

BRIEF WRITE-UP

SK TOTAL PEOPLE PRODUCTIVITY MODEL

SK Total People Productivity Model Developed by Sanjay Kumar,
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SK TOTAL PEOPLE PRODUCTIVITY MODEL

I. About-TPP

TPP for Business Excellence and Personal Growth

TPP world (Total People Productivity Pvt. Limited) is Delhi based consulting and training firm working for the **Total People Development** for higher value add to the Nation, Society, Organization, Family and Self. Value to be added @ 4x4 rather 4x1 or 4+4 (4 being the input).

Developing an ordinary people for the extraordinary work. Making People *today's life better than yesterday and tomorrow life better than today.*

Total People development for the benefits of both – **The Business** and **Individuals**

For **Business**, there are multi purposes

- Business Excellence
- Business sustainability and growth
- Business transformation
- Operational excellence
- Organizational Development

For **Mega Large and Large organization**, the focus is on

1. Culture Building

- i. Continual Improvement (CI) Culture
- ii. Innovative Culture
- iii. Customer Focus Culture
- iv. Performing Culture

2. Development

- i. People Development – Leadership Development
 1. Business Leaders
 2. Functional Leaders
 3. Front Line Team Leaders
 4. Front Line Team Members

3. Efficiency Improvement

- i. Shop floor efficiency improvement
- ii. Reducing various types of losses
- iii. Improving people productivity and performance

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For **MSMEs, the focus is on**

1. **New business development**
 - a. Acquiring new customers
 - b. Increase in sale from the existing customers
2. **Supply chain management**
 - a. Sourcing the new supplier and vendors/ ancillary
 - b. Improving the delivery and quality from supplier and vendors
 - This includes end to end solution. We work with the existing team members as well as taking the independent assignments
 - c. Material cost reduction initiatives
3. **Shop floor efficiency improvement**
 - a. Overall improving the machine and shop floor efficiency and effectiveness
 - b. Reducing various types of losses
 - c. Improving people productivity and performance
4. **People Development**
 - a. Developing the accountable team
 - b. Leadership development across the levels

For **the individual**, the purpose is also multiple one

- People Performance
- People Productivity
- People Progress
- People Prosperity
- People Participation

TPP Unique Approach of People Development – *First of its kind in the world*

For Total People Development, TPP Founder and CEO Sanjay Kumar has developed TPP model which is based on **People Alignment** and **People Programming**. This is both the hard and soft elements of development.

This unique model is developed based on **31 years field research** work with more than **200 organizations, 50,000 professionals** and **1000 success stories**

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- **For Business, People Alignment** is done through
 1. **Demanding Performance and Delivering Performance** as per Business plans and targets. Set the target and review periodically
 2. **Manpower requirement and manpower deployment** as per Functional need. Based on business plan and functional need the manpower requirement and deployment are decided.
 3. **Develop Process based role matrix** – as per processes and sub processes, roles and responsibility developed
 - Organization need to follow **Z- Concept** and **DDAMAIR Approach** (Define-Develop-Align-Measure- Analyze- Improve and Reward) Starting from vision and mission till People Roles and Responsibility and Targets. By following **Z concept** - align the Organization- Functions – Processes- People.
- **People Programming** is for the development of
 - **Commitment**- to meet the targets and goals
 - **Improvement** - for business sustainability and growth
 - **Leadership** - for setting an examples for others to follow
 - This is done through **4Hs People Programming model**. Connecting the Hand, Heart, Head and Habit
 - **Following 5 steps of people programming**- Profiling, Analyzing, Development , Review and Implementation (PADARI) approach
 - **6 months developed plan** designed and developed for the people Programming

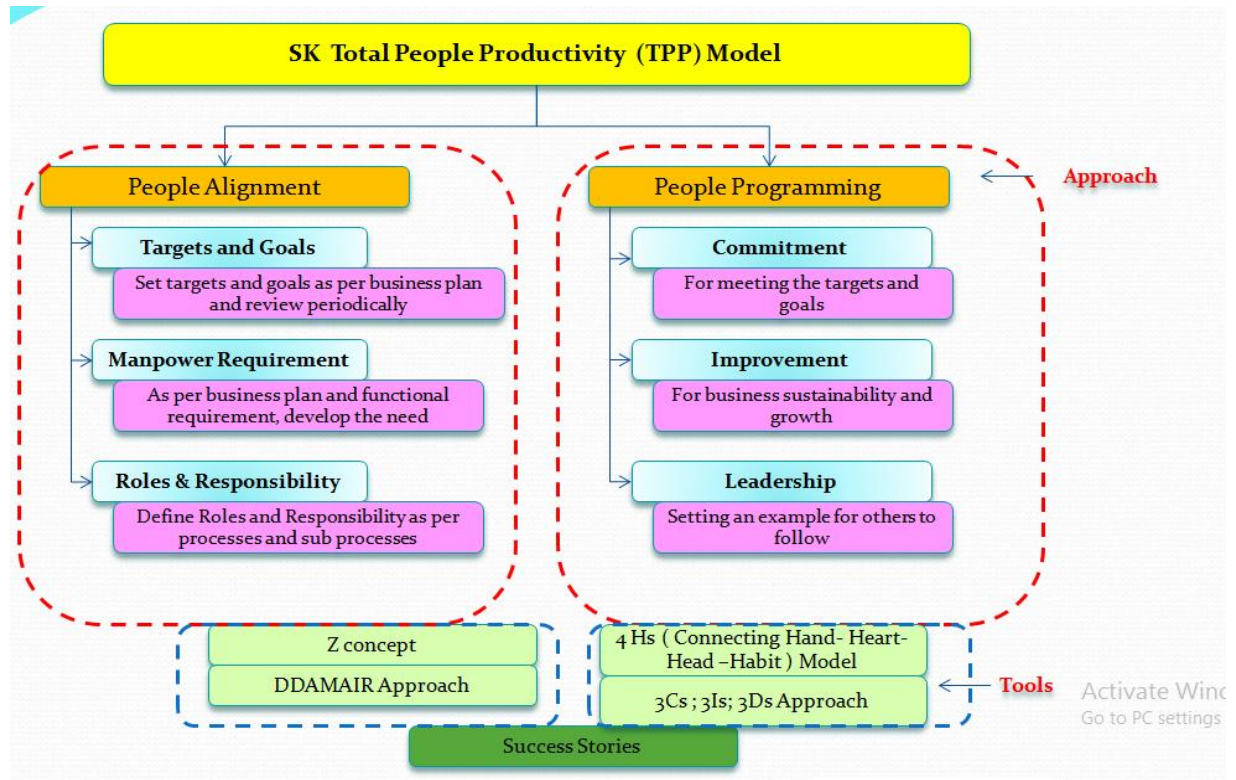
For Individual development, people alignment is required for

