

THE PRIME MERIDIAN IMPACT REPORT

LEAD WITHOUT A TITLE WORKSHOP



Business Priorities Solved from LWT Workshop

Productivity



Profitability



Customer Service



Collaboration



Change Management



Teamwork





Lead Without a Title™

"Leaders Growing Leaders"

ABOUT THE PROGRAM

Created by globally respected leadership expert Robin Sharma, the Lead Without A Title (LWT) system for building leaders at every level of your organization is a ground-breaking new employee development program to help you perform at world-class levels. It focuses on inspiring individuals and teams to work at their absolute peak while dramatically promoting increased productivity, innovation, collaboration, customer service and bottom line results.

OBJECTIVES

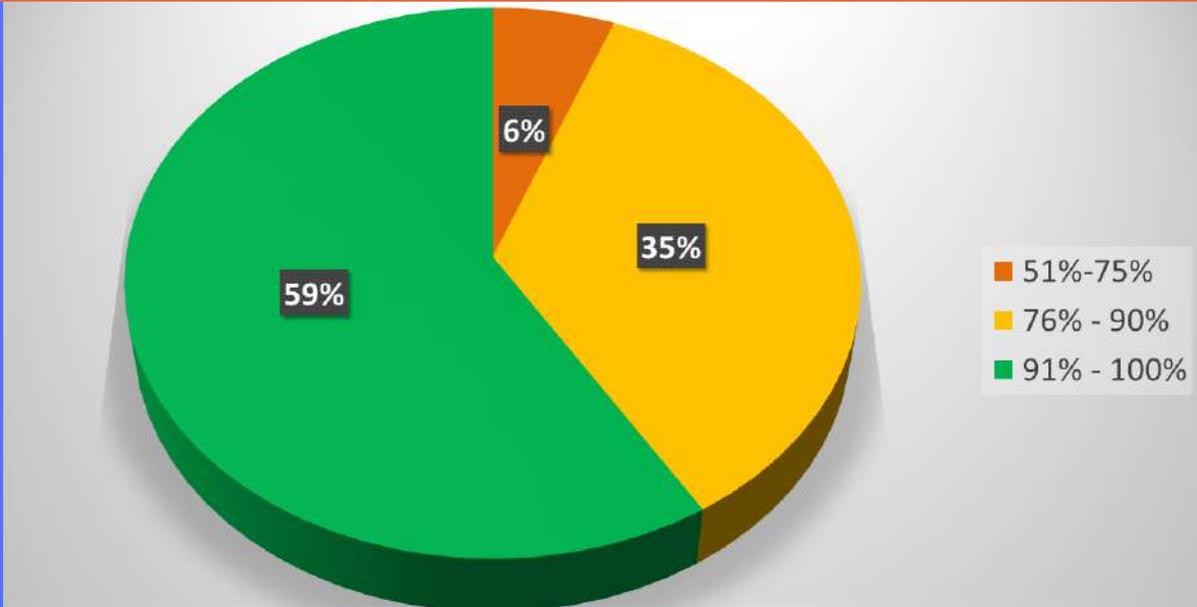
- Provides you the tools they need to become the most productive performers in your industry
- Improves bottom line results by applying the Lead Without A Title (LWT) System principles
- Empowers you to use the Lead Without A Title System when dealing with internal & external clients
- Builds powerful working relationships that satisfy team members and creates your brand equity
- Using this workshop's tools you will see every problem as an opportunity to grow and become better

MODULES

- Leadership 2.0 – Now You Can Lead Without A Title™ and Become A Game Changer Within Your Organization.
- Leading Without A Title By Doing World Class Work Clarify Goals and Achieve Results.
- Unleashing Your Productivity And Getting Big Things Done In The Age Of Dramatic Distraction No See how the Leader is Doing, Look at the Followers.
- Building A High-Performing Team Of Inspired Superstars And Creating A Victim Free Culture.
- Leadership By Vowing Customers And The Creation Of Fanatical Followers Of Your Brand.
- Using Change And Turbulent Conditions To Dominate Your Industry And Lead The Field.
- Mastering Self-Leadership And Building An Exceptional Mindset.
- The Ultimate Purpose Of Leading Without A Title And Stepping Into Your Leadership Best.

