



MANAGEMENT

DEVELOPMENT

HR Anexi's **Execution Pit Stops Programme** equips managers to become a next-generation leaders, engage their personal strengths and managerial skills to the full potential. It readies managers to take on increased responsibilities, broadens their knowledge, be a coach and foster team dynamics to establish high-performance cultures across divisions and departments.

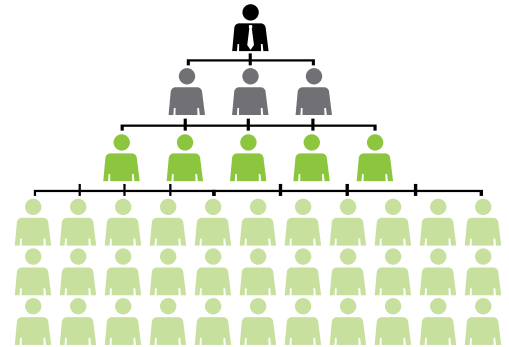
HRAnexi

POWERING ORGANISATIONS. EMPOWERING PEOPLE.

A manager's success is dependent on his ability to drive for results and achieve organizational goals. To attain this, a manager requires the right team that has the skills and expertise to execute tasks with efficiency or he needs to transform his team into a high performing unit.

Thus, an effective manager must take responsibility for ensuring that each individual within his department succeeds and that the team or business unit achieves results.

First-line leaders make up **50-60%** of management on average and **directly supervise 80%** of the workforce. They are central players in a company's business strategy.



HBR blog, "The Frontline Advantage," Fred Hassan



58%

reported that they moved into a people leadership role **without any relevant skill development**

Practices for Building 21st Century Leaders, Laci Loew and Stacia Sherman Garr, Bersin & Associates Industry Study, October 2011.

EXECUTION CHALLENGES OF A MANAGER

01

Delivering on projects with fewer resources

02

Developing themselves, both personally and professionally

03

Leading teams through organizational changes

04

Keeping up to date on industry advances

05

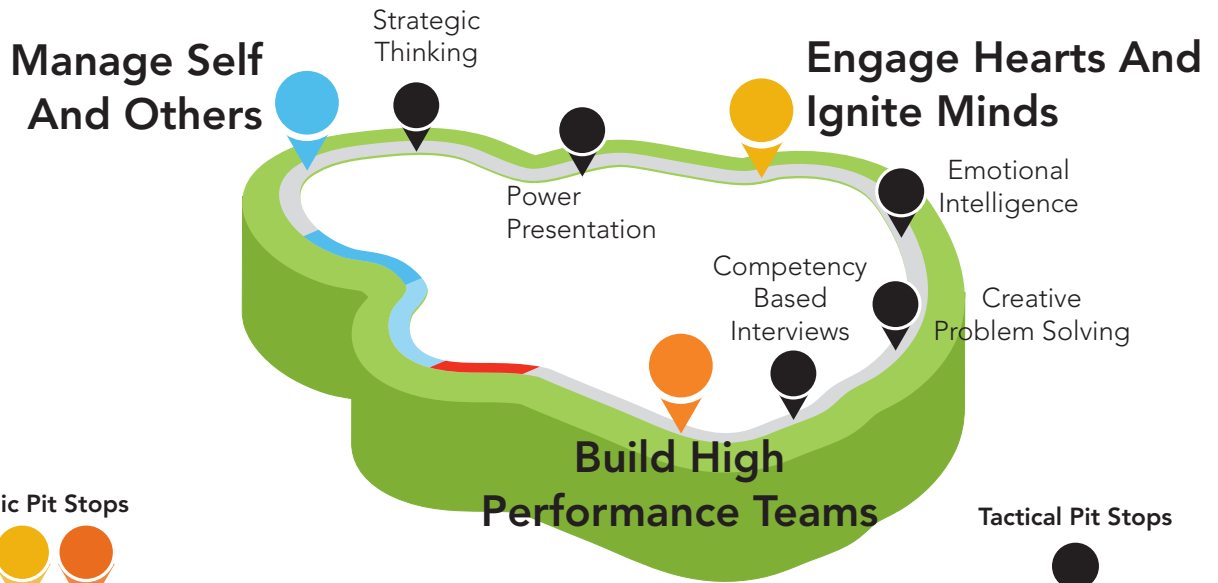
Balancing team's coaching needs with their own work responsibilities

06

Encouraging innovation that meets customer & market needs

At the pit stop ...choosing the optimum pit strategy before every race, ensures Execution Excellence and a sure win in the race. In the quest for driving for results and doing more with less the manager has to balance the tug of war between the need to develop self versus the needs of the team.

