Think deep. Think diverse. Think off-beat. Think lateral. Think together. Think concrete. Think milestones. Think no-matter-what. Think impossible. Think solutions. Think accomplishments. Think apart. Think sharp. Think ahead. Think ideas. Think absolute. Think beautiful.

myManager Connect

gauge pulse 2 engage people

our journey *our stories*

A Global People Advisory & Research firm which believes in enabling business through innovation fueled by intellect

Think timeless. Think team. Think benchmarks. Think unrivalled. Think victory. Think again. Think big. Think out of the box. Think impact. Think future. Think why not. Think bottom-line. Think up. Think teamwork . Think revolutionary. Think beyond. Think global. Think through. Think on your feet. Think like THE STRATEGIST

myManager Connect

gauge pulse 2 engage people

The Concept

Background
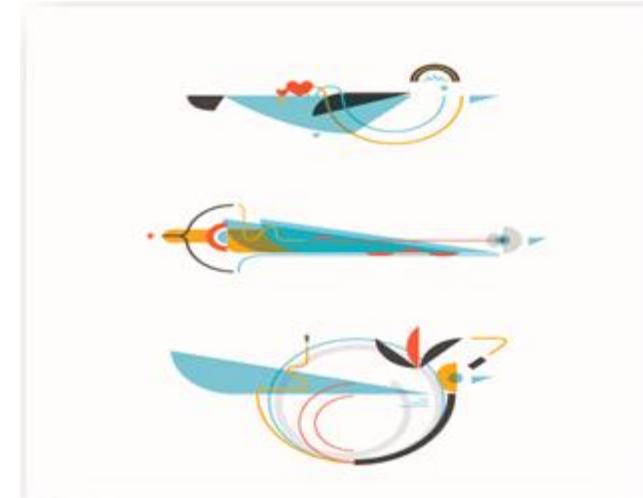
"People join organizations but leave managers"

""We cannot tell employees, "You are the most important part of the [organization]" and then put bad supervision in front of them. If we have bad supervisors, take them out of the job immediately."
- Errol Davis Jr. Taken from: 50 Lessons: Hiring and Firing (Lessons Learned). 2008.

"[Some] leaders often whine to me, "There are no good people out there." Or they say, "Good people are hard to find." I say, "There are plenty of good people out there; they're just not working for you." "
- Jeffrey Gitomer

Happy Employees Need A Proposition

Manager is the Key

- ❖ **Employee Satisfaction Surveys don't measure Manager Connect Ability**

- ❖ **360 Degree format inadequate to gauge the managers ability to motivate & retain team members**

- ❖ **No real time survey format available which will enable employees to share their feelings about their managers on _regular basis_**

- ❖ **No framework available which will measure as well as check the _Action Planning_ post surveys**

- ❖ **_No Dashboard_ available for CXO to measure the performances across organizations**

Challenges In Current Formats

Specific Pulse Meters
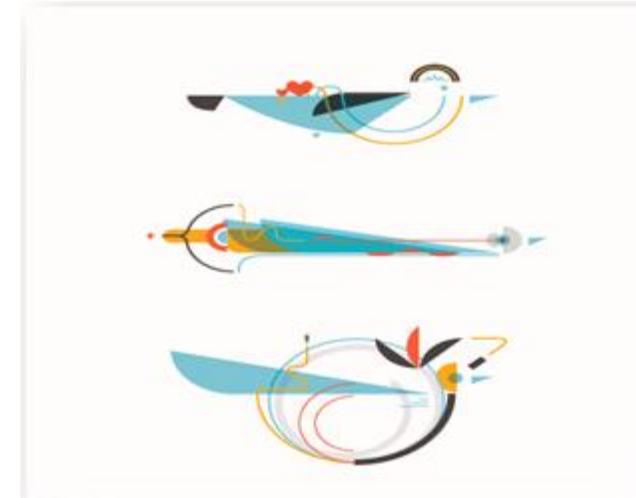
**myManager Connect
Questionnaire**

