

highlights of this issue

- Shantanu Bhamare talks about managing a multi location team.
- Swamendu Biswas highlights the importance of DISC.
- Niket Karajagi emphasizes on talent management in the organization.



industry champion Shantanu Bhamare

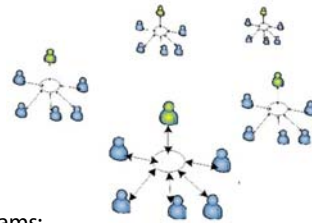


Shantanu Bhamare, PMP®, MBA is a Project Management Professional (PMP) certified by Project Management Institute (PMI), USA. He is a Bachelor of Engineering in Computers from Pune. He is currently working with IBM as a Sr. Project Manager / Program Manager. He has over 18 years of professional experience in the IT industry on software projects enabling a wide variety of domains such as e-Commerce, CRM & Telecom.

MANAGING A MULTILLOCATION TEAM

In the current changing scenario and global working environment, most often we have to manage multi-location teams whether we like it or not. This helps us remain competitive over others.

In this article we are going to answer some of the frequently asked questions about multi-location teams:

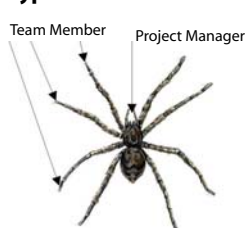


Why this situation occurs?

Some of the reasons are as below

- | | |
|--|---|
| a) Big project | e) Part of the project is given to a 3rd party vendor |
| b) Infrastructure issues at the current location | f) In a project there is more than one vendor |
| c) Non availability of skill sets at the current location | g) Other reason? |
| d) Number of people required are not available at the current location | |

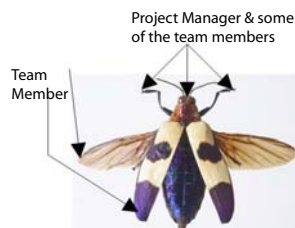
Types of Multi-location Teams



Manager at one location and all other team members are at different locations like a spider shape as shown in the picture.



Manager at one location and group of team members at more than one location like a butterfly shape as shown in the picture.



Manager & some of the team members at one location and all the other team members are at different locations like a wasp shape as shown in the picture.

The rules of a Multi-location Team

- There should be a clear purpose and focus. If you don't have this, it doesn't help you get the job done
- Unless all the participants have worked together before, you'll have to allow time to get to know each other

The challenges of a Multi-location Team

Managing multi-location teams effectively is a challenge for a number of reasons like:

- | | |
|-------------------------------|---|
| a) Relationships | f) Addition of communication complexity |
| b) Trust | g) Availability of communication channels |
| c) Team skill sets | h) Distance |
| d) Team experience / maturity | i) Time zone differences |
| e) Team communication skills | j) Work type |

the editor's column

"Life's ups and downs provide windows of opportunity to determine your values and goal-think of using all obstacles as stepping stones to build the life you want"

In the here and now, make the best of your opportunities; nurture your talent, so the organization sees you as a talent. That's what our founder highlights in this issue. There are various ways and tests available to analyse a person's personality and behaviour. The one that we bring forth to you today is DISC profiling. This would help you understand how important it is to analyse a person in the organization, to know, which team he best fits.

The industry champion speaks about managing Multi Location Teams which is the most important element of business in the current scenario.



Neha Arora

Editor
Atyaasaa- Knowledge Beans
editor@atyaasaa.com

Neha Arora is a young, pro-active, and energetic individual, with a passion for Human Resource Management & Training. She comes with a clear focus on managing HR interventions as a career. She has worked on multiple key projects in training and consulting areas over a period of time in Atyaasaa.