1. Know self
2. Set the target
3. Go to the root
4. Connect with others
5. Lead from front

People Programming is same as followed for the business excellence.

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10 Points of SK Total People Productivity (TPP) Model



1. **SK TPP Model** is the innovative model developed based on 31 years field research work with more than 200 organizations, 50,000 professionals and 1000 success stories
2. Based on **People Alignment** and **People Programming**. Organizations to set the target and people to achieve the target.
3. **People Alignment** is done through
 - **Demanding Performance and Delivering Performance** as per Business plans and targets. Set the target and review periodically
 - **Manpower requirement and manpower deployment** as per Functional need. Based on business plan and functional need the manpower requirement and deployment is decided.
 - **Develop Process based role matrix** – as per processes and sub processes, roles and responsibility developed
4. Organization need to follow **Z- Concept** and **DDAMAIR Approach** (Define-Develop-Align-Measure- Analyze- Improve and Reward) Starting from vision and mission till People Roles and Responsibility and Targets. By following **Z concept** - align the Organization- Functions – Processes- People.

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5. People Programming is for the development of
 - **Commitment**- to meet the targets and goals
 - **Improvement** - for business sustainability and growth
 - **Leadership** - for setting an examples for others to follow
6. This is done through **4Hs People Programming model**. Connecting the **Hand, Heart, Head and Habit**
7. **Following 5 steps of people programming**- Profiling, Analyzing, Development , Review and Implementation (PDARI) approach
8. **Six months developed plan** designed and developed for the people Programming
9. Model developed step by step by following Deming **PDCA** cycle (Plan, Do, Check, Act) and **SDCA Cycle** (Standardize, Do, Check, Act) .
10. Implemented in more than 100 organizations and achieved success in business sustainability and growth.

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10 Points of People Alignment

1. Align People to **achieve business sustainability and growth** as per given business requirement. Customer, Product, Process to be addressed
Purpose of alignment is to develop **the Responsible Organization and Accountable teams in the organization** across all levels.
2. Responsible Organization
 - a. Organization is responsible for the strategy and plan, targets and goals and organizational structure. Organization, Function, Processes and People to be aligned. Accountable Team
3. Accountability to be decided at each level
 - a. Business Leaders – Meeting stakeholders Need
 - b. Functional and Sectional Heads- Profitability
 - c. Front Line Team Leaders – Customer satisfaction
 - d. Front Line Team Members – PQCDSEM
4. Follow the **Z Concept**
 - connect **Organization- Functions- Process –People**
5. Follow **DDAMAIR** Approach
 - **Define- Develop- Align-Measure- Analyze-Improve-Reward**
6. **Align Targets and Goals** – Demanding Performance and Delivering Performance
7. **Manpower Required & Manpower Deployment** – as per functions and processes
8. **Develop Process based role matrix** and focus on **daily work management**
9. Nine Formats used for People Alignment
10. Success stories followed

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10 points of 4Hs People Programming

1. Connecting Hand- Heart- Head and Habit – Soul Programming
2. Purpose – Higher value add to the Nation, Society, Organization, Family and Self
 - Making today's life better than yesterday and tomorrow life better than today
3. 3 key elements of development
 - i. **Commitment** for meeting the targets and goals
 - ii. **Improvement** for sustainability and growth
 - iii. **Leadership** for setting an example for others to follow
4. Supported by 5 elements and 30 sub elements
5. Five stages of development
 - i. Profiling
 - ii. Analysis
 - iii. Development
 - iv. Review
 - v. Improvement
6. Total process of development takes 180 days includes class room training and review

Three modules for development

 - **“Win-Win”** – connecting Hand with the Heart
 - Based on **3 Cs** – **Connect- Communicate – Commitment**
 - **“Manthan”** – connecting Hand and Heart with Head
 - Based on **3Is- Involve- Improve- Impact**
 - **“Mala”** – connecting Hand, Heart and Head with Habit
 - Based on **3 Ls** – **Lead- Led-Learnt**

Overall following converting the change in a habit
7. Home work assigned and reviewed
8. Based on adult learning process
9. People Development Report (PDR) prepared
10. Success