

DILBERT

BY SCOTT ADAMS



Welcome
To
The No Nonsense Webinar - II

LEADING REMOTELY



Remote

≠ Distant



LEADER'S IMPERATIVE.



No Nonsense Webinars

- I. About Team– Staying connected and engaged
- II. **About Learning – Not losing the focus on team development**
- III. Lead Self Improvement – Personal reflections for growth
- IV. About Change – Creating team conversations around change

Attendees Profile

INDUSTRY

Manufacturing

Others

IT/ITES

Consulting

Pharma&medical

Advertising/Digital

BFSI

Online - Real Estate

Hospitality

Fashion/Retail

Engineering

Telecom

ROLE/FUNCTION

HR

L&D

IT Professionals

Process & Quality

Supply Chain

Scientist

Sales & marketing

Research

Consultants

Let's get the conversation started



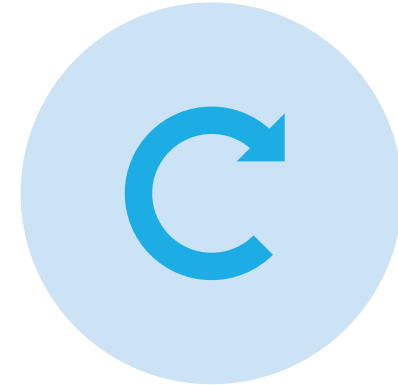
-
- Start the process of preparing and enabling the team for the new world
 - A simplified 3-part process that anyone can use.



RETHINK



REWIRE



RESET



RETHINK

Creating the right mindset in the team to handle the new world.



REWIRE

Reimagining KRAs/Role of the function & team members to reflect the changed mindset



RESET

The attitudinal and behavioural changes needed to handle the newly crafted KRAs

Each session will equip the manager with tools she can use to create conversations & concrete outcomes.



RETHINK

Creating the right mindset in the team
to handle the new world.

Initiative > Talent or Resources

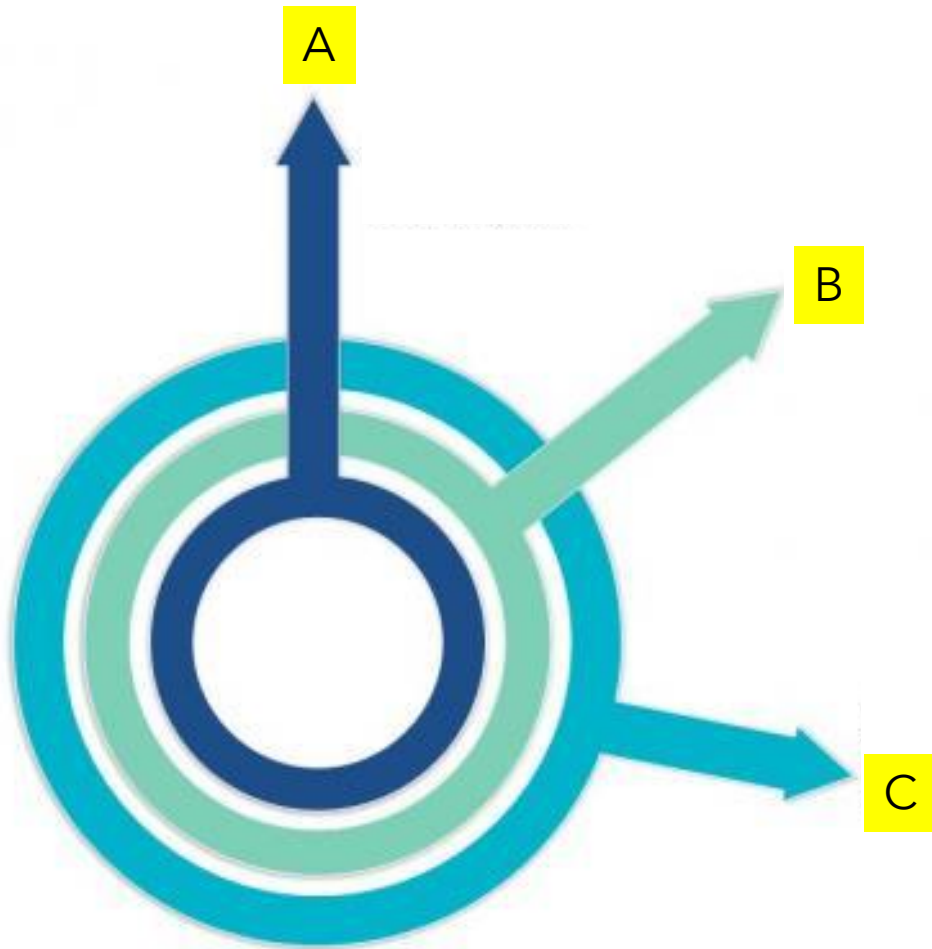
What needs to done > What I've been assigned

