

## **A Report on the Training –“Managerial Excellence for Professionals Working in Kudumbashree”**

The training at Indian Institute of Management, Kozhikkod provided us an opportunity to retrospect, review and reflect on the experiences that we had gathered from Kudumbashree under an academic structural framework. It gave us an opportunity to go back to our academic sessions and to think critically about the things that we practise in our daily professional life; which can positively contribute towards personal as well as organisational excellence.

We, the group of 30 from Kudumbashree, received a warm welcome from the Director IIMK, Faculty Member Smt Priya Nair and other staff.

The major objective of the training programme was to communicate, to understand and to interpret the aerial view of Kudumbashree; to convert observations into insights and to create alignment by correcting imbalances which will help us to work smarter and to enhance performance. For this we have to have an organisational understanding, understanding about stakeholders and the general and specific environment in which we do our work. We should have a superordinate goal both at personal and organisational level to work effectively.

The McKinsey 7S Framework is a management model developed by well-known business consultants Robert H. Waterman, Jr. and Tom Peters (who authored *In Search of Excellence*) in the 1980s. This was a strategic vision for groups, to include businesses, business units, and teams. The 7 Ss are structure, strategy, systems, skills, style, staff and shared values. The model is most often used as an organizational analysis tool to assess and monitor changes in the internal situation of an organization.

The model is based on the theory that, for an organization to perform well, these seven elements need to be aligned and mutually reinforcing. So, the model can be used to help identify what needs to be realigned to improve performance, or to maintain alignment (and performance) during other types of change.

We also analysed our organisation “Kudumbashree” using these seven elements and this has opened an opportunity to brainstorm which otherwise we will never practise.

Another aspect discussed was the concept of change wheel.

Change is multidimensional, it should be systemic, more than announcing something has to be done to induce change, Culture needs to be induced before change. The change wheel has to be moved by human agency.

We had selected five topics for discussion – the important five things that we wish to be changed in Kudumbashree. We collectively identified the causes and we tried to change them in light of the change wheel.

And finally we had an activity related to team building which we enjoyed.

Overall experience was good. The ambience was praiseworthy. But the content we received was just ok. One fact remains- With two days only this much can be done. We enjoyed the two days, as we all moved to IIMK, from the midst of hard work.

Thanks to Executive Director, Thanks to Kudumbashree!

Tanie Thomas

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Kudumbashree