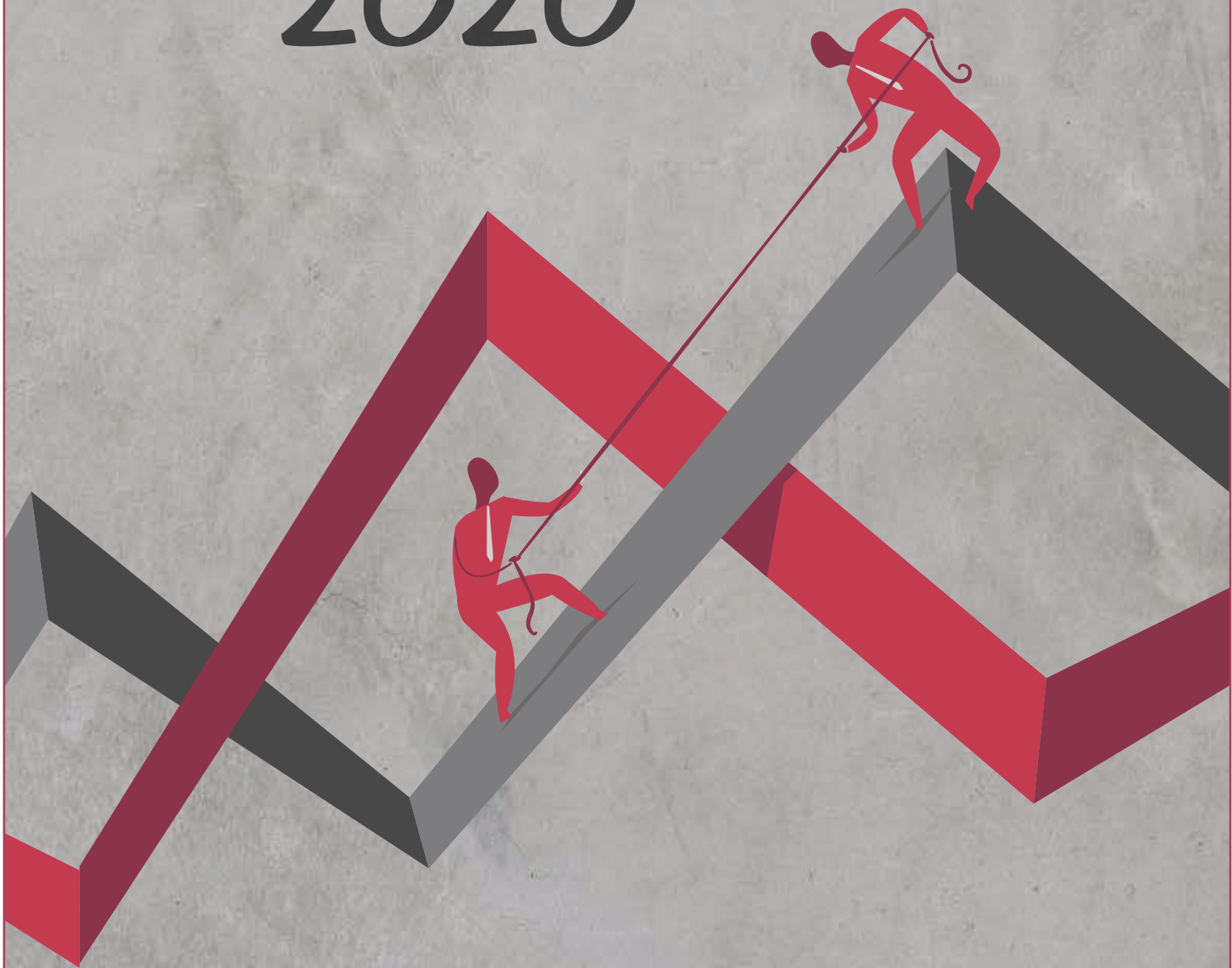


HR 2020



Dear Talent Hunters,

I firmly believe that an organization's success is largely dependent on its employees. Talented, hardworking, energetic, enthusiastic employees are an asset to an organization.

They play an important role in organizational transformations. And so, we need to empower and trust them. We should make our work environment as democratic as we can for the innovative ideas to flourish. By encouraging trust, positivity and transparency we are in turn enabling the team to perform better, innovate, take risks and succeed.

I hope your journey is full amazing stories.

Smiles,

Vineet

STOP COMMANDING, START CONVERSING



Inspire people by pursuing a vision that gets people to jump out of their beds every day and go to work for an idea which is bold and unique. People feel inspired only when you can help them discover what they want to do and not what you want them to do.



BE EMOTIONAL



Don't be afraid to display emotions at work - Rejoice in the team's successes, and show concern about the setbacks, laugh and cry in the highs and lows in the lives of your team. We are human beings, and knowing that someone cares for us is a fundamental human need.



PUT THE DIRTY LINEN OUT



Don't assume that by shielding your team from 'truth' you are protecting them. The fact of the matter is that hiding realities demotivates talent today by making them feel excluded. This generation has grown up with on-demand information and communication.



FLOURISH LIKE A FAMILY TREE



Inspire today's young employees like we do our own children by empowering them, collaborating with them, being friends and mentors rather than directors - by 'unmanaging' in an environment of trust and transparency.



KNOW THEM TO GROW THEM



First, unleash abilities of your team members and then step aside.

Real engagement in the work comes as a result of the trust you place in your people to take the right action using the resources at their disposal.



TO THRUST THEY NEED TO TRUST



Trust is the cornerstone of an organisation. When a leader stands by his team in all circumstances, the team feels empowered. This kind of trust gives people the courage to innovate, take risks, and to push themselves beyond their comfort zones to find success.



AYE AYE CAPTAIN!



Someone needs to be at the helm to “guide” the ship — that is, to ask the right questions and to help make sure that resources are flowing towards the value zone. A captain is effective only when his crew, his team, is behind him.



WALK BEHIND AND WALK FASTER, TOGETHER!



You cannot motivate everybody. That is simply because everybody has to motivate themselves. What you can do is- create an environment that will encourage this. For this generation, the start point is the creation of a need for change. This need to change must be intrinsically felt; else the response will be superficial.



INVERT THE PYRAMID!



The young leaders today are hungry to learn, they seek mentors rather than directors and thrive on collaboration. To create an environment that enhances their success, you will have to rethink organizational hierarchy.



THE WORLD IS CHANGING, ARE YOU?



Make complexity and unpredictability the new normals. The ability to carry everybody along towards the same development agenda is critical. Make your team believe in four value systems : Trust, Transparency, Tolerance and People First.