**myManager Connect
Software Application**
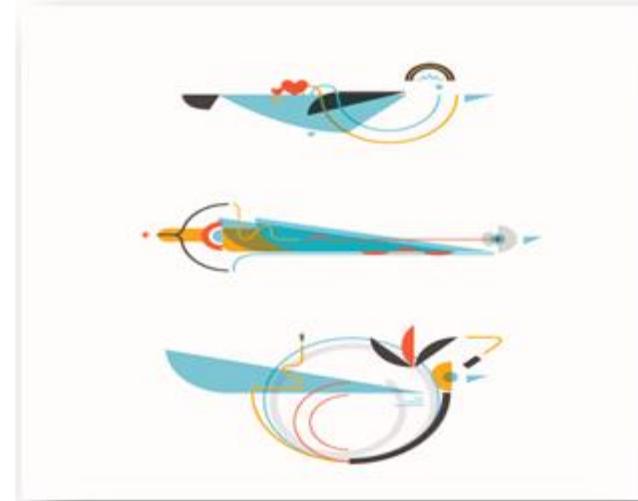
Genesis **myManager Connect**

Salient Features

myManager Connect Questionnaire

❖ A robust questionnaire based on research

❖ Empirically validated over 3 years based on the employee engagement models

❖ Simple to understand and relate to

❖ Comprehensively covers all the aspects of a managers JD

Genesis myManager Connect
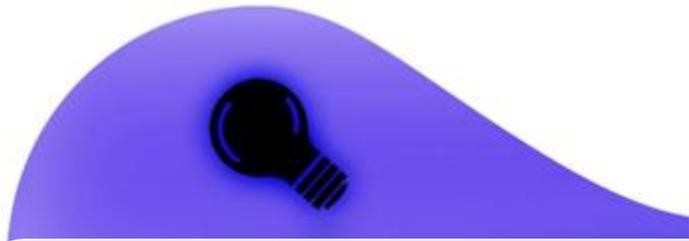
Salient Features

myManager Connect Questionnaire

|	
C	Coaching
O	Open
N	iNSPIRE
N	Next Goals
E	Exhibit Respect
C	Communication
T	Talent Leadership Style

4
3
2
1

Genesis myManager Connect

Salient Features

• Each dimension has 2 question and each question has a four level scale

• The 13 questions are randomly picked up and so are their levels to avoid any pattern based response

