



6th FOUNDATION COURSE FOR MILITARY ENGINEER SERVICE OFFICERS

27th December 2023

Ice Breaking & Team Building



Dr. Marri Channa Reddy
Human Resource Development
Institute of Telangana



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Director,
Ascent Leadership & Mgmt. Consultants, Hyd.

QUALIFICATIONS:

- 2-year PGDM from IIM, Bangalore
- Certificate Course on OD & Change Management from LEEDS University, UK
- Certified Lean Management Consultant from LMII, India

EXPERIENCE:

- 30+ years of experience as a consultant and in practice
- 18 years as Unit HR head in HMT - handled Change management, introduced several initiatives like Performance Management Systems, Participative Management scheme, Japanese 5S and Kaizen.
- Over 15 years of Consulting and Training experience

AREAS OF EXPERTISE

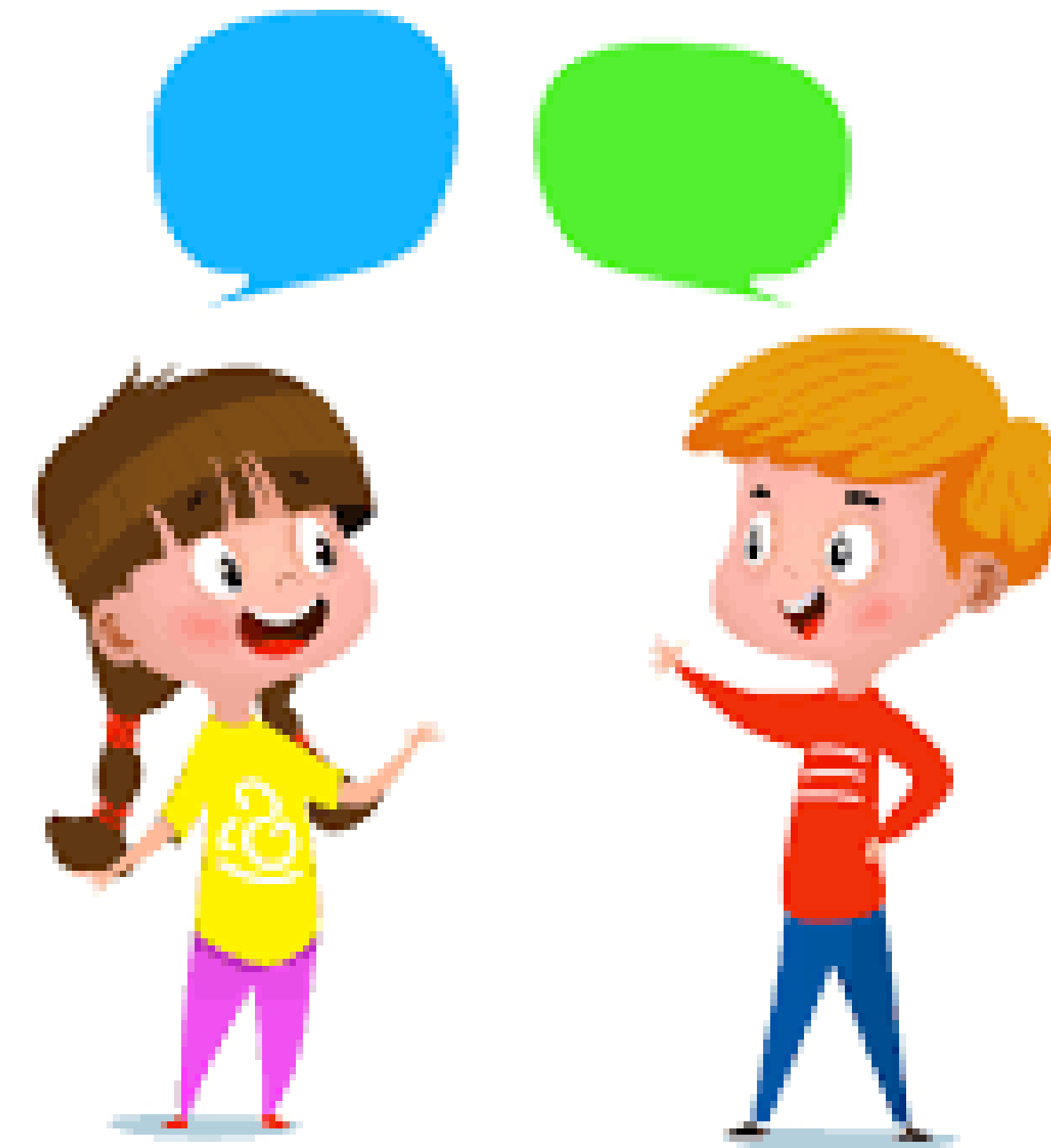
OD, Strategy, Policy, Change Management , HR, Lean and Kaizen

