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POWERFUL PERSPECTIVES

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Power of Perspective



- **Life is about Sense Making**
 - Not about what is happening but What of what is happening, makes what sense to you, that fundamentally shapes what you do & life around you
 - Your world is inside you !
- **Significance of Perspective**
 - WHAT YOU DO IS A FUNCTION OF HOW YOU SEE
 - BIG difference in how a mother looks at her child v/s a maid - so is the Output
- **Elephant and 5 blind men**
 - Each situation in life is like an Elephant . Each of us is but one blind person
 - Imagine leverage with additional perspectives of 4 blind persons

Underleveraging



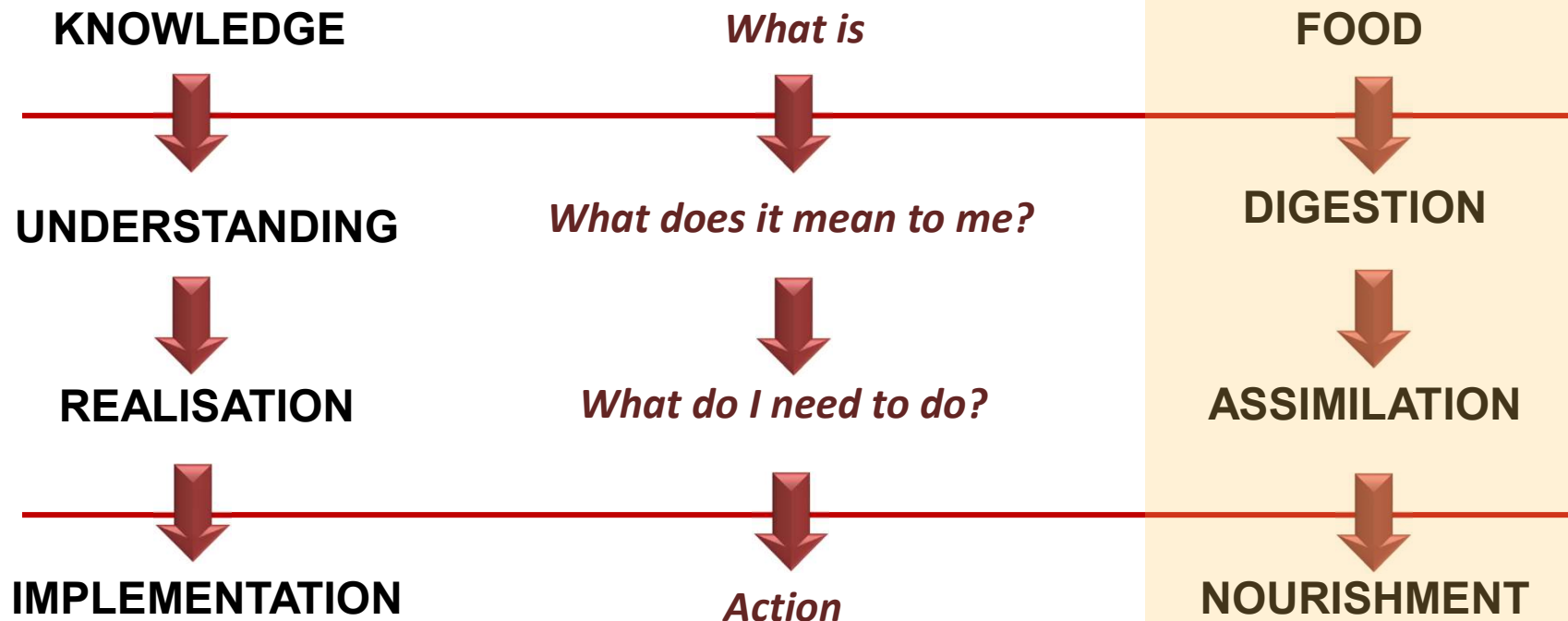
- **Study : 95 % die underleveraged**
- **Underleveraging , not due Ability , but Application gap**
 - We are submarines : Constrained to work in only the visible space (5 %)
 - Significant wealth accumulated – need to unlock . **Buttermilk effect**
 - Not about more fruits , need to take more juice from fruits we already have
- **Learning Pathway : Outside in v/s Inside Out !**
 - Life journey starts : Outside In
 - Teaching , training , reading , observation , experimentation , instructions ,...
 - Adulthood shift of gear : Inside out
 - Much to learn form self : Reflection , dialogue with self , introspection .
 - My Learning Book . Answer 3 questions before sleeping every day
 - Not the Diet , but Digestion / Metabolism that we need to work on

