Building Leadership Brand

Mr. Sanjiv Mulloo, was nominated Chairman of the National Productivity and Competitiveness Council (NPCC) in October 2015. He is the CEO of Quad Printers Ltd. He is a knowledgeable and conscientious supplier of Print and Communication services and has always performed and delivered by creating value for his customers and stakeholders.

Sanjiv Mulloo, is among the very few businessmen who believes in the African Renaissance. He is known to be a decision maker and a people person.

He is also an executive coach in leadership. Sanjiv loves his country and believes in the potential of Mauritius to rise as a power in the region.

Best Wishes
Mauritius Leadership Brand

How was the Mauritius Leadership Brand designed?

A participatory approach was adopted to develop the Mauritius Leadership Brand. Surveys and consultative meetings were held with stakeholders representing the interest of the trade unions, civil society, public and private sector to develop the MLB.

The Mauritius Leadership Brand

The Mauritius Leadership Brand has two major elements the fundamentals and the differentiators which our leaders must master.

The fundamentals or the code are:

- Strategist: Leaders must master strategies; they need to have a point of view about the future and position their organizations for continued success.
- Executor: Leaders must be able to execute; they must build organizational systems that work, deliver results and make change happen.
- Talent manager: Leaders must be able to manage today’s talent, know how to motivate, engage and communicate with employees.
- Next generation developer: Leaders must find ways to develop tomorrow’s talent and groom employees for future leadership.
- Personal proficiency- Leaders must demonstrate an ability to learn, act with integrity, exercise social and emotional intelligence, make bold decisions and engender trust.

The Leadership Brand differentiators are:

- Together: Leaders must be able to pull people together and collectively achieve set goals.
- Innovating: Leaders must be able to apply innovative thinking to leadership tasks and create a climate where everyone applies innovative thinking to solve problems and develop new products and services.
- Trusted: Leaders must act selflessly and do what they say they will for the common good.
- Excellence: Leaders must be visionary, ethical and strive for delivering world class results.

Dev Appalswamy, Officer in charge of NPCC mentioned:

“The Mauritius Leadership Brand aims to build a reputation for developing exceptional Mauritian leaders with a distinct set of talents that are uniquely geared to fulfil stakeholders’ expectations. The development of the Mauritian Leadership Brand, we believe will drive the emergence of a Mauritian human capital and culture as the differentiator to ensure prosperity and wellness of our people.”

Why do we have a Mauritius Leadership Brand?

As Mauritius thrives to boost its economic growth and position itself, it is undeniable that talent and leadership development are crucial.

The Mauritius Leadership Brand aims to build a reputation for developing exceptional Mauritian leaders with a distinct set of talents that are uniquely geared to fulfil stakeholders’ expectations. The development of the Mauritian Leadership Brand will drive the emergence of a Mauritian human capital and culture as the differentiator to ensure prosperity and wellness of our people.
Setting the new economy in a volatile, complex, uncertain and ambiguous environment (VUCA World), Dr. Dave Ulrich co-founder & partner at the RBL Group, spoke on techniques to apply by leaders so as not to be left behind and on the qualities it takes to stay competitive. Indeed in the fast evolving new economy it is vital to adapt to change in order not to lose competitiveness. He also defined the changing nature of competitive advantage.

Leaders must always be able to discern trends both in regard to talent and leadership while having a good insight on culture. The time has come for Mauritius to disclose the Mauritius leadership brand.

In this changing world how to adapt to change and capture it? Dr. Dave Ulrich shared some insightful quotes from General Frank Kearney such as; disciplined processes create agile organizations, quick action requires lots of precision, Have decentralized execution of centralized operations, teach people how to think not what to think, empower people to apply ideas and innovate, and lastly, plans are nothing; planning is everything.

In order to be on the winning side in the new economy leaders should emphasize competitiveness. In any business, to have a competitive advantage is to develop uniqueness, that is, something competitors cannot easily copy and value, which means, something we do that our customers will pay for.

Dr. Dave Ulrich elaborated on the various elements of organization competitiveness equating organization capability with individual ability. He also highlighted the importance of talent and teamwork and the need to create employee engagement, devising a new talent formula:

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\text{Talent} = \text{Competence} \times \text{Commitment} \times \text{Contribution}
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Defining culture Dr. Dave Ulrich said that Culture is the ability to shift from an event to a pattern and ultimately to an identity. For instance, Unity is a strong culture; it drives performance, and needs outside influence.

When firms have more unity their performance goes up and performance continues to go up when unity is inclusive of diversity and outside perspective. Performance can go down when unity does not include diversity and outside perspective.

Effective Leaders should help to develop the skills of wellbeing and a Growth Mindset in the entire organization. Below is a list of recommended actions Dr. Dave Ulrich advised to our leaders and managers.

1. Competency Model: Build a Competency Model for the Mauritian Leadership Brand
2. Research: Clarify what Leadership Brand means, answer how to increase productivity through talent, identify best practices in our region. Produce reports, articles, and a book.
Defined as the backbone of a nation, entrepreneurs are the persons who start a new business, enterprise or venture, and who take responsibility for driving its growth. Anyone with the passion and drive can become a successful entrepreneur provided planning and execution are done well.

Women entrepreneurs in cooperatives are being encouraged by the Ministry of Business, Enterprise and Cooperatives to build capacity to create value for the customers. Empowerment of women in entrepreneurship has led to improvement in livelihood of families.

Women entrepreneurs were guided to explore their current business model and the spirit behind creating value, understanding the customer segment, customer channels and customer relationships. Besides they further understand the importance of generating enough revenue in their business to cater for the cost incurred in undertaking the operational activities along with the required resources and partners.

During the second part of the training on Product and Process Improvement all the participants were trained to develop and present better quality products and services and they were exposed to a number of practical tools to improve products and processes.

Great emphasis was laid on the importance of innovation in successful ventures such as the Computer-Heated Lunch Box, a heated lunchbox that plugs into a PC's USB port to keep food warm at work and the Robot Caregivers that can assist with nursing care and are designed to help elderly and disabled people get in and out of bed and to assist in their movement.

Furthermore, social networking has an increasingly important role in marketing and sales. The women learned how to create mail account, facebook account and pages, and to use the opportunities offered by the web. Lastly, the Branding and Packaging module was based on techniques how to make packaging attractive.

Women entrepreneurs were enthusiastic to discuss about their vision, mission and values in the group and were encouraged to share their dreams for their business. Many of them expressed their difficulties in attracting customers and serving customers with quality products. However, they enjoyed playing games on leadership and team building where they grasped the importance of working together to achieve desired targets. Values like respect for people, sharing, helping and quality were discussed in depth during the session. While doing the business model exercise, participants were able to get a bigger picture of their daily reality and were keen to learn how they could use the business model to develop their business plan. The module was completed with an awareness session on the principles of international quality standards and HACCP requirements. Emphasis was laid on the importance of hygiene for entrepreneurs working in the food sector.

The Award of Certificates Ceremony for “Training Programme for Empowerment of Women in Cooperatives” was held at Rajiv Gandhi Science Centre on Thursday 15th October 2015. 60 women entrepreneurs from different cooperatives were awarded a certificate. The ceremony was graced by Hon. Soomilduth Bholah, Minister of Business, Enterprise and Cooperatives, Dr Eric Vanhalewyn, First Secretary and Head of Section at the Delegation of the European Union, Mr. Dev Appalswamy, Officer in Charge of NPCC and other eminent personalities.
The train the trainer course for Industrial Human Resource Development for Africa was organized by the Asian Productivity Organization in collaboration with the Pan African Productivity Association (PAPA) and was coordinated by the Productivity SA. It was specifically designed for staff of National Productivity Organizations (NPO), members of PAPA and other African countries in the process of setting up productivity organizations. Eight countries namely Botswana, Burkina Faso, Ghana, South Africa, Zambia, Namibia, Mauritius and Tanzania were represented in the training.

The course aimed at providing productivity practitioners with relevant skills and knowledge required to excel as trainers, consultants and promoters of productivity and quality. The course focused on both theoretical and practical aspects which enhanced the capability of productivity practitioners and added values to their mission to disseminate and transfer the knowledge to clients and stakeholders.

Françoise Marechal-Charlotte, Head Research and Consultancy, Padmini Busgeet, Bilall Oozeer and Francis Thierry, Productivity Executives of the NPCC attended the training.

The training was organized by the Japan Productivity Centre under the aegis of the Ministry of Economy, Trade and Industry, Government of Japan. The participating African countries were Botswana, Kenya, Mauritius, South Africa, and African Union Commission.

Miss Lakshmi Bhugowandeen and Mrs Priya Gungah Gowreesunkar, Productivity Executives of NPCC participated in a Training on Management Consultancy for Productivity Improvement from 31 August to 11 September 2015 in Japan.

The two weeks’ training has enabled the participants to acquire the knowledge and skills to provide integrated and strategic management consultancy services for productivity improvement, innovation and sustainable business growth, with a cohesive interface within the functional areas of business, finance, marketing, production, and human resource management (HRM).

The participants acquired in-depth knowledge of the strategic management process and framework; consulting skills to design a management strategy for higher productivity and competitiveness, sustainable growth, and to support management innovation; integrated and analytical consulting techniques in the management of the major functional areas of finance, marketing, production and HRM; practical improvement in the production process; and making an action plan for productivity improvement for the clients’ companies of the participants.

“32 participants from diverse NPOs successfully completed the two week intensive training followed by practical in-plant training in a company.”
There are a number of different quotes that could appear to be relevant to you at a certain time in your life but, there's one quote that should be relevant to you all through your working life, if you work at a desk, and that is... “A clear desk makes a clear mind”.

Well, one other thing that you should keep in mind is that keeping your desk clean and tidy is conducive to being productive and getting your work done.

When inspiration or motivation hits, you don’t want to be searching for space on your desk to set down your important work or fighting back the flood of stuff on your desk. So here are 3 great tips to help you to stay organized, keep your desk clean and tidy.

1. Have a bin within reach

This is something that is such a simple thing to do. If you have to constantly get up from your desk and your work to be putting things in the bin, then the bin is too far away from you. An ideal place to have it is under your desk because you don’t want to get into games of rubbish basketball when you should be working.

2. Get rid of unnecessary clutter

Do you really need all of the random office accessories that are on your desk? Unless something is there to serve a purpose then you should get them off your work surface. If you’re not using it, likelihood is that it will cause a distraction which is unnecessary.

3. Clean before you leave

This is an important one. If your boss were to come over to your desk after you departed for the day, Would you be proud of what he or she would see? If not then you need to clean your desk! The best time to be cleaning your desk is at the end of the day. It helps you get ready for a fresh start in the morning and it brings a bit of closure to your day too.

If you’re quite alright with keeping on top of your own personal work space then good for you but you may not be so good at helping to keep your office clean and tidy.

**THE CONNECTION BETWEEN CLEANLINESS AND SUCCESS**

**A HAPPY EMPLOYEE IS A PRODUCTIVE EMPLOYEE.**

Messy workspaces increase stress. When your desk area looks like a bomb went off, that impacts your mental state. A clean office decreases stress levels and results in happier employees. A happy employee is a productive one.

A Germ-Free Zone Means Less Sick Days. By having your office cleaned regularly, you rid the space of bacteria and germs, which directly contributes to your employees’ health.

The Association of Southeast Asian Nations (ASEAN) encompasses ten countries with a multitude of ethnicities and languages, as well as wide economic disparities. But these nations - Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Vietnam - are not only tied together by multiple threads of history and culture but also increasingly linked by business networks, trade relationships, migration, and shared resources. Today, almost five decades after ASEAN’s founding, it is pursuing a more ambitious form of economic integration as a tool for achieving broader prosperity and greater global competitiveness.

This new report from the McKinsey Global Institute finds that the region can add its productivity challenges and find new catalysts for growth by pursuing the opportunities associated with three global mega trends:

(i) Capturing a greater share of global trade flows. The global economy has become deeply interconnected as huge volumes of goods, services, capital, people, and data move across borders. ASEAN is well positioned to capitalize on this phenomenon: it is already the world’s fourth-largest exporting region, strategically located near China, India, and Japan.

(ii) Riding the urbanization wave. The booming cities of Southeast Asia account for more than 65 percent of the region’s GDP today, and more than 90 million people are expected to move to urban areas by 2030. This shift will support the continued growth of the consuming class, which could double, to 263 million households, by 2030. That would make ASEAN a pivotal market of the future for companies pursuing the opportunities associated with three global mega trends.

(iii) Deploying disruptive technologies. Five related technologies - the mobile Internet, big data, the Internet of Things, the automation of knowledge work, and cloud technology - could modernize sectors across Southeast Asia and drive major productivity improvements. Within many industries, large value is at stake for companies that move quickly to digitize. Disruptive technologies could produce 20 billion to 25 billion dollars in annual economic impact by 2030 if the public and private sectors can build out the necessary Internet backbone infrastructure and address workforce skills.

Policy makers are confronted with the challenge to boost economic growth while making it socially inclusive. Addressing high levels of poverty remains critical. Innovation is a driver of income growth, which under certain conditions benefits everybody in society, but which under different conditions might reinforce social exclusion. Innovations themselves can directly improve the well-being of different groups in society.

“Inclusive innovation” projects are initiatives that directly serve the welfare of lower-income and excluded groups. Inclusive innovations can often modify existing technologies, products or services to better meet the needs of those groups. Examples of inclusive innovations include the Tata Nano, a low-cost car produced in India based on a no-frills strategy, and the Narayana Hrudayalaya Cardiac Care Centre which provides heart surgery at a much lower price thanks to business process innovations. Inclusive innovation will only be successful if it reaches a much larger segment of the poor and excluded population than it currently does. Scaling up requires initiatives that are built around: (1) financial sustainable business model; and (2) participation by lower-income and excluded groups. Meeting this objective is challenging, however, as in many countries the income level of a large segment of the population is low, hindering citizens from taking advantage of innovation and new technologies. Companies also often lack adequate knowledge on the needs of poor populations. Infrastructure itself is in many cases inadequate, making it costly for companies to distribute products to poor customers.