Advantages of a Multi-location Team

- Project resources can be selected based on the person who is best suited for the project
- Team formation does not involve relocation costs
- Occasional technical experts can be added to the team regardless of their location and without the need for travel expenses
- Exchange rate between two different currencies may tempt you to make a resource in the country with a favourable exchange rate that appears to be exceptionally low priced

space for everyone

Swarnendu Kumar Biswas

the importance of DISC

Swarnendu Kumar Biswas holds a Business Master's in Marketing from the Symbiosis Institute of Business Management, Pune. A graduate in Humanities, he schooled at India's premier public school, the Mayo College, Ajmer and is certified on the 'DISC model' of Behavioural Understanding, Success Insights International and is pursuing the 'CPBA' programme from TTI Performance Ltd, USA



DISC is the universal language of behaviour & emotions. Simply put, it is the language of "how we act" or behave - our manner of doing things. Though its roots trace way back to Empedocles in 444 B.C. – the modern version and reports owe their existence to Dr. William Moulton Marston (1893-1947) who also invented the 'lie-detector' in 1938. This transition from a very basic model to detailed reports has major contributions from Hippocrates, Galen & also Carl Jung over the centuries.

Core Behaviours

D = Dominance, high D's are naturally competitive, aggressive and result oriented. They have an inherent need to direct, to be continually challenged and a strong desire to win. High D's are to the point and tend to be high risk takers.

I = Influence, high I's are enthusiastic, persuasive and gregarious. They have an inherent need to interact with others and be liked. They are naturally

trustworthy, confident and highly persuasive. Known for wearing their "heart on their sleeve" and their enthusiasm.

S = Steadiness, high S's are deliberate, patient and team players. They have an inherent need to serve. They are loyal, patient, relaxed and promote security and harmony, long-term relationships and strive to maintain status quo.

C = Compliance, high C's are conscientious, precise and sensitive. They have an inherent need for order, stability and procedures. They're "by the book" and are attentive to detail with a strong desire to be right and will always ask for proof and evidence.

Each of us usually have one of four 'Core Behaviours', this usually dictates how we naturally operate - our natural graph and our adapted behavioural style – our adapted graph or how we adjust to the demands of our environment.

This is crucial to understanding how our strengths and weaknesses may be leveraged maximally, also thereby; identify causes of our causes of underlying stress.

founder's note Niket Karajagi

TALENT MANAGEMENT

Talent happens to be the back bone of all successful organizations. Thus talent needs to be identified and fast tracked at all times.

One of the best methodologies to identify the talent is an assessment centre. Choice of simulations is the defining factor of the success of an Assessment Centre. The assessment should also be based on identified competencies in the desired business domain.



Niket Karajagi is the founder director of Atyaasaa Consulting Private Limited, Pune which contributes to top corporate brands globally. He is an established international management consultant and an innovative human resource trainer with niche areas of expertise & contributions. Niket is an authority on creativity & innovation, emotional intelligence and statistical methodologies apart from his operations background in understanding of management processes

Assessment centres need to be designed and implemented with stringent control. The choice of assessors is important here. It is best to have operations people with a behavioural assessment experience. Once identified as talent in the assessment centre, the selected candidates must be then observed under certain controlled environments. Once satisfied with the performance, the organization must then work out a succession plan. Talent thus identified must be then systematically developed for future opportunities.

One of the development initiatives is on job training through job rotations. Strategic projects and opportunities always excite the talent. The factors that retain the talent are challenging opportunities and fast tracking options. A long term succession planning process and mentoring initiatives would surely help in retention of talent.

World Class Companies initiate superior talent management process. They also tap into the personal vision of their employees and offer them opportunities in line with their interests. Talent management is thus one of the best processes for creating business managers within the organization. It is best to nurture talent within, than to look for lateral hires. Promote only those who practice and profess the organization culture. It is imperative thus for organizations to look at their talent management process should they choose to evolve as World Class Organizations.

bean
statement

If you nurture the collective mind in the organization to attract success; there will never be trying times.

Write to us:

Information info@atyaasaa.com
Contributing articles editor@atyaasaa.com
Suggestions feedback@atyaasaa.com

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst & a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.