• Talent Leadership Style has Four Leadership Styles

- ❖ **An idiot proof software application which can be accessed from internet**

- ❖ **The Survey module can be accessed from Mobile also using net connection**

- ❖ **Software based on SAAS model**

- ❖ **Modules**
  - ❖ **Survey**
  - ❖ **Reports**
  - ❖ **Dashboards**
  - ❖ **Resource Bank**
  - ❖ **Recommendations**
  - ❖ **Action Plan**
  - ❖ **Tracker & Feedback**
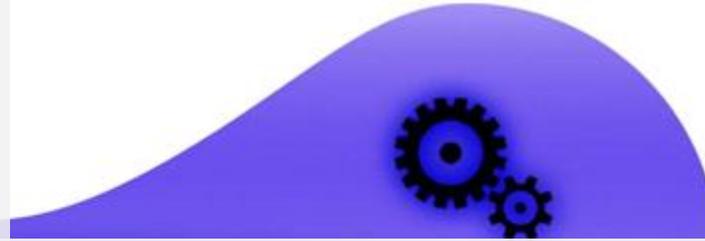
**myManager Connect
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Genesis myManager Connect
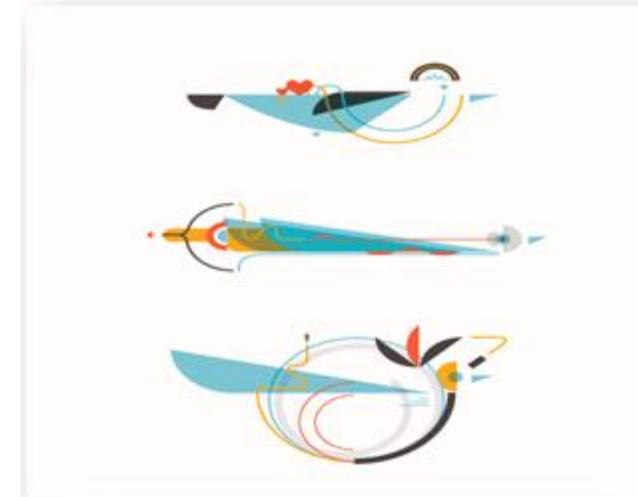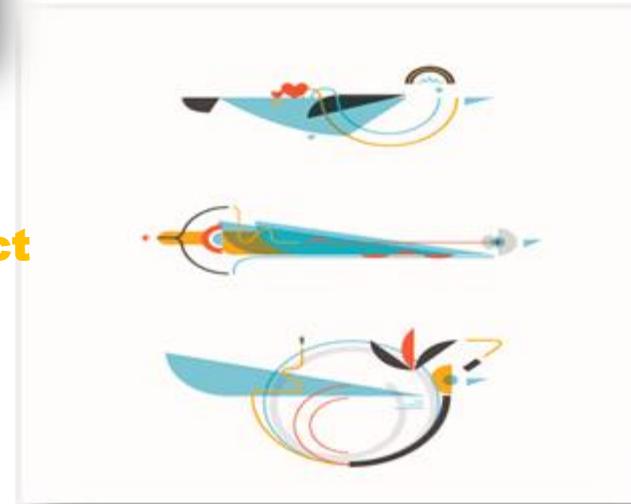
Salient Features

Snap Shots ~ myManager Connect

Salient Features

CEO / CMD Reports — CEO (1)

CEO / CMD Reports — Head HR (1*)

Department Head Reports
Operating Head Reports
Vertical Head Reports — HOD (2)

Manager Reports
Reporting Manager Reports — Manager (3)

Associate Reports — Associate (4)

**Scope**: The associates can only view the engagement index of their respective manager.

Types of Reports:
- Manager Engagement Index
- Participation Index Trend (Past Vs. Current)
- Participation Index Trend of each parameter
- Manager Leadership Style (Past Vs. Current)
- Team Feedback Participation percentage.
- Manager Rank (w.r.t Rank Position in Organization & Rank Position in Department)
- Highest Gain Vs. Lowest Gain
- Analysis on Past Vs. Current on Department Engagement Index
- Organizational Engagement Index Trend (Past Vs. Current)
- Manager Engagement Index Trend (Past Vs. Current)

Reports Team Members

Salient Features
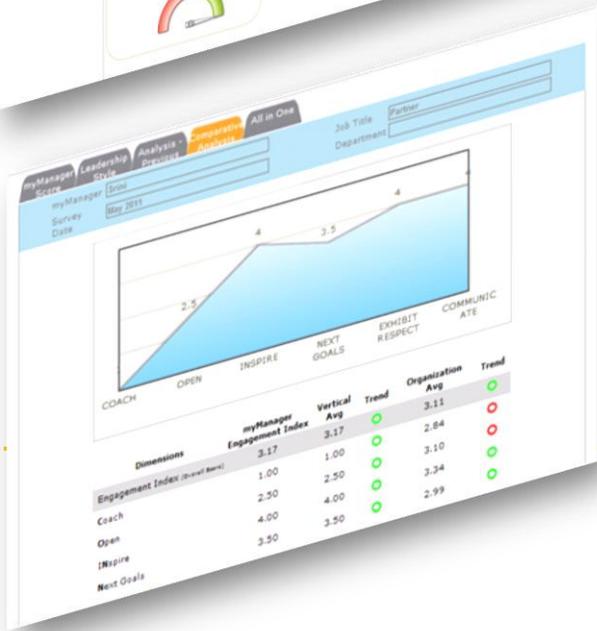
Snapshots ~ Team Member Reports

Salient Features

CEO / CMD Reports 1

CEO

CEO / CMD Reports 1*

Head HR

Department Head Reports
Operating Head Reports
Vertical Head Reports 2

HOD

Manager Reports
Reporting Manager Reports 3

Manager

Associate Reports 4

Associate

Scope: Managers can view his/her engagement index scores as a manager to a team and can also view reports of his/her supervisors engagement index to whom he/she reports to, as an associate.

