

[REDACTED]

Sent: Monday, September 12, 2016 7:19 AM
Subject: Week 145 Learnings

[REDACTED]

[REDACTED]

Dear Friend and Colleague,

[REDACTED]

This week I will talk about my learnings on organizational capability.

[REDACTED]

The company HR team is running a PepsiCo Assessment centre (PACE) series. The first of the series was done in Gurgaon with SOIL (School of inspired leadership). [REDACTED]

[REDACTED]


My learnings of capability efforts in an organization:

1. Organization capability building is a top 10 agenda item for almost all companies. It is a top 5 item for 60 % of the companies and in India it is the number one priority for 25 % of the companies.
2. Simply stated capability is doing something well to impact the business results of the company. The late management Guru CK Prahalad coined the expression core

competence, which is the sum total of learning and codification of a topic in an organization being better than competitors in the eco system.

3. Two capabilities needed in every organization including PepsiCo : Leadership and Execution
4. When leaders in a company are personally investing their time, then people perceive the structure and result to be far more effective.
5. A well trained and developed employee is a big asset in any eco system and will always be a prized employee.

I definitely want the leaders to champion the learning and capability building. Every one of you is a leader be it of PSRs, CEs, TDMs, Units, Factory employees, etc. This is a win win for the leader, for the individual, for the team and for the company. Can I please see this commitment and can the HRBPs ensure that this is done?



The Y Com is settling down and driving important aspects of our engagement with millennials. The Y Com is going to Business school campuses along with the HR team, to inspire the students to be part of our team. I have attached two pictures of the Y Com on campus. Thanks Y com!

I was at the Demand science workshop [REDACTED] the Insights team. This is a basic model of seeing where demand exists in the country. Food and beverage are different from personal products, because the use of toiletries and detergents is at home and in most cases early morning. Food and beverage on the other hand are consumed through the day and many occasions and demand moments become very exciting areas. The marketing team is taking a first shot at this and we should see a sharper brand portfolio soon.

We had the monthly OR in Mumbai this month and I was proud to see the game changer awards being given out to the best performers in every unit. [REDACTED]
[REDACTED] Well done champs, we need a lot more from you.

All the best.
Wr,
Shiv