



**COMMON GROUND
WEBINAR SERIES**

COMMON GROUND

KEY TAKEAWAYS DOCUMENT



Common Ground Webinar Series

Theme: Crisis management

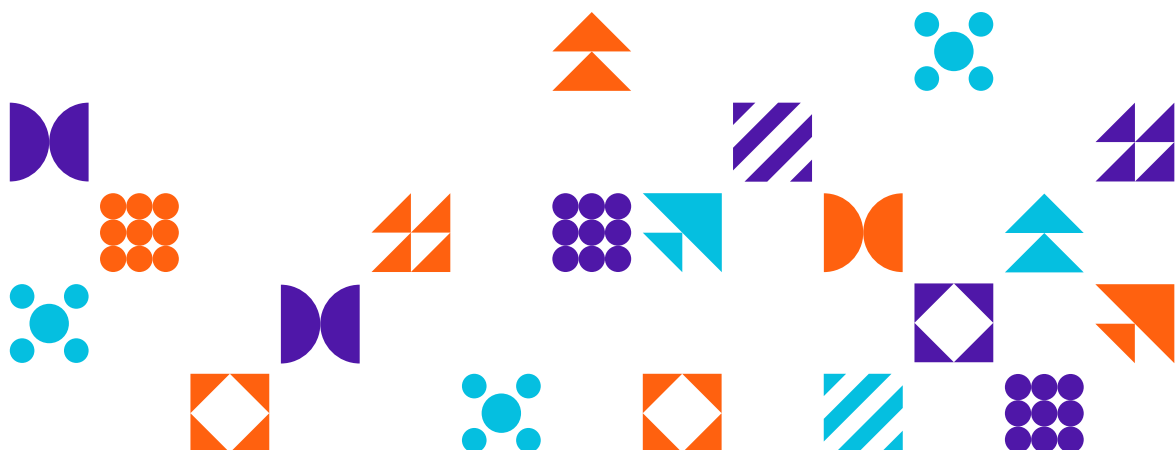
SEASON 1 | EPISODE 9

FEATURED SPEAKER



Kishore Jayaraman

President
Rolls-Royce India & South Asia



Session: The Strength of Outcome-Focused Businesses in a VUCA-World



Kishore Jayaraman, president, Rolls-Royce India & South Asia, has led teams in different parts of the globe across a career spanning 30 years. At Rolls-Royce, he is focused on building capabilities through empowered teams, thereby enabling the company to grow sustainably. Prior to his current assignment, he spent a large part of his career with General Electric. He is an avid reader of world affairs, emerging economics, human history, and geo-politics.

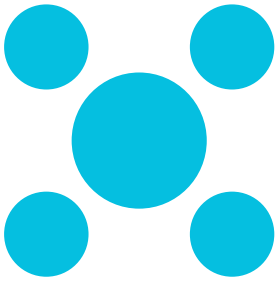
Summary

The year 2020 has taught us that the world can change overnight when we least expect it, especially in the corporate setting. It can come in the form of changes in project goals or working arrangements. Mr. Jayaraman spoke about the need to be prepared for the new normal and be outcome-focused.

He believes in the power of planning; while it is difficult to predict a crisis, staying prepared for changes helps in managing it better. He advised project managers to set clear goals and outcomes for transformation projects. This will ensure that projects do not get side-tracked due to any obstacles in the external environment.

He recommends constantly measuring new outcomes to see whether the team's actions are taking the project toward its goal. It is this outcome-focused culture that will help companies in their drive to increase productivity and enhance team spirit.





Key takeaways:

- Don't fret over changes; put a detailed plan to manage change.
- Every transformation needs to result in an outcome.
- Concentrate on the bigger picture; reflect on how your decisions will impact the company and its stakeholders.
- Establish an outcome-based culture.
- Don't get lost in everyday things; set big goals to boost the team's focus and productivity.

Focussing on outcomes marks the difference between a good and a great team.