Leadership Challenge



- **Leadership challenge : not Talent –but Perspective deficit !**
 - At high performance end it is Perspective deficit , which will make decisive difference between Outstanding & Ordinary
- **Senior level differentiator**
 - Alignment & Discipline of greater significance for leverage than raw talent
 - Each has abundant Skills, Knowledge, Intelligence ;where is differentiator ?
- **Setting progressive perspectives –Essential Leadership task**
 - We are wrongly focused : Shift External → Internal
 - Differentiator is inside --- KURI Processor

KURI

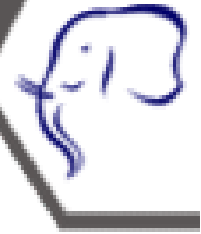


Mind Shift



- **Biggest barrier for self is SELF**
 - Thoughts, Beliefs, Values, Philosophy, biases / judgments / opinions.
 - How you ‘ See’ , dictates how you Act → seals in what you Achieve
 - Change in Result require a fundamental shift in the Perspective
- **Building Powerful Perspective –essentially working on mind space**
 - Alternative viewpoints, enhanced perspectives, lead to viable options
 - Empowers you to find your own solutions to issues & opportunities
- **A fundamental shift in Perspective--Activate KURI Processor**
 - Transforming stereotypical blinkered horse vision; into a more ‘Cinemascope’ vision

Advantage Powerful Perspectives



- **High Clarity**
 - Priority, Destination, Sharper thinking (without clouding); able to differentiate between clashing thoughts to choose what is best for you
- **Deeper Insight**
 - Ask ‘ why ‘ of ‘ what ‘ , seek learning, to navigate self on chosen path
- **Alternative Perspective**
 - Courage of conviction, Focussed yet flexible, Be equipped with various view points , to evaluate and choose
- **“ Powerful Perspectives” : proprietary products/ toolkit for decisive application to reach your full potential**

Powerful Perspective Intervention



- **Work with high performers**
 - For High Clarity , Deeper Insight & Alternative Perspectives
 - Empower to find their own solutions & feel fulfilled in life

- **You have the necessary Talent , Skills , Knowledge**
 - All you need to upscale is Right Perspective / Orientation
 - Help you see your world , differently – Tune in to different wavelengths

- **Inside out Pathway of Learning**
 - It's Application --- not Acquisition , which matters
 - Accumulating more fruits v/s taking juice from fruits you have
 - No Knowledge , Skill , Tool --- just invoke inner wisdom (**Buttermilk effect**)

Interventions



INDIVIDUAL INTERVENTIONS

- **1:1 Coaching : 12 sessions over 6 – 12 months**
- **Support system for CEO : Advisor / sounding board/Mentor**

TEAM INTERVENTIONS

- **Orientation Workshops : Series of (3-4) structured workshops with senior team – with follow through**
- **Mentor / Advisor / Guide for senior leadership team**

Interventions



SYSTEMIC INTERVENTIONS

- Customised intervention , in response to identified, specific areas of Issues or Opportunities
- Create strong internal working systems on important aspects (i) Right Selection (ii) Effective absorption , (iii) Engagement

PROFESSIONAL RECAST PROGRAM

- 6 day , off site , intense program with small batches (8 – 15) to reformat high level professionals in their mid career for a powerful relaunch

