



New Horizon College of Engineering

MBA OUTLOOK

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A monthly E-Newsletter by Department of Management

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MBA International Industrial Visit to Singapore and Malaysia

The student of IV semester MBA 2014 batch went on an international industrial Tour of Singapore and Malaysia from 18th to 24th May 2016. During the tour students visited various industries of Singapore and Malaysia and also attended a workshop at one of the reputed institute in



The difference between school and life?
 In school, you're taught a lesson and then given a test.
 In life, you're given a test that teaches you a lesson.



REPORT ON GLOBAL TRIP

Finally the journey to the City in the Garden begins on the date of 19th early morning 1 clock from Bangalore. By 9 o'clock morning, we reached Singapore- the cosmopolitan city that offers a world class living environment.

We checked in the Grand Imperial hotel at 10.30am and we went for a city tour and visited Singapore flyer and went for shopping and we discovered Singapore is a collage of cultures where people of different ethnicities and beliefs co-exist. On the second day we visited Singapore gallery, which tells about the story of country's transformation over the last 50 years where they plan for the future developments of the country by developing small prototypes of their models. Later we visited NEWater Treatment plant is a Singapore Water Reclamation Study is an initiative to determine the suitability of using NEWater as a source of raw water. Later we visited Sentosa Island to enjoy the Dolphin Show, Underwater World Oceanarium and finally the "Wings of Time" – a show of characters based on sound, light and laser.

On the third day we checked out the hotel and we started a awesome bus ride from Singapore to Malaysia and we checked in the Pearl Hotel and started a city tour to Petronas Towers and the Malaysian cocoa boutique.

On the fourth day we visited Royal Selangor, founded in 1885, it is the world's foremost name in quality pewter, a brand synonymous with design and craftsmanship and later we visited the Lord Murugan Temple which is inside a cave where we have to climb 272 steps and later we visited Memorial Park, which is built for the soldiers who lost their lives during the war, and finally we went for shopping in Malaysia.

On the fifth day we visited the Heriot Watt University and we had a workshop on management studies and everyone had a global exposure and a glimpse into international education. Later we visited the Yakut factory one of the leading manufacturers of diary products and beverages famous for their probiotic drinks and evening we reached the Malaysian airport by 6pm and did some shopping and finally landed in India, Bangalore by 10.45pm.

The tour managers from Thomascook Mr.Simranjith, Keitki, Jack and Nancy were so good in giving us the tour of both countries Singapore and Malaysia and our professor Miss. Niviya Feston took care of the students during the trip.

We had a lot of unforgettable memories, selfies and in this global trip the students had a great exposure of both the countries about their culture, ethnicity, values and their beliefs



5 Rules for Promoting Managers at a Fast-Growing Start-up.



There's nothing quite like being part of a growing company during a hiring spree. The atmosphere in the office is electric, everyone is firing on all cylinders, you're crushing your numbers, all systems are go.

It's also hectic. Companies usually hire aggressively to add horsepower to an operation already in overdrive. The problem is, nothing creates as much work as an influx of fresh faces who will take a few months each to ramp up. Training new hires well, while dealing

with tons of existing work, is a challenge faced by every company going through a recruitment phase.

Our solution has been to build a round of managerial promotions into our company's onboarding protocol, and it's worked phenomenally. Along the way, we learned a few lessons. These guidelines have helped us grow operational bandwidth, lay the groundwork for organic expansion later on and unlock huge leadership talent in some of our highest performers.

1. Keep your org chart tight.

Dumping new hires wherever the current org chart dictates is a likely spread your existing managers extremely thin. Instead, place new employees into teams led by people who already report to a manager, especially when onboarding a few hires at a time.

Try to structure the company such that no supervisor has more than five or six direct reports in general. Index your promotions along that guideline when slotting in the new positions. This creates as little new work as possible when adding hires and keeps the org chart sustainable throughout successive rounds of hiring.

2. Promote from within.

Your organizational culture is the most essential quality to maintain throughout a growth spurt. Culture is the link between the company's future and the work that it took to get where you are today. It's the reason talented people come to work for you instead of someone else.

You may need to import managers at times, but in all cases, make it a priority to retain the company DNA in leadership positions. The best way to ensure that is to promote from your own ranks. Stay loyal to your culture by staying loyal to your people.

3. Use the buddy system for new managers.

Being the only employee to be made a first-time manager can be a seriously alienating experience. It's hard to go from excelling in a team environment to being solely in charge of one, laden with new responsibilities and judged against an unfamiliar rubric.

Address this growing pain by promoting managers in pairs or groups, when possible. Allow them to learn from each other and ramp up as teammates. The company benefits by not only aiding their managerial development, but by ending up with more trained managers ready to absorb future addi-

Cont...

What Is The Difference Between Management & Leadership?

THE MANAGER... **THE LEADER...**

- Accountable
- Control
- Manages
- Focuses on systems and structure
- Relies on control
- Has a short-range view
- Always has his or her eye on the bottom line
- Seeks the status quo
- Is the classic "good soldier"
- Does things right
- Innovates
- Creates Vision
- Develops
- Focuses on People
- Inspires Trust
- Has a long-range perspective
- Always has his or her eye on the horizon
- Challenges the status quo
- Is not a "good soldier"
- Does the "right" thing

1 in 3 business leaders say they see more aggressively educating employees on their role in delivering on the value proposition.

