Hi Anmol,

It was a nice to have a conversation on the potential project (s) earlier today and glad to hear that you will be interested in doing some experimentation. As discussed, pdf analysis is the main project, the other 2 LinkedIn projects are more of interest topics – but curious to hear from you about them also.

As discussed, attached 2 annual reports and a set of 6 questions. One thing I didn’t share (not to overcomplicate 😊) – is that once the summary response for each question is generated, then it would need to be matched with certain maturity level statements to ascertain where does the organization stand.

To reiterate, idea is to

1. Extract ALL relevant content/chunks aligned to the specific question from individual report in a tabular format, with the text and the corresponding page number.
2. Either go to step 3 below OR create a short summary statement from the above extracts, while retaining the most relevant content as “quotes” instead of rephrasing everything. For e.g.. I can’t have the engine rephrase the purpose or vision statement OR change the name of the key performance indicator
3. Score each content chunk identified in the step 1 OR the summary statement done in the previous step2, either in terms of proximity to the different maturity levels OR give a conclusive response that the base chunk or the summary statement is level 1 or 2 or 3 or 4

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| --- | --- | --- | --- | --- |
| **Question** | **Level 1** | **Level 2** | **Level 3** | **Level 4** |
| What is the company’s purpose/vision/mission? | There's no well-defined or specific purpose/vision/mission, and the organization is focused primarily on delivering the products and services | The organization has a specific purpose/vision/mission extending beyond delivering products and services, and is further driven by well defined core values. | Beyond serving end customers through its products and services, the organization's purpose/vision/mission aims to bring positive change to its entire ecosystem of vendors, partners, suppliers and employees. | The organization aspires to deliver significance to the whole world and deliver sustainable and holistic impact with respect to people, profit, and the planet. |
| To what extent use and how does the company manage external contractors / non-permanent /temporary employees? | The organization has no/very negligible external resources (contractors, non-permanent employees) and doesn't have any well-defined approach and processes to manage them. | The organization has an arms-length relationship with the external resources, and just compensates them for their efforts and outputs | Some of the critical external resources are offered incentives beyond the basic compensation, and also closely involved in business decision making | The organization has a performance management system for all of the 'staff on demand' aligned to its purpose/vision/mission and long-term success, and the organization involves them in business decisions and nurtures them like the internal staff. |
| How does the company interact with its different stakeholders (customers, users, suppliers, employees, regulators, investors, government, society)? | There is no well-defined framework for managing different stakeholders OR the organization has very passive, tactical and irregular involvement with its stakeholders. | The organization interacts primarily with its customers for market research and complaint/issue resolution, with its suppliers for reviewing performance levels and issue resolution, and the wider society for public relations and community services. | The organization interacts with its customers very actively for outreach and marketing, with its suppliers for partnerships and collaborative development efforts, and with the wider society for broader developmental purposes. | The organization actively engages with different stakeholder groups, and they heavily influence development of products and services, and organizational systems and processes. |
| Is the company leveraging different disruptive and emerging technologies | The organization is not investing in these new technologies  OR   The organization has considered but doesn't see the relevance of any of the new technologies in its business | The organization has undertaken some studies and pilot projects with some of the relevant new technologies, but doesn't have any concrete plans moving forward | The organization is actively investing in some of the new technologies, and leveraging them to improve existing OR create new value propositions in the existing business | The organization is heavily invested in leveraging and in fact creating new technologies, toward new value propositions within and beyond its existing business. |
| What are the key Metrics / KPIs / key performance indicators being tracked related to the innovation portfolio and overall business performance? | Only traditional KPIs monthly/quarterly/annually (e.g. sales, costs, profits) | Some real-time, traditional metrics generated from transactional systems | All real-time, but mostly traditional metrics and some innovation related metrics as well | A balanced suite of metrics are deployed (including leading and lagging, real-time and periodic) for strategic and operational decision-making purposes. |
| Does the organization tolerate failure and encourage risk-taking? | Failure is not an option and is a Career Limiting Move | Failure and Risk are encouraged, but in name only and not tracked or quantified | Failure and risk-taking are allowed and measured, but sandboxed within pre-defined boundaries | Failure and risk-taking are expected, pervasive, measured, and even celebrated across the organization |

As mentioned, feel free to write back here on email OR WhatsApp if you have any questions or suggestions or concerns 😊

Look forward to your helping out with this experiment, and if it’s successful – a collaboration.

Best

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**Chander Nagpal**