



Vidya Sanskar

Taking Success From 3rd Year to Next Level

Date: 1st April 2008

In this presentation, we will discuss:

1

From Repeatable Work Methods to Well Defined Work System

2

Increasing Work Culture Maturity

1

From Repeatable Work Methods to Well Defined Work System

- Objective: To put third gear in work system...
- Vision: To put Vidya Sanskar into an Auto-Pilot Mode...

How can we do that?

- Define our “repeatable work methods” into a maturely managed and capability aware school system
- Put policies in place for all key process areas
- Document System and Decision making criterias
- Work Culture + Increased Productivity to consistently support the march for Vidya Sanskar’s Mission

Overview

- **Organization's growth and maturity**
- **Real World Case: Balance btw Mission & Success**
- **Priorities for Next Year**
 - **Work Culture + Core Values + Brand Building**
 - **Goal Orientation of Human Resources**
- **Vision for next 3 years**
 - **Guiding Documents and Systemization**
 - **Knowledge bank and interschool information flow**
- **Methods – Democratized, Pyramid and Leaders**
- **Discussion**

Point 1

- Understanding where are we and where do we want to go....
- The stated reason for existence of your school is to enable ordinary children become international leaders who contribute positively to the common good.

CMM of an Organization, Work System



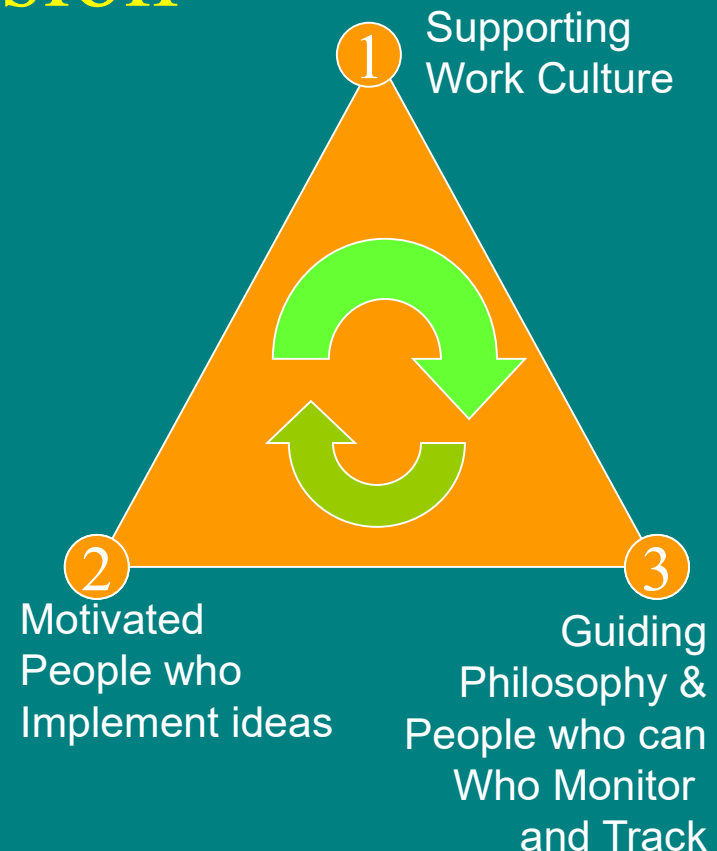
- **Initial Level:** No formalization of processes, if any are ad hoc. Success is dependent upon Individual Heroics and good fortune. But when heroes leaves, history of success leaves with them
- **Repeatable:** Some formulation of work methods but no control and systematization within the organization (WE ARE HERE!!!)
- **Defined:** Where basic monitoring and control activities are in place. Work system is well defined and it is possible to test each process
- **Managed:** Formalized work processing. Methods to collect and analyze quality matrices for each process are in place
- **Optimized:** Continuous quality improvement growth

Now we may talk about

- Conflict that often comes while making choices between Managing School, Building a Successful School and most importantly --- working towards school mission and objective

Winning Formula to accomplish VS mission

- What we lack?
An organization wide discipline plan for measuring work system
- Balance of three entities,
force and groups of
varied types of people



Objective is to change how work is done

- With increasing size and complexity, lack of an integrated system and processes, many decisions, people and initiatives will become liability than assets.
- Transition of work style complex but necessary
- Move away from Individual centric working
- System focused efforts Vs Individual initiatives
- ISO Certification for school is recommended
- We need an integrated system.

What are these three forces?

- **Force 1: Stabilizing pillars** - Elderly and Experience people. They do not over-react, when things go wrong. They measure, evaluate and improve work systems and organizations
- **Force 2: Work Culture** based on values and principle that breeds success and growth.
- **Force 3: Motivated People or Leaders** based democratized working

Work Culture + Internal Branding

- Value Based, mission committed working
- New Forces, additional responsibilities:
Identify Motivators, Work Culture facilitators, Conflict Resolvers, Motivated workers, workaholics, categorize people for school success, for mission and for efficiency.
- Orienting people towards school mission

Transition into Next Level

- What are the Key requirements?
 - Guiding Documents for how to do things
 - Knowledge Bank of what to do, where and why
 - Foolproof Information Flow
 - Systemization for restricted & authorization and controlled behavior in general

Implementation Approach

- Pyramid way – Hierarchical flow of information. Knowledge and reports filter down after approval from the higher level (Traditional way)
- Leadership and not manager-ship based – This is responsibility and role oriented, where each leader will define how things will behave for his role. (Easy Growth but Difficult Integration)
- Democratic – Open work system, everyone in can see what anyone is doing (highly effective and growth oriented but monitoring and control is challenging)

2

Increasing Work Culture Maturity

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