

Subject: Week 50 Learnings
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Dear All

I spent most of the week in Hyderabad attending the Aditya Birla awards 2018.

I have attended many award functions in my career but this was simply a huge event , by any measure. Here are some points from the Awards:

1. We typically have about 600 managers for the three days.
2. The first two days are spent on presentations for the Planet and Sun awards.
3. The top 3 Teams that were shortlisted by an earlier jury come and present to the 600 people with a new jury, consisting of eminent industry people.
4. In between these presentations we have external speakers, who are again industry experts.
5. This year we had Amitabh Kant, CEO Niti Aayog as a keynote speaker.
6. Amitabh Kant emphasised the need to be globally competitive, to include more women in the workforce and to systematically focus on the poorest/emerging 150 districts of India.
7. He explained the time taken in change from opening a bank account in 55 days to 55 seconds thank to digitization. He also explained how digitization is saving the government 90,000 crores because of direct transfer now, without any middleman.
8. This year we had three panel discussion on young leaders view of ABG and careers, Diversity and inclusion and a view from the top from senior managers. Each panel had its distinct footprint and views.
9. The young leaders panel had advise for the senior managers : be Authentic, Trust your people, do not look over my shoulder, dont make me a slave to time, be environmentally conscious and digitize fast.
10. The awards are clearly the highlight of the three days. The awards night was held at HICC, Hyderabad. I have attached a picture of the grand stage.
11. We have awards in many , many categories across the hierarchy of the organization. This year, we must have given out close to 200 awards.
12. MK Misra, our plant head got an award for his outstanding contribution, Congratulations and richly deserved MKM!!
13. Dr Ram, Our Communications leader got a lifetime achievement award for her 22 years dedicated service to ABG.
14. Satish Jajoo who was involved with Putty a few years ago got the CEO award.
15. Most of the awards have a learning prize and not a cash prize, a learning prize where someone can go to a course or an educational institution or an ethics conference etc etc. This was again different.
16. The awards were laced with a lot of impressive acts, including a dance medley from Priyanka Chopra.

Awards are important in any company because they raise the level of achievement , the level of ambition, provide a competitive healthy spirit. Each person left the room with a dream to win the award next year and that in itself is a significant achievement of any award function.

Apart from soaking in the event by observing from the last row, I got to meet a number of people and understood what was happening in various parts of the group. That in itself was a big learning for me this week.

All the best, feedback welcome

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