



# **COMMON GROUND**

## **KEY TAKEAWAYS DOCUMENT**



# Common Ground Webinar Series

Theme: Employee engagement/Crisis management

SEASON 1 | EPISODE 11

## FEATURED SPEAKERS

### Session 1



**Karthik Ramamurthy,**  
MCA, MBA, PMP

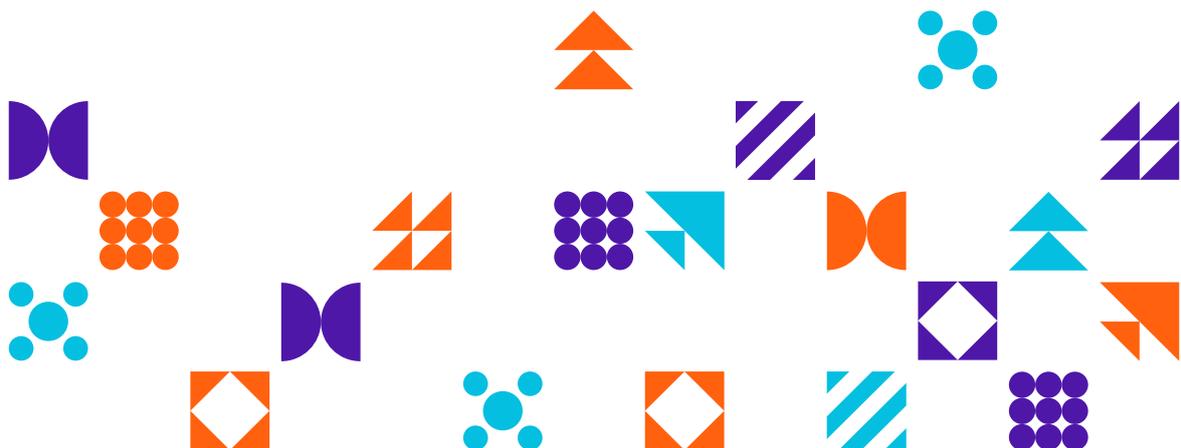
Founder & Chief Consultant, KeyResultz  
Author: Say YES to Project Success -  
Winning the Project Management Game

### Session 2



**Vivek Sonar,** PMP, PMI-RMP

General Manager  
(Product Development)  
Mahindra Trucks & Bus Division



# Session 1: IPL 2020 & Beyond: Inspirational People-Centered Leadership for the New Normal



**Karthik Ramamurthy**, PMP, founder and chief consultant, KeyResultz, is the author of the best-selling book, *Say Yes To Project Success*. He has three decades of expertise in delivering results to global clients. He has been a keynote speaker, presenter, panelist, and moderator at events in a dozen countries. He is a PMI volunteer leader, who has served the community in global, national, and local roles.

## Summary

COVID-19 has altered the working dynamics with work-from-home being the new norm now. This new work arrangement has evoked feelings of worries, frustration, and boredom in employees. In this session, Karthik Ramamurthy explored what he called, Inspirational People-Centered Leadership (IPL). He identified a few common pitfalls associated with remote working. Managing a drop in the team's productivity and morale, as well as balancing the expectations of clients are constraints that project managers face today.

Mr. Ramamurthy shared insights that professionals can use to inspire their team members and themselves. Focussing on the bigger picture and reminding the team about it will align everyone's attention to one common goal. He also encouraged project managers to connect with their team members on social media. Observing their interests such as the type of books and music they like will allow managers to understand team members from different backgrounds.

Team morale is another area of concern. He advised managers to dedicate time to conduct fun quizzes and games with the team. This will boost the team's bond and morale, and reduce their feelings of worries and boredom. This is a time for managers to be there for the team and become a true leader.



## Key takeaways:

- Find strategies to deal with risks during a crisis.
- Stress causes team conflict and demotivation, which affects the delivery of goals.
- Think, act, and communicate like a CEO.
- Focus on the positive side of working from home, such as less commuting and distractions at work.
- Learn new skills. This will be handy in the event of retrenchment.
- Put yourself in others' shoes and communicate with empathy.
- Focus on the good things that your team is doing instead of just scrutinizing mistakes.
- Observe changes in team members and communicate with them transparently.

Make appreciating people a habit, boost your team's mood and productivity.



## Session 2: Resolves for Crisis Situations



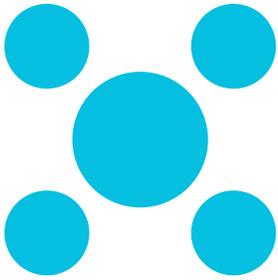
**Vivek Sonar**, PMP, PMI-RMP, general manager, product development, Mahindra Truck and Bus Division, is a project and program management professional with over 30 years of experience in the automotive industry. He is well-versed with automotive new product development stage-gate processes and risk identification. He mentors young professionals and volunteers in his free time.

### Summary

When you are standing face-to-face with a crisis, take a deep breath and listen to your inner voice. Vivek Sonar explains that during stressful times, taking a moment to reflect on one's experiences will remind us that we have crossed and overcome similar struggles in the past. He urged project managers to tap into those experiences and realize that we have overcome wars, financial crises, and natural disasters in the past. And hence, humanity can overcome COVID-19.

Reflecting on the conversations he has had with his inner voice, Mr. Sonar said that a crisis can be both a curse or an opportunity, depending on how we perceive it. Our mind has been conditioned from our childhood to react with fear when faced with a crisis. But now is the time to retrain our mind to view the crisis as an opportunity instead. This is also a time to unlearn and relearn so that we are in touch with the current times and succeed in any situation.





## Key takeaways:

- Whether you perish or progress during a crisis is in your hands.
- Convert a crisis into an opportunity by turning despair into optimism.
- Look for solutions to problems inwardly.
- Survival is an instinct. Make your goal bigger than your needs.
- Redefine your purpose and analyze what new values you can bring to your team.
- Curiosity is a virtue we need to cultivate; see the world through the eyes of a child.
- Let go of preconceived notions and worries of what other people will say about you.
- Don't let success make you complacent; remain humble at all stages.
- Anticipate, organize, and adapt: three strategies to build resilience.
- Stay calm during a crisis and help others.

Saying “I don't know” is good; make that your starting point to learn, unlearn, and relearn.