Execution Excellence Pit Stops, a 12-18 month engagement in mastering this:



Strategic Pit Stops



STRATEGIC PIT STOPS

- Manage Self and Others
- Engage Hearts and Ignite Minds
- Build High Performance Teams



TACTICAL PIT STOPS

There are times when between two strategic pit stops you may have to refuel or attend to some repair work. There is a range of foundational course ware which is mission critical & prepares the manager for the next lap of the race.



MANAGE SELF AND OTHERS



- Prepare leaders to handle an increased span of control
- Assist in the 'player-coach' transition and prep them for challenging team dynamics
- Transform expert individual contributors into successful leaders of people
- Motivate others to work together through clear and compelling communication
- Design training blue-print for tactical pit stop

ENGAGE HEARTS AND IGNITE MINDS

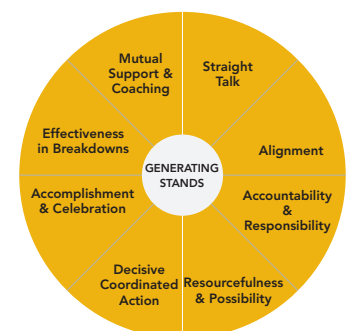
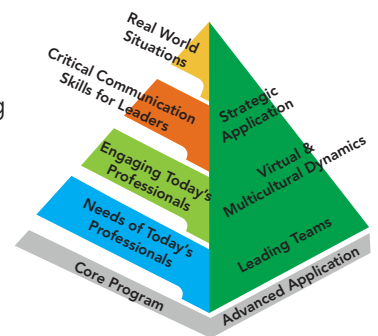


- Create an environment where ideas, feedback, and concerns are freely discussed
- Increase their personal satisfaction and success
- Deliver on the needs of their organisation while keeping individual team members energised
- Make the most of their team members' unique talents
- Build their teams' bench strength
- Retain top talent

BUILD HIGH PERFORMANCE TEAMS



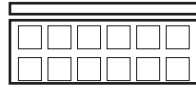
- Build awareness through the use of the Team Collaboration Inventory (J. Martin Hays)
- Create a Team Charter by mapping role, goals, responsibilities and operating procedures
- Learn about functional and dysfunctional aspects of team development and how to sustain momentum of a high performing team by creating a Team Development Cycle



About Execution Excellence Pit stop



Each session is interspersed with **one on one or group coaching sessions** to ensure reinforcement of learning



A **8 day intervention** spread over **12 month**



Each session is uniquely designed using **globally researched content**



Use of different **learning mechanisms** (reel lessons, case studies, review conversations etc) for **sustained engagement** of the participants

Success Story

Need

TECHNOLOGY

INFRASTRUCTURE

REAL ESTATE

PHARMACEUTICAL

BFSI

IT / ITES

Most of these clients operated in a highly competitive market which aimed to gain a higher market share and competitive edge. It was critical for them to leverage on their people capabilities, for which a strong need was identified to enhance manager capability

- *Align business strategy with managerial capability emphasizing on delivery & excellence*
- *Build a coaching culture to develop strong 2nd line*
- *Develop ability to provide constructive, actionable feedback*
- *Set accountability & responsibility matrix for balancing people issues*
- *Increase managers ability to deliver on time with limited resources*
- *Foster innovation and develop ability to cope with industry dynamics and challenges thrown by macro-economic factors*
- *Develop managers capability to work with cross cultural teams and manage diverse teams and deliver on time with virtual team operating from remote locations*
- *Create a common understanding of critical success factors & desired behaviors*
- *Set performance standards for all functions and provide a linkage between individual performance and business results*

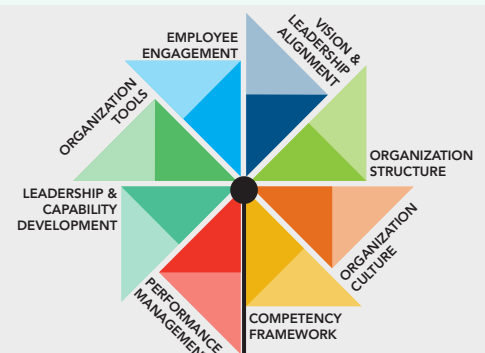
Impact

HR Anexi's Execution Pit Stops Programme equipped managers with the special skills needed to effectively manage diverse employees; prepared them to handle an increased span of control, be efficient in "player-coach" roles and establish high-performance cultures across divisions or departments

HR Anexi's consultants customize a range of initiatives and actions to drive an organisation's performance and growth.

*We have tested and proven methodologies and expertise to help family-run businesses build organization alignment, develop capabilities, improve performance and productivity, strengthen culture and leadership. Sustained business success comes with the application of the **HR ANEXI'S WHEEL OF TRANSFORMATION**.*

It is a holistic model that combines an understanding of business, management and family dynamics.



100 + Consultants

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Mumbai
+91 22 67401000

Bengaluru
+91 9108554579

Gurgaon
+91 9717097869

Pune
+91 7666906007

info@hranexi.com
www.hranexi.com