Types of Reports:

o Manager Engagement Index
o Participation Index Trend(Past Vs. Current)
o Participation Index Trend of each parameter
o Manager Leadership Style (Past Vs. Current)
o Team Feedback Participation percentage.
o Manager Rank (w.r.t Rank Position in Organization & Rank Position in Department)
o Highest Gain Vs. Lowest Gain
o Analysis on Past Vs. Current on Department Engagement Index
o Organizational Engagement Index Trend (Past Vs. Current)
o Manager Engagement Index Trend (Past Vs. Current)

Reports Managers

Salient Features

Snap Shots ~ Reports Managers

Salient Features
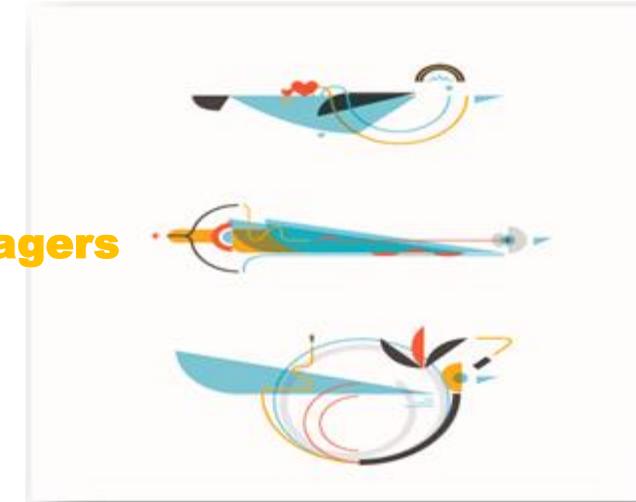
CEO / CMD Reports

CEO

CEO / CMD Reports

Head HR

Department Head Reports
Operating Head Reports
Vertical Head Reports

HOD

Manager Reports
Reporting Manager Reports

Manager

Associate Reports

Associate

Scope: The Head of the departments / Verticals can able to view reports at an Department / Vertical level which includes over all Department / Vertical engagement index to all the individual managers who fall under their respective Department / Vertical. Also as an associate he/she can view his reporting managers engagement scores.

Types of Reports:
o Department Engagement Index
o Department Participation Index (Past Vs. Current)
o Department Index of each parameter
o Department Leadership Style (Past Vs. Current)
o Top and Bottom 3 Managers (w.r.t Rank Position among Organization & Rank Position in Past)
o Highest Gain Vs. Lowest Gain
o Analysis on Past Vs. Current on Department Engagement Index
o Department Engagement Index Trend (Past Vs. Current)
o Organizational Engagement Index Trend (Past Vs. Current)