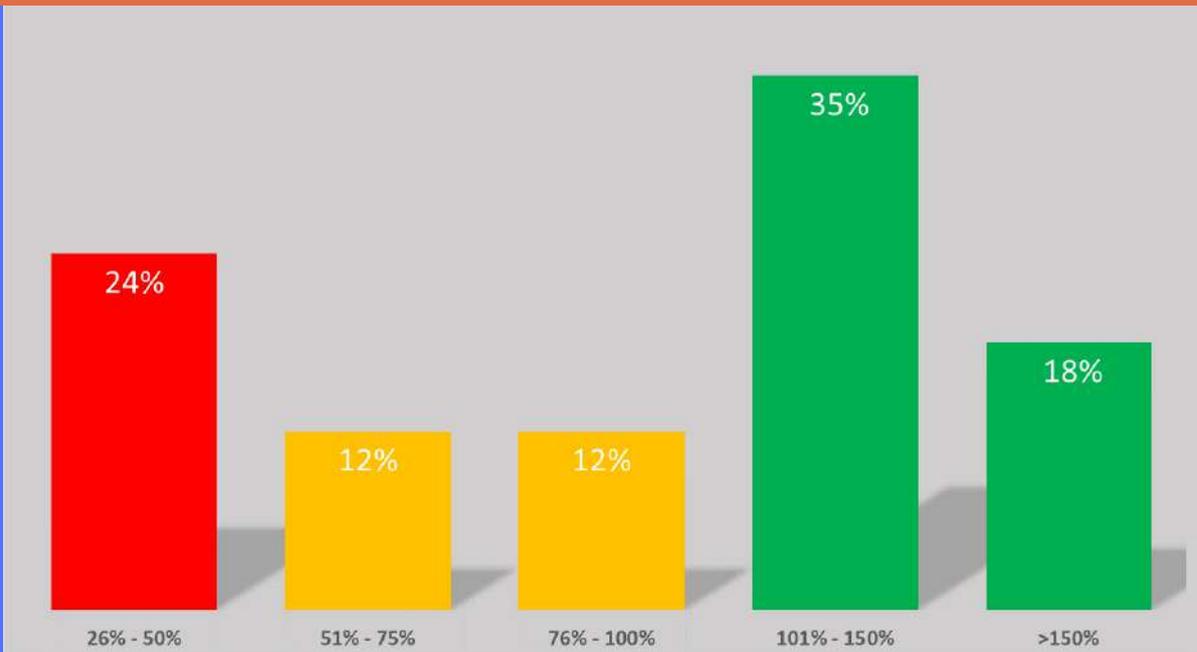
UNDERSTANDING & IMMEDIATE RECALL

Below is based on a Quiz that was taken by Participants immediately after the workshop.



KNOWLEDGE GROWTH: PRE VS POST WORKSHOP

This was conducted in 2-Phases, before & after the workshop as a self assessment by the participants.





90 DAYS ACTION PLAN IMPLEMENTATION

Achievements reported by Participants

Achievement 1

By applying focus on outcomes rather than activity and '**Less Excuses More Results**', I was able to get below mentioned results:

- a. Started taking new opportunities to contribute effectively.
- b. Taken up responsibility of 2 New Projects around redefining delivery engagement for a client
- c. Optimize financial impact and commercial model development.

Achievement 2

By applying 90-90-1 Formula in my daily work schedule, I am focusing on the new non-linear business initiative during my initial hours. Since we are setting up this business and it needs a lot of thinking around strategy and business models, my most productive hours are being utilized for this purpose. I am trying to do this even though, there are other tasks/activities to be completed. As a result, I started:

- a. Thinking through the critical aspects in a thorough manner and arrive at inputs for defining the strategy and completing the critical tasks.
- b. Being proactive and in driving positive rather than reactive/responding to the other requests in a transaction.

Achievement 3

By applying Walk with Giants, I was able to achieve below mentioned results:

- a. I have developed habit of listening Audio books and lectures/seminars during my long drive from home to/from office.
- b. I have started getting new ideas.
- c. I have become a wiser person.