Right Selection



It is **SELECTION** ... , not *Recruitment*

- Recruitment is of bodies , Selection for best rooting
- **Don't pay for what you can impart – Pay for what you can't**
 - Shortlist by JD / CV , Select by ' Constitution '
 - No ' Training ' in this world can turn a Donkey into a Horse
- **CV is ' rejection ' instrument ; selection by CV is outdated**
 - ' Sufficient v/s Necessary ' , in Mathematics
- **Selection by ' Constitution '**
 - One ' Right Person ' profile across Organisation , in its current context
 - Identify set of 3-5 parameters of ' Right Person ' profile ; Selection process
 - Train , track , handhold selection team

Effective Absorption



It is ABSORPTION ... , not *Induction*

- Induction if happens , is at best an Admin / Functional ritual , for most
- **Senior level placements is planting grown up tree in your soil ; uprooted from another & hope it takes roots**
 - Firm ‘ rooting ‘ will take much beyond admin/ function formalities
- **Absorption : Affectionate nurturing from indulgent distance . Takes customized initiatives , dedicated efforts**
 - 30/60/90 days handholding : Help new joinee to succeed
 - Culture absorption , On job assignments , Weekly – scheduled 1:1
 - ZERO Month for highest levels : L1 , L2
 - 10 days : Linking with past trends –Data analytics
 - 10 days : Culture absorption
 - 10 days : Set ‘ WoW ‘ (Way of Working)

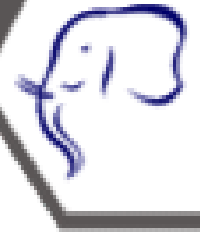
Employee Engagement



ENGAGEMENT is ' Inner Engineering ' , not *Event Management*

- For most employee engagement is Picnic , Party , Birthday celebrations
- Often ' programmed activities ' ; outsourced to no one in particular
- **Engagement is ' Connecting Souls ' , not Indulging bodies**
 - A continuous obligation : Every soul , Every moment , Everywhere
 - Needs to be a part of organizational Conviction , Culture , Compliance
- **A colleague is engaged if he / she finds his role is :**
 - Meaningful --- Critical to organization's existence
 - Facilitated --- Helped to succeed
 - Enriching --- Get more than just salary
 - Enjoyable --- Drawn to work every day
- **Many mechanisms for those committed :**
 - **UYE** --- Do we understand Employee as an ' individual ' or a Family Unit.
 - We give farewell parties Why not celebrate joining ?
 - Make 1 ' touching difference ' to his / her life . Fond memories .

Orientation Workshops



- **Alignment & Discipline , more critical for senior level success ; more than Talent , Skills**
 - Talent/s not oriented & aligned will be grossly underleveraged
 - Analogy : Powerful magnets , not oriented right
- **Orientation workshop for Core Team for high leverage**
 - Role of ‘ salt ‘ to make high quality recipe --- Meaningfully Complete
 - Small group (8 – 15) of L1/L2 leaders , Interactive ,Collective insight
 - Universal – domain agnostic topics, setting strong perspectives
 - Self Awareness
 - Head & Heart in decision making
 - Wholesome work – Body with Soul
 - Service Ethos
- **Strategic intervention includes :**
 - Series of chosen 3-4 , progressive topics – one / quarter
 - Follow through / handholding , Coaching interludes

Service Ethos



- **Most service deliveries are sub standard ; Not due to lack of**
 - Ability
 - Sincerity
- **Lack of (Service) Orientation**
 - Those who do not know what Service is , are constrained not to reach excellence
 - Essential difference between : Maid/Mother , Labour/Care , Body/Soul
- **What you do is a function of how you see : Key Principles**
 - Service is not a ‘ Job’ ; it is a ‘Cause’
 - Serving is about solving Anything else , is just not service !
 - Differentiate between customer Interest / customer Request We are custodian of customer Interest
 - Value is created only in Proactive mode ; Reactive way is Servant Mode !