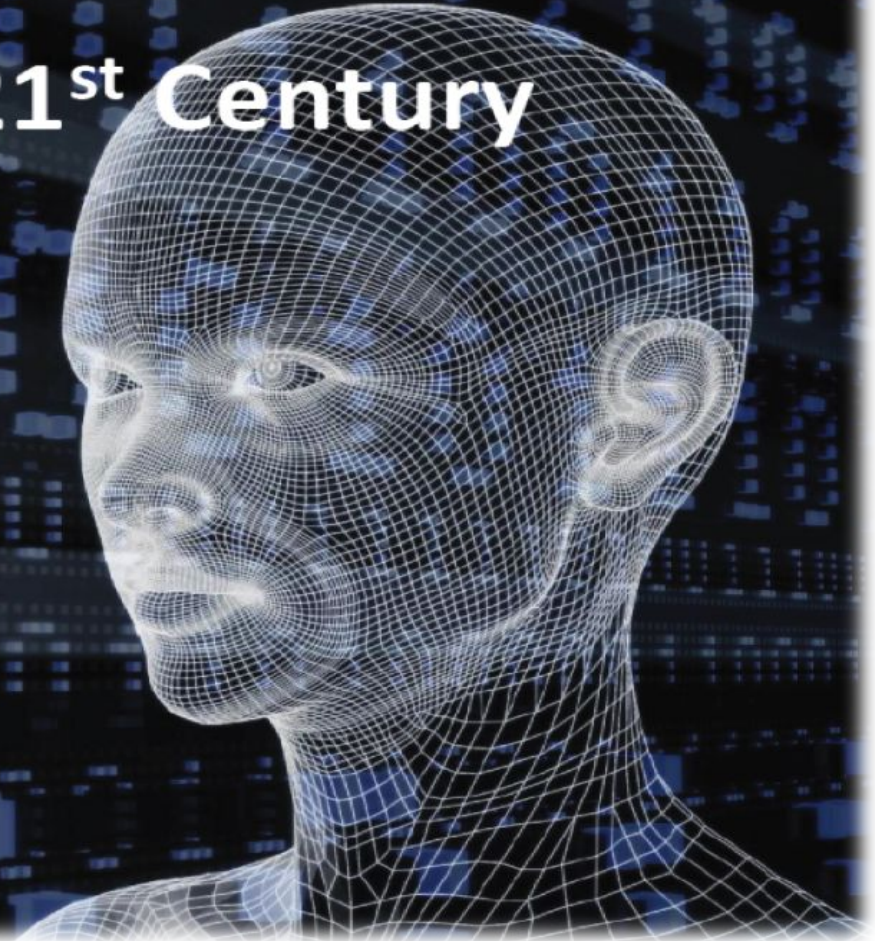


**RADICAL CHANGES &
ITS IMPACT ON BUSINESS**
By Deepak Bharara

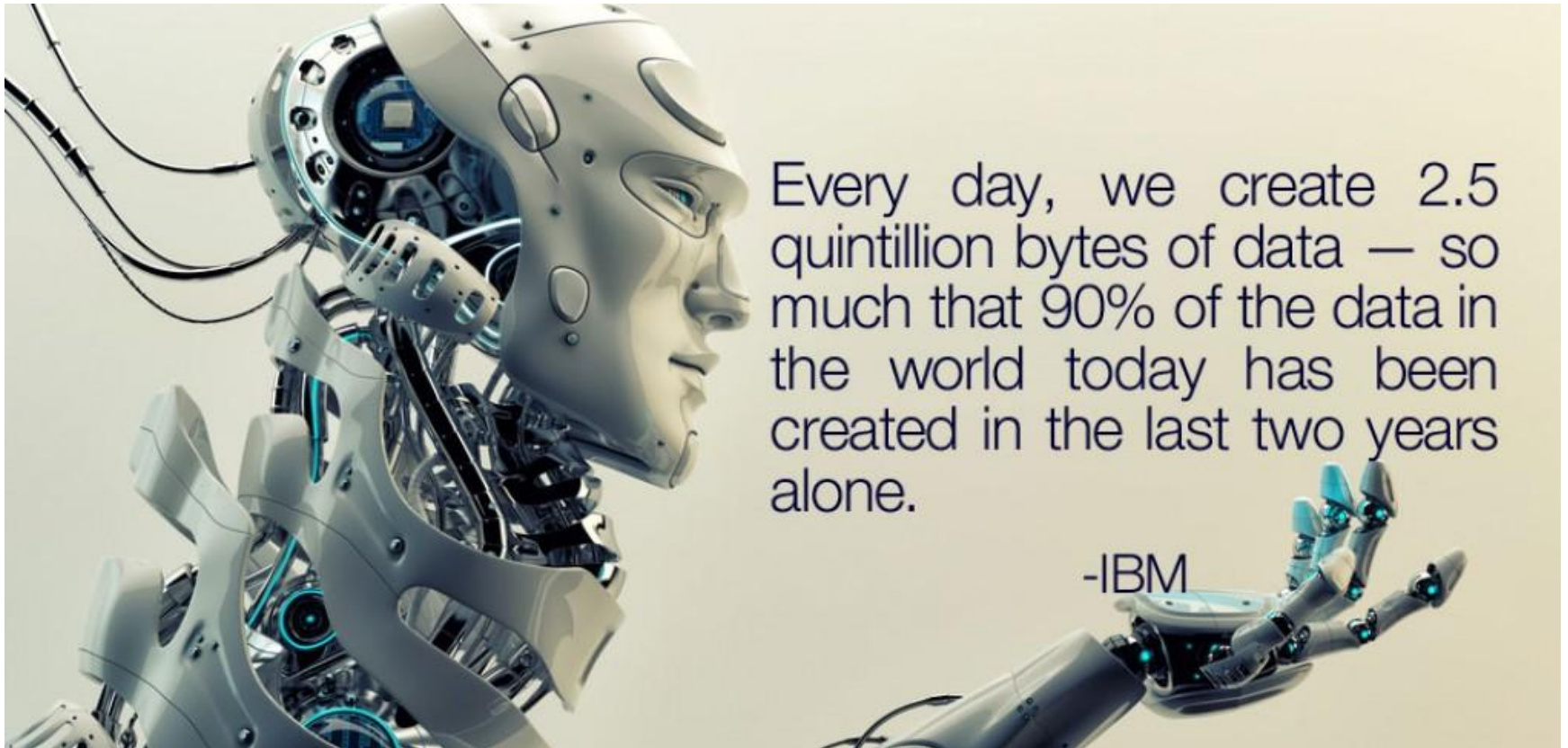
LEVERAGING PEOPLE FOR TOMORROW...

