

ASC SANSAR



J
U
L
Y

2
0
1
8

E
D
I
T
I
O
N

CONTENT

- *Food for Thought*
- *Walk of Fame*
- *Promotions*
- *Birthday Celebrations*



- *Achievements*
- *Childhood Memories*

SUCCESSFUL LEADERS TRAIN TEAMS TO MAKE THEMSELVES REDUNDANT

3

COMPILED BY:MR. DEEPAK MAINI

Prosperous organizations around the world have thrived on their best people making themselves redundant, and with an uncanny speed. Thus, it exemplifies their talent management capabilities, which has evolved from being a meticulous process to an organizational culture. Does that take you by surprise, more so when redundancy is the malice that's taken the world by storm.

There is a consistent pattern about the careers of successful people. They have mostly accepted, and eagerly, every role that has come their way. And once into their roles, they settled in quickly and created two clearly distinct blueprints.

First, they identified key challenges in their work and established what would help them outperform. They made their short- and mid-term outperformance plans depending on what their roles were, and executed on them with unwavering focus.

Second, they drew up long-term plans of their businesses and built enabling ecosystems that made almost everything else secondary in their pursuit of excellence. They quickly figured out the weak links and tied them up and close.

They quickly figured out the weak links and tied them up and close. They simplified operating procedures, and crafted processes and methods that created fail-safe environments. They asked for help from peers, helped them back, and built relationships.

They honed skills of their existing teams, hired people smarter than they were, and trusted them to deliver under their watchful eyes. Very quickly, their performance peaked and their teams needed them no more. As a result, they made themselves redundant, just as much as successful - the combination of which prompted their organizations to send them to larger responsibilities. Let's see what each of these leadership styles result in. In the first case, the business grows from strength to strength new opportunities unfold, ideas flow in, new leaders are created, and the organization sees unprecedented scale and profitability. More often than not, such leaders influence their managements to propel them to further heights.

All goes perfectly well in the second case until one day, in a review meeting, the management realizes that the industry and competition are flourishing with new opportunities, while their own business is only in a maintenance mode, far from growth. And the prominent despair is that there is no second line who enable the leader for more. After all, how much can one person achieve single-handedly! This leads to augmenting the team that, quite inexplicably, doesn't seem to work out as planned. Attempts continue as lost business opportunities start to look more gigantic. The management finally decides to get a successor.

Most businesses have both types of leaders. Successful businesses have more leaders of the first type, as they have realized over years that leaders who build and empower are the ones who really enable organisational success. So, they practice a culture that rewards and promotes this leadership style.

Successful organisations thus continually build successful people. They see value in assertively shaping this culture at all levels. Not only are their structures, processes and practices aligned to it, they also strengthen it in some form. Leaders are constantly building their successors and favorable ecosystems without any insecurity about what would happen to them when their work is done.

That's the leadership behavior that differentiates a flourishing organisation, from one that is not. Being successful is not about delivering successfully. It's always about building a success story. Only when leaders truly recognize the fine difference between the two, begins the magic of great performance.

Ways of achievement changes path from command and control, to freedom and responsibility. Herein lies the inception of the ultimate cycle, that determines the building of a great leader, just as much as it determines the building of a great organization.

Walk of Fame

5



'Beauty lies in the eyes of the beholder'
And ASC Walk of Fame brought out the beauty in everyone!
With a beautiful smile, lots of talent, wit and confidence, the participants impressed the judges and put up a tough competition.

Ms. & Mr. ASC



Swati and Ansu were chosen as Ms. and Mr. ASC!

Her confidence and his swag ruled the evening and captured the attention of the audience and the judges.

Congratulations Swati and Ansu!

Another step forward! Look who got promoted

7



Pooja Sagar
Assistant Manager
Promoted to
Manager

Another step forward! Look who got promoted

8



Nishtha Khatri

Business Development Executive
Promoted to
Senior Business Development
Executive

**Another step forward!
Look who got promoted**



Shilpa Mittal

Manager
Promoted to
Senior Manager

Another step forward! Look who got promoted

10



Jaswant Singh

Manager
Promoted to
Senior Manager

Another step forward! Look who got promoted

11



Narender Singh

Finance Executive
Promoted to
Senior Finance Executive

Another step forward! Look who got promoted

12



Naman Thakur

Trainee
Promoted to
Executive

Another step forward! Look who got promoted

13



Randhir

Executive

Promoted to Senior Executive

Another step forward! Look who got promoted

Swati Thakur

Executive Promoted to Senior Executive

Sheetal Katoch

Executive Promoted to Senior Executive

LOTS OF CAKE AND LOTS OF BIRTHDAY WISHES FOR...

