

STRATEGIC MANAGEMENT KNOWLEDGE SERIES

By

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A “Knowledge Series” of presentations, to provide strategic management concepts and techniques for entrepreneurs, business executives, HR managers and also for management students has been developed. These lectures are on varied topics and provide multiple perspectives on each. These presentations inspire out of box thinking to improve performance of an individual and of an organization. Brief description of each topic is as follows –

A. INNOVATIVE CONCEPTS

- 1. Time management** - The importance of time management can never be over emphasized. It is the key to return on investment in any venture or even for success of an individual in life. Many a concepts have been developed on time management in various aspects of working of the industry. However it is felt that unless the concept is personalized to the level of core of one's own working the various systems would lack in ultimate implementation. **How do you define time in all its dimensions; how do you measure it in practical business terms; how do you manage it with specific coordinates to ensure profit ?** The concept in this presentation is a diagrammatic depiction of multidimensional working of the mind of an individual reflecting the opportunities lost forever if not adopted. The presentation is illustrated by concepts from the scriptures and from modern manufacturing systems. The concept is so driving that it becomes a way of thinking and compels a professional into success and profits.
- 2. The growth concept – if you don't grow you die – What is growth; what is the process; what are the types of growth; how do you grow;** what happens if you do not grow – and what it is the dynamics of the entire concept. The presentation is a calculated and technical explanation of the concept meant to program a mind into a direction and motive in daily work, and life at large. **The presentation creates a threat perception if a person does not evolve continuously. The presentation propels many questions which each one has to settle for himself with unique answers for success.**
- 3. Change management and crisis –** Everyone likes change, but it is hard for anyone to go through change itself. The presentation is a course through the dimensions of change – how, when, where and what is change; and how change is the only path to progress; and if not, how it can convert into a crisis. **The graphic presentation is a very close analysis of the concept of change and can help a professional to chart coordinates and indicators in general working and for his personal development.** It is not possible to come out of the change concept after going through the presentation and one is bound to orient to constant change to prevent a crisis **because change is the only constant.**
- 4. Team building and working –** The presentation is a very technical approach to team work. The essential of team building for specific projects or for general use is explained. Benchmarks and

check points are made out to mark optimum performance. **Why teams don't work is an issue.** The concept is of long term use in professional management.

5. **Leadership changing concepts** – The ever changing business models and concepts in emerging economic scenario requires innovative approach to develop leadership styles. **One cannot be stuck to a particular model all the time; therefore the presentation intends to describe various approaches to develop leadership styles.** It provides a thought process for professionals and students of management alike.
6. **Communication – The vital link** – The key to implementation of any work system and its effectiveness is communication. Growth in business or working is not possible without delegation of authority and such delegation can never succeed without an effective feedback system - hence the vital link. The presentation provides essentials and innovative concepts for effective communication in every aspect of successful working of a business.
7. **Strategic manpower plan** – The presentation is **based on a paper on a composite action plan** encompassing a number of advanced concepts on shopfloor management. A paper on the subject is circulated in advance for reading and then the practical implementation is explained. The major issues therein stretch from recruitment going through communication delegation of authority, feedback systems, performance appraisal, compensation systems, essential to develop incentive schemes and course corrections etc. Each topic could be large book or a project but has been presented for individual grasp in a holistic manner.
8. **Biological Management** – it is a very innovative and imaginative concept presented with vivid graphics. It intends to explain, how **the so called modern management technologies, concepts and performance ratios in any business organization, already exist in a human body.** The presentation provides some major comparisons with the inter se relationship of the functioning of the human anatomy and physiology as a bench mark of holistic health of business. The concept goes to prove that the human anatomy and physiology is so evolved and the functioning is such that if a business organization performs below these standards of a human body it is bound to malfunction, loose profits and / or even fail. The presentation rejuvenates imagination of a person **to enable out of the box thinking in management.**
9. **Social Dialogue** – **This a very advanced and holistic concept of management based on research and experiment in industrial units in some large industries.** The concept if adopted could be a key to successful implementation of many other work systems in the most harmonious manner, resulting in profits and growth of an industry. The inspiration for the research was from the project of the ILO on the subject. However it was evolved in a very different and advanced form for practical use in the manufacturing industry. It has also been tested successfully in the service industry.
10. **Employee Compensation Systems - Motivation and Incentives.** Since compensation is a very sensitive issue and incentivitation is **very subjective in human resource management.** The concept of incentivitation is very critical and requires an individual approach in different industries for a smooth business and optimum return on investment. Therefore the exhaustive detail from the law on wages to the strategic rewards has been brought out in this presentation.

11. Supervisor training – Supervisors are a first line of control and monitoring of the working of a business system. It is vital for a supervisor to understand how to motivate a work force and prevent deviation from requisite standards to maintain harmony optimization of performance to ensure best return on investment. The various aspects of supervisor training are given in a detailed list from which the requirement of any organization can be assessed. A format is provided to assess and adjudge the training needs and model required. The choice of topics from any organization has to be specified to decide the presentation required.

B. ADVANCED LEARNING ON CONCEPTS AND TOPICS FROM VARIED BUSINESS ENVIRONMENTS AND SOCIAL BACKGROUNDS IN INDIA AND ABROAD FOR SENIOR MANAGEMENT AND POLICY MAKERS.

- 1. TRADE UNIONS** – The origin, the law, the growth, the politics, international ramifications; the subversion and violence and the benefit of restructuring of the informal organization into a new tool for successful management.
- 2. PATTERN BARGAINING** – The concept worldwide, the variants in India, the trade union mafia and its death.
- 3. NON TARIFF TRADE BARRIERS FOR WORK STANDARDS (by ILO)** – managing compliance audits and survival in the global markets.
- 4. EMPLOYEE COMPENSATION SYSTEMS IN DIFFERENT SOCIAL AND BUSINESS ENVIRONMENTS TO ENSURE PRODUCTIVITY AND PREVENT INTERNAL CONFLICTS** – multi- dimensional concepts social and psychological implications for a productive work environment.
- 5. PREVENTION OF INTERPERSONAL CONFLICTS IN AN ORGANISATION AND SUSTENANCE IN ADVERSE SITUATIONS** – how to prevent bias and escape irrational situations in a work environment to sustain productivity of one self and the teams.

C. PRESENTATIONS WITH LEGAL ORIENTATION SOCIAL IMPLICATIONS

1. Prevention of disputes and grievance redressal systems (formal and statutory).
(Basic concepts of labour laws and grievances – grievance redressal committee under the Industrial Disputes Act, 1947)
2. Conciliation and resolution of conflict situations (formal and statutory).
(Concepts and law – Industrial Disputes Act, 1947)
3. Manpower planning and contract labour (outsourcing and insourcing).
(Contract Labour (Regulation and Abolition) Act 1972)
4. Salary administration and wages laws
(Payment of Wages Act, 1936, The Minimum Wages Act, 1948 the Equal Remuneration Act and the Payment of Bonus Act, 1965)
5. Labour laws – internal compliances – standing orders.
(Industrial Employment (Standing Orders) Act 1846)
6. Discipline and disciplinary procedures – basic principles and litigation.

SPECIAL PRESENTATIONS CAN BE MADE OUT ON MORE TOPICS SPECIFIED BY THE USER GROUPS AS PER TYPICAL NEEDS.