

KNOWLEDGE



BEANS

THIS MONTH

OD CONNOISSEURS' ORATE



Manoj Deshmukh elaborates on creating vibrant organizations.

OD FOLLOWER'S ORATE



Sudha Rani shares her thoughts on can companies be magical in the way they work

FOUNDER'S ARTICLE



Niket Karajagi gives pointers on crafting pulsating workplaces.

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OD CONNOISSEURS' ORATE | Manoj Deshmukh

CREATING VIBRANT ORGANIZATIONS

Manoj Deshmukh is Vice President PLM and Pune Centre Head, for a global IT services company, which is a fully-owned subsidiary of an Indian conglomerate in diversified business arena. Manoj has lead multiple engagements in information technology and manufacturing for last 22 years. He worked closely with machine / assembly line operator, freshers, and multi-geo team leads. He was also instrumental in many industry led programmes in different colleges. He played a key role in setting up different development centers in India and abroad.



A place where you would like to go again and again, you enjoy spending time or meeting people is identified as a vibrant space. Even if you have high work/personal pressure causing stress still you enjoy that work/engagement.

This feeling is not only limited to you or your own team members but also someone external like your friends, family, customers, partners and other as they also feel the same when they enter such a space.

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THE EDITOR'S MESSAGE

The theme for this month focusses on 'Creating Vibrant Organization'. The building blocks of a healthy organization are buoyant culture, an inclusive approach to leadership and a stimulating environment. The present issue elucidates foundations for sustainable business success and how employers can develop a realistic road map.

The topic for next month is 'Science of Behavioural Interviews'. Behavioural interviewing is treated as an effective tool as against conventional job interviewing. The premise of this interview style is that the past performance is the most precise predictor of future performance in similar situations.

If you share a passion for the topic, have a flair for writing and would like to share your views, you can send us a 300 word article with your brief profile along with your photograph in jpeg format to atyaasaaeditor@atyaasaa.com

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Sometimes, I get to hear statements from the members of our partner companies like "I feel really positive when I come here in your office, interact with your people and I get positive energy". One needs to take concrete steps to make the office a vibrant organization by primarily focussing on people who are the assets of any organization.

It is essential to create an appropriate work environment wherein there is a perfect synchronization of mindsets, leadership and thought processes making it a vibrant organization. The people there will then love their workplace, they will work together closely especially during crisis situations, celebrate success together and even if there is a failure they take collective responsibility.

They need to be facilitated and encouraged to have transparent and open communications with their peers, superiors, subordinates and all the stake holders. Organizations who end up creating such an environment do not hesitate to take risks because they are confident about, their success, and the continued support they will receive from their teams especially during challenging situations.

An engaged work place adds to its vibrancy and a robust policy on rewards and recognition goes a long way in creating a vibrant workplace – a place where people loathe going away on a weekend and look forward to returning back to on a Monday. **E**



OD FOLLOWER'S ORATE | Sudha Rani N B

THE MAGIC DUST - BREAKING MENTAL BLOCKS



Sudha Rani N B is an industrial organizational psychologist and certified Six Sigma Green Belt professional, currently associated with an organization headquartered in Singapore widely known for enabling individuals and organizations to strategize and progress as a Executive- Content Developer for behavioural interventions. She is actively involved in designing and developing intervention course content for leading corporates. Her proficiency includes

creating and generating ideas for training facilitation, research practices in organizational excellence and quality, content writer for various academic and corporate newsletters.

One can imagine raising eyebrows, as if asking "MAGICAL?...REALLY?!...get serious man". Yes "magic" is a word in fictions, to which we as corporate entities tend to give a non-existential look. That great company, energetic and engaging workplace, less stress and more fun... all appear as characters of a fairy tale that none has ever seen. No company is the best company is the belief and the story ends there. We believe in what we see. We need data - those "numbers" to prove the existence, the relevance - a magical workplace culture is surely not one of them.



Most organizations follow this thumb rule of developing the "measurable" elements at the workplace. When it comes to organizational success, what makes the difference between the best and the rest? It is surprising that the differentiator is "The Magic Dust" of organizational culture. In fact creating and sustaining the right organizational culture is one of the most important challenge for any leadership team to deal with. It is difficult to define in finite terms. However, one prominent culture ritual that most successful organizations religiously adhere to is recognizing and appreciating people potential.

