



**Myldea@Glodyne**

“An idea that is developed  
and put into action is more  
important than an idea  
that exists only  
as an idea.”

## Manish Sinha

Create a talent pool and ask the managers to recommend their team members. The managers shall recommend their team members based on present performance, past experience, qualification etc.

Selected employees should be nurtured for leadership program and preferred for next level openings across various verticals. Second, The HR team should publish an MIS maybe to the HODs or internally or all the employees that shall show the implementation status of ideas that have been acknowledged and selected. This shall help increase number of ideas pouring in to HR.



Pune

## Narendra Kulkarni

Every company goes through Growth, Maturity and Decline. The Maturity phase is extended by growth - Inorganic and Organic. During these phases, a company develops their own characteristics. For example, some become highly democratic; some dependent on few to take all the decisions or highly process oriented. Glodyne currently is into acquisition /mergers; we should put up a common platform for all the companies to work. This platform is not the processes but the backbone on our way of working. GE used Six Sigma to get all the companies to follow Six Sigma way which helped GE to be the most successful company to make success of Mergers and acquisitions



Pune, Kshitij

## Amita Trivedi

To have an annual felicitation program where we shall acknowledge meritorious students of our employees. We could define Class X, XII, etc as the parameters. However children who have achieved merit beyond ranks and academic for eg someone would have been excelling in sports/dramatics etc should also be considered. Infact this could be explored as a platform for branding School Excel/College Excel within Glodyne.



Mumbai-Fortune

## Vaibhav Joshi

To Setup of a Library across locations that houses more than 10 people. Currently it is seen that most department heads subscribe to various magazines, these subscriptions should be diverted to the library so that (a) they don't get repeated and (b) everyone gets benefit of the subscription.

The library should also be allocated some monthly funds to buy books. Every Department head can send their request and 1 request from every department can be considered in a month.



Mumbai-Fortune

## Virendra Chhatbar

We should introduce the unique number for each employee which gives us basic details about him just by reading its number. For eg country, code, department, branch, region, business unit



Mumbai-Fortune

We at Glodyne offered space to all employees to express their ideas which will pave way to new innovation.

Our "My Idea" panel evaluate their idea to accept, implement and reward. The idea could be related to a tiny process of offering our business card to the client or changing the technology



With this initiative, we help provide a platform so that we respect and understand innumerable ideas of our employees and channelize the creative energy in the organization

Idea Accepted	Reward Point	Bonus Point	Total Reward Points
1	500	Nil	500
5	2500	500	3000
10	5000	1000	6000
15	7500	2500	10000
20	10000	5000	15000

Best Idea of the month 1000 Bonus Point  
Idea Implementation unlimited Bonus Point

# Edward de Bono

The international bestselling author of  
*Lateral Thinking* and *Six Thinking Hats*

## HOW TO HAVE A BEAUTIFUL MIND

'Edward de Bono is a cult figure in  
developing tricks to sharpen the mind.'  
*The Times*



Amita Trivedi



Kamal Deo Singh

We reward best idea of  
the month as per below  
mentioned reward structure.  
Individual can accumulate their  
Bonus points or redeem their  
reward points by  
communicating to  
**[myidea@glodyne.com](mailto:myidea@glodyne.com)**  
and same gets processed  
through salary.

