

My Experience at the Mahindra GPMD Program

A couple of days back, I had an interaction with a bunch of executives who graduated from the Mahindra GPMD program (Global Program for Management Development) which I have been part of as a business anchor and mentor. This is a project spread over 2 years with a 2 week classroom session. This program comprised of different facets but the most important was 3E - Education, Exposure and Experience.

I was honoured to be spearheading this prestigious program as a business anchor and mentor for the last three years. It was an enriching journey full of learnings and insights and I feel, I benefited as much as participants of the program. My network effect multiplied manifold because of rubbing shoulders with all the participants, all of whom were eagerly trying to rise above, to achieve high echelons in the organization. I also learnt first-hand and saw first-hand rise philosophy in action - '*Accepting No Limits*', '*Alternate Thinking*' and '*Driving Positive Change*'.

If I were to look back at the stint, at the start of my tenure it came as a program which had "lost its ways into the dreary desert sand of dead habit". While it was still conducted by one of the most prestigious institutions from US, it was a great 2 weeks of classroom learning only to lose it ways and steam post the classroom sessions. The impact on participants and organization was not evident. And hence, the triple 'E' method were integrated into the program, *a mentor from the business introduced, a live project / problem solving of business situation, a process and strategic guide* to help them keep to the path and last but not least a robust review system, all of which ensured that the program was rejuvenated and the participants enthralled.

इम्तिहान या मुसीबत से कोई बिखर जाता है कोई निखर जाता है।

I also got a solution of a long sought after problem on how executives can make strategy because strategy is one thing managers and leaders in organization often stumble. They understand strategy from bookish point of view but conceiving and implementing strategy is often most challenging task before the leaders. I think this program, the action learning project institutionalises strategy formulation to implementation

The reason, I am sharing this with you is that there are lot of benefits in championing people initiative as it benefits the people, the organization and most importantly 'oneself'. It is the best way to unlearn and relearn.

As I sign off I do that with great amount of satisfaction and also with a feeling that 'I have given' & 'I have got' and now I am a richer man in this process and I hope even the participants, HR Team got benefitted out of this initiative.

जिंदगी की असली उड़ान अभी बाकी है; जिंदगी के कई इम्तिहान अभी बाकी हैं; अभी तो नापी है मुटठी भर ज़मीन आपने; आगे अभी सारा आसमान बाकी है।

Thanks to all participants, the HR, the mentor, strategic guide.....

12th January, 2018