



Zydus Cadila

**Pre-Training Assignment**

Big Picture Thinking

***"Big thinking precedes great achievement."***

**– Wilfred Peterson**

Dear participants!

Today, the velocity of change is continually increasing. Anyone in business today — from senior leadership to the frontline workers — feels immense pressure to deliver on accountabilities while juggling the realities of today's world. The trouble is when we constantly operate in this state, it can become too easy to lose sight of the big picture.

Understanding how to see the big picture can help you prioritize effectively and set better goals. By developing a complete perspective of a situation, you can make decisions that drive long-term results, which can help you advance in your career.

Through the Live Online class titled '**Big Picture Thinking**', we will be equipped with tips and techniques to think big and look at the bigger picture.

For now, let's **Learn-Reflect-Apply** through this Pre-Training Assignment and get oriented with the fundamentals of Big Picture Thinking.



**Read**



**Watch**



**Solve**

Kindly ensure that you make notes and complete all the exercises herein, to have a seamless learning experience throughout the learning intervention.



## Are you a Big Picture Thinker or Detail Oriented?

The way a person approaches and interprets a challenge says a lot about how they will solve it. It is not to say that one type of approach is more effective than the others, but more so to say that different people are best suited to solve different types of problems. This means that by understanding the approach you naturally take, you can figure out what type of projects and problems are best suited for your skillset and maximize your impact on the company.

They say that there you'll fall into one of two types of people – the 'big picture' person and the 'details' person. The big picture people tend to be creative, strategic, and visionary... but they can also be messy, disorganized, and forgetful. On the other hand, the details people are conscientious, planful, and exacting... but can lack perspective or fail to prioritize. These two types tend to complement each other and work together very well. You'll often find this division in partnerships and many times the CEO is a big picture person while the COO and the CFO are the details people.

Whether you have good attention to detail or whether you can see the big picture easily and clearly is generally part of your personality. But it can also be a learned skill, if you wish to develop it. There are systems and processes that can help you override your natural tendencies when needed.

Whether you're a team member or team-lead, understanding how you and those around you think can help you optimize your team's problem-solving capabilities and build an environment that fosters continuous innovation.

Unsure what it means to be big picture vs detail-oriented? The following are traits that are generally indicators of each thinking type:

### Typical of the Big Picture Thinker

- You can quickly see patterns in complex problems.
- You like to come up with new ideas and new projects.
- You have a low tolerance for busy work, tedious errands, and filling out forms.
- You are great at outlining what needs to be done but filling in the details can feel exhausting.
- You may have been described as right-brained.

### Typical of the Details Thinker

- You think about things in great detail and sometimes miss the big picture.
- You would prefer to edit or tweak a plan than to come up with it from scratch.
- Highlighting study notes doesn't work for you, because you end up highlighting everything.
- You may have a tendency to over-think things.
- You have excellent attention to detail.
- You may have been described as left-brained.
- Using Your Natural Tendency to Support Innovation

Whether you trend towards big picture thinking or detail-oriented thinking, both skills are essential to forward your company's innovative initiatives.

Many companies have begun to prioritize digital transformation allow for operational agility throughout their business. According to a recent study conducted by Harvard Business Review Analytics Services, 92% of surveyed business and IT leaders agree that successful transformation requires a dual-track approach, combining transformation at both the enterprise-wide and business-process level. In order to implement this dual-track approach successfully, your company will need to draw from people talented at both big-picture thinking and detail-oriented thinking.

Those who identify as big-picture thinkers might be naturally suited to focusing on larger, more enterprise-oriented projects. Their ability to identify patterns can help them find business solutions that meet the needs of people across departments. They are best suited for identifying and prioritizing these large-scale efforts.

On the other hand, those who identify as detail-oriented thinkers might be naturally drawn to mapping out the workflows and processes that your business relies on day-to-day in order to function. These thinkers are more suited to making sure that larger-scale efforts permeate across departments and teams by implementing changes at the business process level and ensuring that nothing falls through the cracks.

As a big picture thinker, you can turn ideas into action and make a positive impact at your company by analyzing real-time insights to come up with actionable and targeted business solutions. If you're detail-oriented, you may enjoy mapping out complex processes and implementing automation that saves the company hundreds of hours of manual labour.

**Question**

Mention your key takeaways from the article.

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## Become a Big Picture Thinker and Exercise



Link: <https://www.youtube.com/watch?v=nIJndSOkNBQ>

### Question

What are your key takeaways from the video

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## Solve: Case Study

Nitin is an individual contributor to a Sales Team. He has been consistent with his performance and always meets his targets as per the set timelines. He is a hardworking professional and provides support to his team members whenever needed.

The Sales Head – Priyanka, believes that Nitin has great potential and should be groomed for leadership roles. After a series of discussions, the management decides to promote Nitin as a Team Lead of the Sales Team. As part of his responsibilities, Nitin is expected to come up with strategies to help the company acquire a larger share of the market. In order to do this, he needs to spend some time with the Research & Development Team, Advertising Team & Product Development Team.

After a few months into the new role, Nitin is overwhelmed with these additional responsibilities. Even though he was good at achieving his targets, he is unable to chalk out a strategy to achieve the desired output for his team. He is unable to look at things from a broader lens in order to frame the right action plan.

**Question-** What are your observations from this caselet? What should Nitin do in order to understand the Big Picture?

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