

Performance Management System

The aspect of fairness cuts at the very root of one's **sense of well-being and self-esteem**. This is true to the organizational context where the key to workforce productivity and engagement lies in orchestrating the right emotional levers of employees.

Given the equation 'what gets measured gets done and what gets done gets rewarded', the most direct and visible manifestation of 'FAIRNESS' is undisputedly in the rewards and recognition of an employee for their performance.

As the saying goes, "Justice should not only be done but it should appear to have been done." This then gives imperativeness to the other aspect which is '**transparency**'. It is in this context that one of the greatest challenges is to build, nurture and sustain a culture of Fairness and Transparency, and thereby a professional work ethos. How then, to bring about this strategic change while continuing to do the tactical piece? Well, the breakthrough solution would be to have a professional Performance Management System. This workshop is aimed at integrating the critical components and deliverables of HR, all interwoven into one comprehensive alignment of Business and HR mandates:

- The 'Mission'
- The 'Organizational Architecture'
- The 'Deliverables'
- The 'Human Capital'
- The 'Ambience' i.e. the 'ZONE'

Should this entire process be implemented with the steely resolve and conviction of a monk, the industriousness of an ant, and the tenacity and faith of a disciple, we would be successful in creating STARS from within the system which will then drive the year-on-year strategic business plans, to accomplish the MISSION.

ABOUT THE WORKSHOP

The workshop will be conducted by Mr. Pramod Sadarjoshi, Executive Vice President, and Global Head of Human Resources at Bahwan CyberTek Group. He is a gold medalist with a graduate degree in psychology and statistics, and has obtained his post graduate degree in HR, from the reputed Tata Institute of Social Science, Mumbai, India. In his current role at Bahwan CyberTek Group, he is spearheading the entire gamut of Business,

HR strategies and interventions, to facilitate the Group's aggressive growth plans, across geographies. He is leading the initiatives on the key imperatives of talent acquisition and development, to address the scorching pace of today's globally competitive environment.

LEADERSHIP QUALITIES

Mr. Pramod brings the depth and range of comprehensive HR experience spanning organizations across sectors and geographies. He has worked with organizations like Burroughs Wellcome, Siemens, Citibank, Microsoft, Oman International Bank; his last assignment being as Director-HR at Computer Sciences Corporation. His key accomplishments have been in the domains of spearheading aggressive organizational growth, achieving Business - HR synergies through deliverables, Change Management and Strategic Planning initiatives, IT-enabled-HR systems/ process re-engineering, and driving Leadership development and coaching interventions.

SKILLS

As part of his international experience, he has carried out assignments in USA, UK, Middle- East and India. As an organization representative, he led the B-school relationship management initiatives at Harvard, MIT, Stern, and other B-schools in Chicago, LA, and Seattle, essentially to recruit, and to ensure industry-academia interface. In the domain of executive leadership coaching, Mr. Pramod is on the panel of Executive coaches, to conduct, a 4-day workshop on 'Leadership Skills for Top Management' for the CEOs at the prestigious Indian School of Business, Hyderabad, India, which is the country's premier School of University of Pennsylvania, The Kelloggs School of Management of Northwestern University and The London Business School. This workshop will delve into the dynamics of ensuring a robust and a scalable system to manage performance resulting in a dynamic People Strategy. It will facilitate the development of an effective performance management system - the DNA of MERITOCRACY - so critical to building and nurturing success.

For further details contact Infoline Tel 24151060 Educat

ChanakyaShastra: The story of the Master Strategist

Education is the foundation on which the progress of a society rests and it is the responsibility of every organization which is in a privileged position to ensure it contributes towards developing a knowledge based society. Infoline LLC is one such organization in Oman that is aware of its social responsibilities and is contributing towards expanding the knowledge base in Oman.

As a step towards this initiative, Infoline presents to you, Chanakyashastra, a concept that is set to redefine corporate learning. Chanakyashastra is a fine management play that highlights the leadership practices of Chanakya, the greatest known kingmaker, thinker and strategist in the history of India.

It is a part of the package that includes a leadership training program with theatre games and films all of which expand on the teachings of Chanakya and their applicability in the corporate world. In the training program, the nine gems will be taught and debated upon, as tools to gain power in business practices. Chanakya explained the Science of Economics centuries before Adam Smith and Amartya Sen. An increasing number of professionals are discovering the power and applicability of storytelling for business management, knowledge management, organizational development, coaching, sales and software interface design.

Story telling ignites action in Knowledge Organizations. The play is written & directed by Sanjay Srinivas, who has been a corporate trainer for several years. Organizations like Hutchinson Max (Orange), TATA Motors, Kotak Mahindra Bank, Kotak Securities, Essar, Mphasis BFL, McDonalds, Global Tele Systems, Tech Pacific etc have benefited from his training in Team Building, Creative Thinking and Communication Skills. "Chanakyashastra's genesis can be sourced to these sessions. Chanakya wrote about team building, motivation and leadership way back in 150 AD" he informs, adding,

The play highlights the leadership practices of Chanakya. It showcases the nine powerful gems (navratnas) used by Chanakya in creating a leader like Chandragupta Maurya, one of the greatest kings in the history of India. It aims to underline the usefulness and applicability of his profound wisdom and invaluable teachings for the future leaders of this country".Sanjay, an MBA from ICFAI, Bangalore, has been able to combine playback

theatre and corporate training with great success. Sanjay has written and directed the English plays 'The Dressing Room', 'Psy-clone', 'Chaplin in Love' and the movie 'Silence Please - The Dressing Room'. His next project is an international film set in Afghanistan. The play is given a contemporary twist with the subject being a corporate coup. Sanjay has woven Chanakya's philosophy and wisdom into the story in such a way that one can imbibe it without the feeling of being lectured. It can serve to guide one's thoughts and actions in the desired direction.

An elite cast of professional actors will perform this unique play at the Intercontinental Palm Gardens, Muscat on March 29 2007. The lead role of 'The Master Strategist' will be played by Rajendra Gupta, who played the role of Mukhiyaji of Champaner in the Oscar nominated film, 'Lagaan'.

To get further details and for corporate bookings please call Infoline 24151060