Reports Head of Deptt.
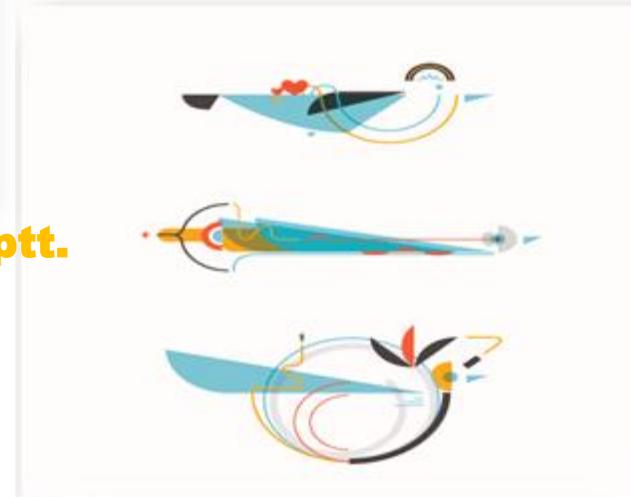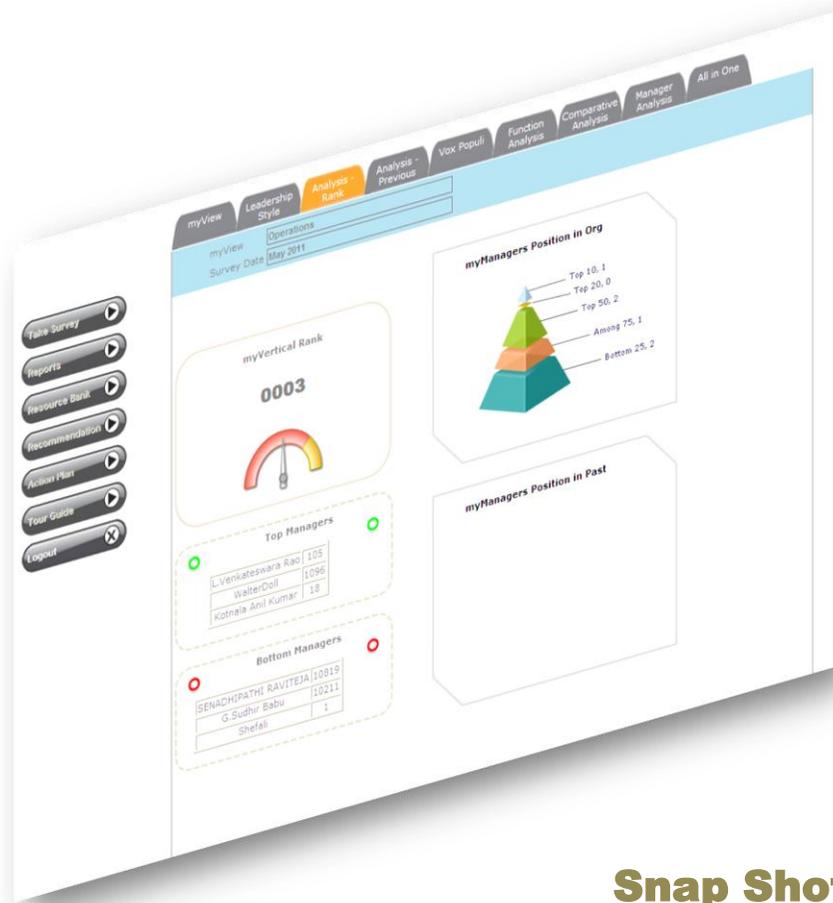
Salient Features

Snap Shots ~ Reports Head of Deptt.

Salient Features

| myView | Leadership Style | Analysis - Rank | Analysis - Previous | Vox Populi | Function Analysis | Comparative Analysis | Manager Analysis | All in One |

CEO / CMD Reports

CEO / CMD Reports

CEO

Head HR

Department Head Reports
Operating Head Reports
Vertical Head Reports

HOD

Manager Reports
Reporting Manager Reports

Manager

Associate Reports

Associate

Scope: The CEO / CMD can access reports of mymanager connect at across levels including Organizational, departmental, even at individual Managerial Level.

