



# KHLURTHMA 2022

THE ANNUAL MANAGEMENT FEST, IIM SHILLONG

tHRive CASE STUDY

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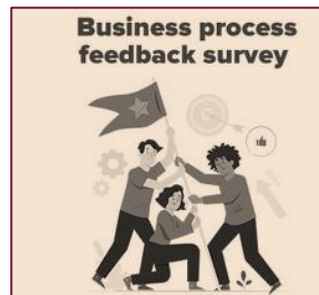
- ✓ Define clear roles and task objectives for employees
- ✓ Regular and diverse training programs
- ✓ Track and analyse performance metrics on weekly basis
- ✓ Implement Agile mode of working. Provide guidance on each step or issue employee faces.



## Reducing time wastage on KTs

- ✓ Freshers should be made to work under experienced seniors as a part of training where they can assist as well learn simultaneously.
- ✓ Freshers should be given dummy projects with real problem statements and asked to submit reports on same

## ✓ Implementing an Employee Feedback System



## Using project management tools:

- ✓ Define roadmaps
- ✓ Get live updates on work status through activity dashboards
- ✓ Proper framing of work limits, progress and maximize efficiency using Kanban boards
- ✓ Quick and efficient query resolving through chat-box

## Some Popular Project Management tools-

ZenHub

Shortcut  
formerly Clubhouse

Swift  
Kanban  
from digital

asana

Jira Software

# Strategies Ahead for XYZ



## Promoting Employee's Work Life Balance

- ✓ Strict policy on working hours.
- ✓ Encourage taking small breaks
- ✓ Keeping tracks of workloads on employees and accordingly assigning them tasks.
- ✓ Conducting workshops & early meditation sessions before work.



## Providing Non-monetary incentives as compensation

- ✓ Rewards & recognitions
- ✓ Exclusive training plans
- ✓ Experiential Rewards
- ✓ New project opportunities
- ✓ Mentorship from higher position leaders



## Increase performance of new employees with holistic training methods:

- ✓ Simulation based learning
- ✓ Hands-on Training
- ✓ Mentorship programs
- ✓ E-learning
- ✓ Role playing
- ✓ Management led activities



## To tackle the over dependency on experienced employees

- ✓ Providing flexibility of roles and related trainings for employees to learn holistically
- ✓ Constant reporting on the updates, so that entire team knows the work status

## To tackle workloads related quitting of employees:

- ✓ Hire interns to assist them in periodic or mundane tasks

# Sustainable Strategies for the VUCA World



## VUCA



VOLATILITY



UNCERTAINTY



COMPLEXITY



AMBIGUITY

**Fighting Ambiguity with Agility**  
Embrace energetic ideas culture, encourage creative thinking, promote flexibility in planning, job rotation and cross training

**React to Complexity with Clarity**  
Clear communication among teams, building strong team dynamics, and eliminating any conflict or discrepancies

**Meet uncertainty with understanding**  
Analyse competitors | Industry Updates & Trends | Strategize for future | Anticipating future threats & Crisis Planning

**Tackle volatility with vision**  
Create a strong, compelling statement of team objectives and values, and develop a clear, shared vision of the future

Be Direct  
Be Understandable  
Be Reliable  
Be Trustworthy



### Strategies:

- ✓ Shaping the Culture around Mission and Values.
- ✓ XYZ needs to ingrain the company's values into its employees
- ✓ Leveraging Technology: by using SaaS tools for predictive analysis and implementing of strategies.
- ✓ Aligning Organizational Structures in sync for proper functioning
- ✓ Establishing a Learning Organization culture for employees
- ✓ Leader Development through empowering decision making freedom and growth opportunities

## Networking via 'The XYZ Social'

- ✓ Chat-based form will collect basic user's details including but not limited to his native city, his alma-mater, previous work experience, hobbies, etc.
- ✓ Platform will curate a list of the employees in the organization who might have one or more similar features and help them mingle
- ✓ Official social media platform of the organization for employees to interact
- ✓ Recommendations based on a variety of data

## Welcome to 'The XYZ Social'

Take a minute

Say Hi!