Nevertheless, information and communication technologies (ICTs) as well as other emerging technologies have offered new opportunities. The growing importance of emerging markets, including China and India, also contributes by orienting business interests towards innovations that serve lower-income markets. Inclusive innovations in education can be particularly valuable, as they allow children and adults from socio-economically disadvantaged backgrounds to gain the knowledge and skills necessary to participate fully in the economy.

For decades, U.S. companies and organizations have desperately tried to reduce costs in order to stay competitive. This book reveals the secrets of Process Improvement (PI). For any organization, this book defines a process as the interaction of people, methods, materials, equipment, measurement and the environment to perform a task or produce an output. The authors show that in order to be successful, there must be a critical shift in the paradigm of management. The shift is to focus, measure, and redesign critical processes to achieve breakthrough improvements rather than just measuring results and reacting to them. They delineate the difference between measurement of results versus measurement of process. It is only by measuring the process that one can achieve a ‘live’ picture of performance without waiting thirty days for the results.

This book presents a method on how to implement PI step-by-step, with simple realistic examples. It teaches how to: define customer requirements and identify the gaps in your process to meet these requirements; define the critical process in your organization and establish goals for improvement; create a cross-functional team that includes internal/external customers and suppliers of the process under study; establish the ‘As-is’ baseline and define the future state of the process in terms of measures such as yield and throughput time; develop a plan to achieve the ‘future state’; develop a pilot to verify the re-designed process; institutionalize the new process; and select the next critical process for improvement. An array of examples are presented where Process Improvement can be applied - from mundane processes for making breakfast to paving roads. Case histories included in the book are from real-world examples encountered during the authors’ professional careers that depict the breakthrough successes of PI.
Dr Basseer is an international consultant in Psychology and in change management with a strong record of streamlining operations, implementing and evaluating organisational solutions, personal, professional and organisational development and executive coaching. Dr Basseer’s career reflects over 35 years in operational leadership in international industries, academia, human resources and organisational development in centralised and decentralised organisations encompassing emotional wellbeing, mental health and psychological disorders.

Emotional wellbeing is our ability to understand the value of our emotions and use them to move life forward in positive directions. When we experience emotional wellbeing we have a sense of contentment, the ability to deal with stress and bounce back from adversity. The better we are able to master emotions the greater is our capacity to enjoy a fulfilling life and focus on important personal, interpersonal, familial, professional, vocational, educational, and communal priorities. When our emotional wellbeing is affected we may begin to suffer from psychological disorders incapacitating us, impacting on our resilience, making us less productive and more vulnerable.

Dr Basseer talked on Emotional wellbeing and how it is related to other aspects of wellbeing. He emphasized on the fact that emotional wellbeing challenges are evident to the Mauritian nation and how an Institute of Emotional Wellbeing could establish a brighter future for the nation. He further focused on how such an institute will play a significant role towards enhancing the wellbeing of the nation of Mauritius, guided by its philosophy and principles with a noble corporate social responsibility.
20 PRODUCTIVITY APPS TO KEEP YOU (AND YOUR BOSS) ORGANIZED

Email Management Apps

Dispatch
Helps you clean your inbox quickly by sorting, archiving, starring, and marking items as read or unread.

The Swizzle
Keeps your messages organized from emails and notifications to scanning your inbox and sorting them into folders. App for iOS and Android.

Clear
A simple app that cleans out clutter by removing duplicates and empty folders.

Task Management Apps

Any.do
Automatically sorts tasks into a manageable list, allowing you to prioritize and remind yourself of upcoming deadlines.

ZenDay
A calendar app that helps you stay organized with day, week, and month views.

Sociodot
Keeps your social media accounts in check by reminding you to post updates.

EasilyDo
A task management app that helps you prioritize your tasks and set deadlines.

Keep
An app that helps you stay on track by reminding you of tasks and deadlines.

Collaboration Apps

Flow
Collaborates with team members, keeping everyone updated on project progress.

PaperKarma
Helps you stay on top of your tasks by assigning projects and deadlines.

TimeTrade Mobile
A calendar app that allows you to manage your schedule on-the-go.

Zamurai
A productivity app that helps you focus on one task at a time by blocking distractions.

Google Now
A virtual assistant that helps you stay organized by reminding you of upcoming events and upcoming deadlines.

Taskboard
Collaborative taskboard that allows you to track and manage all your tasks.

APPs FOR EXPENSES

Abukai
An expense-tracking app that helps you keep track of expenses and automatically categorizes transactions.

APPs THAT HELP YOU MAKE VIDEOS

VideoShop
Edit your videos and add text, music, and effects to enhance your videos.

APPs TO STOP PROCRASTINATING

Carrot
A productivity app that rewards you for completing tasks.

SOURCE: http://www.lifehack.org/articles/productivity/20-apps-that-will-improve-your-productivity-today.html

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