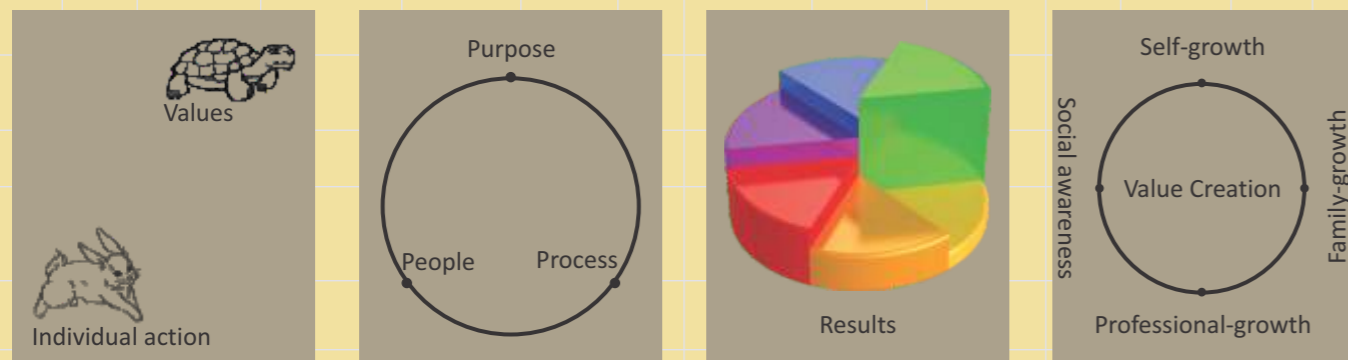


Excellence Way Model:



*Transforming the organisation by transforming the way people think and act.*



*"Would you tell me, please, which way I ought to go from here?" asked the mouse.  
 "That depends a good deal on where you want to get to" said the cat.  
 "I don't care where", said the mouse.  
 "Then it doesn't much matter which way you go", said the cat.*

*Clarify your vision, purpose and values. Knowing where you are going is all you need to get there. The great thing in this world is that you already have all you need to get there. It is not so much where you are, but in what direction you are moving and what means you are using.*

Organisations are placed under tremendous pressure to make short-term decisions that often damage them in the long run. Such decisions are unilateral, almost always poorly thought through, and in some cases fatal. The purpose of this initiative is to design, implement and monitor a philosophy of value-creation driven by "Enduring Values". This will help organisations create and maximize value-creation on a continuous basis. The management philosophy views organisational performance as one of the results of proper management of its "Value Drivers".

Your efforts to create a successful business value, requires a well-clarified "Transformational Philosophy" of which, vision, purpose, and ways to realise the clarified vision are the components. Organizations are characterised by vision, purpose and its value system carefully balanced with that of its people.

**Excellence Way** is a holistic transformational system for organisations through transforming the way people think and act by learning, clarifying, assimilating and living values.

EXCELLENCE  
WAY

Values @ workplace

More often it is understood If our organisation is practicing values and thus ethical then it is bound to lose out when other organisations are free to cheat, lie and do all sort of unethical practices as they please... The fact that organisations with unethical practices prosper needs to be checked out yet once again. As values and ethics begins first and foremost at one's workplace, an organisation that is run unethically can never stand up to first-rate competition anywhere in the world.

If the atmosphere in the workplace is dominated by individual likes and dislikes and thus unethical then it is impossible to combat the harsh vicissitudes of the outside world...A strong ethical and value creating organisation lets you take on the unethical practices without constantly looking over your shoulder to make sure that your side is still intact...Business values and ethics tightens the home front into an effective fighting machine.

**Excellence Way** helps us to create value in a context by realising our vision and purpose with a definite way. Through this initiative people will understand and practice values at workplace. The initiative will ensure transformation happen when the people concerned within the organisation are improving, changing and creating value.

It is a systematic process of continuous learning and value-creation. The model is an effective tool to define and clarify organisational vision and purpose and to realise them through learning, clarifying, assimilating and living values. This is a learning model which effectively addresses every component of organisational development. It is the result of continuous research and study over a period of time. Although it deals with organisational change, it starts with correcting and changing individual and team choices through an "Effective Learning and Clarification" process. It is an inside-out approach that uses corrective and enriching choices that individuals exercise.

Having a clear *purpose* and a broadened perspective are important first step to Value Creation. The next is to pay attention to your orientation to actions in a *process*, and find ways to act appropriately. Then provide a framework to *people* to learn about themselves and guide their personal transformation as well as that of the organisation.

Value creation can only be achieved through an honest and clarified purpose, value creating process pipeline and people with an attitude to learn continuously. Value creation at the level of people involves giving people a chance of involvement in decision-making processes, treating them with respect and dignity, giving them total knowledge of work-life balance, equal opportunities and recognition of effort. Have you checked your organization's vision statement lately? Is the primary objective in the statement that of creating value at the level of purpose, process and people?

What is this phenomenon called value creation, some may wonder? In a few words, value creation entails the provision of products and services not only to customers but all the stakeholders find consistently valuable. The value of your business' products and services is judged in comparison with the direct and indirect requirements.

**Excellence Way** is a comprehensive effort to create value in the organisational pipeline. During the process interactive activities such as arts, clay, music, stories, dance, visualisation, self-enquiry and so on are used as effective value clarification instruments.

### Drishti: Values in purpose transformation

- Organisational study and research for value creation;
- Conducting a diagnostic study for value creation - A master health check-up;
- Developing a value-creating business model and business plan;
- Vision, Purpose, and Value learning, clarification, assimilation, and living initiatives;
- Designing organisational philosophy;
- Communicating organisational philosophy;
- Developing organisational value chain.

### Excellence way: Values in process transformation

- Process transformation-Designing, executing and monitoring a value creating process flow;
- A current-state study of existing processes;
- Designing an ideal state for each process;
- Defining a future-state condition for each process;
- Designing a process flow for value creation;
- Monitoring each process for value creation;
- Initiating continuous improvement projects;
- Designing, Implementing and Monitoring - Visual workplace and 5 "S"
- Total product / service realization management;
- Total customer experience management;
- Total supply chain management;
- Total quality management;
- Total HR management;

### Aashirvaad: Values in people transformation

- Coaching and Mentoring intervention in values for personal re-engineering, purposeful professional performance and effective family excellence.
- Pratham: Employability skill development initiative for students and new recruits.
- Excellence in Executive Education: Executive coaching initiatives in management.
- Lessons in Leadership: A mentoring intervention to create value based leaders.
- Insight: Mentoring initiatives in leading at a higher level for top management executives.
- Signature: Coaching in value creating personal image building and branding.
- First Impression: Coaching in values in Social skills, Etiquettes and Corporate culture.
- Project leadership: Coaching in value based project leadership.
- Entrepreneurial leadership: Mentoring for entrepreneurial leadership.
- Anubhuthi: Activity - based outbound learning initiatives, Retreats and Outreach programs.
- Samvaada: In-house and public workshops in subjects related to self-growth, organisational excellence, family values and social responsibilities.

*When a chain of people who are fulfilling their roles with utmost honesty and humbleness come together - they can ignite enormous amount of value creation.*

### Excellence way - Value @ workplace model

