

**Sunday, March 3, 2019 - 9.30 a.m. to 1.00 p.m.**

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Is your company facing any of the following situations?

- You have orders, but you cannot execute them in time, in spite of having sufficient manpower and capacity!
- You have sufficient funds, but suppliers and contractors are complaining about delays in payment!
- You collect all kinds of data, but still you do not get the needed information!
- Manpower is increasing by leaps and bounds, but the overall productivity is going down!
- As you try to control more, more things go out of control!
- You are investing more and more on training, but are not getting commensurate returns.

If your answer is 'yes' to any of the above, be sure that, no individuals has caused this situation deliberately. As things get complicated, you tend to apply known and traditional methods to solve the problems. New situation requires new approaches. Most of the above issues arise due to

- Conventional division of the organization on the basis of functions resulting in people wearing 'departmental' hats rather than 'company' hats
- Absence of minimum professional standards of conduct like notes taking, logbook, root cause analysis and taking corrective and preventive actions.
- Absence of consultative, consensus evolving mechanisms within the organization
- Absence of appreciation and appreciative culture.
- Remuneration linked to time and not results. Lack of sense of ownership.
- Absence of formal team organization (producer teams, facilitator teams, guardian teams, vision team, project teams, task teams, self managing teams, VE teams) to address issues of operation, improvement and growth.

This program is aimed at participants

- *Realizing the trap of 'employee' mindset and experience 'ownership'*
- *Realizing the limitations of 'following orders' and experience being their own boss*
- *Realizing the limitations of working as an 'individual' and experience team working*

### **Contents: Exercises**

- Learning from Indian Success Stories - Management by Collective Wisdom
- Typical issues faced by the participating companies - Root cause analysis, Beyond I, me and mine, Beyond Management – Nurturing, Leading and Path making
- Self Management and Self Managing Teams – Professional Standards, Payment by Results, Productive Redeployment of Manpower

### **Workshop Leader**

**Mr. Suresh Pandit** has helped many companies in automobile, chemical, engineering, hospitality, healthcare, ITC and public utility sectors in improving their business results by bringing about harmonious and productive working atmosphere in the organization

**Fee:** Rs.700/- per person including GST. (Towards programme fee, course material, lunch and refreshment). The cheque may please be drawn in the name of 'Ahmedabad Management Association.'

