

BLUESKY CONNECT

From the desk of the CEO



I used to avidly watch most of the FIFA world cup matches and was encouraged to borrow several takeaways wherein the analogies of team working can be extended to Organizations. Team based sports has always been an inspiration for corporate working and the world cup is not only the highest competitive sporting event, but also a matter of pride for each country.

Argentina seemed to have been the favorites at the start but were overpowered by a young and inexperienced German side, that too by a margin of 4 goals. It's here that tactics employed by the German coach became the nemesis for Argentina. The lesson-Individual stars in companies are of limited use if not supported by well crafted Corporate tactics and strategy. Moreover after Argentina conceded the first goal, the entire team's rhythm went bust making it difficult for them to pull back. Often companies build themselves for success and rarely factor the risks that could derail their plans. When the streak of success snaps, corporate seem to spiral downwards faster than the rate of growth.

Conversely the match between Brazil vs Holland had it's own learning's. Despite being a goal down Holland was able to demonstrate the grit to bounce

back eventually progressing to win the match.

Another learning could be from the England team; highly rated individuals but unable to integrate as a team. Besides when success was not forthcoming the finger pointing and blame game began.

Lastly the world cup champions-Spain, provides valuable takeaways-Familiarity and stability ring in consistent performance. A high percentage of the players in the Spain team represent Barcelona. These players know each other's game too well, resulting in better coordination. Moreover nothing succeeds like success! Their winning streak from Euro 2008 and them being dubbed as the best team got extended to their winning ways in the World cup. Retention and stability of the right employees in organizations make a difference on consistency and customer satisfaction.

Lastly, the World Cup is a prized and prestigious tournament for any nation. It galvanizes individuals to bring out their best. No external motivation is essential as every footballer dreams of winning the world cup. How often do organizations have a galvanizing mission that employees aspire for. Creating a mission transfers the onus from an employer lead proposition to an employee lead proposition. When this happens employees work in an empowered mind set rather than a conventional job.

Don

The Power of Differentiation!

One of the common challenges SME's face is on the equitable and socialist system adopted in assessing performance. Loyalty, stability, integrity; weigh heavily on such enterprises when it comes to performance evaluation and reward disbursement. Fear is the biggest factor that limits enterprises in transitioning towards a more "**Differentiated**" approach.

The potential fear of loyal employees leaving, disgruntlement and upsetting the applecart is the top most concern. However in the same breath every corpo-

rate consistently echoes one intent-'*I want my company to be performance driven*'. Fundamentally what is performance-whether it be at an enterprise or an individual level? It's more of a relative comparison with a benchmark. If we were to jog our memories, right from an early stage starting with school, it has been ingrained by society to have a competitive approach to seek higher rank than others. Parents are more interested on whether their child outperformed other students (Benchmark) as against their own stand alone performance.

Companies that intend to be performance focused must make a start by creating a differentiated environment for employees. Rewards, privileges, flexibilities, recognition are some of the methods. Employees too especially top performers are seeking differentiation. The absence of a differentiated society would inevitably lead to exit of talent. Differentiating though is difficult to pull off. More importantly it needs appropriate metrics of performance and well defined expectations. In its absence, it could get ambivalent and become a sensitive.



Additions to the Bluesky tribe



Is a privately owned and operated post production studio specializing in visual effects for feature films & commercials. They have established themselves as one of India's top visual effect studios in the short span of 2 years. Their film portfolio includes several bollywood films which include Chak De and Om Shanti Om which have won them a few awards along the way.



Operates as a supplier to the Indian research and clinical markets. They also assist international companies to source scientific products, manufacturers and partnerships in India.



PlaySpan's in-game virtual goods commerce and micropayment platform enables game publishers and developers to generate new revenues, acquire new users, and extend the loyalty of existing users. PlaySpan is an in-game commerce network for your virtual assets and digital goods.



Since 1992, R&S Electronics has been active in the Indian film industry installing Dolby Cinema and studio products, offering technical know-how to set-up Dolby Film mixing studios.

CLIENT UPDATES

Khana Khazana on a Roller Coaster!

Master Chef Sanjeev Kapoor with his team is in a big way attracting fleet of food lovers by launching an increasing number of outlets-“The Yellow Chilli”, brand of restaurants not only in India but in Middle East too.

The fast paced expansion of restaurants division has demanded Human Resource Department to gear up adequately to hire an increasing number of Restaurant Managers to maintain the service standards of the Sanjeev Kapoor brand. Besides the growth of outlets has also increased the intake of chefs who would get trained at the Head Office under the close guidance of Master Chef and his team.

The increasing work pressure this month called for a break time for employees of Khana Khazana with “KK-Idol.” All the members including the senior management participated in KK Idol where impromptu teams of two were formed. Knives and recipes this time being replaced by lyrics and mike made everybody hold their stomachs tight with laughter.

Also it's the learning and development season at Khana Khazana with both technical and non-technical modules like Food Costing, HACCP, Keeping yourself organized at work and many other programmes were conducted by expert internal and external trainers

All is virtual. CHAT TRAINING AT PLAYSPAN . . .

The customer support executives at Playspan have to deal with Gamers across North America resolving various queries relating to payments or gaming issues.

These gamers come from very diverse backgrounds making it very difficult for the CSA's to be able to deal with their concerns.

Bluesky is now introducing sessions on chat training where these executives will be trained on how to chat and provide customer support to the mighty gaming population of USA 24*7.