Connect with one of your  
College Alumni

Start your day grounded and  
focused

Powered by  headspace

More mindfulness exercises

Hey, let's get started!

Let's know about you?

Where are you from?

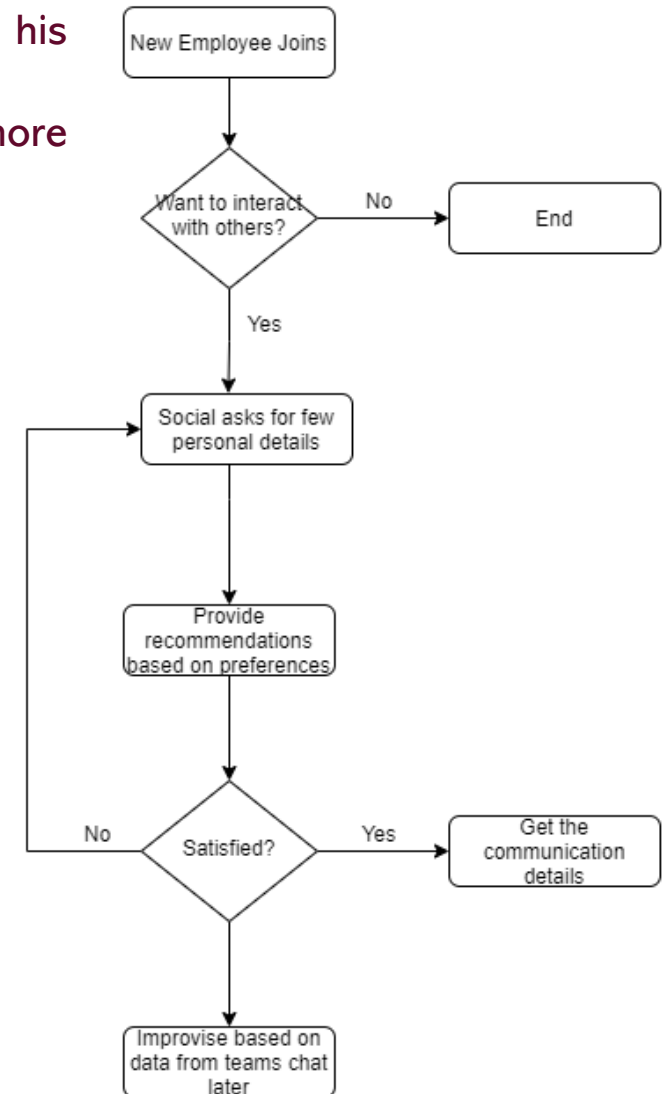
Bhopal

What are your Hobbies?

Music & Photography

That's great!