Achievement 4

By applying ROI on learning, I learnt that average people love entertainment but Leaders adore education. All game changers are lifelong students. I was able to allocate specific budget for learning which helped me getting certified in important courses such as Architecting with Google Cloud Platform.

Achievement 5

By applying 'Whats The Opportunity Here' (WTOH) tool both in professional and personal lives, it has helped to switch from victimhood / helplessness/hopeless situation to situation of many possibilities and our team was able to build a new non-linear commercial model for a solution. It had been going on for quite sometime by other team members and was getting delayed.

90 DAYS ACTION PLAN IMPLEMENTATION

Achievements reported by Participants - Contd..

Achievement 6

Started giving 20 Mins in morning for planning the day and I was able to:

- a. Identify Big 5 Goals to be done in next 12 months.
- b. Able to have clear priorities and started managing my day and work with increased amount of focus.
- c. Increase self-confidence.
- d. Do things in better planned ways.

Achievement 7

By applying concept of producing outcome and being productive instead of busy. I was able to:

- a. Enable team to deliver minimum of 5 critical defect fixes daily.
- b. Instruct the team to avoid being busy in discussions and arguments without closing down defects.
- c. Enforce the team to setup working sessions over screen, share with appropriate teams to resolve all cross-team dependencies in order to produce the result of having fixed the issue.

Achievement 8

By motivating the team to raise the bar I was able to:

- a. Exceed the daily defects targets.
- b. Successfully close the Germany Loyalty pilot in production.
- c. Increase the team's confidence while resolving the issues.
- d. Enabled each member to take personal responsibility of completing the fixes assigned to them resulted in the increase of velocity of defect fixes.

Achievement 9

I have improved my Emotional Intelligence and applied "Leave People Better Than You Found Them". We recently had a high profile customer visit. The CTO/CDO visited Capgemini ODC along with his Lead Architect two weeks ago. While many in the host contingent gave lot of attention and regard to the CTO, me and my team gave huge importance to the Lead Architect and demonstrated how much we valued and resonated with his opinions.

The client Lead Architect had a heavy influence on the decisions of the client CTO/CDO. Making the Lead Architect feel much bigger and treating him like royalty resulted in:

- a. Building a strong relationship.
- b. CTO was receptive and appreciative of my team's opinions and ideas to get the technical architecture to the next level of innovation.
- c. Recognition and appreciation from my leadership for highly interactive sessions that me and my team presented to the visiting client leaders. We received great feedback from this client visit. The CTO informed us that he has observed a huge change in scaling up offshore capabilities compared to what he saw during his previous annual visit.

Achievement 10

I used the methodology to see 'Every Adversity as an Opportunity, We were facing a situation where one of my recently formed teams in India with mostly new joiners was not performing up to the mark and there were escalations to top leadership in India and US. After analysing this situation, I found out the primary cause was that the experienced team members were not devoting time to ramp up the new joiners. This blocked the new joiners from being productive. The new joiners were willing to invest significant personal time to ramp up, and the experienced members did not have time for them. I used the WTOH to come up with the plan to revamp this team that included:

- a. Listing down their knowledge gaps and plan for closing those.
- b. Off-boarding those experienced members who did not commit to ramping up the new joiners even after counselling them and explaining them the benefits of scaling up the team to be able to share their work load.

Next time, this has benefited the team comradery. Their enthusiasm and motivation levels to close their knowledge gaps aggressively and complete their assigned work increased significantly. I received full support from my leadership in India and US. As a result:

- Leadership agreed this will reduce the escalations.
- At the moment the number of open issues in the Orders capability has significantly reduced
- There has been drastic reduction in escalation.

90 DAYS ACTION PLAN IMPLEMENTATION

Achievements reported by Participants - Contd..