KEY ASSIGNMENTS HANDLED:

- IAS curriculum review and revision to LBS National Academy of Administration in Mussoorie
- Leadership workshops for All India Services & CCS Officers
- TS Police - 3-year Change Management initiatives in Cyberabad Police Comm.
- Strategic Policing Plan for TS Police
- TS Housing - State Affordable Housing Policy for Telangana
- Urban Devpt. - Service Delivery Improvement systems in Municipal Corporations
- TS Health dept. - Formulation of Medical Service Rules for MNJ Cancer Hospital and RIMS, Adilabad
- Miny. Of Housing & Urb. Affairs -Design of Municipal Cadres at All India level
- Strategic Plan for Ministry of Social Solidarity and National University of Timor Leste
- Competency Mapping for Global leaders of Sanofi
- Organizational Climate Study for Berkadia and Indian Immunologicals Limited
- Design and Delivery of Leadership workshops at SBI, UBI, PSB, Canara Bank, LIC, ITC, Dr. Reddy's, NALCO, IIL, Berkadia, NFL, Andhra Bank, GE –BHEL, NTPC, etc.



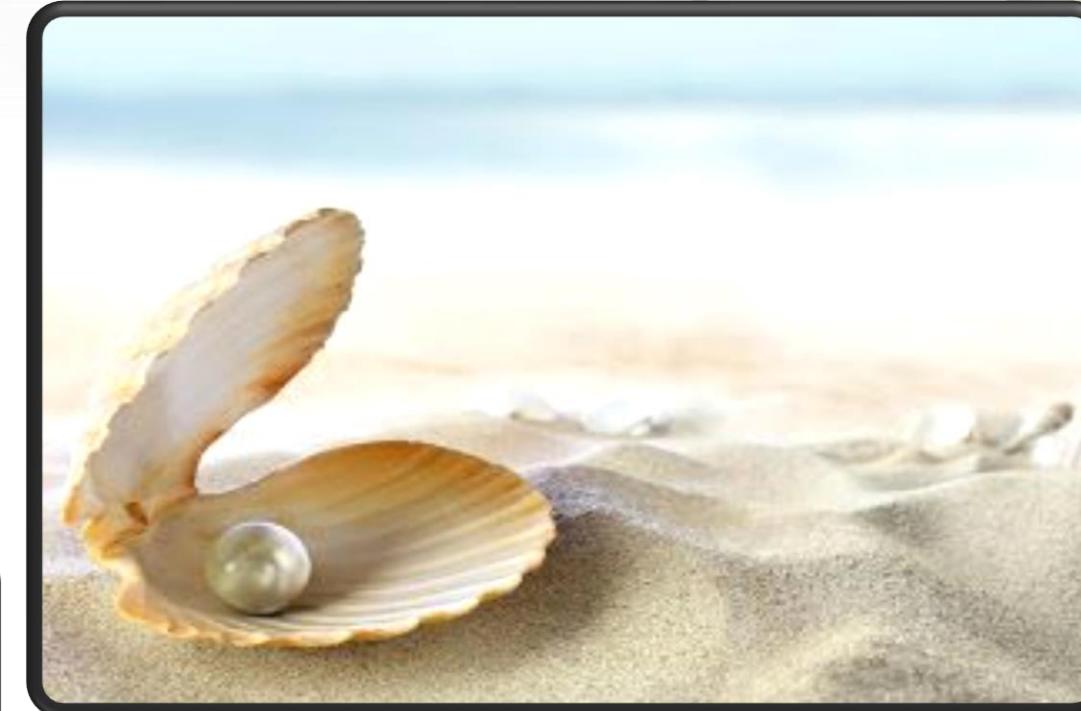
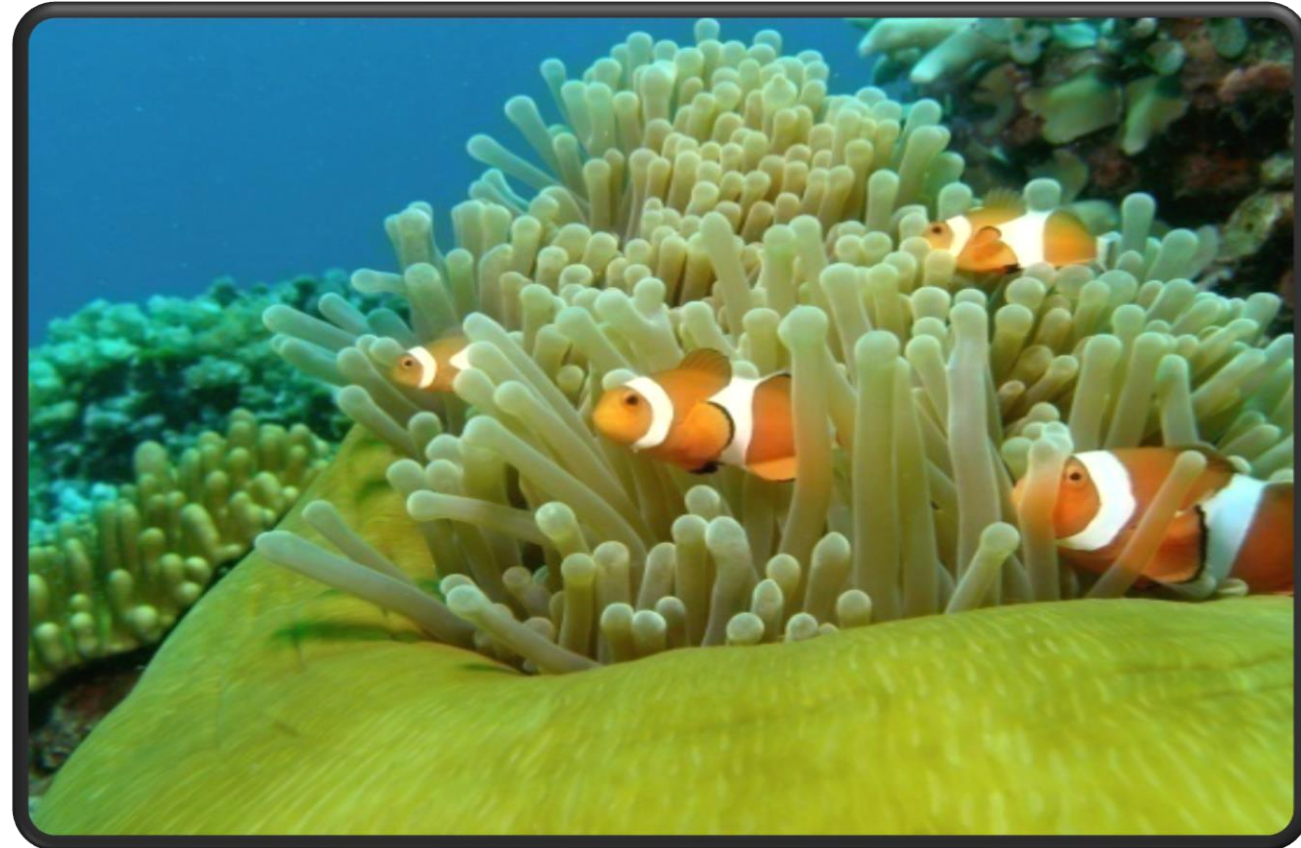
Please introduce yourself



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Plus - one image that best describes you as an individual





