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BOWLED OVER

FROM "MEN IN BLUE" TO "MEN IN BLACK"

There are many takers right now for our "Men in Blue" and if they ever choose to enter India Inc, our HR managers are more than happy to welcome them into the workplace as employees. In fact, they have already chalked out clear roles/designations/job profiles for them:

RAJESH PADMANABHAN
head - HR, Caggemini India

NAME OF THE CANDIDATE:

M S DHONI

DESIGNATION/JOB ROLE:

Head of the Leadership development initiative: He is a perfect example of a senior member taking the initiative to mentor the younger team members and groom and nurture them for the future.

NAME OF THE CANDIDATE:

SACHIN TENDULKAR

DESIGNATION/JOB ROLE:

Motivational speaker: He took failure as a big learning and was extremely gracious in his approach towards lauding the winners and keeping the game above everything.

NAME OF THE CANDIDATE:

GARY KIRSTEN

DESIGNATION/JOB ROLE:

Business coach: He flawlessly executed the strategy by building on players' strengths and built them painfully block by block.

SANGEETA MALKHEDE
director - HR, CSS Corp

NAME OF THE CANDIDATE:

SURESH RAINA

DESIGNATION/JOB ROLE:

Head of operations: While he is a team player, he put up a good show at the last series where he captained the team. His operational efficiencies have been quite noticeable.

NAME OF THE CANDIDATE:

ZAHEER KHAN

DESIGNATION/JOB ROLE:

Chief strategy officer: The game-changer, Zaheer has been instrumental in turning around matches in India's favour.

MANUEL D'SOUZA

chief human resource officer,
Intelnet Global Services

NAME OF THE CANDIDATE:

YUVRAJ SINGH

DESIGNATION/JOB ROLE: Head of Operations: While he is a team player, he put up an excellent, match-winning individual performance in every game. His operational efficiencies have been quite noticeable, as he has the capability and ability to swing the match in your favour.

NAME OF THE CANDIDATE:

M S DHONI

DESIGNATION/JOB ROLE:

Head of strategy and planning: He is a classic portrayal of a leader who is not afraid to take risks and is humble and courageous enough to accept responsibility for his actions.

Ever considered the prospect of Yuvraj Singh as your new reporting manager? Or our very own Tendulkar as chief learning officer? Post the World Cup victory, India Inc experts are turning to Dhoni & Co for valuable learnings and are even eager to have our champions aboard, discovers Viren Naidu

FROM THE CRICKET FIELD TO THE BOARDROOM:

Little did the members of the Indian cricket team know that as they were leading the game towards victory, they were also paving the way forward for several corporate lessons:

1) Padmanabhan: At the World Cup finals, at 31/2 with the loss of Sehwag and Tendulkar, it looked like a mountain of an effort (India chasing 275) to get there. What transpired after this is a lesson to be learnt. Small incremental progress in the form of runs accumulated through singles and two's by Gambhir and Kohli without trying to accelerate, laid the foundation. At the fall of Kohli's wicket, the captain (Dhoni) promoting himself up in the order and leading the team by protecting left handers from off spin was a master move of a bold leader willing to take risks. He held the nerves of the team and was constantly up with Gambhir and Yuvraj asking them to remain cool and focused.

2) VR Ferose, MD, SAP Labs India: The recent World Cup had many excellent examples that would be ideal lessons for India Inc. One such is that "winning is a journey and not the destination alone", best exemplified by

the poignant moment when Sachin handed over the World Cup trophy to Anil Kumble in the dressing room. Sachin was cognizant of the fact that victory is a journey and there were many like Anil Kumble who were a part of that journey, which started many years ago to conclude in the winning of the Cup. With his action, Sachin demonstrated that great leaders share the moment of glory with everyone who were a part of it. Other learnings were: a) Youth v/s experience - It's neither of the two on a standalone basis, but a correct combination of them that offers the leads to the victory pole, b) the key is to peak at the right time and c) doing the one per cent right matters a lot too.

3) Malkhede: While there are some set rules and guidelines for the game, every ball comes at a different speed and is spun differently. Similarly while an organisation works towards a set goal, it has to note the changes in the dynamic market and act upon it. Honing talent is imperative. But wearing many hats effectively is the mantra today. Just like the Indian team did away with the ideology of one-man performing one task (of a bowler shivering to hold the bat and batsman hesitating to bowl), India Inc should learn to adapt and deal with today's multiple pressures.

What learnings did you derive from the World Cup win?
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