1. MOVIE CLIP

- To create conversation around the Mindset required

Watch Video

- Tum Chalo Hindustan chale video
- <https://www.youtube.com/watch?v=MQykXfVB1rl>



C. Waiting for others to decide what to do. Focused on execution. No involvement beyond what is expected.

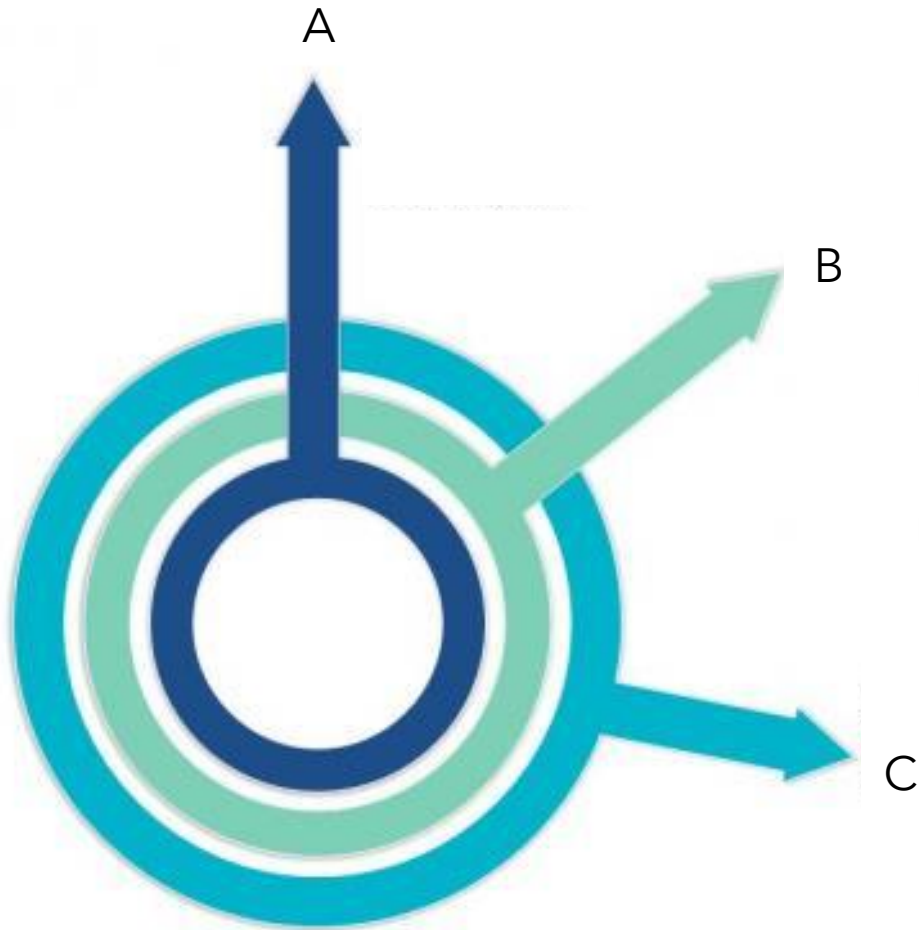
B. Will get involved when I am asked for assistance or when I see someone else take the initiative.

A. Instinctively take initiative, make the problem my own. Not waiting for things to happen.

LET'S DO A POLL

1. Traffic Cop
2. Auto Driver
3. Rickshaw puller
4. Rickshaw Passenger
5. Politician
6. Politician's assistant
7. Policeman + Police Driver
8. Couple on Scooty
9. Youngsters in the Bus
10. School Kid
11. Other kids on street
12. Tea stall owner
13. Tea Stall customer
14. Couple in car during rain

Characters in C - Outer	Characters in B - Middle	Characters in A - Inner



Questions for your team.