Types of Reports:

- Organizational Engagement Index
- Organizational Participation Index (Past Vs. Current)
- Organizational Index of each parameter
- Organizational Leadership Style (Past Vs. Current)
- Top and Bottom 2 Departments (w.r.t management engagement index)
- Top and Bottom 7 Managers
- Highest Gain Vs. Lowest Gain
- Analysis on Past Vs. Current on Organizational Engagement Index
- Analysis on Past Vs. Current on Organizational Index of each Parameter
- Parameter that has gained most and lost most when compared to its past engagement index
- Department Engagement Index Trend (Past Vs. Current)
- Organizational Engagement Index Trend (Past Vs. Current)
- Managers Engagement Index Trend (Past Vs. Current)

Reports CEO / Head HR

Salient Features

Organization Landscape

Nurturing, 58.82%
Directive, 14.29%
Navie, 10.08%
Detached, 16.81%

Directive   Nurturing   Detached
Naive
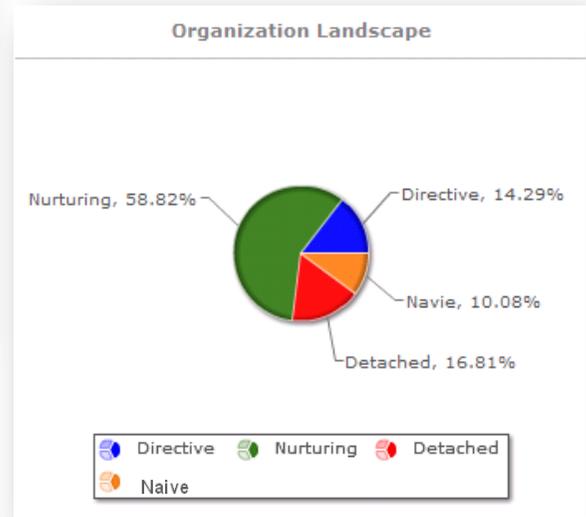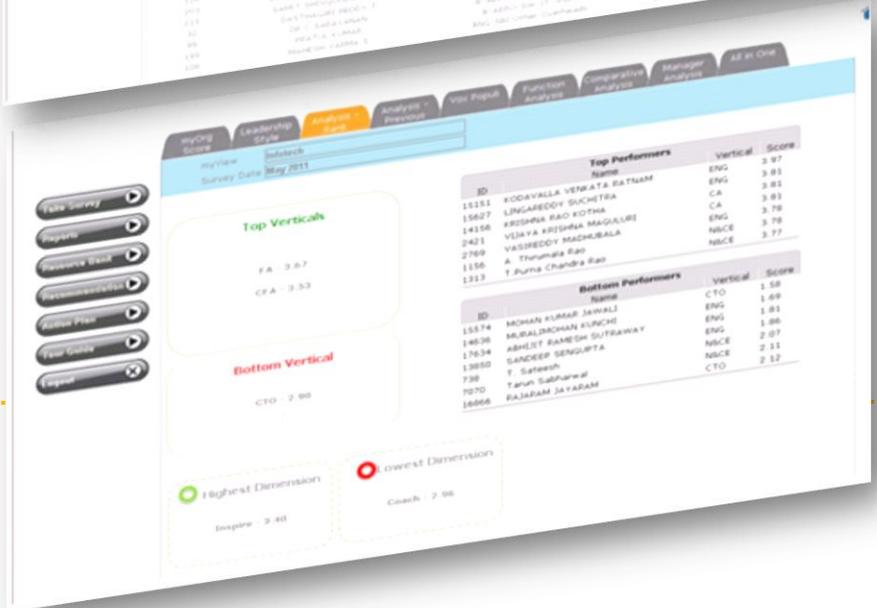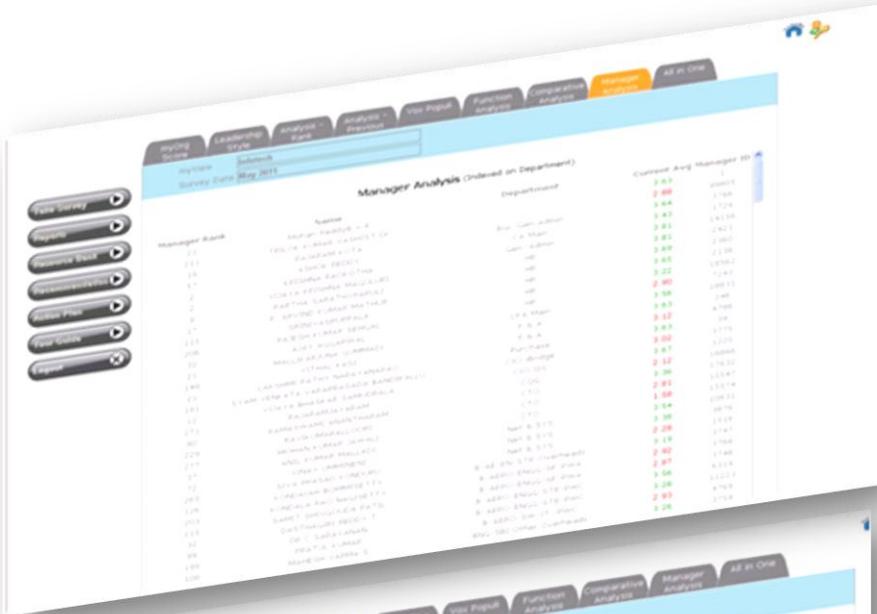
Snap Shots ~ Reports CEO / Head HR
Salient Features

