

Passion – The Key to Planning & Performance

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Presentation Path

- PPP: Passion - Planning – Performance
- Passion : Key to success of projects
- Planning – Indian Context Performance
- Planning – Global Context
- Techniques for Planning
- Performance Planning & Review
- Performance Management Chain
- What Are the Steps to Create a Performance Plan?
- Performance Planning Tools
- Lessons to be learnt

Passion – Planning– Performance

- **Passion**
 - Motion but not emotion
 - Vision but not revision
 - Persuasion but not compassion
 - Super-session but not continuation
 - Integration but not isolation
- **Planning**
 - Backward to forward action
 - Inconsistencies to consistencies
 - Ad hoc to deliberate
- **Performance**
 - Inaction to action
 - Immeasurable to measurable
 - Qualitative to quantitative

Passion: Key to success of projects

- **Commitment to Develop India**
 - **TATAs**
 - Industrial project – TISCO
 - Science & Technology projects - IISc
 - Backward area Development – Bihar, Jharkhand & Gujarat
 - Infrastructure Development – XLRI, TCS
 - Brand ambassador - TATA Trucks in SA, 80 -20 Rule in Revenues
 - **Birlas**
 - Financing of Freedom Struggle
 - Industrial Expansion
- **Commitment to Improve Systems**
 - ERP: Subir Raha
 - Corporate Governance: Subir Raha, Bhaskar Chatterjee, R Bandyopadhyay, Rata Tata
 - Robust MIS: Poddars
 - Cash Management Systems: P L Tandon
- **Commitment to Prevent Time and Cost Overruns**
 - BHEL Projects: V Krishnamurthy
 - NANO: Ratan Tata
 - GFCL: Govt of Andhra Pradesh

Passion: Key to success of projects

- Commitment to turnaround enterprises
 - MIDHANI
 - Turnaround on all parameters
 - Stagnation to becoming R&D hub : Chandrayan, Miraz Steel
 - ECIL
 - Turnaround
 - R&D hub : Chandrayan
 - Jaipur Metals
 - A failed enterprise
 - Kamanis fled away
 - Takeover by a civil servant
 - Charter of demands to workers
 - From loss to profit making enterprise
 - Developing sense of belonging

Planning – Indian Context

- Parata System of Birlas
 - Rol pricing
- Margin System of Sindhi Businessmen
 - Fixed Margin
- Volume system of Ambani's
- SBU System of pricing by Wipro
- Segmentation strategy of Infosys

Planning – Global Context

- Technology centricity
 - Microsoft
 - Sun
 - HP
- New Frontiers of Finance
 - Micro Finance – Bangladesh Grammen Bank
 - Debt free Companies – Microsoft
 - Venture Capital & Private Equity – Blackstone
- Retail Business
 - Sainsbury
 - Selfridges
 - Wal-Mart

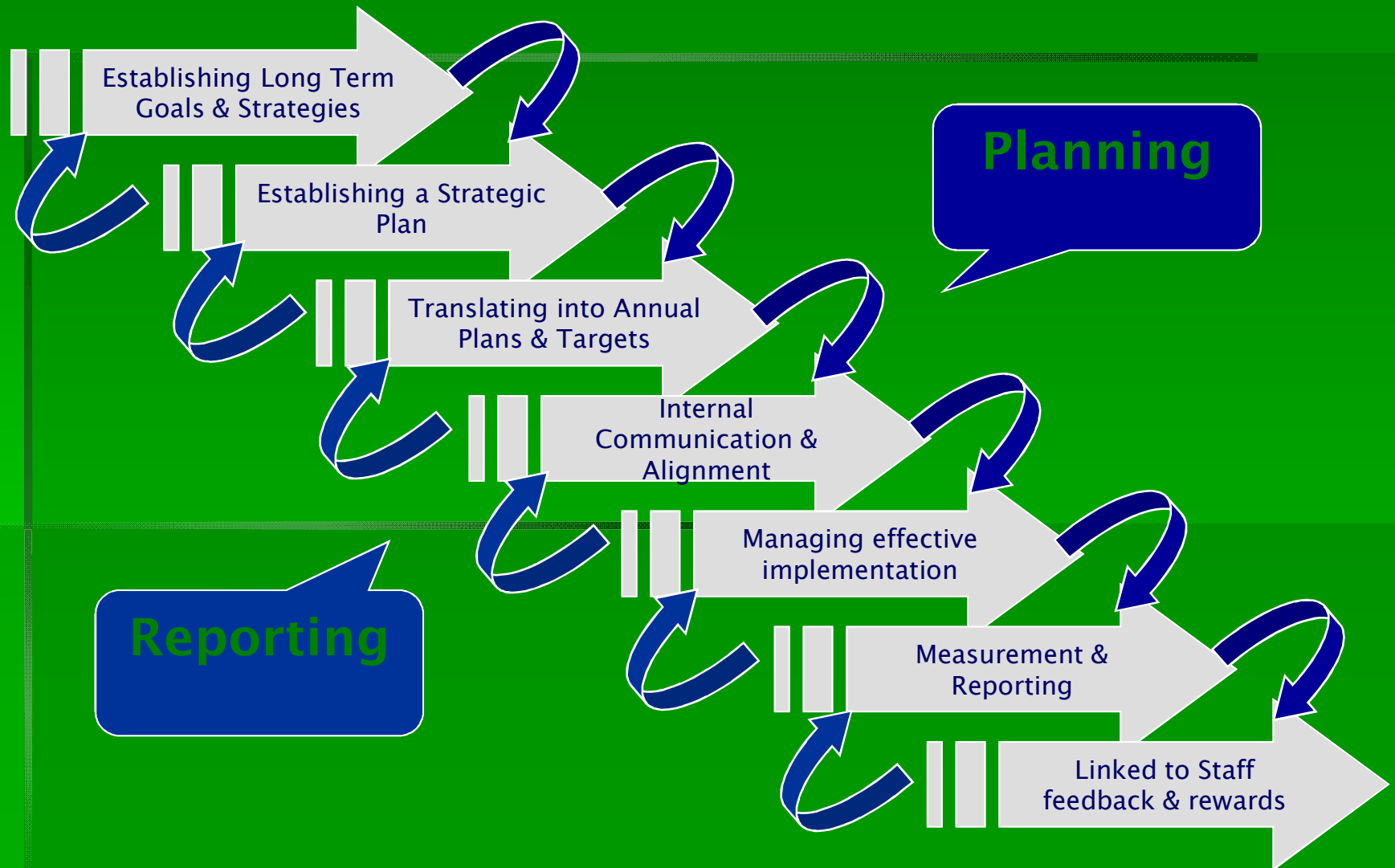
Techniques for Planning

- Zero based budgeting
- Activity based budgeting
- Master budget
- MoU

Performance Planning & Review



Performance Management Chain



What Are the Steps to Create a Performance Plan?

- Identify key goals/responsibilities and define your expectations
- Select appropriate competencies for the position
- Meet with the employee to get their input

Performance Planning Tools

- The Performance Planning Tool enables you to chart and monitor your progress towards meeting your local performance targets against the right time performance indicator (PI) and other Key Management Indicators (KMIs) on a monthly, quarterly and yearly basis

Lessons to be learnt

- Never give up
Attitude
- Peruse your passion
- Be a visionary
- Promote
innovativeness
- Building trust
- Creating confidence
- Nurturing culture of
performance
- Boundary
management
- Inclusiveness
- Empowering
- Convergence

Thank you