- Which character do you think represents your present working style or mindset?
- Do you recognize the need for mindset change if we are to be relevant and successful in the New world?



REWIRE

This mindset change must reflect in how we reimagine KRAs/Role of the function & team members

Rewiring Functional Responsibilities/KRAs

- Create 2- 3 groups
- Put them in private rooms /discussions
- Ask them to discuss how their functional responsibilities will look in the new world
 - Redefining their stakeholders
 - Expectations to timelines
 - Budgets
 - Encourage them to explore all dimensions
- Focus on what the team is thinking and if their sharing reflects a mindset change
- Challenge the team and push them to co-create rather than preach



Illustration – L&D Function

PAST

- Creating annual training programmes that are aligned with the TNAs and expressed training requirements
- Embracing different styles of training techniques, including e-learning, tutorial sessions or coaching
- Having an awareness of the allocated budget and an ability to find solutions to implement the required training
- Building relationships with 3rd-party training providers
- Managing the development of the HR team from a training perspective
- Designing staple curriculums for all employees (i.e. values)

PRESENT & FUTURE

- Proactively presenting industry skills of the future and potential learning pathways to acquire them. Quarterly assessment and alignment of calendar with business
- Create in-house capability in end-to-end learning solutions; thought-leadership in learning
- Create plans to extend reach of budget to cover more than what is proposed in budget
- L&D as profit centre – offering training solutions to group companies, divisions, regions
- Nudging 3rd party training providers to build knowledge bank of L&D Team
- LBP model
- Personalized learning journeys

- Share a format with the team
- Fill up the Present KRAs/Responsibilities if reqd.
- Ask the 2-3 groups to discuss and present to all.
- Co-create the new look KRAs together.
- Focus on the Big picture & broach direction don't get caught up in the detail

#	OUR KRAs - Mar 2020

#	OUR KRAs Apr 2020 ++



RESET

The attitudinal and behavioural changes needed to handle the newly crafted KRAs

New WOWs* for the new world

- The Rules of Engagement must change... This is a different battle
- Re-set needed in the way we interact and engage within and with teams
- Softer skills will be the differential
- This tool will help with
 - Identifying soft skills critical to deliver the new KRAs
 - Connecting behaviours to KRAs, and
 - Articulating for the team the behaviour in action
- Illustrated in the next sheet.



* (Ways of Working)



The GRID: Mapping KRAs – Required soft skills

Behaviours KRAs/ ↓	Communication	Collaboration	Ownership	Innovation Mindset	Influencing Skills

For L&D

Behaviours  KRAs/ 	Communication	Collaboration	Ownership	Innovation Mindset	Influencing/Assertive Skills	Learning Agility
Proactively presenting industry Skills						
Create in-house capability						
L&D as Profit center training solutions to Group Cos						
Build knowledge bank of L&D Team						
LBP model						
Personalized Learning journeys.						

Behaviours KRAs/ ↓	Communication	Collaboration	Ownership	Innovation Mindset	Influencing/ Assertive Skills	Learning Agility
Proactively presenting industry Skills of Future						Explore and study trends and case studies.
Create in-house capability						
L&D as Profit center training solutions to Group Cos				Ideate on how skills learnt can be valued and offered at competitive costs		
Build knowledge bank of L&D Team through vendors		Discuss free demo opportunities with Vendors in return for Masterclass on a specific stream.				Get out of comfort zone & put in the effort to learn new skills.
LBP model		Work with HR and Business to explore the model and identify Win-Win				
Personalized Learning journeys.						

Sage on Stage < Guide by the side

- **LEARNING** : Mine your In-House LMS for content that is available connected to the identified Behavioural skills.
- **CONTEXT**: Take one skill at a time and get your team to articulate and present answers to 4 simple questions;
 1. What did I Learn? - Insights
 2. What will I do? - Habit creating behaviour
 3. How will it impact me?
 4. How will it impact the team?
- **ACTION**: In your monthly review ask them each to present one positive they experienced from the practice of their actions.

About BlueSky Learning

- 16 years, 14,000 man-days and counting
 - Built on the belief that attitude & behaviour is the differential.
 - Experiential, activity-led learning; Gap between knowing & doing
 - Virtual+ experiential Programs – Leadership, Behavioural Skills, Teamwork
 - DIY off-the-shelf activity-led modules – LIBRARY
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