Clap and Count

Understanding Teams





Team means

Together

Everyone

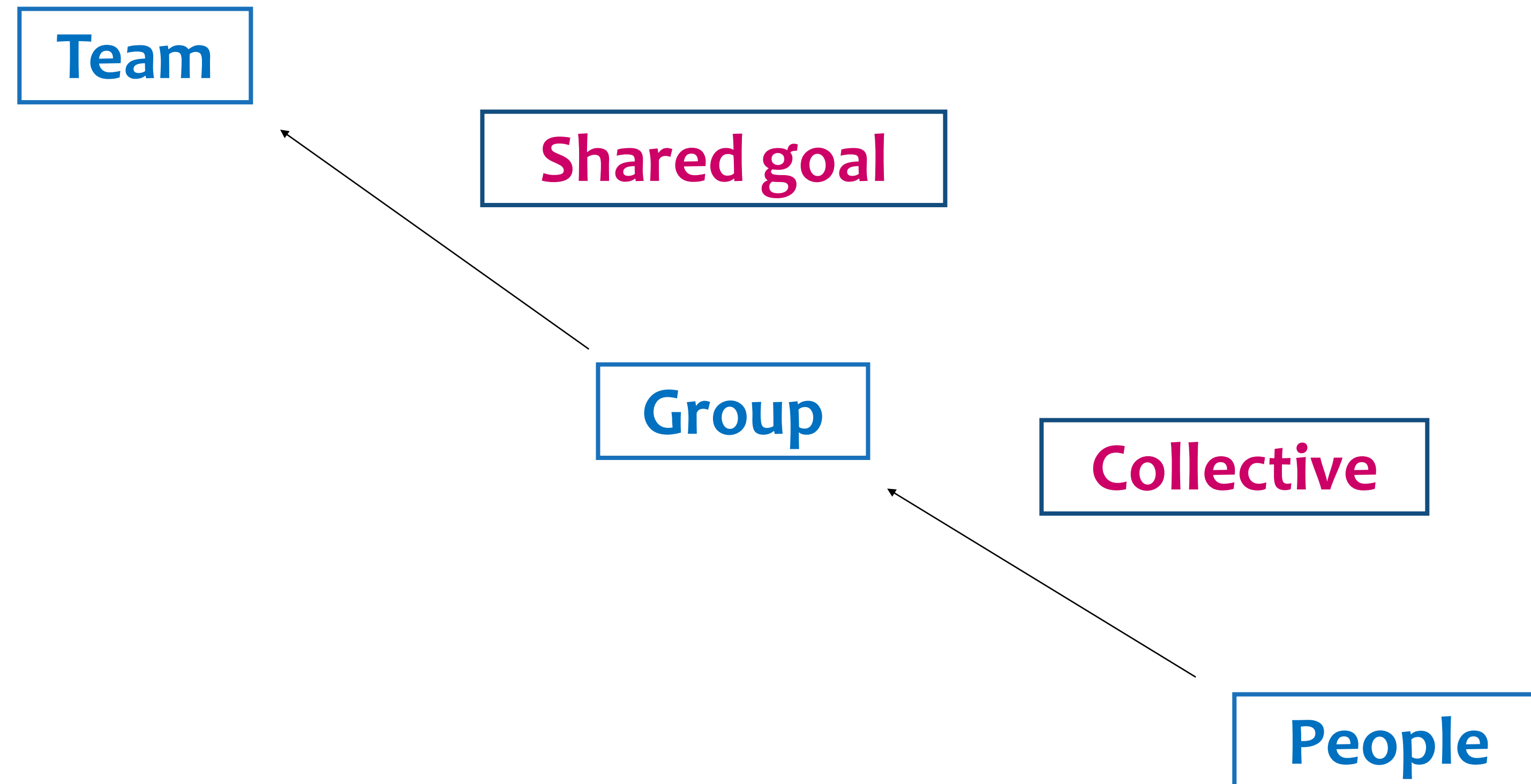
Achieves

More





Group vs. Team





A Bunch of Individuals (Group)



$$1+1+1+1+1= 5$$

A Hi-performing team ..

$$1 \times 2 \times 3 \times 4 \times 5 = 120$$



A Good Team has **'GRIP'**

➤ **G**oals

➤ **R**oles

➤ **I**nterpersonal skills

➤ **P**rocesses

Lost at Sea



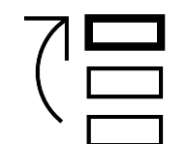
Coastguard Expert Analysis



According to the experts, in this case the US Coastguard, the basic supplies needed when a person is stranded mid-ocean, are articles to attract attention and aid survival until rescue arrives. A transatlantic trip takes roughly 20 days, significantly less with good winds and significantly more without them.

Articles for navigation are of little importance since even if a small life raft were capable of reaching land, it would be impossible to store enough food and water to survive for that amount of time. Without signalling devices, there is almost no chance of being spotted and rescued.