The foundation to create a vibrant organizational culture is to get people understand themselves better. High performing organizations focus on how to leverage their people's strengths and channelize their efforts and potential at things that they could be good at doing remarkably well and equally passionate about. When people begin to work on their true strengths and competencies, the organization can be sure of succeeding faster in spreading the magical organizational culture in reaching true excellence. Please remember that your magic dust travels faster from top-down and needs to be sustained bottom-up. **E**

FOUNDER'S ARTICLE | Niket Karajagi

CRAFT PULSATING WOKPLACES

It's always an endeavour of all managers and entrepreneurs to create organizations that are high performing and work places that are engaging. It's been my quest since years to help organizations beam with vibrant energies that create such places. The "law of farm" that controls this process is simple and straight forward - "what you sow shall you reap". There is surely a methodology to create vibrant organizations and let's discuss this in a structured manner.

- 1 Hiring the right talent is very crucial. Look for energy; ask yourself a question would I enjoy working with this person in the long run. If you feel good about the person look for capabilities that are in line with the job description. It is so very important to hire interesting people who wish to work for results. They are a rare breed; they love weekends and weekdays both. Patience is surely the virtue to find such people.
- 2 Nourish the curiosity of these people. Let them do their work their own way. Allow them to use their creative minds. An empowered workplace surely adds to creating a great culture. People must know that what they are doing is actually benefiting the organizations. Big picture is very crucial.
- 3 Teach people to enjoy work. People like to win at work. Coach them to become successful. Invest in their development. The more they learn the better they feel about themselves. The more they win the more confident they get. Unfortunately we are not born with the idea "work is joy".
- 4 Create and recreate collaborative teams where people work with one another. Once teams are formed they become dull and boring. Novelty always accelerates the process of discovery. This is a great peer coached innovative environment. Collective leadership is always a good idea. Help and teach people to enjoy conflicts. Creative conflicts are very good for organizations. Help them to enjoy failures. Mind you please learn to differentiate between callous, casual mistakes and failures. Like it is said by the learned "failure is a great teacher". Be tolerant towards failures.



Niket Karajagi is the Founder Director of Atyaasaa which contributes to the top corporate brands globally. He is a business psychologist, a coach and an organization transformation facilitator with niche areas of expertise and contributions. Niket is an authority on creativity and innovation, emotional intelligence and statistical methodologies drawing upon hugely from his vast operations background in understanding management processes.



- 5 Collapse the hierarchy. Pyramid breeds clusters and resultant power games. Breakdown silos and do away with designations. Keep organizations flat and let people run projects across teams in a cross functional setting in a time bound manner. Age is in no way a driver of success; creative minds are the ones creating success.
- 6 Let people travel together. Meaningful travel creates a great bonding. Joint client visits or travel for work/projects is definitely a good idea. Don't cut corners through travel budget. People understand each other better when they spend productive time together. They get anchored to have fun together while they work. This can only happen when they travel together.
- 7 Watch out for toxic employees. These are employees who are lazy, unethical, power hungry, greedy, political and downright incompetent. Do not endlessly invest in counselling them with an idea that they will change someday. The fact is they never change. They are a rot in the system. Be kind when a performer fails. Don't be kind to toxic people. Keep your system clean.

Needless to say energy and passion is highly infectious. It must flow from the top. Keep a watch on falling energies in the organizations and take immediate corrective action. Organizations try and do everything right at technical level. They need to focus on constantly creating high performing high energy teams. This is the only way to create successful organizations. These teams act like magnets attracting the best of business opportunities. The clients shall always admire these teams and thus client advocacy is a guaranteed by-product.

After all the "Universe gives you only what you deserve". So visualize your business goals and decide the critical parameters and characteristics of your team. Create that culture and competencies and there shall be no down-trend in your business ever. So go ahead build an infectious exciting workplace that people would love and aspire to be a part of. **E**

ABOUT ATYAASAA

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 and 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. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



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BEANSTATEMENT

As energy is the core of this universe so is it for organizations too.