

PROFITING FROM CHAOS

“WHATEVER MADE YOU
SUCCESSFUL

IN THE PAST WON'T IN THE
FUTURE.”

HR MEET 2008
NIRVANA CHAUDHARY

WHAT HAS CHANGED

- GLOBALISATION
- FALL OF THE MIGHTY
- GROWTH ECONOMIES
- INFORMATION REVOLUTION
- ORGANISATION
- WORK PLACE
- SOCIAL MOBILITY
- KNOWLEDGE WORKER

WHAT HAS CHANGED

- TELECOMMUTING
- OUTSOURCING
- MICRO ENTERPRISES
- INTERNET
- CUSTOMISATION
- ENVIRONMENT
- HUMAN PARADOX
- REINVENTING BUSINESS

POWER OF PARADIGM

- You can live by the rules and die by the rules.
- A paradigm is any set of rules that defines boundaries within which to operate
- "That is impossible" – is a statement not about truth but about paradigms.
- Organisations are forest of paradigms.
- By asking what is impossible you can find your future.

POWER OF PARADIGM

- Once you give yourself permission to think about the things that are obviously impossible, you are on your way to shaping your future.
- Neglect the future and no one will thank you for taking care of the present
- Leadership is not about titles. Its about purpose.
- You manage within paradigms but lead between paradigms.

What is it
you think is
impossible
to do?

If you **Could** do, it will
fundamentally
transform
your business.

PROFITING FROM
CHAOS

Ability
To Respond
Innovatively

To Change

ART OF IMPERFECTION

“ Wealth in the new
Regime flows directly
From innovation, not
Optimization; that is,
Wealth is not gained
By perfecting the
Known, but by
Imperfectly seizing
The unknown.”

EMPTY-THE CUP

“ The greatest difficulty in the
world is not for people to accept
new ideas, but to make them
forget about old ideas.”

STEPS FOR CREATING & SUSTAINING INNOVATION

- CHALLENGE
- FREEDOM
- IDEAS MANAGEMENT
- TRUST / OPENNESS
- DYNAMISM
- RISK TAKING

BUILDING SYSTEMIC INNOVATION

1. Create Expectation of Innovative Practice.
2. Trigger conditions for constructive damage to status quo.
3. Build the ethos for innovation.
4. Change the people-mix to get idea diversity
5. Ensure the execution of new ideas.

HOLY TRINITY BRAHMA, VISHNU, SIVA

Generator – BRAHMA

Organiser – VISHNU

Destroyer – SHIVA

- REMEMBER SHIVA
- ORGANISED STRATEGIC FORGETFULNESS
- PLANNED DESTRUCTION
- CANNIBALISATION

MANAGER AND LEADER

MANAGER

- A Copy
- Maintains
- Controls
- Asks how and when
- Watches the bottom line
- Imitates
- Does things right
- Thermometer

LEADER

- An Original
- Develops
- Inspires
- Asks what and why
- Watches the horizon
- Originates
- Does right things
- Thermostat

WHAT IS VISION

- Reason for being
- Basis for strategic intent
- Beyond economic measures
- Picture of the preferred future
- Igniting sparks that energizes
- Skyhooks ?
- Self-fulfilling prophecy
- Organizational alignment how?
- Ultimate team builder

Ingredients of the 21st Century Organisation

- Knowledge Based
- Outsourcing
- Flat Structure
- Systemic Innovation
- Decentralized
- Everyone a Business Person
- Continuously Competitive

Moving from Balance Sheets to Knowledge Capital

Traditional	Knowledge Based
1. Physical assets.	1. Quality of staff
2. Turnover	2. Ability to Learn
3. Number of staff	3. Number of new ideas
4. Market share	4. Closeness to customers
5. Investment	5. Staff development
6. Raw material	6. Recruitment
7. Return on capital	7. Value added per person

WHAT MAKES TRANSFORMATION DIFFERENT

- Comprehensive
- Whole Organisation
- Integrated set of solutions
- Change is pervasive
- Challenges the purpose
- Combination of strategies
- Dramatic Change

8 STEPS TO CORPORATE TRANSFORMATIONS

- ESTABLISH A SENSE OF URGENCY
- FORMING A POWERFUL GUIDING COALITION
- CREATING A VISION
- EMPOWERING OTHERS TO ACT ON THE VISION
- COMMUNICATING THE VISION
- PLANNING FOR AND CREATING SHORT TERM WINS
- CONSOLIDATING IMPROVEMENTS, PRODUCING STILL MORE CHANGE
- INSTITUTIONALIZING NEW APPROACHES.

Profiting From Top Line

“ For the past decade and a half, companies in every industry have obsessively devoted themselves to managing the supply side of their business, from manufacturing through distribution and pricing. . . . But the vast opportunities that present themselves from the chaos in the upcoming century shall come from a focus on the top line.”

BEST IN WORLD SERVICE

- Think Company
- Think Client
- Visit every client
- Turn every job into a project
- Put together a Current Projects List
- Conduct a weekly Current Project Review
- Score, quantitatively, every project on excitement, urgency and transformation potential.
- Think portfolio quality
- Do whatever it takes

Contd.....

BEST IN WORLD SERVICE

- Transfer your skills to clients
- Include the client on every project team
- Insist that clients evaluate “your” people and “their” people on each project.
- Bring in outsiders
- Think marketing
- Think research and development
- Turn your Current Client List into a research-and-development test ground
- Devote a large share of the gross revenues to knowledge development
- Establish clear, tough incentives for contributing and sharing knowledge.