We have xx people who  
you may want to connect  
with 😊

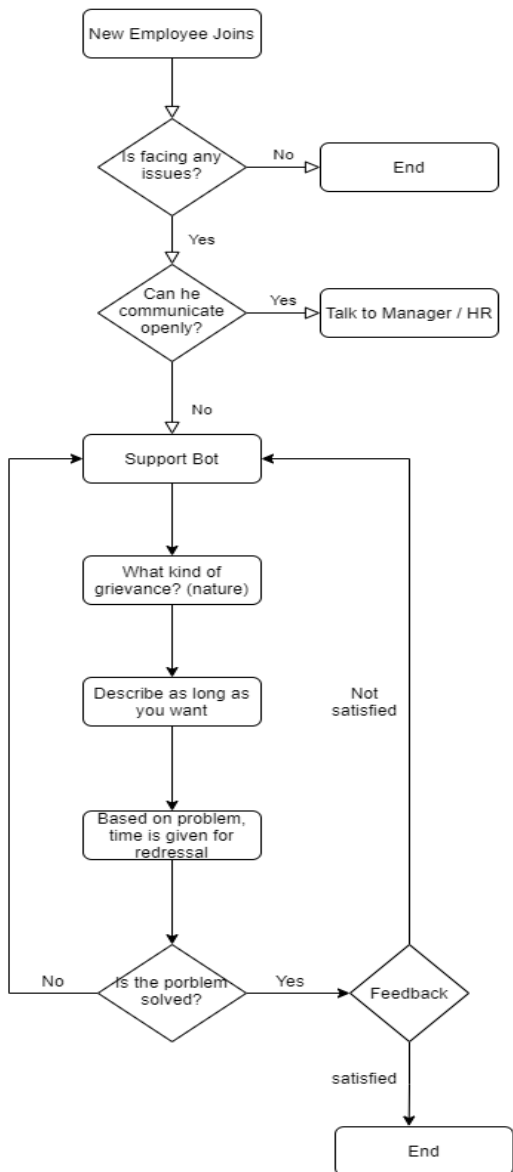


## The XYZ 'Safe Space'

Employees have a hard time communicating and socializing let alone reaching out in case of any grievance –

- ✓ A safe space to share, a chat-based bot for resolution of the grievances in a timely and appropriate manner

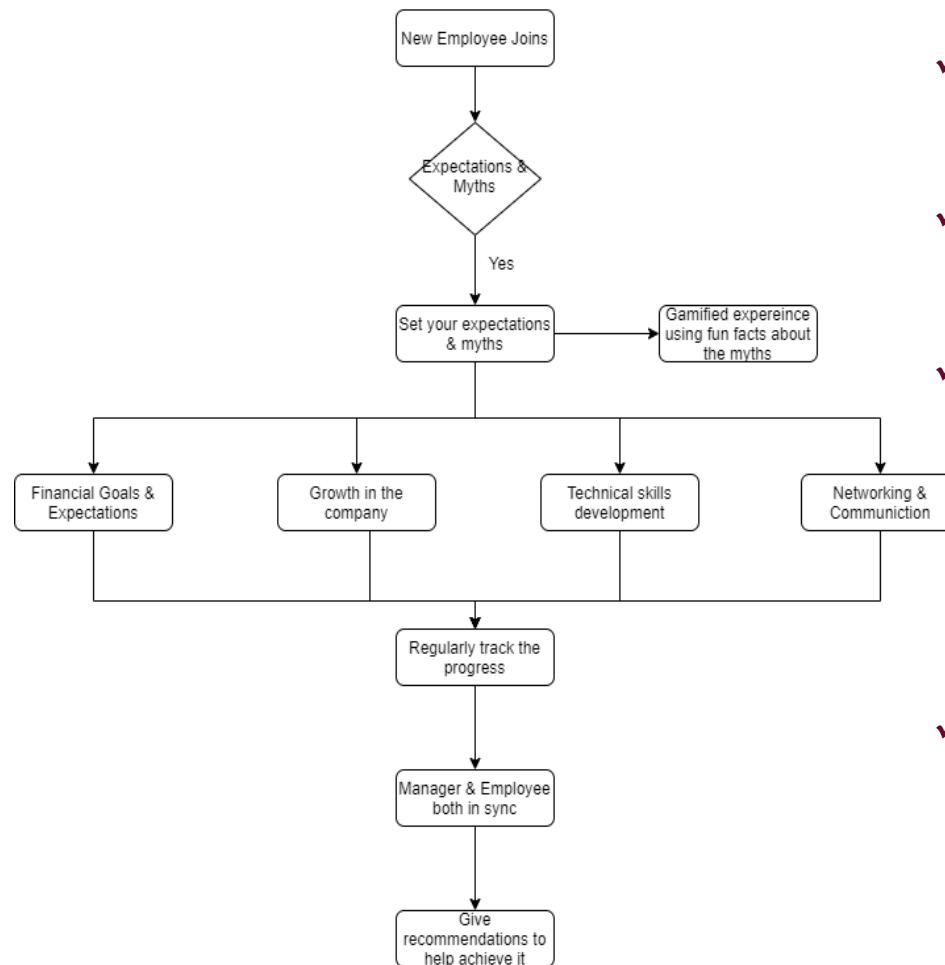
- ✓ Chat experience will help the employee be more comfortable and there won't be any right/wrong answers here, the bot will accept it in any from the employee feels to share



