

# Vedanta Senior Leadership Workshop

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**CATEGORY:** Senior Leadership Workshop

**COMPANY:** Vedanta

**BRIEF AND OBJECTIVES:**

Vedanta hosted a 3-day Leadership Workshop for their Senior Management at Taj Vivanta Gurgaon, from the 15<sup>th</sup> to 17<sup>th</sup> December 2014. They invited 127 illustrious senior leaders from all their group companies worldwide for the workshop.

The purpose was to analyze past performance, plan for the future and celebrate individual and team success. 'Many in body, one in mind,' has never been truer for Vedanta, and this was the right platform for them to meet, strategize and push the envelope to create a wave of change. And therefore, the theme of the conference was chosen as 'wave', which stands for What We At Vedanta Exemplify. The conference focused on the motto for the new year- 'Building a future-ready organisation'.

Given that the attendees were all senior leaders, they could positively motivate and influence their respective teams to work together towards achieving the motto. Therefore, to get them ready for the future, the workshop was centered on topics, discussions and group work to make them future-ready.

**CONCEPT AND ACTIVITY:**

The event was planned bearing in mind the mandate to make it a never-before experience for the audience, and driving the motto in a manner which was lucid enough to absorb, while being engaging enough to be imbibed and practiced. The whole workshop was designed in a way that fostered a lot of interaction, positive debate and communication, which is key to growth and success.

Conferences are usually considered boring. But here, over the 3 days, there was never a dull moment. It was lively, engaging and stimulating. Breaking the norm of stereotypical workshops, there was a brilliant iPad App, created especially for the event, which went on to become a roaring hit amongst the attendees. It facilitated team work and many positive debates & interactions too. The App was designed in such a way that the guests could anonymously key in their questions, inputs & comments to the speakers. This helped the guests to express and voice their opinions much more freely. The technology worked in real time as it was web based. The app garnered a lot of positive feedback from every one and was a runaway success.

Another main feature of the workshop was the Group Work. Everyone was divided into 6 teams and they had to make a 10 minute presentation on the topic assigned to them. The outcome of the Group Work was overwhelming, with teams making outstanding presentations and the ideas put forward by them were truly eye opening. The format of the workshop was designed to make the entire group interact with each other. Therefore, the seating arrangement was shuffled every day to encourage new ideas and fresh perspectives.

Evenings were reserved for informal networking and fun. The delegates enjoyed the nippy Delhi winter over cocktails, conversations, delectable food and entertainment. On the first day, an illusionist was called in. His close-up sleigh-of-hand and extraordinary performance left everyone spellbound. The next day, at the Gala Dinner, the band 'Rajasthaan Roots' made everyone dance to their tunes. The highlight of day 3, was the Awards Ceremony, where eminent personalities were awarded for their hard work and dedication throughout the workshop.

#### **AMPLIFICATION AND SCALE:**

Dubbed as the 'Top 100 Team' of Vedanta, there was a mammoth task at hand, to keep the schedule engaging. And the iPad became the backbone of the entire workshop, made this task a lot easier.

Since, there was just one iPad per table, the teams had to come up with a solution or answer in unison with each other. This encouraged a lot of discussions and communication between people.

The delegates were very enthusiastic throughout the workshop and were focused on achieving targets and working together to make Vedanta future-ready.

#### **RESULTS:**

The outcome of the workshop was truly terrific. It helped everyone understand the ins & outs of Vedanta and how it can overcome the issues to get on the highway to success. A lot of viewpoints came forth and many constructive debates, helped the senior leaders, pave the way forward for Vedanta.

The delegates has many positive things to talk about the workshop, the main one being the iPad app which became extremely popular, due to its brilliant interface that sparked a lot of path-breaking ideas and viewpoints.

All-in-all it was a workshop that proved to be very successful in deciding the way ahead for Vedanta spearheaded by these influential leaders.