



**Sandip Foundation's
Sandip Institute of Technology & Research Centre, Nashik
Department of Management Studies
Academic Year 2021-22**

Guest/Expert Talk Lecture on “Driving Forces for High Performing Organizations”

Event Title: Guest/Expert Talk Lecture on “Driving Forces for High Performing Organizations”

Date: 31st January 2022

Conduction Duration: 2Hours

Venue: MBA Class Room and through Virtual platform of Google Meet.

Resource Person:

1. Mr Mahesh Dandekar, Ex VP-Human Resource

Coordinator: Dr. Tushar Savale

Objective:

1.To give students Insight about various Skills(Forces) required to work in an organization

About The Program:

Department of Management Studies had organized a guest lecture session on “***Driving Forces for High Performing Organizations***” for MBA Students. The Guest speaker for the same was ***Mr Mahesh Dandekar*** who worked as an Vice President in Human Resource Department in numerous multinational companies of Nasik. While speaking to students he shared his own journey of becoming an VP, he said that he was blessed to work under various multi-talented managers who taught him minute things which matters in an organization and which act as an driving forces for increasing own performance which will contribute to the development of organization.

following were the key take away of his lecture

It takes time and effort to build high-performance teams. This isn't a one-shot deal. Here are four factors that can assist firms in forming high-performing teams.

Change established behaviours and mindsets — A high-performing individual may not even realise it.

In performance reviews, identifying established practises and customary attitudes and gently nudging the mindsets to change will have a significant impact.

Aligning organisational and individual goals – What are the organization's current aims?

Are the team's objectives in line with the company's objectives? The team will be more effective and high performing if this is checked on a regular basis and improvements are made to align these aims.

Creating a culture of appreciation and engagement — Employees value a company that values and encourages their abilities. Appreciation and recognition encourage employees to improve their abilities and conduct, resulting in high-performing teams.

Communication that flows freely – A good organization's backbone is bidirectional, free-flowing communication and feedback. Feedback and communication must be immediate and accurate. This can be taken care of by establishing an agile performance management strategy, which will aid in the development of trusted, skilled, and high-performing teams.

Outcome:

1. Students got an insight about how they can develop themselves into a high performance employee.

Photographs:



