



भारतीय रिज़र्व बैंक RESERVE BANK OF INDIA

PUN.CAB.APTP.No.S999/09.06.002/2025-26

November 12, 2025

The Chairman/Managing Director/Chief Executive Officer,
Commercial Banks,
Urban Cooperative Banks,
Small Finance Banks & Payment Banks

Madam/ Dear Sir,

Mid- Career Leadership Development Programme (MCLDP)
(December 29-31, 2025)

Leadership is sometimes misunderstood as a mystical quality that some people possess, and others don't. While some people feel that leaders are natural born, it is now well accepted that leadership skills can certainly be learnt. With enough discipline, understanding and practice, anyone can become an effective leader within their business or organization. Leadership development is a process which helps enhance the capacity of individuals to perform in leadership roles within organizations. Leadership Development Programme expands the skills and confidence individuals need to build commitment and translate strategy into effective action. It aims to strengthen one's ability to achieve greater results in his/ her current role, while proactively developing the leadership skills needed for their next one, such as influence, communication, collaboration, self-awareness, learning agility, and resilience.

2. Keeping the above in mind, College of Agricultural Banking (CAB) has scheduled the captioned training programme (in campus) during December 29-31, 2025. We are sure that the programme will enable the participants to become aware of their leadership style and enhance their leadership effectiveness.

कृषि बैंकिंग महाविद्यालय, यूनिवर्सिटी रोड, पुणे - 411 016 (महाराष्ट्र) भारत
फ़ोन: (020) 25582303 ईमेल: principalcab@rbi.org.in

College of Agricultural Banking, University Road, Pune - 411 016 (Maharashtra) INDIA
Phone : (020) 25582303 E-mail : principalcab@rbi.org.in

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3. Date and timing of programme: Three Days: December 29-31, 2025

Time: 10.00 am to 05.30 pm

4. Venue: In-campus Programme

College of Agricultural Banking, University Road, Pune - 411 016

5. **Who should attend:** Officers of Commercial Banks, Urban Cooperative Banks, SFBs & PBs having more than 7 years' service.

6. **Fees, Objective, Course Content, and other details of the programme:** are given in the Annex 1.

7. **Nominations:** Nominations may please be sent by e-mail to nomination.gl@rbi.org.in in the attached nomination form given in Annex 2.

8. **Last date for sending nominations:** Nominations may kindly be sent **on or before December 19, 2025** to enable smooth conduct of the programme. However, number of seats are limited and would be allotted strictly on first-come first-serve basis.

9. **Queries:** In case of any queries, you may contact Smt. Rajashri Kulkarni, 8308791237 (rajashrikulkarni@rbi.org.in) or Smt. Puja Sharma (Programme Director) (pujasharma@rbi.org.in).

Yours faithfully

(Smt. Puja Sharma)
Programme Director
9425015082

Encl: As above



Annex 1

1. **PARTICIPANT PROFILE:** Officers of Commercial Banks, Urban Cooperative Banks, SFBs & PBs having more than 7 years' service.
2. **PROGRAMME OBJECTIVES:** To enable the participants to:
 1. Gain knowledge and insights about their own personality and that of others which they can leverage to build efficient teams.
 2. Develop the capacities and skills required to build constructive and effective relationships.
 3. Develop the attitude/orientation to leverage awareness of self and others to lead influence and trust.
 4. Participate in context specific leadership and behavioural challenges simulations and develop solutions that deliver results.
3. **PROGRAMME CONTENTS:**
Module I: Personal Effectiveness
Module II: Inter-personal Effectiveness
Module III: Empowering Leadership
Module IV: Leadership Strategies
4. **VENUE & ACCOMMODATION:**
The Programme will be held at College of Agricultural Banking, Reserve Bank of India, Pune. The Programme is residential and arrangements for lodging and boarding will be made in the College. Participants may report to CAB on **December 28, 2025.**
5. **PEDAGOGY:**
The programme would have a mix of interactive lecture sessions, case studies, online personality assessment, questionnaires and management videos.
6. **DURATION:** Three days (December 29-31, 2025 Time: 10.00 am to 05:30 pm)
7. **FEE:** Fee has to be paid as per following table for each participant:



Sr.	Group Wise Fee Details	Tuition Fees	GST @18%	Total Fee including GST
1	Group 1: Commercial Banks and Financial Institutions	Rs. 17600/-	Rs. 3168/-	Rs. 20768/-
2	Group 2: Scheduled UCBs, Non-Scheduled UCBs with deposit base of more than Rs.100 crore and RRBs	Rs. 13200/-	Rs. 2376/-	Rs. 15576/-
3	Group 3: Non-Scheduled UCBs with deposit base of less than Rs.100 crore, Small Finance Banks and Payment Banks	Rs. 8800/-	Rs. 1584/-	Rs. 10384/-
* In terms of section 48 of RBI Act 1934, RBI is exempted from payment of Income Tax or Super Tax on any of its Income, Profits or Gains. Nominating institutions should therefore not deduct TDS on the Programme Fees.				
Please use the programme code – HRL/29122025/01 in Sender to Receiver Information while remitting the fee through NEFT.				
GST (Reg. No. 27AAIFR5286M1ZG)				

*Account Details for remittance of Fees will be shared with confirmation of nomination by CAB.

8. PROGRAMME DIRECTOR:

Smt. Puja Sharma, AGM & Member of Faculty, E-mail: pujasharma@rbi.org.in

9. CONTACT PERSON FOR NOMINATION RELATED QUERIES:

In case of any queries regarding nomination, you may contact Shri Prathamesh Patil, Tel.: 020-25582396 (9503779432) & E-mail: nomination.gl@rbi.org.in during Monday to Friday (10:00am to 05:00pm).

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10. **IMPORTANT DATES TO REMEMBER:**

Programme Dates	December 29-31, 2025
Nominations to be received by	December 19, 2025
Reporting at CAB	December 28, 2025 (evening)
Completion of programme	05.30 pm on December 31, 2025

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