Achievement 11

By applying Empowering and Delegating on a new Manager (Imran Ansari) on-boarded to my team recently on the Canada Release has allowed me to focus more on higher and impactful programs for Capgemini and for the client. I was leading multiple releases/capability initiatives in parallel. I was running Canada R6 Release Deployment and the Germany Loyalty Program Deployment in parallel. After completion of the Loyalty Program in October this year, I was handed over the responsibility of turning around the Order Capability team. Canada release is the longest running release that goes into the next year. I anticipated that I will keep getting increasingly challenging releases going forward in parallel. In this backdrop, I needed this new Manager to effectively hold the fort in the Canada Release so that I could focus more on the more critical release/initiative. I was managing the Canada Release only by exception, as Imran started running it for me very effectively. I have effectively inspired, motivated and built Imran as my next level leader for the Canada Initiative. This has had a great positive impact on Imran, my organization and myself personally. The organization has a full-fledged manager who is Leading without a Title. My leadership has already handed out additional Capabilities (Payment and Offer - already started) and Australia Initiative (starting 2-Dec) to me.

Achievement 12

By applying '**Less excuses, More results**' I was able to take personal responsibility to resolve tickets resulted in the team's throughput of number of tickets getting closed by resolution. This was noticed and acknowledged towards the end of UAT phase and throughout the Closed Pilot phase leading to a very successful Go-Live.

Achievement 13

By applying 'reduce interruptions and Ignore the cynics' and dismiss the critics, we started:

- a. My team more focussed in working on the tickets assigned to them and deliver on or before time. We realised that continuous interruptions by external teams resulted in loss of focus, loss of time in getting the focus back, and eventually impacted the productivity and motivation of my team members. I met with the GMA offshore leader and proposed a daily scheduled time slot (5PM IST) for getting support from relevant members from my team to support and unblock their progress. This GMA leader agreed to this idea, and went on to get his team member to setup the recurring daily meeting.
- b. By doing the above we ensured we were informed of the support needed from us with adequate notice and only relevant members who had action attended those meetings.
- c. This Increased cross-team co-operation and synergy between my team and the GMA team, which was well noticed and recognized by the Vanguard stakeholders.

Achievement 14

By applying, the 10X Value obsession, I was able to achieve below mentioned results:

- a. I motivated my team to increase their productivity drastically, and referred them to the 10X value obsession I had learnt in my LWT training.
- b. The team liked this concept and the members committed themselves to apply the 10X value obsession in reducing their ticket backlog.
- c. My team increased their collaboration within themselves and the other teams to deliver maximum value to the testers by unblocking them and enabling them to execute their test cases and meeting their target % completion.
- d. The testers were pleasantly surprised to see the drastic increase in the commitment of my team to unblock their testing faster and more effectively.
- e. Significant reduction of backlog of tickets in my team's queue with lesser time.
- f. Earned a very good reputation for my team in the account including the leadership.

Achievement 15

By applying **'Be so good at what you do that your customers can't ignore – Mastery of what I do'**, I was able to:

- a. Start my preparation by aligning my practise time on a daily basis.
- b. Ensure to revisit all the reading material to stay updated and relevant.
- c. Receive excellent feedback for my facilitation skills as well as the content shared along with some good examples I used to explain the concept.

Achievement 16

By applying **'Appreciation and Gratitude Inspired Leaders – An opportunity to celebrate and appreciate another group member'** and listening to the videos, I was able to:

- a. Start appreciating the team members who actually help/enable me to complete my task on time.
- b. See a very happy and committed team member and that also inspired my remaining team members and increased the bonding and trust amongst us.

Achievement 17

By applying **'Solo Journaling - Solo Journaling - Fast forward to the end - List of milestones and goals'** that must be achieved, I was able to:

- a. See myself working towards the goal in a systematic manner.
- b. Start networking by interacting with people and got some leads to work on.

Achievement 18

By applying **'Authentic Vs Plastic'**, I was able to:

- a. Prepare for the review meetings with client.
- b. Prepare cheat sheets instead of lengthy scripts which worked wonders.
- c. Feel more relaxed.
- d. Take notes of the takeaways much more efficiently.
- e. Reduce the preparation time by half and people started finding me more organic and approachable.

Achievement 19

By applying **'Leave People better than you find them'**, I was able to:

- a. Encourage the employees.
- b. Develop a much more confident and productive team.

Achievement 20

By applying 6 Behaviours of a leader of Lead without Title Workshop, I was able to:

- a. Consider the changes as challenges.
- b. Start embracing the changes.
- c. Incorporate my personal goals in the department goals and achieving them.
- d. Keep my learning engine on.
- e. Prepare Actionable with timelines for self and business with Solution oriented approach.

