

Management Development Programme (MDP) for Bihar Public Service Commission Officers at BIPARD, Gaya

The Indian Institute of Management Bodh Gaya (IIMBG), in partnership with the Bihar Institute of Public Administration and Rural Development (BIPARD), Gaya, has been at the forefront of capacity building for newly recruited officers of the Bihar Public Service Commission (BPSC) under the Government of Bihar. Over the last two years, IIMBG has successfully designed and delivered comprehensive training programmes aimed at enhancing the administrative, leadership, and managerial capabilities of over 2,000 officers across various services.

The General Management and Leadership Programme is meticulously structured into three distinct modules—Foundation, Induction, and Advanced—each targeting specific skill sets critical to developing well-rounded and effective public servants. This phased approach ensures that officers progressively build a strong foundation in public administration, followed by practical exposure to leadership challenges and advanced policy management.

Functional Module Training

The first phase, Functional Module training, was conducted over seven batches spanning from 4th December 2023 to 28th December 2024. This module focused on core functional competencies essential for efficient governance and public administration, covering areas such as organizational processes, resource management, and public service delivery. The sessions involved interactive learning methodologies, case studies, and real-world problem-solving exercises led by expert faculty from IIMBG.

2nd CFC Module: Organizational Behaviour and Leadership

Following this, the 2nd Core Functional Competency (CFC) Module under the BIPARD CIC-24 initiative was delivered to 15 batches from 26th February 2024 to 13th April 2024. This phase emphasized Organizational Behaviour and Leadership, equipping officers with a deep understanding of team dynamics, change management, decision-making frameworks, and ethical leadership. Participants engaged in role-plays, group discussions, and leadership simulations designed to prepare them for complex administrative roles.



Induction Course and Professional Development

The second Induction Course for these batches took place from 15th April to 29th June 2024 and included a one-week Professional Development Programme centered on advanced Management concepts and practical Case Studies. This phase aimed to bridge theory with practice, encouraging officers to apply their learning to contemporary governance challenges through analytical thinking and strategic planning exercises.





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Advanced Module: Public Policy Management and Leadership

The final leg of the training was successfully conducted from 13th January 2025 to 22nd February 2025. This one-week Professional Development Programme focused on Public Policy Management and Leadership, equipping officers with the skills to design, implement, and evaluate public policies effectively. Sessions included policy analysis, stakeholder engagement, leadership ethics, and governance innovations, preparing officers to contribute to policy formulation and administrative excellence.



3rd Foundation Course

Additionally, the third Foundation Course was conducted for eight groups of officers from 10th February 2025 to 2nd March 2025. This one-week intensive module concentrated on Management principles and case study analysis, reinforcing foundational concepts while fostering critical thinking and problem-solving abilities necessary for public sector leadership.



Impact and Vision

The collaborative training efforts by IIM Bodh Gaya and BIPARD have created a transformative learning environment that integrates academic rigor with practical administrative challenges. By nurturing leadership qualities, managerial efficiency, and policy acumen, this programme empowers BPSC officers to deliver effective governance and drive Bihar's development agenda forward.

The programme reflects a sustained commitment to capacity building in public service, ensuring that Bihar's administrative cadre is well-equipped to meet the evolving demands of governance with professionalism, innovation, and integrity.