

The Insight

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People Management, the Pulse of an Organization

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What is a Project?

In a layman's term --- it is temporary undertaking. It basically has 3 and major elements and each project is unique in its nature...

1. Specific Timeframe: Every project is initiated for a precise period. Where the Project Goals are achieved, it comes to an end.
 - a. Along such period, with an interim 'due dates' the team has to complete few 'Deliverables'.... Which means a Report or prototype or procedure etc. and it is for review by the stakeholders. Such periodical deliverables happen until desired outcome of Project happens
2. Approach: Any project is related to series of events, one leading to another, in a sequential pattern. It is the team's effort in coordinated fashion to support each other, recognizing challenges or bottlenecks and stay focused till achieving the desired outcome
3. Desired Outcome: Achieving the objective of the Project. In pursuit of one major clear objective, there are interim project objectives (called as Goals or Milestones etc), which also needs to be achieved.

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News for the Week

Editorial Team

News Item-1

Being a very important Citizen Centric reform, the Hon'ble Apex Court has Ordered the States and Union Territory of India, to ensure food security, cash transfers and other welfare measures for migrant workers who faced distress due to curfews and lockdowns in various parts of the country during the waves of COVID-19. And the Hon'ble Apex Court has also directed territories to implement 'one nation, one ration card' scheme (ONORC) before July 31. Its implementation ensures availability of ration to beneficiaries under National Food Security Act (NFSA) and other welfare schemes, especially to the migrant workers and their families at any Fair Price Shop across the Country.

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Essentials of Good Project Manager

1. Ready to Wear Many Hats, All the time
2. Not a spectator, (like a by-stander or an on-looker) but A Doer
3. Be, one who Feels and Treats the Project as **not** one of their daily activity; one must get facts in order and then proceed.
4. Be, One who anticipate and react.
5. Be, One who does not accept things at its FACE VALUE
6. Be A “Bend not Break Person” – flexible at its peak

Innovate and Grow – with ‘Change in Business Strategies’

Whether you are a Start-up or Grown-up, you must always look at the market and the Industry.

Whether entering the market or sustaining in the market, one must always look for one’s own strategy and the competitors. Drawing such strategy is never easy. We must see where we, as Strategist, stand and where we need to change. One must go the field (market) and “explore” what the users (clients / customers) expects or look for alternate. When you do exploration, you can visibly see the factors which needs to be eliminated, changed, created, or focused.

Such explorative strategy can happen with

- (a) Potential Customers,
- (b) Competitors Customers
- (c) Non-Customer.

Where Potential Customer is the one, who may be “looking” for you, Competitors Customers will be “waiting for you”.

With non-customers, you can create a new market. For example, many individuals or families who often fly to their regular destinations, would like to drive (do self-driving). Can you provide them the vehicle for one way (self-driven), a vehicle which gives them the desired pleasure? Another....I am, on solo, wanted to go for a vacation, but would like to spend time as a group, can you, as an hospitality industry will take care of such individuals and make groups. These are some examples of non-customers and you explore & create a new market in the specific industry..... Your explorative strategy can be an alternate strategy.... Innovation leads to Growth.

Another strategy is look for Buyers and not users..... confusing?

For example, an Organization buys Mobile connection for their employees. The buyers look only two features mainly, CUG and One common billing. The buyer (Organization) does not look for (a) better connectivity, (b) drop down issues (c) service issues or (d) fancy numbers, which usually a User expects, when he/she buys a mobile connection.

Innovate and Grow.



Who is a Leader?

A Leader is not a person who is having Authority or Position.

A Leader is not a person having special traits

A Manager who always does a right thing is not a Leader

A Leader is one who has Followers

A Leader is a Person who Influences

Housewife who “Leads” the entire family is a Leader

Some Leader may have high Charismatic character

Some Leader may have Strong Lead from Front acumen

Some Leader may have Mastery of the Art, now even knowing the Techniques

Improving Personality (Key in Organizational Behavior – a study of the ways people act within group)

Organizational Behavior (OB) - Purpose

- ✎ Purpose of OB - improving job performance, increasing job satisfaction, promoting innovation encouraging leadership
- ✎ Behaviour may change when they know they are being observed

Personality / Charismatic personality

- ☆ Ways in which a person reacts and interacts with other person or other group is Personality.
- ☆ Charismatic - Capable of using their personal being, to effectively interface and communicate