Achievement 21

By applying various learning such as 90-90-1 Rule, Daily 5 and 7 Elements i.e.

- a. Go Minimalist.
- b. Go Into rehabilitation for your addiction to distraction.
- c. Avoid the seduction of success via daily chutzpah, I was able to achieve below mentioned results:
 - Have good work life balance.
 - Retain close friends.Complete work on time.
 - Expose to very less probability of failure.
 - Start physical work-out.
 - Become complacent but I am extremely positive and stay close to working on the action plans to meet my vision.

90 DAYS ACTION PLAN IMPLEMENTATION

Achievements reported by Participants - Contd..

Achievement 22

I am currently a part of a team that is actually developing an App for People with Disability. We have just completed the project charter creation stage however we faced many problems in identifying the stakeholders and also understanding the scope, we revisited the timelines and milestone multiple times leading to unnecessary communication gaps and coordination issues. We then revisited the project requirements and risks that were associated and then worked on logical timelines giving the right expectations to the client team as well as the project team. However, we have a monitoring mechanism to ensure we are on time or ahead of time in delivering the milestones. By applying 'Under promise and over deliver', I was able to achieve below mentioned results:

- a. Dependencies and expectations were handled optimally.
- b. There was no client escalation and no panic situation created.
- c. Received appreciation for the delivery in terms of meeting timelines and quality

Achievement 23

By Breaking down big tasks into small weekly goals and tracking the progress, I was able to get clear progress on overall goal and tasks resulted in better quality and less distraction.

Achievement 24

By sitting down and doing one task for 60-90 minutes in one go and then taking break resulted in focussed approach and higher productivity.

Achievement 25

By applying BIG 5 Goals, Having Grit till the end...don't lose despite problems on the way and Taking small steps everyday towards your big goal, I was able to have clear vision with less distractions resulted in higher productivity and good team spirit with higher empathy of team members.

Achievement 26

By applying various learning such as not giving excuses, perform better than yesterday, perform world class, identify opportunities in every problem (WTOH), APR (Absolute Personal Responsibility), I was able to:

- a. Plan the tasks ahead
- b. Able to complete the task fast because of avoiding distractions
- c. Complete the tasks with faster speed
- d. Identify top 5 professional goals and prioritising them on daily basis.

Achievement 27

By applying 6 behaviours of leadership i.e. deliver with more result, innovation against yesterday, being productivity, World-class Quality and grit with persistence. I was able to:

- a. Create a vision for the Smart Analytics product/tool by defining a set of new features and aiming to fulfil the end customer objectives as it includes developing architecture components, web front page design, and data structures.
- b. Build the product development plan with definite weekly milestones to measure and complete the deliverable to archive the results religiously.
- c. Release the resource skill matrix for product development work as per the milestones.

Achievement 28

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90 DAYS ACTION PLAN IMPLEMENTATION

Achievements reported by Participants - Contd..

Achievement 29

The workshop has helped me to plan well for the product development and timely delivery it by applying the knowledge learned in the class. I factor the benefits as the outcomes of this tool as:

- a. Responding to RFPs with inferences and accurate solution.
- b. Delivery team can leverage this tool to improve the services for customers by targeting workload elimination, workload automation and workload optimization which leads to productivity improvement.
- c. Business unit leverage for automation opportunity at business-level.

By doing all above things, I started:

- Winning deals.
- Delivering service with fullest customer satisfaction.
- Achieving internal business targets.

Achievement 30

By applying 90-90 Principle, I was able to:

- a. Plan my day better.
- b. My productivity has increased.
- c. Increase my focus towards work with less distractions.
- d. Have result-oriented behaviour.
- e. Manage work-life balance and started giving more time to family.

Achievement 31

By applying Big Five, I was able to:

- a. Create daily FIVE.
- b. Ensure to lay down a Vision, Mission and base good enough to have that big FIVE journey, primarily not keeping it as temporary.
- c. Honestly after a week, I could really get the rhythm of daily five; to create it, do it and review it end of the day.