Coach

Article 01: **Coaching in the Workplace**
Synopsis: A pocket guide of Strategies and Tools for Powerful Change... Click for more

Article 02: **Coaching Skills for Managers**
Synopsis: The 7 step problem solving sequence & accompanying questions that managers ask themselves at each step... Click for more

Article 03: **Coaching Supervision**
Synopsis: This article explains what coaching supervision is about and it's key functions... Click for more

Article 04: **Coaching At Work**
Synopsis: This article describes on what's required for effective workplace coaching... Click for more

Article 05: **Peer Coaching Overview**
Synopsis: This article gives you an understanding on peer coaching and how it helps organizations... Click for more
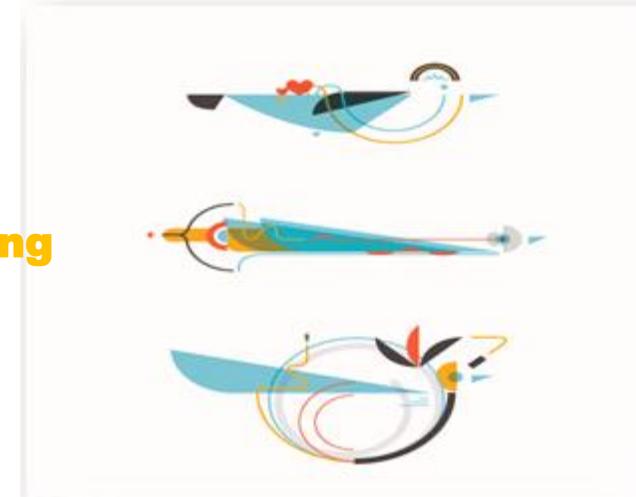
Resource Bank ~ Self Learning

Salient Features

• The system generates recommendations to individual managers based on their scores.

• The recommendations are crisp and practical in nature in practicing.

• Each dimension has 3 tangible action points

Recommendation Individualized

Salient Features

ACTION POINT	DIMENSION	TARGET DATE	STATUS	FEEDBACK
Action 01		DD/MM/YYYY		
Action 02		DD/MM/YYYY		
Action 03		DD/MM/YYYY		
Action 04		DD/MM/YYYY		
Action 05		DD/MM/YYYY		
Action06		DD/MM/YYYY		
Action 07		DD/MM/YYYY		

Associate Name   Associate ID   TITLE   Department   Plan Date

SAVE   ADD ACTION POINTS   SUBMIT

• Managers are given a provision to set action points against them which also allows them to track on time to time basis.

