

# RADICAL CHANGES & ITS IMPACT ON BUSINESS By Deepak Bharara

LEVERAGING PEOPLE FOR TOMORROW...

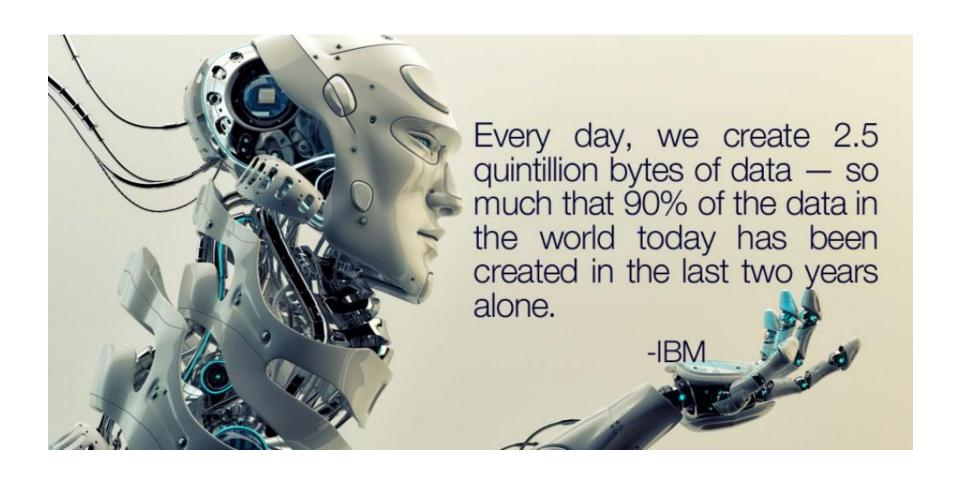


#### WELCOME TO ERA OF GREAT CONVERGENCE





#### LET US LOOK AT THE WORLD TODAY





### WORLD TODAY – RADICAL CHANGES BREXIT



PEOPLEA<sub>2</sub>Z

# 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



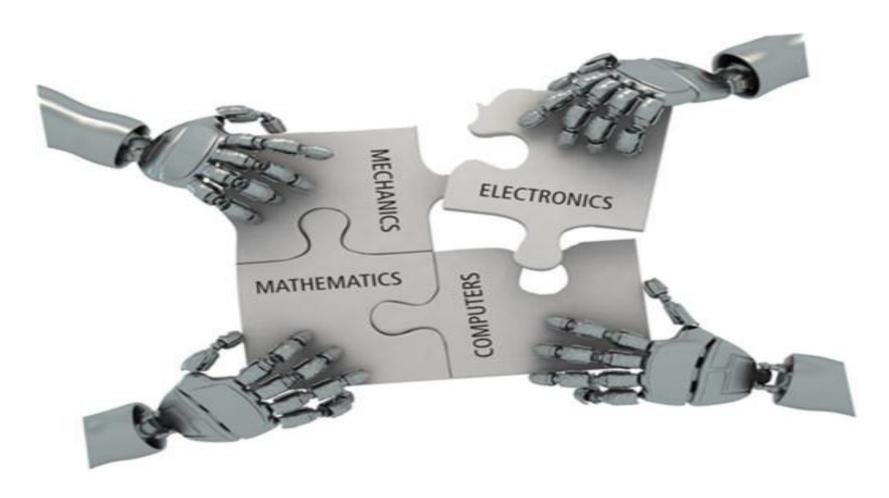


# WORLD TODAY – RADICAL CHANGES ARTIFICIAL INTELLIGENCE/MACHINE LEARNING





### 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

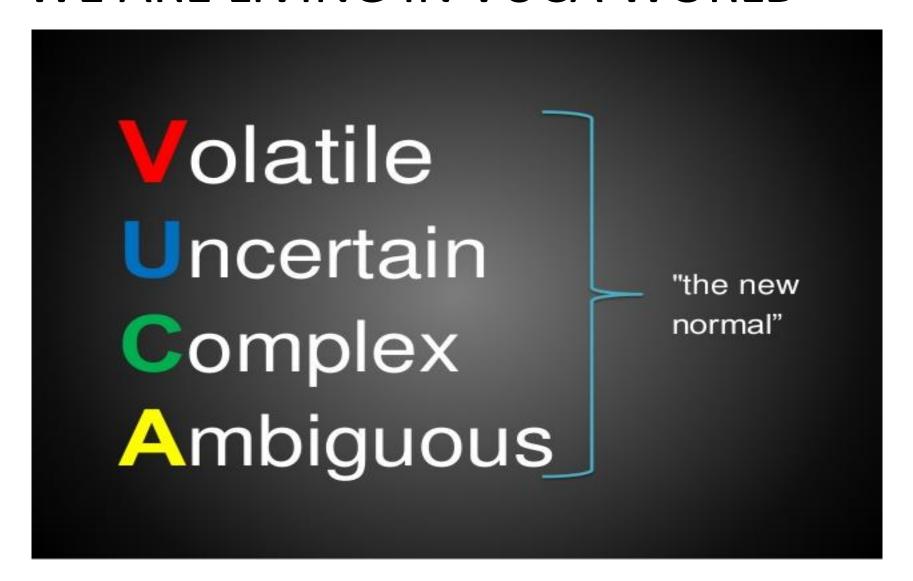


#### BUSINESSES ARE NOW FORCED TO

- 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





#### **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 RELEVENT
- 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 EDUCTION





### 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**

**Volatility** to **Vistas** Opening for the Workplace Uncertainty to Understanding the People, Business, U **Product and Market to a reasonable extent Complexity** to **Competence Development** in C **Prioritization** Α Ambiguity to Agility in Adapting, Executing



#### **NEW GENERATION NEW WORLD**





### WELCOME & EMBRACE THE FUTURE









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