

ASC Sansar

October 2018 Version



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Daring to begin is glorious! Wake up Youngsters!!!

Mr. Mayank Singhal (VP), completed 10 km SBI green Marathon in 01:02:28 on 30th September, 2018.

Inspiration!! It's not only about winning but also training yourself. Running takes care of physical as well as mental health. Reduces chances of heart related illness.



Yesterday and today!



The two generations-
Mr. Mayank Singhal
(the rightmost), his two
sons (middle and the
left)



Ready for
party.... dad
and juniors...

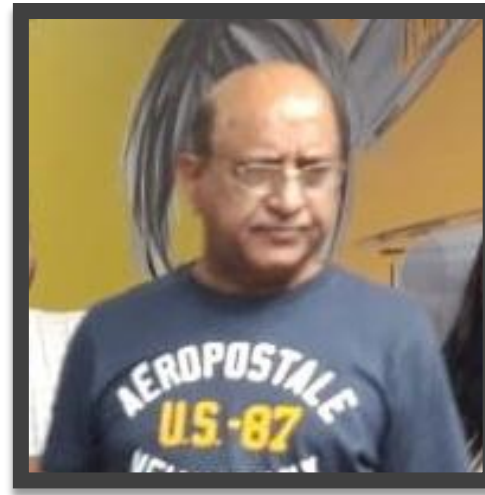


Yesterday and today!

College days of Mr.
Deepak Maini (Head
of HRD).....Guess
who????



A professionally
experienced
person today



Food for thought



Viewpoint that may enhance our working

Invest in hiring right middle mgmt to boost bottom line

TNN | Oct 3, 2018, 04:00 IST

By James Agrawal

While a good CEO brings with him great vision, insights, and an exciting set of challenges to the table, it is equally important to have the right set of middle management for an organisation to be successful and efficient. Middle managers such as department heads, associate directors, business directors and business heads enjoy a central position in organisational hierarchies, and are responsible for effective implementation of senior management's plans via suitable allocation and utilisation of resources.

Back in the day, middle managers were expected to play the role of only resource allocators, negotiators and executors. Today, middle managers are also drivers of change, innovators and advocates of talent in a thriving organisation. By virtue of their structural positions, they are simultaneously the “victims and the carriers of change” and often find themselves stuck in between various stakeholder groups, which can produce “relentless and conflicting demands”. Hiring and developing great managers, and building up and leveraging the strengths of every employee are key to multiplying employee engagement. Needless to say, middle managers are the operational engine of any business and this criticality makes hiring for this position an exigent task.

It is important to ensure that an organisation puts in place the right middle management which has the necessary proficiency and aptitude to keep the cogs turning.

A few aspects can be taken into account while hiring middle managers and could go a long way in building a reliable and successful team of leaders within an organisation.

Translation & implementation of policies: One of the most important facets of a middle manager's job is to interpret and implement the strategy and ideas of top-level management in an effective manner. Middle managers should not only be the experts in their respective domains, but also hold noteworthy decision-making power and influence with employees and the pliability to understand people at the two extreme ends of the organisational hierarchy.

Thus, while hiring for middle management, soft skills such as people management, crisis management, team-building capabilities cannot be overlooked.



Food for thought....



According to industry statistics, 58% of employees state their relationship with their manager to be very important. Middle managers are often the operational glue that holds remote teams together. Hence, it's imperative they have experience in communicating with teams both online and offline and encourage open lines of communication.

Allocation of resources: While hiring for mid managerial positions, it is important to look for managers who demonstrate leadership skills and team spirit.

People management: They are the bedrock of employee engagement efforts and a powerful link between the leadership and employees.

Good middle managers not only play a crucial role in driving change but also make an active contribution in developing and retaining the workforce.

This enables the middle manager to be more familiar with what employees as a whole will embrace, or resist for that matter.

Thus, it is crucial that a middle manager is aggressive when chasing company's goals but also respectful and humble when communicating the same to his/her sub-ordinates.

Complementary cultural fit: For successful hiring, a lot of organisations are turning to the concept of 'culture fit'. Employees whose values are more in line with the organisation tend to experience greater job satisfaction and deliver better results.

However, hiring good middle managers is not enough by itself. They must be provided adequate training in conflict resolution, time management, project management, etc, apart from the required skill set. In a survey done by a micro-learning employee platform it was found that 87% of middle managers "wish they had received more management training when they first became a manager".

Instead of overburdening middle managers with trivial line items, organisations should focus on honing their existing skills to turn them into organisation's future leaders and avert brain drain.



Food for thought



“Employee Engagement is a win...win....win situation against win...win”

Employee engagement goes further than Job satisfaction and motivation. An engaged employee is passionate about his/her job, committed to the organization and willing to help colleagues. Engagement is not only prolific to the organization and driving productivity but also to the health and well-being of the employee himself/herself. It is a win...win...win situation as against win...win.

- ✓ **Win-** for the organization, enhancing the productivity of the organization.
- ✓ **Win-** for the employee professionally, making him empowered and responsible employee.
- ✓ **Win-** for the employee personally, helping him/her for better health and well-being.

HR plays a significant role in commencing engagement but next step towards it needs the support of leaders at all levels. A few key points to be kept in mind are:-

- ❖ Fairness in treatment.
- ❖ Empowering employees in decision making and for this end it is important to provide responsibilities to them (CIPD London). It is aptly said “With great Power comes great responsibilities”.
- ❖ Good communication flow throughout the organization. The vision of the organization should be communicated to the employees so that they can focus on the productivity.

PS: It's time to ask ourselves “Are we engaged with our organization?” when the benefits are threefold, why not take an initiative towards it?

Priyanka (HRD)



Celebration time

The shared love of birthday celebration brings with it a bonding in ASC Sansar.

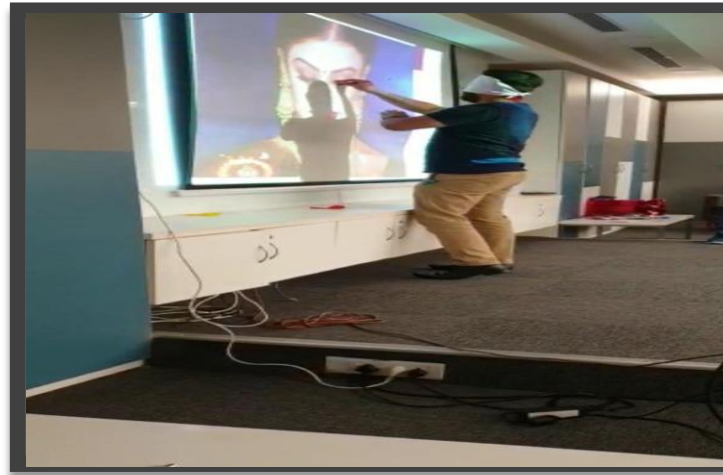
Here comes the birthdays for the month of September!!!!

- Monika
- Pushpendra
- Priyanka Agarwal
- Sheetal Katoch
- Prakash Kumar
- Gaurav Gupta
- Manu Goel
- Gaurav Guupta



Celebration time....

Birthday comes with a reason for amusement and all smiles...



**Wait for the next
edition.....**

Thanks

