



# Transition - Trainee to Accountability

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# Key Messages

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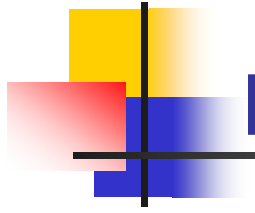
- In a sense, the world sees you as real professionals now.
- With this view, you no longer can claim immunity to the outcomes
- Managing yourself, your family, your professional team, your relationships and your circle of influence is now magnified
- The transition is abrupt and in many cases painful
- Most importantly – you are now ready to fly.
- For “If it is to be – now, it is upto me”.



# Values

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Transition from learning the values to living the values



# Personal Brand

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From a batch reference to that of an individual professional with a distinct identity



# Transactional to Analytical to Strategic

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From a worm view to an a combination of the  
worm and the wide angle view



# Project Management

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From delivering on the critical path to managing a  
critical chain



# Quality focus

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Transition from considering quality in a specific deliverable to working on the theory of constraints to ensure overall quality of the process / operation.

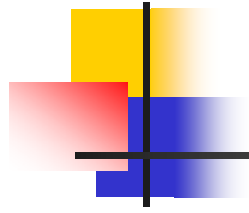


# Managing variables

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From simple and single dimensional variables to multiple multi dimensional and complex variables





# Discipline of Execution

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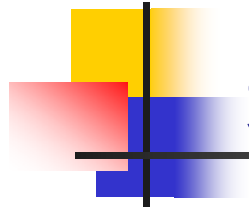
From observer, intern to the doer. Remember,  
leaders are those who get things done



# Customer Relationships

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From individual centric customer relationships to a customer account management process and building customer loyalty.



# Service Orientation

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From delivering service to managing service  
delivery



# Supervision

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From doing under an experienced eye to being the experienced eye



# People Management

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- From being a team member to leading a team
- Being able to motivate and inspire
- Being able to use the collective strengths effectively
- Handling conflicts

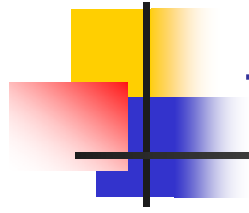


## Performance and Consequence Management

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- From an appraisee to an appraiser
- Providing performance feedback
- Managing consequences of performance
- Building block of a meritocracy

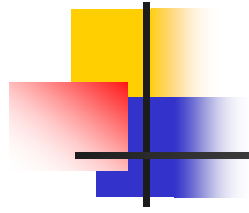
Remember : You are now the management.



# Targets and Milestones

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From purely a competency assessment to an objective based assessment with higher stakes



# Networking and Team Play

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From a similar profile network to a professional network with diverse profiles





# Coaching

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From being taught the ropes to teaching the ropes  
– from a trainee to a trainer



# Communicating

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From delivering the communication to strategizing  
the communication and impact



# Influencing

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From hoping for success to influencing a positive response



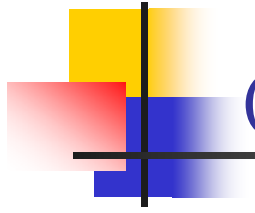
# Vendor Management

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From being part of a vendor management process  
to direct responsibility for vendor management



From working on an innovative idea / process to  
setting a culture of innovation



# Commitment

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From being part of a commitment to giving  
the commitment and coming true



# Ignorance to Expertise

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From being a trainee to a continuous learner and expert



# Stress Management

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From academic and learning based stress to  
managing professional stress

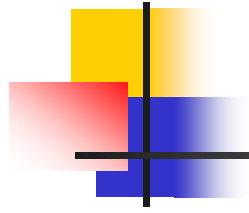




# Working on perceptions

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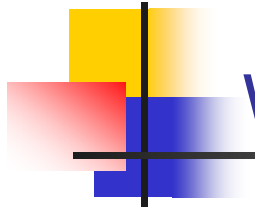
From managing simple deliverables to managing deliverables and perceptions



# Developing a failure showcase

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Learning from failures to making a strong recovery



# Work Life Balance

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From single to multiple priorities