**In what capacity has the recommender known you?**

Professional work related:

#Hierarchical relation?

I reported to my regional manager when I held the position of Area Sales manager in the region .

Projects done together?

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#Time known for?

We have known each other for a span of 10 months

Extra-Curricular:

#Activities organized/participated in together?

I was selected as the single point of contact by the national HR to conduct cultural activities in the region .

**#**Example: CSR Activities? Workshops

I have conducted soft-skills training , technical training and bi-monthly process & staff evaluation to enhance store sales performance

#Any other special things worth mentioning?

I was the youngest recruited Area Sales manager in the state

**General Info needed:**

Whenever you mention a skill or a strength please make sure to back it up via a proper tangible experience as to how you highlighted this at your workplace

**Skills Highlighted during work:**

Situations that highlight skills :

~He was amongst the 20 people chosen out of a screening process of approx 1500 people from all over the country .

1)In situations of ethical dilemma he tackled them by doing morally correct things . Skills Highlighted : honest , tactful and did things outside the box

Incident : On taking charge as the ASM , I was surprised to know that the customers were charged extra to evade producing a few mandatory documents . The company’s perennial RTO agent claimed that the venality of the RTO officers forced the people to pay extra . Knowing that the perpetual practice is morally wrong , it was still adopted by most other automobile companies .Though I knew that infringing the normal course of practice would result in major resentment from my boss and my colleagues, I was still determined to find the real reason behind the malpractice . When I cross-checked the information with few other RTO agents I came to know that our agent was fraudulent and actually demanded more than double the money . After a brief discussion with my boss we quickly got the agent replaced and hence curbed the adopted malpractice . Thus we saved each customer from getting charged an extra 3000-5000 rupees . After the matter was resolved we returned almost INR 2 lakh rupees (around 50 customers money) and I got huge approbation from my ZM , RM , regional team and my HR .

2) First 150 bikes received from Chennai that were billed to dealers in Aug’17 had numerous technical issues. 8 dealer principles had escalated the issue to the top management & our RM was on leave. I took charge & resolved their issues by getting to the root cause of the problem (I personally checked around a dozen bikes for the problems with the regional service head ) , deciphered a pattern of the faults for each bike model, accordingly introduced check sheets to find the fault and delivered the bike hassle-free to the customers after a complete overhaul .

3~~)I have prudently negotiated with the RM for additional bikes during Indian festivals to prevent massive dealer & customer resentment .~~

4)Conducted soft-skills training , technical training and bi-monthly process & staff evaluation to enhance store sales performance . This was an initiative that was taken by me to enhance sales performance . Approximately increased motorcycle sales by 20% as compared to the same month last year .

5)~~Tactfully prevented a group of dealership staff from resigning due to ill dealer principle behaviour .~~

6)In a very short time he was very well known by not only by the people of the region but also by the ASM’s nation-wide . He was very interested to know how other top performers were achieving that , he never left a chance to interact , he was very keen and sharp to understand how a person is and gelled with him accordingly .

**Areas of improvement (2 for each LOR) ? & how have you tried to improve on it?**

**Examples**

* Used to take too many activities at one time .
* Inability to say no . When he was asked by Rajesh Bhuktar , the national spare parts head to help him with a few reports and to modify the presentation he didn’t say a know or did not even delegate the work . He tried to do the report and presentation to perfection even though the last 3 days for us had been very hectic as it was month end and we working till late. But Aman did not delay the work by even a single day .
* ~~He used to try and overshoot the target each time it was given to him . He was never satisfied at just completing the targets . I slowly made him realise that targets are mentioned as per the dealership and the particular region capacity and it was simply not possible to overshoot the targets by a huge margin each time .~~

Explain by giving concrete examples how you have been working on these and how have you improved.

**Any specific instance where you were impressed by the candidates potential? Give details about the experience**

Examples

* He has a hands-on experience such that nobody would have .
* He has always gone beyond the task that was given to him . He maintained overshooting the target each month by at least a 10% margin. He was selected as the nation-wide top performer twice . Similarly he can add value to the program and in terms of competency he will come out highly proficient .
* His belief in smart work and perseverance will be a stellar quality in enhancing his performance .