WELCOME TO ERA OF GREAT CONVERGENCE

Welcome to the 21st Century



LET US LOOK AT THE WORLD TODAY



WORLD TODAY – RADICAL CHANGES

BREXIT



WORLD TODAY – RADICAL CHANGES

TERRORISM/ISIS



WORLD TODAY – RADICAL CHANGES

REFUGEE CRISIS AFFECTING EUROPE



WORLD TODAY – RADICAL CHANGES

MAKE IN INDIA



WORLD TODAY – RADICAL CHANGES

DE-MONETISATION



WORLD TODAY – RADICAL CHANGES

DONALD TRUMP VICTORY



WORLD TODAY – RADICAL CHANGES

RUSSIA's GROWING ROLE IN SHAPING WORLD

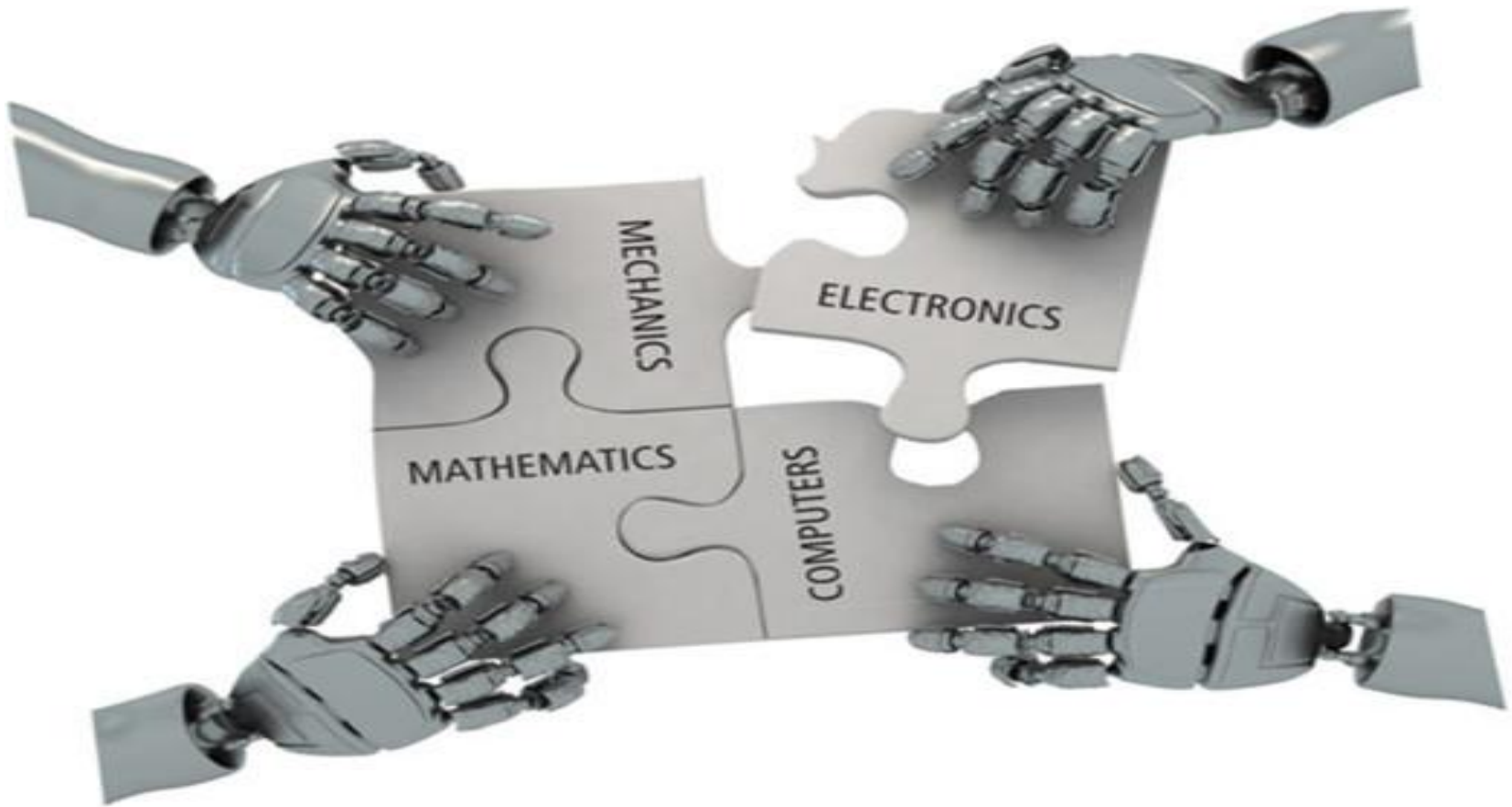


WORLD TODAY – RADICAL CHANGES ARTIFICIAL INTELLIGENCE/MACHINE LEARNING



WORLD TODAY – RADICAL CHANGES

ROBOTICS



WORLD TODAY – RADICAL CHANGES

AUTOMATION



WORLD TODAY – RADICAL CHANGES

CONG - SP ALLIANCE



WORLD TODAY – RADICAL CHANGES

US VISA SANCTIONS



IMPACT ON BUSINESS

- Instability – Change in Consumer Behavior's
- Cut Throat Competition
- Inflation moving upwards
- Drop in GDP Growth
- Disruption in demand for Goods & Services – Change in Business Cycle
- Cash Flows Management & Revenue Generation
- Loss of Jobs due to automation
- Stringent Government Economic Policies - Legal, Fiscal & Monetary
- Closing down/Exit from Businesses

BUSINESSES ARE NOW FORCED TO

- Scan Internal/External Environment
- Sustain & Survive in complex situations
- Focus on Financial Management
- Adapt to the status of Change
- Quick Decision Making – What to produce, How to produce & For Whom to produce
- Ensure Growth led Strategy
- Diversify Businesses
- Go for Innovation/Creative solutions
- Business Process Re engineering
- Work in Collaboration – FRIENMY APPROACH

WE ARE LIVING IN VUCA WORLD

Volatile
Uncertain
Complex
Ambiguous

"the new
normal"