15

- **ARUSHI**
- **KANCHAN**
- **MAYANK SINGHAL**
- **KSHITIJ**
- **SANDIP SINGH**
- **KUNAL ARORA**
- **SAGAR GUPTA**
- **NAMAN THAKUR**
- **FAIZAN AHMED**
- **ISHA**

MONTHLY BIRTHDAY CELEBRATION @ ASC
30th June 2018 at Noida

WE WISH THEM A BEAUTIFUL YEAR

16



PRESENTATION AT DENA BANK ON TOPIC 'RESOLUTION PLAN UNDER INSOLVENCY & BANKRUPTCY CODE, 2016'

In mid-June, Mr. Deepak Maini and Mahima Tulsian gave a presentation session at Dena Bank on the topic 'Resolution Plan under Insolvency & Bankruptcy Code, 2016'. There were approximately 30 Chief Managers and Managers who were heading different branches of Dena Bank in Delhi/NCR, who attended the session and enthusiastically participated in it.

It was a 2 hour session where Mr. Maini deliberated how a Company can be revived with help of Resolution Plan through the course of Corporate Insolvency Resolution Plan. The presentation was well-received and the bankers were highly impressed and also offered cases to the vertical. Further, it has created business opportunities for the Group.

A GLIMPSE OF THE PRESENTATION AT DENA BANK



ASC AT ASSOCHAM VP MAYANK SINGHAL ATTENDED THE CONFERENCE IN CHINA

ASSOCHAM India in partnership with **CSIRD** China organized a business delegation for the **5th CHINA-SOUTH ASIA EXPOSITION** and **25TH CHINA KUNMING IMPORT & EXPORT FAIR** on 14-20, June 2018 at Dianchi Convention Centre, Kunming.

More than 80 countries from all over the world participated in this fair. ASC also participated and represented all the services provided by the organisation. Many businessmen and service providers showed interest in ASC.

Kunming is a beautiful city and the weather was very pleasant and pollution was comparatively less. Despite being a beautiful country, a need of translator was felt, as people over there neither knew how to speak English nor write it.

The trip was enriching and we look forward to begin new assignments from China in the near future.

A GLIMPSE OF ASSOCHAM-CHINA TRIP



ASC BENEVOLENT FUND

A very significant announcement was made on 30th June – the starting of ASC Benevolent Fund w.e.f June 2018. A fund that will be put together by ASC employees and the management for an effort to help employees who may need immediate financial support.

The contribution of the fund will be made by ASC employees and the management in equal parts and will be under the supervision of a six member committee. The details of the fund will be soon shared with everyone.

We hope this noble step is accepted and encouraged by all.

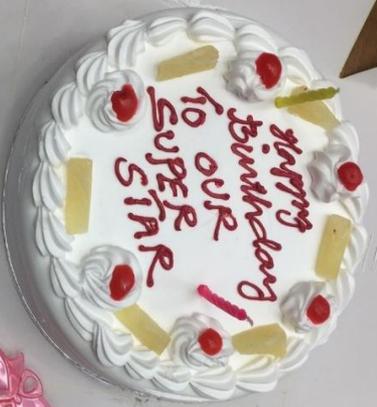
A TRIP DOWN THE MEMORY LANE



PRAGYA KHANDELWAL

*WENT BACK TO THE
INNOCENT DAYS OF
CHILDHOOD WITH THIS
ADORABLE PICTURE!*

LOR
ATIVE
TY
TCH
INT
THOUGHT
PERSPECTIVE



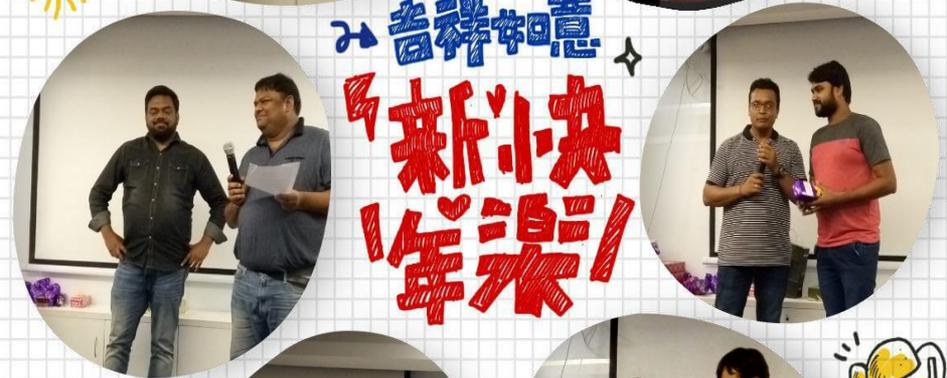
ING BEAU FRAM
GHT BEAU MARKETIN
N FASHION ORIGINA
DVER



DES
ON ORIG
NT
M



IDEA FASHION
RE ON
CREATIVE
SKETCH MARKET
CREATIVE
BEAU



CREATIVE
WORK
NG
ART
STYLE
PICTURE
IDEA
FRAM
TING WOR
IDEA
CREA





Fashion Week

AROUND THE WORLD



Be the supermodel of 2015 fashion