Achievement 32

By applying Sprinter's Model, I was able to achieve below mentioned results:

- a. Started making 10 minutes plan for next 2 hours, then just do that undisturbed and then again take 10 minutes to review.
- b. Started feeling like real leader focusing on work undisturbed.
- c. Got the courage to say 'NO' to anyone who comes in interim.

Achievement 33

By applying Daily Five, I was able to:

- a. Start getting direction on hat the day would be.
- b. Become more productive and had a feeling of self-importance.

PAVAN BAKSHI

CEO - Prime Meridian Consulting Chief Facilitator & Coach

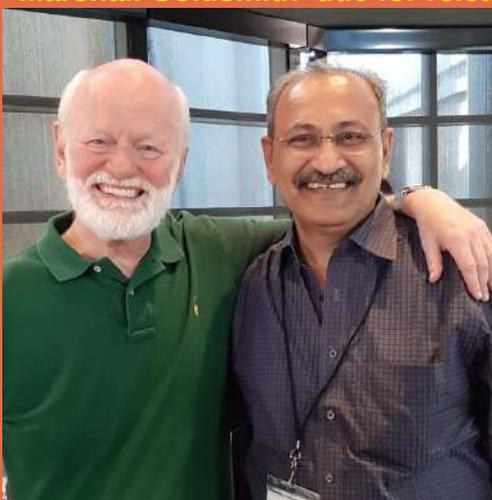
Pavan specialises and has conducted leadership and organisational development initiatives for leaders from organisations such as IBM, Capgemini ,JP Morgan ,PwC, Saint-Gobain , Ingersoll Rand, Cognizant, CBRE, Samsung ,Mercer, JCB ,Baxter, TAFE, Ericsson, Kotak Life Insurance, ING Life, Mahindra Finance, Sundaram Finance, Godrej, Mastek, Tata Capital, GAIL, Advisory Board, Citrix, Ranbaxy, EMC, Broadcom, Syntel, Akzo Nobel, HP, Target, British Gas, Cairns India, Sri Lanka Telecom, Jubilant Life Sciences, Royal Enfield, Kirloskar, EMC, Glenmark , UFLEX Ltd, Nucleus Software, MINDA Group, Great Eastern Shipping among many other companies.

He has conducted international workshops in South East Asia, USA, UAE, Canada, Africa, Sri Lanka & Germany. He is regularly called as a guest speaker /key note speaker in senior leadership retreats and national and international seminars.

He creates and delivers tailor made interventions as per specific needs of the organisation and is a certified:

- John Maxwell (#1 Leadership Expert) Coach, Speaker and Facilitator.
- Marshall Goldsmith (#1 Executive Coach) Stakeholder Centered Facilitator & Coach (one-on-one coaching, group on-the-job leadership and team development and TRIGGERS) for guaranteed and measurable leadership growth
- Robin Sharma's (Top 5 Leadership Expert) master faculty on "Lead Without A Title (LWT) System™ for building leaders at every level of your organisation.
- Mihaly Csikszentmihalyi (#1 researcher on positive psychology) Flow is Good for Business consultant for conducting blended learning interventions based on the (awarded #1 serious game)- Leadership Development Simulation for decision makers on FLOW Promoting Leadership,
- ICF certified Emotional & Ethical Leadership, Coaching Programs and Women Leadership master faculty of LeaderShape, Global (UK based organisation with a global imprint) for building a performance enhancing and sustainable culture within organisations.
- Collective Leadership Institute, Berlin (cutting-edge organization on collaboration) faculty for navigating change in complex multi-actor settings, stakeholder collaboration and collaborative execution excellence in organisations.
- Project Management Professional from PMI, Neuro-leadership Group brain-based leadership executive coach. Has been a principle consultant with Franklin Covey, India and South and principle consultant and executive coach with Neuro-leadership Group, India and South Asia.

The only leadership facilitator and coach from India who was selected to share his leadership transformation experiences in a Hollywood documentary (tentatively titled) 'The Life and Legacy of Marshall Goldsmith' due for release in mid- 2020.



The JOHN MAXWELL **Team**



Marshall Goldsmith
Stakeholder Centered Coaching

LeaderShape
Shaping Transpersonal Leaders



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"Leaders Growing Leaders"



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