How to improve Self Esteem

- ✎ Set clear goals before interacting
- ✎ Treat the other person is important
- ✎ Be Protective

Improving Self confidence

- ☆ Ask yourself – What worst could happen?
- ☆ Assume that you are not new to an action – Imagine that you have already done it in the past, when you are going to do an act for the first time
- ☆ Visualise, how others impress you in the same situation, being confident
- ☆ Detach negative thoughts

Individual effectiveness

- ☆ Organisational effectiveness depends on the individual or group effectiveness

Move to next stage

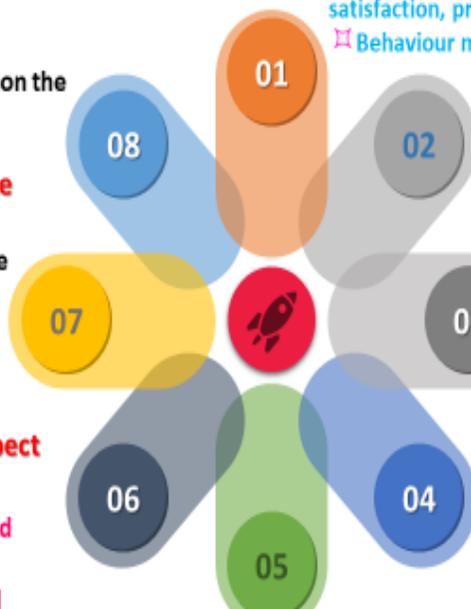
- ✎ Once get connected, do not disconnect
- ✎ Always have opinion – your perspective
- ✎ Expand your interests
- ✎ Respect of Others - their views, attitudes, opinions and Respect to Self

Enhancing one's Self Respect

- ☆ Do not do self sabotage
- ☆ Determine who you are, by learning and doing things, not depending on others
- ☆ Identify negative triggers to disarm and Acknowledge your successes

Shy away that Shyness

- ✎ Take baby steps to focus on action to overcome shyness
- ✎ More socializing is the Key
- ✎ Give yourself praise – Do self talking
- ✎ Get out of your comfort zone



Inspirations from Japanese Management for Human Resources

Provision of Creche

Provision of Creche to the woman employee if,
 Ω30 or more women employees are engaged in
 Factory establishment
 Ω50 or more employees are engaged in any
 other Shop or Establishment

Mochi wa mochiva

Leave the work to the employees. Let them do what they do best. Let them be the Experts. Delegate and get best out of them. Mochi – a rice cake in Japanese – should be made only in Mochiva (rice cake shop)

Kekki ni rousho arite shiki ni rousho nashi
 “Motivation of having right vision remains throughout and the goal to achieve – making money, power, authority – will change when age goes up. Will fee greatness in the Vision than these material achievements.

Gen-in iibunron

“Blame yourself, not other”. In everyday situation, things go wrong and to improve ourselves we should take the accountability. Find remedy for challenges and implement changes and learn for yourself.

Makasete Makasazu

Ensure employees complete their jobs successfully. Leader need to assign task, follow-up with specific guidance and context. Meaning of this Japanese text is “Management”

Sha-in daiichi shugi

Unlike American or European countries, who gives priority to share holders, in Japan in is “employees first”. Delighted internal customers ensure external customer satisfaction, which will bring profit and profit gives happiness to shareholders.

Trai no hosoku

Meaning “Big-heartedness tends to give-and-take”. Tarai means a wooden tub. When you push water with your hands extended, the water on each side circles back to you. If you the water splatter around. The moral is to push, GIVE, and not pull, TAKE AWAY.



Shiawase ni shitanya

Everyone should make themselves HAPPY. There cannot be anything external which can make one happy. It is not luck but ones own will to create success and make happy.

