

THE REPORT OF IIM TRAINING

The training programme started at 9.30 AM on 23rd June 2017. Programme co-ordinator and faculty Prof. Priya Nair Rajeev gave brief description about the objectives of the programme. State programme co-ordinator Mr. Ajith Chacko also addressed the participants.

During the forenoon session the topics of understanding dimensions of organisational excellence, and organisational excellence –Measures & means covered. This session focused on the environmental surroundings, which determines organisational success. The success of an organisation depends how effectively they deal with its environment. Every organization operates in a continuously changing environment. Also stressed the need to create change within an organisation. Good intentions lead to good actions. The leader of organisations must be aware of the nature of it. They must have knowledge regarding their social roles and relationship.

District mission plays a vital role in implementing the State Mission directions and activities making them available to beneficiaries. The District Mission should have clear understanding about what the mission aims. It should have the ability to convert the observations into insights. Everybody should think of what is my role in creating alignment in the organisation. Another area which requires special attention is communication. Our success depends on how we communicates to the heterogeneous groups. Similarly clear understanding about social, political and economic environment is essential. The success depends on the multi dimensional approach. So it should have a ‘Helicopter View’. There should be a micro and macro approach for understanding and managing the people as well as the organisation. For success, the leader should make changes in his organisation.

An organisation is a complex system with inter related elements. For achieving organisational excellence there is no single best way. It should be aligned with its environment. Leaders are like architects. Leaders should have a blue print for designing organisation like the architect. The 7’s framework is best tool for actions. It is the best way to manage firms and organisations. They are system, strategy, structure, staff, style, shared values and skill. 7’s models are very useful for leaders to create better organisations and enabling them to diagnose the problems in their organisations and in finding out the apt solutions.

The second day session starts with the idea of change management. It was supported by the concept of ‘change wheel’. A good organisation always adjustable according to changing circumstances. It forces their people to act accordingly. There are so many hurdles for changes. The change wheel has some important features . The ten element fall into two large segments of the wheel. It is connected via the various spokes of the wheel. Spokes reinforce one another across the change wheel. First segment consists common theme or vision, symbols and signals, Governance and Accountability, Education, Training and Action tools, Champions and Sponsors. The second segment consists Quick wins and Local innovations, Communication & best practice Exchange, Policy, Procedures and System Alignment, Measures, Milestones and Feedback and Rewards and Recognition. With this back ground the ‘Goals’ of Kudumbashree organisation were discussed. Session ends with the concept of ‘Tower Building’ which focused on the need of team work and leadership. The course concluded with a small valedictory function.

The serious drawback of the training programme is that the entire sessions were led by one faculty. Importance of stress management is not covered in this programme. Food and accommodation were very good.

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