## The XYZ 'Reality Check'

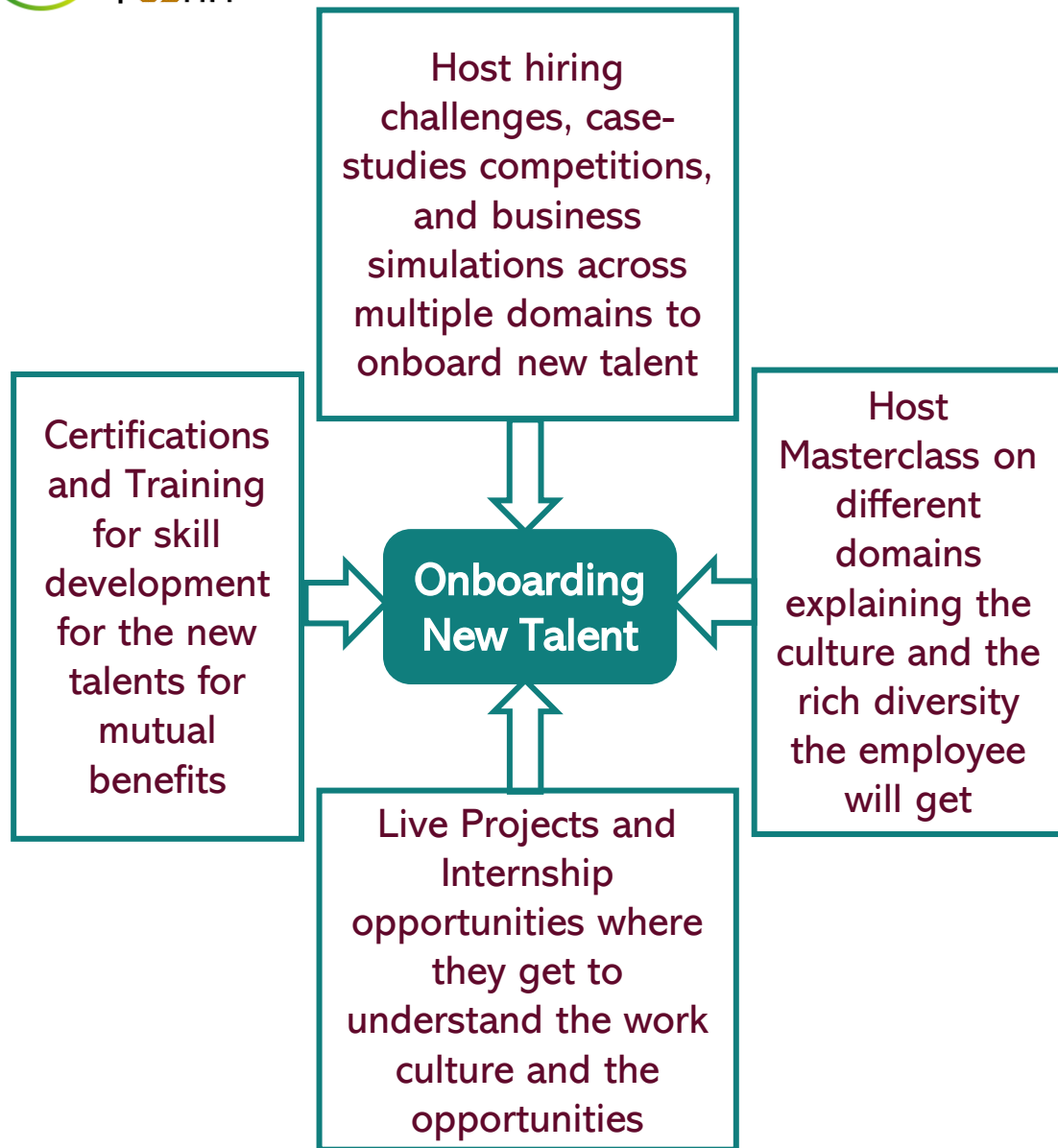
Employees at every level of experience have some sort of expectations in their mind and hear a lot of rumors/myths related to the organization –

- ✓ Keep a tab if the expectations are met
- ✓ Provide facts related to the myth to keep it engaging
- ✓ Visual display as graphs, pie-charts about the goals and expectations set and how far the employee has achieved it
- ✓ Gamified experience using smaller goals and rewards





# Workforce Planning Strategy





# Thank you