Contd

BEST IN WORLD SERVICE

- Train in Project creation
- Train in Problem solving
- Train in implementation
- Train in client relations and client development
- Challenge ! Challenge ! Challenge!
- Train ! Train ! Train !

OPPORTUNITY KNOCKS

- ENERGY REVOLUTION
- SECURITY & SAFETY
- CLEAN INDUSTRIES
- BIO TECH
- CLEAN FOOD
- WATER SUPPLY
- USE OF INTERNET

The Expanding Roles of Management

TRADITIONAL

- Managers get results primarily by directing people.
- Good Manager encourage good followers.
- Managers get people to understand good ideas.
- Managers manage people one on one.
- Managers concentrate on developing strength within their own work units.
- Managers also implement directions from above
- Managers help people change when directed and help them make the best of it.
- Managers should communicate well

EXPANDED

- They involve people and build personal commitment.
- They need to encourage good initiators.
- They get people to generate good ideas.
- They also build collaborative, interdependent, and supportive teams.
- They also develop strength between units and among peers.
- They encourage the initiation of new ideas and directions from anywhere.
- They generate positive innovations with people without those changes being imposed from above.
- They must be masters of interpersonal relationships.

HR MEET 2008

FOR MANAGERS, PROFESSIONALS, CEOs, ENTREPRENEURS, DOCTORS, ENGINEERS, EXPERTS, PROFESSORS, INSTRUCTORS, STUDENTS, OTHERS

Objective

We generally think that only HR Managers need HR knowledge but when we analyze, we see that 60-80% of managerial efforts are invested on HR. The importance of HR needs no mention but at the same time updating ourselves with what is happening in the Field is equally important. This meet intends to bring together all managers to discuss on the contemporary practices and philosophies and also, know each other in a better way so that support can be exchanged in future.

Confirmed Speakers

Dr. RP Mohanty (Special Invitee from India)

Professor Dr. R P Mohanty has 29 years experience in Academics in India and Foreign Universities and 10 years in Indian Industry in top management positions. He has published 6 Text Books, more than 200 research papers. He has advised more than 25 big companies in India and abroad in the areas of Engineering and Management. He has conducted In-Company Management Development Programs for ACC, ONGC, Indian Oil Corporation, Nuclear Power Corporation, Jyoti Ltd., Johnson & Johnson, FACT, CGL, Ordnance Factories, TISCO, IRE, AIR INDIA, RCF, BPCL, Kirloskar Group, AV Birla Group of Companies, Naval Dockyard, Godrej, L & T, Indian Aluminium Co. National Aluminium, etc.

- Mr. Anil Shah
CEO-Nabil Bank Limited.
- Mr. Gyanendra Lal Pradhan
Managing Director- Butwal Power Company Ltd.
- Dr. Narendra Manandhar
Industrial Relations Expert
- Mr. Pradeep Kumar Shrestha
Managing Director- Panchakanya Group
- Mr. Rabin Acharya
Principal- Campion College
- Mr. Rabindra Man Shrestha
CEO- Continental Trading
- Mr. Radhesh Pant
Managing Director- Bank of Kathmandu Ltd.
- Mr. Saurabh Jyoti
Managing Director- Jyoti Group
- Dr. Shanker Sharma
Former- Vice Chairman NPC

Featuring

- The future of HR
- HR Management in Nation building
- HR today- Nepal
- Expectations from HR Managers
- How HR can perform effectively
- HR Value Proposition- New Competencies for the HR Professionals
- Role of HR in Change Management
- Corporate Social Responsibility
- Emotional Intelligence and the Global Village
- Effective Industrial Relations
- HR Management and the new technologies
- Corporate Communications
- HR for Non-HR Managers

... And more

Who Can Participate

"To become a good manager, you must be a good HR Manager because it is mostly the people that you are managing while you reach senior levels."

All organizations need knowledge on HR Management be it small or big- you need this knowledge to make your organization even bigger and more successful.

This workshop has been tailored to cater to the specific needs of professionals across all organizations-private, public and government. (Corporate Houses, Government Offices, Banks and Financial Institutions, NGOs/INGOs, Manufacturing Industries, Colleges and Universities, Associations, Agencies and any other enterprises.

We intend to invite Middle and Senior Management Executives (including CEOs, GMs, and VPs), Teachers and Professors, Technical Experts, Doctors, Post Graduate Students to this program because learning never ends.

For CEOs, it will also be a good forum to take their managers to.

It is not only meeting and learning, it is also building up relations, knowing the new talents in the market and expanding the network.

Special Certificate

Special certificates will be given to all participants as a proof of witnessing and participating this superlative knowledge exchange program.

Normal Offer :Rs.2500/person

Special Corporate Offer:Rs.8000/4 persons

Student's Offer:Rs.1750

Ticket booking: through calls, or through web: www.growthsellers.com or simply mail to hrmeet@growthsellers.com

The special corporate offer is applicable only if all the four persons are from the same organization. This package is a limited edition package for the first 50 delegates only. Additional necessary taxes applicable for both offers. Cheques/DD should be drawn in favor of Growth Sellers Consultancy Pvt. Ltd. at Kathmandu. This is not a 100% profit making program and the registration fees have been charged to participants to meet the organizing cost.

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Coordination office: HR Meet Division, Growth Sellers Consultancy Pvt. Ltd, Krishna Galli, Pulchowk, Lalitpur-3, Ph: 8520999

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