of DCI on 06 April 10.

He spoke on “Performance Management” and interacted with the audience. Emphasizing the importance of a positive attitude, the professor explained various aspects of group dynamics at work. He has called for a creative work environment that fosters the culture of excellence in the organization. The speaker has underlined the importance of continuous learning by all members for betterment of performance on a sustained basis. Periodical monitoring, regular orientation, objective performance appraisal, peer group review, participative decision making, adaptability and flexibility are the cardinal elements of any plan aimed on performance enhancement, he said.

While presiding over the function, Director (Finance) DCI Shri P.V.Ramana Murthy has stressed the importance of psychological aspects of performance and the need for tuning to experts for inputs on improving the work culture and performance of the organization.

Welcoming the gathering Shri S.Vasudeva Rao, Chief Vigilance Officer has stated that DCI is focusing on strengthening of competencies and commitment of staff for the growth of both the organization and its employees.

Shri A. Bose, General Manager (HR), DCI, proposed a vote of thanks to the chair.

