

Productivity Multiplication (min. 2x) with
book, hrscore and online

Transformational Mentoring.

For big corporates, PSUs and Govt. Orgn.

Proposed by Transformational School of Business (TSB), Mumbai

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www.hrscore.in; www.fountainheadforum.com

Introduction

- ▶ Today Big corporates, PSUs and Govt. organizations are struggling to keep themselves afloat due to their Low returns of asset (including Human resource assets). Human resource are their most important assets which can turn every liability into assets. But due to lack of research in this field, the productivity and Management of Human resources remained much below than expected in India and in almost all developing countries. Our product www.hrscore.in (for appraisal system where senior have their hrscore at their dashboard for easy mentoring, Book “you are a born winner” (for the subordinate to understand the mentoring in easy way and implement) and online mentoring www.tsbindia.in (for videos and question answer for further mastery as a certificate course)
- ▶ This tool is easy to implement and the people can be ready to deliver exponential results within few weeks.

Strength & Weakness

- ▶ **Strength:**

- ▶ Company: Good infrastructure, High tangible assets, access to finance
- ▶ Officers: High Number, Generally sharp and intelligent, Hard working

- ▶ **Weakness:**

- ▶ **Company:**

- ▶ Low intangible assets and poor Human resource management and productivity
- ▶ lack of “Transformational (ability to create possibilities) Training” and incorrect appraisal system so as to miss out good talent, low productivity of only about 1 crore/ employees vs. MNCs of avg. 30 cr./ employees

- ▶ **Officers:**

- ▶ lack of creativity and innovation
- ▶ Lack of motivation and inspiration
- ▶ Full of reasons and less of results
- ▶ Worried and fearful due to incorrect appraisal system
- ▶ Confused with lack of right role model and clear cut guidelines.
- ▶ Wastage of about 80% time in just worrying about their Job security
- ▶ Huge stress and poor health due to corporate politics

Opportunities

- ▶ Opportunities:
- ▶ Companies:
- ▶ Good quality recruitments and faster integration due to clear guidelines of working on “Integrity, Team effectiveness and Leadership score”
- ▶ Low Human resource department cost and better mentoring due to accurate appraisal of Human resource
- ▶ Officers: Once officers are aware of their Integrity, team building and leadership score at www.hrscore.in and the superiors can guide them(These 3 things gives result which is not trained in our institutes); they can improve these scores with the help of the book “you are a born winner” and online learning website www.tsbindia.in. with the support of TSB mentors, if needed, then the productivity and profit start increasing within few weeks.

Threats

- ▶ Threats:
- ▶ Companies:
- ▶ The companies can be bought over by other companies or MNCs. Govt. PSUs can be divested if they don't improve their productivity. It has already started e.g.. LIC, Air India etc..
- ▶ The companies can become NPAs and the bank and Government can Loose hugely.
- ▶ Officers:
- ▶ The officers can loose Jobs if the cos. Are taken over leading to poor quality of life for their families.
- ▶ The civil services officers of Govt. may have to forcibly retired if the district and state Govt. doesn't deliver.
- ▶ The elected leaders can loose the elections if they don't deliver the results to the common people.

Path Ahead

- ▶ **Method of implementation:**
- ▶ Phase I: Companies/ organisations can buy the hrscore rating points and Books “you are a born winner” by Navin K choudhary for each of the officers @ 1501/= to know their human resource score and to improve on that thru book and videos on YouTube chapter wise. At www.hrscore.in
- ▶ Officers to do “self appraisal” and HOD to also assess each officers under “organisational appraisal” of each officers to know what is their (Integrity, team Building and leadership score). Use the book (ch.2, 3 and 4 respectively) and support from TSB mentors/ Associates to improve the scores.
- ▶ Phase II: Get the top 20 officers trained in this with 3 Hours programme spread over 6 sessions of 30 minutes. Or in two sessions of 1.30 hrs. each as per the need.
- ▶ Phase III: start implementing this all across your organisation with the help of these 20 trained officers/ TSB Associates, Mentors.
- ▶ **Results expected:** productivity (PMS) and profit to multiply min. 2 times with the same asset.

Typical Examples:

- ▶ 1. Integrity example in Mines: In our country, corporate and PSU, The meaning of “integrity” is confused with “corruption” which is not true. If a shift in charge is supposed to bring shovel operator from site to canteen by 2 PM and if he is bringing by 2 30PM. He is supposed to apologize instead of giving reasons. That is integrity. That way integrity is restored and productivity improves. Chapter 2 of the book “you are a born winner” helps.
- ▶ 2. Team building example in Sales and marketing: suppose tender is available today and tomorrow is the last day. The communication, collaborations among the team should be such that it is filed within time. Most of the time the co. loose the opportunity as co. are not able to synergise the info. And docs. On time. The learning in this field 3rd chapter of the book helps.
- ▶ 3. leadership example in Plant production: many times the production comes to halt as the initiative in procuring critical item, risk taking in decision making, and communication etc. needed for logistics of goods and industrial relation is not kept in mind. Chapter 4 of the book takes care of it.

How Transformational mentoring helps

- ▶ Suppose Director (Technical) of a 20000 cr. Company with 35000 employees and having 30 GMs/ DGMs is having a meeting with a GM of a mines at 11 AM in his office. The GM has travelled last night and reached the Head office for this crucial meeting. Now Director technical asks tough questions, why no result. And Mr. GM gives all kind of reasons. Finally it turns out to be a unproductive meeting. Today none of existing HR tools is helpful for day to day mentoring of subordinates.
- ▶ On the other hand, suppose, Director Technical has the hrscore (Integrity, Team Building and leadership score) on his dashboard for that GM. And suppose GMs integrity score is 60%, Team Building is 70% and leadership score is 80%. So, Director technical knows that my this GM has higher leadership score (high initiative, delegation capacity, risk taking) so that should be encouraged further and utilized to get higher results. Also, low integrity score means the respect for word and promise is less, so he should be mentored on it (or just reference to the chapter 2 of the book “you are a born winner” helps in improving the performance of that GM.

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the frame, leaving a large white central area. The shapes are angular and layered, creating a sense of depth and movement.

Thankyou

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