60% of companies face leadership talent shortage which impede performance.

- 75% of companies face leadership talent shortage which impede performance.
- 43% of companies face leadership talent shortage which impede performance.
- 40% of companies face leadership talent shortage which impede performance.

I CAN DO IT!

4. Not everyone is manager material...

Just like any other role, managing people requires specific skills: emotional intelligence, planning and even a certain political savvy, to name a few. Simply being a strong contributor doesn't confer any of these qualities. Moreover, not every high performer in the company will be interested in acquiring them.

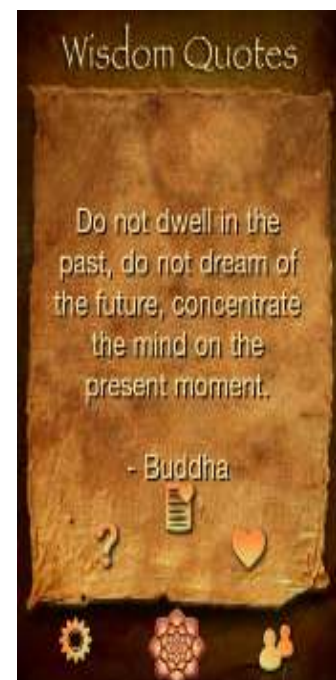
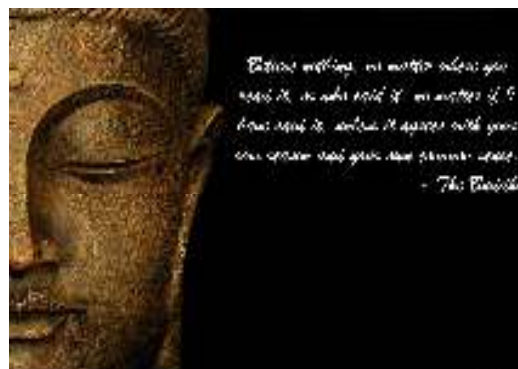
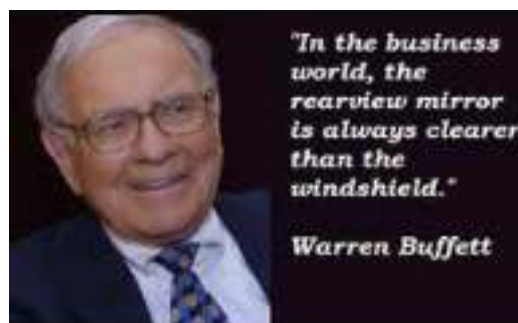
An employee who is simply not interested in developing managerial skills, regardless of the calibre of their output, is not a good fit for a managerial role. When evaluating candidates for a management position, *ask* them whether they want to develop these skills and change their role in the company. The fact is, it's not for everyone.

5. And that has to be OK.

To have that conversation honestly, it's imperative that managerial promotion not represent the sole mode of advancement within your company. If a high performer delivers better results as an individual contributor than they would as a manager, then *let them continue to do that* without making them feel like they're sacrificing recognition.

There's nothing to be gained by forcing a talented individual contributor to sit through planning meetings and level-sets that are far afield of their competencies. A promotion to management should be an operational decision first and foremost; a reward for good work, yes, but one designed to drive results by leveraging leadership potential in the promoted employee.

If a rising superstar's talents are maximized by staying hands-on with the product -- especially if that's what they want -- then ac-



Quotes Of The Month

Life is like a notebook.
2 pages are already
written by GOD.
First page is birth
and last page is death.
Center pages are empty.
Fill them with
smile and love.

Mesmerizing Quotes
www.MesmerizingQuotes.com

I've failed over and over and
over again in my life.
And that is why
i succeed.

-Michael Jordan

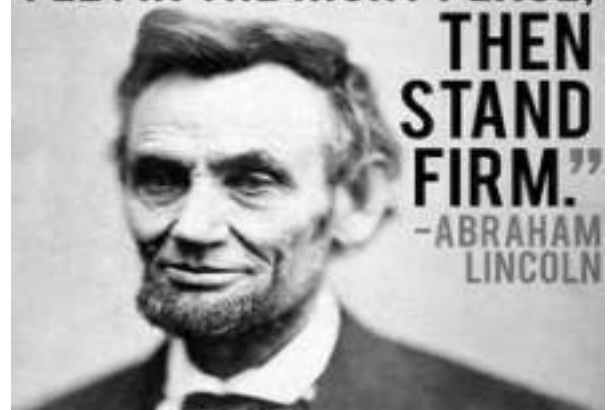


WINNERS..
ARE NOT THOSE
WHO NEVER FAIL
BUT THOSE WHO
NEVER QUIT!



"BE SURE YOU PUT YOUR
FEET IN THE RIGHT PLACE,
THEN
STAND
FIRM."

-ABRAHAM
LINCOLN



Be less curious
about people
and
more curious
about ideas.

Marie Curie



"I freed a thousand
slaves. I could have
freed a thousand
more if only
they knew
they were
slaves."

- Harriet Tubman



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