Here you go!





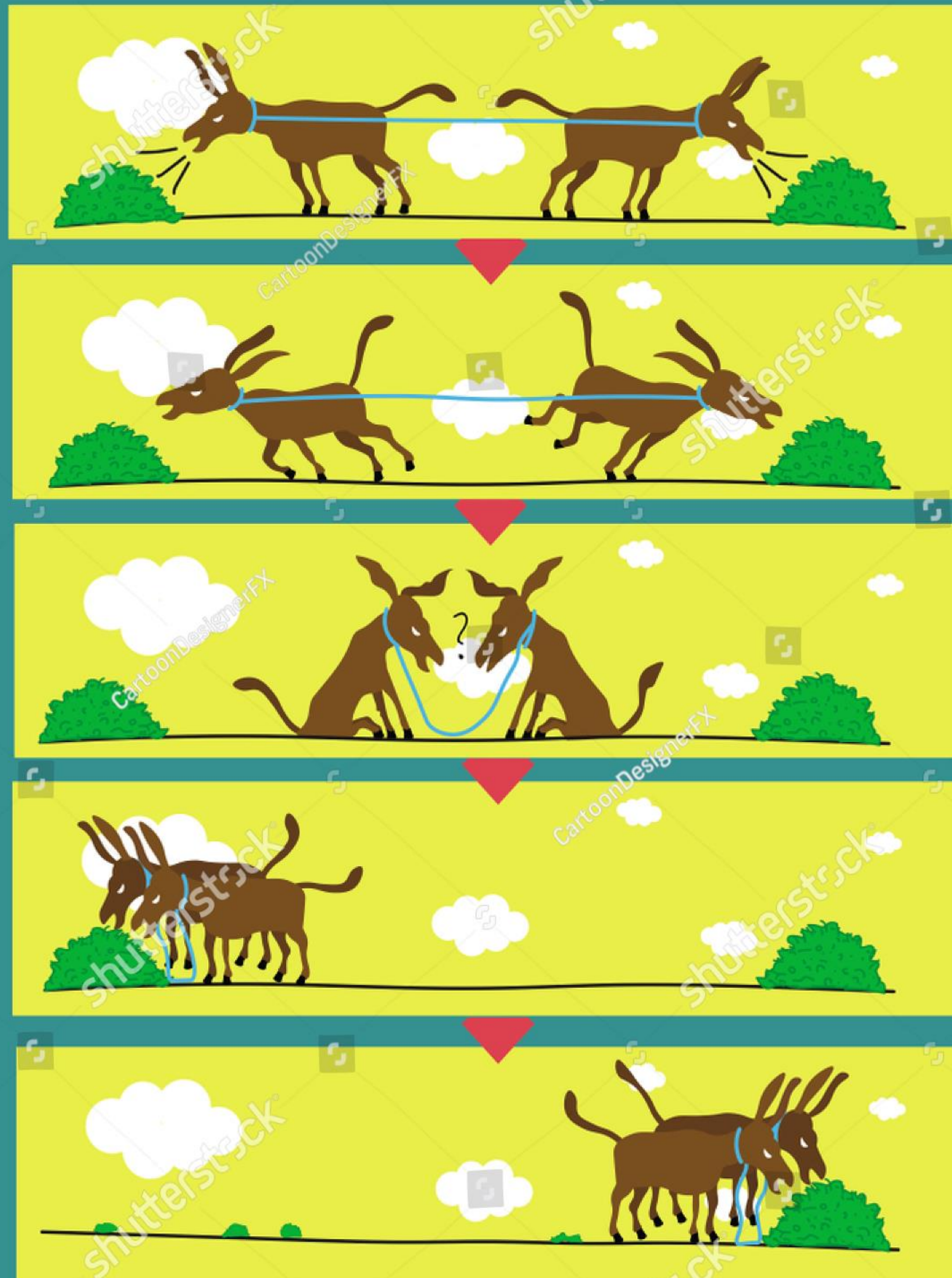
Interpretation Of Scores

Differential score	Your rank / team's rank	Results
00 - 25	Excellent.	You demonstrated great survival skills. Rescued!
26 - 32	Very Good.	Good survival skills. Rescued!
33 - 45	Average.	Seasick, hungry and tired. Rescued!
46 - 55	Fair	Dehydrated and barely alive. It was tough but rescued!
56 – 70+	Weak	Rescued, but only just in time!
71 +	Poor	Oh dear, your empty raft is washed up on a beach, weeks after the search was called off.