SWOT Analysis of an ORGANIZATION Which impacts the BUSINESS on Profit making and Decision making

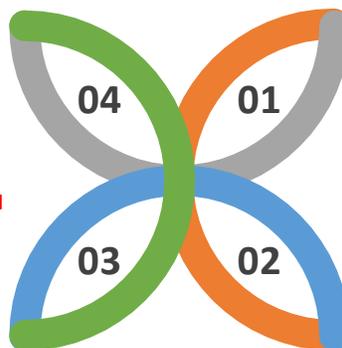
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THREATS TO AN ORGANIZATION

- ✘ Increase or new arrival of competing companies
- ✘ Impact due to deregulation by Government
- ✘ Decrease in demand due to change in expectation of customers
- ✘ Economic slowdown

OPPORTUNITIES FOR AN ORGANIZATION

- ☆ Recurrent changes in Customer’s expectation
- ☆ No competition by Competitors
- ☆ Change in Government Regulations (new rules and change in policy)
- ☆ Economic uptrend
- ☆ Increase in Demand for the specific market/industry
- ☆ Alternate use was identified for the current product / services



01

ORGANIZATIONAL STRENGTH

- ☆ Excellent Employee Commitment
- ☆ Globally established Brand name
- ☆ Best Marketing Strategy
- ☆ Lower Production Costs
- ☆ Appropriate supply chain distribution
- ☆ Abundant cash flow / financial resources
- ☆ Best Economies of Scale (Efficient Production)
- ☆ Superior Management

WEAKNESS OF AN ORGANIZATION

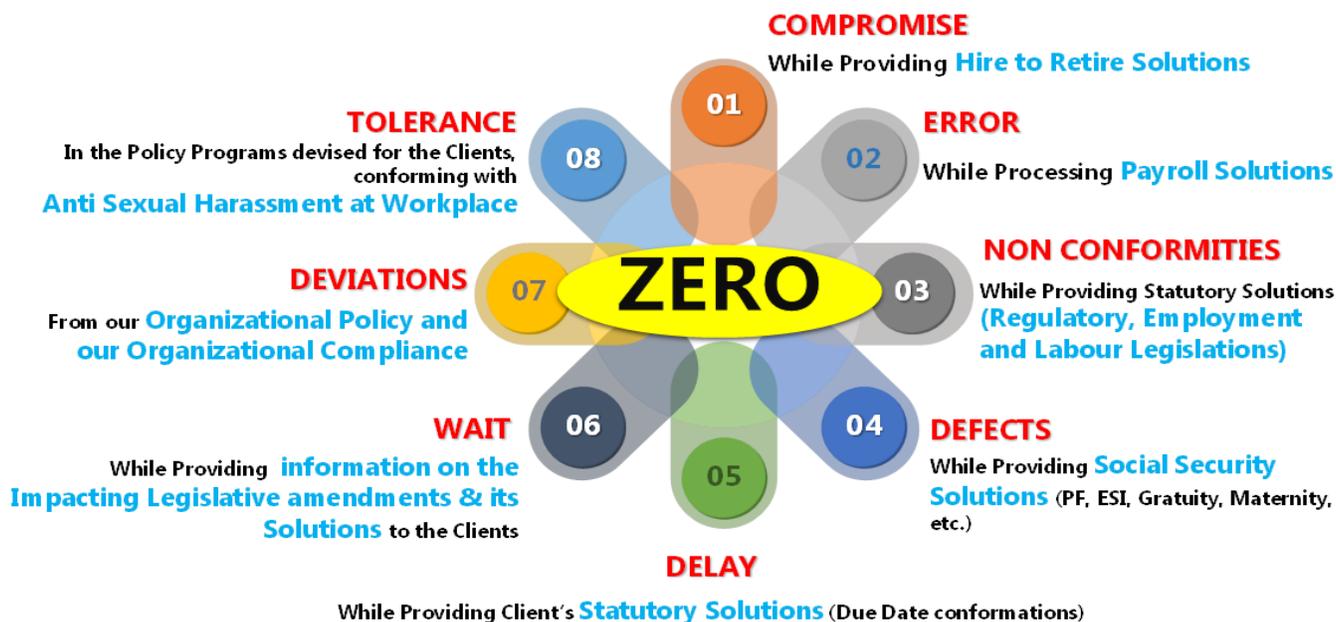
- ☆ Un-committed, under trained employees
- ☆ Higher production costs
- ☆ Weak supply chain distribution
- ☆ Limited cash flow and resources
- ☆ No or Poor Marketing strategy
- ☆ Pitiable Management skills
- ☆ No long term vision of the Market

03

02



Where an Organization is delighted if there is ZERO DEFECT of its Products/ Services or ZERO ACCIDENT in their Shop Floor/Workplace; We as a Proud Partner in providing HR Services to our Client's, would like to brand (and ensure) **ZERO based Solutions**



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