• Each action point will have a end date which in turn will alert the Manager from time to time

• At the end of 3 months associates can go back share their feedback on action plan anonymously (Happy Not Happy)

Action Plan Tracker

Salient Features

About The Strategist

Backgrounder

The Firm
- Innovating Since 2008
- An L.L.P. Firm
- Global Presence

- People Practices
- Advisory
- Research

'if HR doesn't make business impact, its just a diversion'

DNA

INNOVATION ✚ INTELLECT

"The most admired people practices firm enabling business to fuel their dreams by innovation and intellect"

www.thestrategist.in

i discover

i dream

i dare

i demand

i do
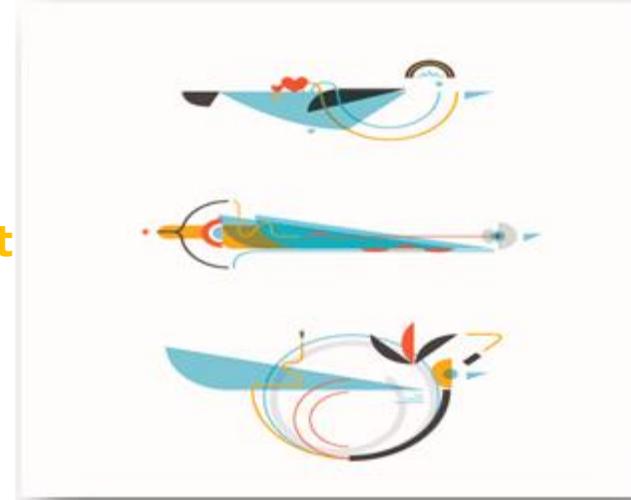
About The Strategist

Journey so far

Organizational Automation

OA is enabling the use of technology and automation to speed up the efficiencies and also to ensure to become more process compliant

Process Reengineering : Functional Analyst : Apps Dev. : More. . .

Organizational Behavior

OB focuses on the application of knowledge about how people, individuals, and groups, act in organizations; with an objective of fostering a climate of collaboration, development & win win.

Assessment Center : Leadership Dev. : Learning Org. : More. . .

Organizational Connect

Org. Connect focuses on the engagement of the employees and other stakeholders with the organizational goals and visions. Org connect also focuses on ensuring that People Policies are connected to org, strategy & biz. plans

Employee Engagement : High Performance Culture : More. . .

Organizational Communication

Org. Comm. facilitates all round interaction between the stakeholders (line managers & employees, senior management & employees, Organization & prospective employees, Organization & families, The CEO& employees etc... and vice versa)

Employer Brand : Social Media : Intranet : More. . .

Organizational Diagnosis

OD is an appraisal / assessment aimed at identifying pockets of inefficiency and creating opportunities for streamlining and reorganization.

OD Interventions : Process Audits : Assessments : More. . .

Organizational Effectiveness

OE assists an organization to become lean in terms of budget optimization and intelligent decisions making through metrics and analytics.

Metrics : Analytics : Dashboards : More. . .

Advisory

The Strategist Offerings

Insights

HR insights provide a glimpse into various observations or findings that we have come cross during our research activities. It is a brief of our study in Human Resource Area.

Research Reports

The Strategist has conducted various surveys in the area of People Domain which provide an insight to managers and HR practitioners.

Academic - Surveys & Research

The Strategist provides full-service research for academicians. The Strategist specializes in custom designed research providing these comprehensive services: problem identification, sample and questionnaire design, data collection and processing, analysis, and reporting,

Toolkits

The Strategist has a series of toolkits in the 'ORBIT' family. These self assessment tool kits facilitate easy benchmarking and also analyze the current process maturity of the process. The toolkit has more than 75 reports for in-depth study and action planning

101 Series

The Strategist has publications under the '101 Series'. The 101 series highlight 101 innovative ideas in a given sphere or domain. Each of these ideas come with a detailed write up on the steps to be followed , the benefits and the possible challenges that the manager would encounter while implementing

.

Research

The Strategist Offerings

Think deep. Think diverse. Think off-beat. Think lateral. Think together. Think concrete. Think milestones. Think no-matter-what. Think impossible. Think solutions. Think accomplishments. Think apart. Think sharp. Think ahead. Think ideas. Think absolute. Think beautiful.

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