

[REDACTED]

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**Sent:** Monday, May 16, 2016 6:16 AM  
**Subject:** Week 128 learnings

[REDACTED]

[REDACTED]

Dear Friend and Colleague,

This week we had the monthly review meeting, the PSP presentation to the sector, an Innovation learning session and a Careers Master class.

[REDACTED]

[REDACTED]. These were the best performers of Quarter 1. Each of them spoke about what they did to be invited for lunch in Head office. Most of them touched on the basics, getting SDPs, getting routes to run, maximising EDGE, driving strike rates etc. One of them mentioned that this was like an Oscar event for him, an event where his talent was being celebrated. So true, well said. I've attached two pictures of the Sales Superstars and a picture of the Unit, channel and brand leaders who achieved double digit growth. The list is getting longer but we need to work harder as competition is also driving similar growths. May will be crucial to establish our lead, not a moment or a case to lose in May please. Congratulations. LESSON : BASICS matter to CHAMPIONS.

[REDACTED]

[REDACTED] SDPs are critical and I want every sales manager to move faster on SDPs. If we keep postponing it, you are postponing your personal success. There is no ideal time to make a SDP change, today is as good as any, so please do move ahead.

[REDACTED]

Attached picture shows the team after the nine hour presentation. Well done everyone, congratulations. The Sector team was appreciative of the fresh and diligent thinking.

[REDACTED] orchestrated a Innovation learning exercise between Supply Chain, R and D, and Marketing. The need to check assumptions, the need to have superior products and the need to execute the basics were strong lessons from this session. There was no glossing over issues, all positives and negatives were placed on the table with full transparency. We have to do a lot more in being an Innovative company from Idea to Implementation. [REDACTED]

[REDACTED]

[REDACTED]  
[REDACTED]. We invited some of our best talent to a one day careers Masterclass, where we had CEOs, talent acquisition leaders and head hunters speak and dialogue with our best talent. I have attached the key points from the daylong session. Please do reach out to the people who attended this session, they can share their personal learnings from the session and the nuggets of wisdom. Learnings :

- The company is not an adversary in managing your career.
- Get a mentor in the company with whom you can discuss options.
- There is no career without performance in any company. The grass always looks greener on the other side, but never turns out that way.
- Career management is an individual choice and individuals need to think through the consequences of their decisions.
- We live in a VUCA world , working in a matrix. Collaboration is key!!

[REDACTED]  
All the best for May , we need the best to win big in May.

Wr,

Shiv