



Article on

Let the change begin...

Published in



Wednesday, June 30, 2010

The programme, "Leading Transformational Change in Indian Organisations" in partnership with Ascent online saw a host of industry stalwarts come together and adopt world class practices, processes and standards – all under one roof

If India is to take its rightful place on the world stage it is imperative that we adopt world class practices, processes, and standards. Gone are the days when we could make incremental improvements and rely on our low labour costs to grow our economy. The world has changed and we need to keep pace. Instead of incremental change, it is time for transformational change.

The Human Potential Project, specialists in establishing a performance based culture in workplaces by instituting practices of commitment based management, along with Ascent online (www.timesascent.in) and BDO India, a worldwide network of public accounting firms, organised a two-day program at The Leela Kempinski in Mumbai.

Those who attended the programme got an insight into what it really takes to build a world-class company. It was intended to point the way to a new future for enterprises and the key steps that a company must undertake to transform itself. Chris Majer, founder & CEO, Human Potential Project who spearheaded the entire programme said, "A sustainable competitive advantage is only possible when you can consistently mobilise your people to execute your strategy faster and more effectively than your competition."

"We are in a threshold where if we don't catch the change, we will be unable to move on. The aim of this program was to find possible solutions to the question – how can Indian companies match themselves with global standards," asked Vibhuti Jha, president, Human Potential Project. Shailesh Haribhakti, Chairman, BDO Consulting Pvt Ltd expressed, "Everyday there is an announcement of a very ambitious project. People are looking at doubling their capacity. Suddenly there is a huge spur in e buying. The biggest buzz is what made India insulate from the deep financial crisis. This is because we had very good regulation and were not allowed to take risks."

Speaking of leadership Majer highlighted upon the fact that today, we are facing a crisis of leadership. He said our focus is on business and in this realm, we see a crucial need for leadership. "To be effective, a leader needs to be well-informed about what is happening not only inside, but also outside the organisation so that he/she can effectively design the future. Leaders need to "swim in the soup" of their world," he further added.

Experts speak:

N Shridhar, chief financial officer, Future Capital Holdings:

"The first half of the programme was good especially the involving themes. Keeping your employees committed by impacting their moods as well as developing a culture of ownership and passion in them was indeed one of the best learnings that I derived out of the programme."

Shekhar Bajaj, chairman and MD, Bajaj Electricals Limited:

"The biggest advantage about this workshop was being able to learn new things. The team-building games/exercises were a great way to bond with each other."

Shyam Rohra, CEO and MD, Ratiopharm:

"Chris Majer, in these two days, could show us tremendous potential waiting to be tapped in all of us. I am motivated to adapt practices followed by best organisations around the world so candidly enumerated by him."