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**Sent:** Monday, October 3, 2016 6:10 AM  
**Subject:** Week 148 Learning's

[REDACTED]

[REDACTED]

Dear Friend and Colleague,

[REDACTED]

This week I want to discuss with you my three learning topics:

- [REDACTED]  
PepsiCo receiving awards and [REDACTED]

[REDACTED]

PepsiCo India has been getting many awards over the last 18 months. Our awards tally as of today stands at 90. This week, Suchitra collected an important award : For a company with Great managers. This is determined by an external body who circulates a detailed questionnaire about the company leaders amongst the colleagues of the leader. So, in a sense , PepsiCo India employees have given themselves this honour. Thank you for your confidence in your leaders. We also won a runner up award at the SHRM for our Talent Acquisition program and the various initiatives.

The Advertising Club Bangalore held its Big Bang awards this week and we won five awards – three for Kurkure, one for Lipton Ice Tea and one for Mountain Dew. Congratulations to the three teams, great work and keep raising the bar.

We have also won awards in Supply Chain and in Risk management. Our awards reflect an all-round effort across functions.

Here is my learning from the awards:

The two areas where we are winning a lot of industry recognition is in the area of brands and HR. Every campaign we have done has won an award and every HR initiative in Talent acquisition, in Learning and Development, in Diversity has got us an immediate short list and a resultant award for the good work. My learning is that we as employees of PepsiCo India do not recognise the change we have made in brands and in our culture initiatives. Others who see the work through fresh eyes seem to recognise the change and the impact versus what other companies are doing. This is more true for the Hr practices.

So the question you could have is : Do awards matter and whom do they help?

Awards matter to build our reputation as a blue chip employer. Awards tell the world the kind of work and the level of work that is being done in our company. Awards ensure that we are the company to beat in most forums.

winning these awards over the last 18 months. Our only true rival in the last twelve months for the awards has been Hindustan Lever. Finally, awards matter because it adds to your CV value, people will look at you with fresh eyes as PepsiCo India keeps winning awards for its innovative work. We are setting the pace now and not following and that's something all of us want from this great company and everyone in it.

All the best my friends, do well, we need to have a great last quarter

Wr,

Shiv