

Restructuring Cell, Corporate Office,  
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**भारत संचार निगम लिमिटेड**  
(भारत सरकार का उपक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

**Most Urgent**  
**Time Bound**

Dated 07.07.2017

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No: 1-2/2017-Restg.

To

**All the CGMs**

**Territorial/Non Territorial Circles**

**BSNL**

**Subject:-Preparation of Succession plan and its approval by Board of Directors of BSNL by 30.09.2017--- MoU (2017-18) target Reg.**

One of the targets of MoU (2017-18) signed recently between DoT & BSNL is Preparation of Succession Plan and its approval by Board of Directors by 30.09.2017.

2. With BSNL's vision of becoming the leading telecom service provider in India with global presence, it has become all the more important to identify and develop a pipeline of leaders equipped with the right skills and experience to lead and manage this pace of growth.

3. In this regard, it is intimated that Succession planning for the roles of CGMs, PGMs and GMs in BSNL is under process. In order to define the required criteria for different roles in BSNL, a survey will be conducted by M/s KPMG, a consultant. All the CGMs are being nominated as nodal officers to complete the aforesaid activity in a time bound manner. A link in this regard will be e-mailed by the consultant to all the CGMs for their participation in this survey. CGMs are requested to share this link with all the PGMs and GMs in their Circle office & concerned SSAs for their participation also.

4. Since Preparation of Succession plan is a time bound activity, you are therefore requested to kindly take necessary action in this matter.

5. This issues with the approval of competent authority.

**Ashutosh Gupta**

**GM(Restg./WS&I)**

**CC:- DIR(HR) for kind information please.**