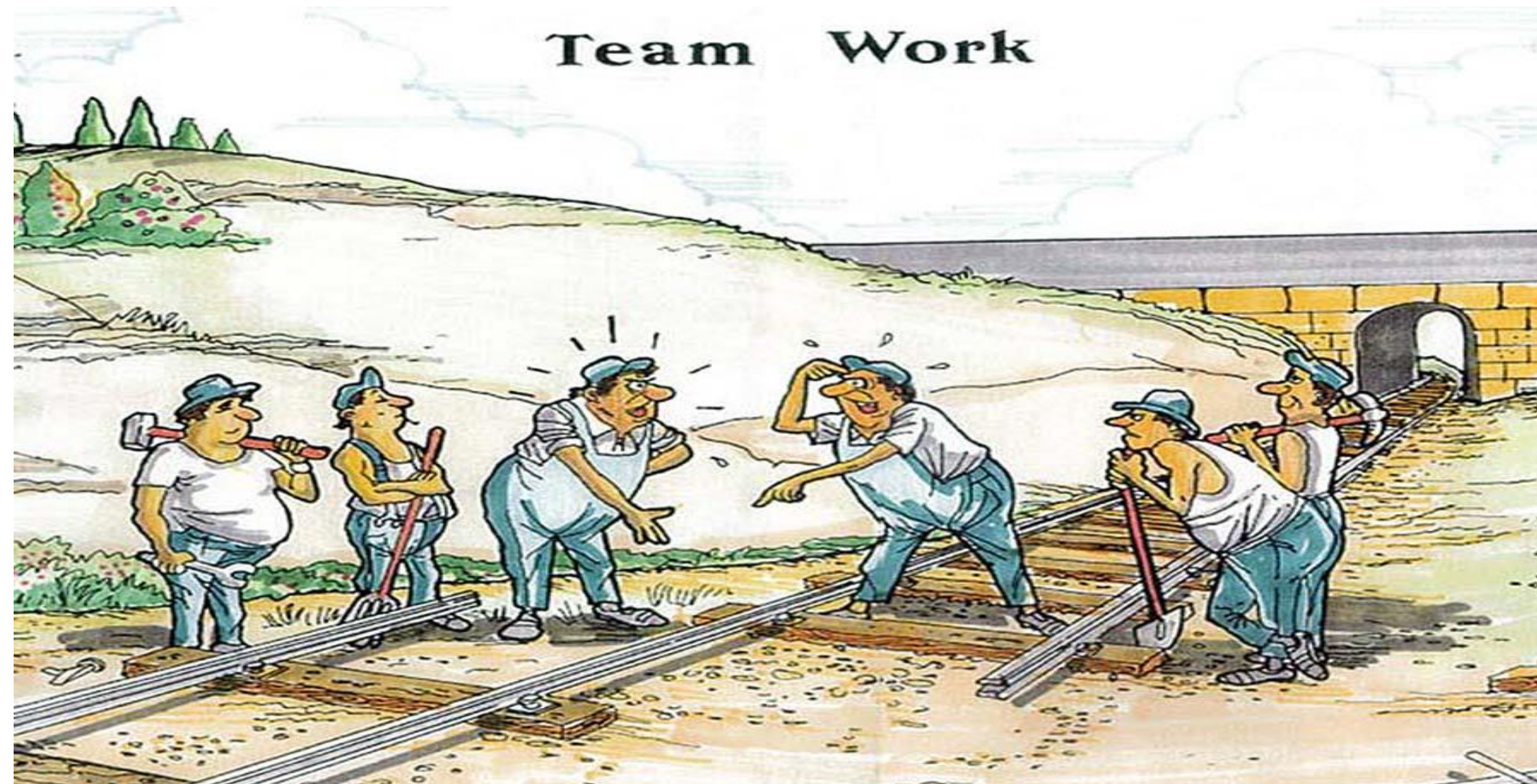


Working in Teams





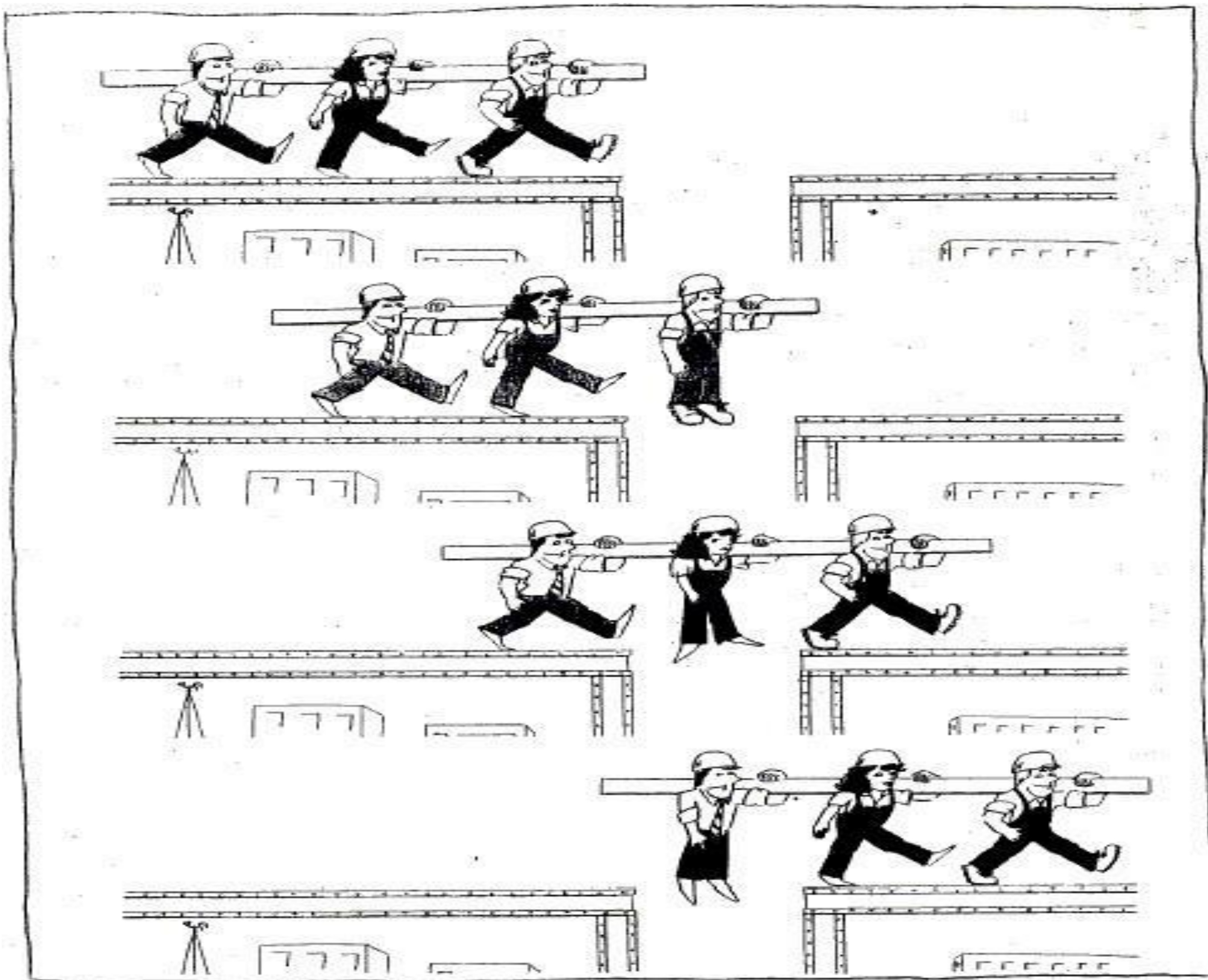
*Productive team members
cooperate than compete*



Productive teams coordinate to bring synergy



Productive teams cheer innovations



Productive teams solve problems creatively



Productive teams address non-performance



Productive teams prefer equity to equality



Productive teams share complementary skill-sets for meeting challenges well



Productive team members are willing to bear more load when needed



*Teamwork is more **WE** and less ME*

A top-down view of a white ceramic coffee cup filled with a frothy latte, sitting on a dark green handle. The cup is placed on a rustic, circular wooden table. Next to the cup is a black rectangular card with the word 'Thanks!' written in a white, cursive script.

Thanks!

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