-Recon-Get rolling in 100 days or get rolled out

100 days Performance System: A Term Coined by Recon's virtual Sales Head; Mr. Vijay Malla, and supported by Tabassum is a term that has become well acquainted with all the employees of Recon a company into the manufacture and distribution of edible oil. Mr. Malla came up with a brilliant idea of evaluating the performance of new joiners on the basis of tasks given for 100 days.

It is the time period which is given to new joiners to demonstrate their potential and caliber in Recon. The targets based on various parameters are allotted to new joiners and then a weekly tracking is done to observe the trend of performance of the employee.



The Bluesky Lab– What’s New HR Maturity Grid

With new HR systems continuously invented, designed and implemented; BlueSky is a centre of knowledge in itself. Everyday is a beginning and a gateway to a new creation!

Through this newsletter, we aim at sharing some of those valuable innovations and be the pioneer for the “Next Practices” For this very first edition of ‘BlueSky Connect’, we have the ‘HR Maturity Grid’ to share with all of you.

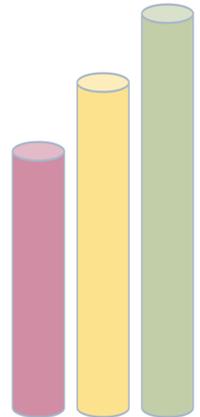
The HR Maturity grid is a tool that provides a Company with

tangible metrics and a definite score that assesses the level of HR maturity within the Organization.

The HR maturity system factors in several dimensions and touch points of Human Resource extremely vital for an organization’s maturity and development. This is translated into a tangible score enabling the respective company to understand what are the HR areas that it’s strong in and corresponding areas it is weak. It also provides a com-

pany on specific initiatives and actions it needs to undertake to improve its score. The HR maturity Grid is plotted on a quarterly basis.

The biggest advantage of the HR maturity Grid is that it makes HR entirely accountable for its performance. Bluesky is continuously enriching and further improving this model. All Bluesky clients have been plotted on the maturity score and you may enquire with the On-site HR Resource on the same



The BLUESKY Cricket League

One of the biggest events of the year for Bluesky has been the Bluesky Cricket League (BCL) that was held in the month of May across the entire client base of BlueSky.

The kind of response and participation that BCL received was phenomenal!! There were 15 teams in total that participated in the tournament; right from the **Spice Masters** to the **Print Masters** to the

Gamers to all the other clients from various industries; Every client participated!

One of the major aims of BCL was to foster recreation and work-life balance among employees of all the clients apart from the competitive team spirit which gets extended to the work place. It focused on team work in the company with winning being the ultimate goal and ex-

tending it to the field in a competitive arena.

Khana Khazana being the winners of the BCL - I Champions, and Print Services the runner up. Every participating team for us, was a WINNER with the kind of team-spirit and team support that they brought to the tournament. 3 Cheers to every participating team!!



Upcoming BlueSky Events

- **Mad Over Donuts??!!** - BLUESKY has recently tied up with Mad Over Donuts and as a gesture, they are offering complimentary donuts for all the Bluesky clients within Mumbai.
- **Management Development Program** - BLUESKY MDP is designed to prepare and equip Managers to be effective in their roles through systematic inputs on various facets of Management, the cornerstone being on managing people effectively.
- **Filing of Returns** - Under Bluesky Connect we extend a value offering to our growing client base. In order to make the process of Filing of Returns a little simpler we arrange for a Chartered Accountant to carry out the process for the client employees. A nominal fee is charged for each Annual Return per person. This is payable by the respective employees to the financial consultants after the filing of returns.
- **Trekking** - Very soon Bluesky is going to arrange for a trek for all its clients!! So dear friends, get ready for the trek and wait to hear more from us very shortly!

Skier Speak....

LIFE AT BLUESKY!!!

Competence, Competitiveness, Candor, fun and Performance is what defines Bluesky and serves as an employee destination! Our commitment to performance and constant innovation drives every individual in this organization! Bluesky is a place for all those with a strong determination to make an impact and support an organization in taking their business to the next level. It is that transformation that every company requires. What really sets us apart is the element of fun & humor prevalent despite impossible to beat deadlines and fire-fighting situations. To sum up the Bluesky culture in one line, it is a company with young bloods pumping in continuous innovations, raising the bars continuously a level higher!



From the Clients....

"The contribution of Bluesky in ITV has been very relevant, as Bluesky has got systems in place.

There is also some amount of structuring that has happened in terms of the way we function for example the attendance policies have brought in regularization the way the employees maintain their attendance.

Payal's positivity and her balance nature of handling both the company and the employees has helped a lot.

I am very happy that Bluesky has come in our organization and it will definitely help this company to move ahead and reward its people as well".

-Mr. Anil Wanvari
CEO & Editor in Chief
Indiantelevision.com

Bluesky Tip!!

If your current job isn't keeping you engaged and motivated, it may be in your power to change it. Begin by identifying your motives, strengths, and passions to help you better understand which aspects of your job will keep you engaged and inspire higher performance. Then, create a diagram of your current job including your job tasks, noting which you do most often. Next, create a diagram of your preferred job indicating which things you want to do more or less of and which tasks you want to add. This chart can help you articulate what you want to do differently. Be sure to engage your supervisor in this process and assure him or her that you won't let your current tasks slide, and also that any new tasks you propose are central to the company.

Get Powered today!!

Looking at outsourcing your HR function?? Get in touch with our Business Development Team now!

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