CURRENT SITUATION

PESTIMISTIC VIEW

- QUITE SCARY
- DAUNTING
- DEPRESSING
- FRIGHTENING
- DISTURBING
- TERRIFYING
- DISHEARTENING
- GLOOMY

OPTIMISTIC VIEW

- INTERESTING
- ENCOURGING
- INSPIRING
- FAVOURABLE
- HEARTENING
- COMFORTING
- REASSURING
- SATISFYING

*The difference between companies that will thrive
and
those that will perish will be defined by its people.*

*“Having the right people at the right job - who are aligned to the
corporate culture and strategy is the keystone to growth”*

- Carol Stephenson, O.C. Dean, Richard Ivey School of Business

Quality of Talent becomes Business Imperatives



NEED OF THE HOUR

- DO EXPECTATION SETTING
- PARTNERSHIP & COLLABORATION BETWEEN GOVT/ACADEMIA/INDUSTRY
- UP GRADE COURSE CURRICULUM REFORMS TO STAY RELEVANT
- REAL TIME EXPERIENCES/SUCCESS STORY SHARING
- E- LEARNING & ON LINE TUTORING
- FOCUS ON BUILDING ATTITUDE/SOFT SKILLS
- WILLINGNESS TO LEARN, UN LEARN & RE LEARN
- MENTORING/COACHING/INCUBATION
- FACULTY DEVELOPMENT PROGRAM
- SUBJECT MATTER EXPERT LECTURES
- INVITING FDI IN HIGHER EDUCATION



ORGANISATION/BUSSINESS CHANGE

It is important to look at.....

- WHY CHANGE
- WHAT TO CHANGE
- WHOM TO CHANGE
- HOW TO CHANGE



ORGANISATION/BUSSINESS CHANGE

- Define Aspiration
- Design the Architecture
- Ensure transformation
- Maintain momentum of change
- Generate Ideas & Energy
- Manage the pace of change
- Make change personal agenda having Complete ownership
- Embed the Change
- Build required Capabilities



How to Perceive VUCA World

Apprehension Paradigm to Possibility Paradigm



The New World of Talent Management

WELCOME & EMBRACE THE FUTURE







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