

# CEOs! You can Create an Agile Organization

By Prem Kamble  
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## About the Seminar

It is a proven fact that Companies which succeed today are companies that have the agility to change.

Here are two simple questions: First, what is the greatest driver of change today? No prizes for guessing, it is Information Technology.

Second, what is the biggest hindrance to change? No prizes for guessing again – it's people, more significantly, people's attitude.

It is a no-brainer therefore to conclude that agility depends on people and their attitude to change. CEOs, therefore, need to make special efforts to change people's attitude towards IT and IT-Driven Change if you want to create a successful agile organization.

So far your emphasis on training has been very lop-sided – while you know the need for honing the technical skills of the IT people, have you ever thought of building

your own skills to handle IT driven change and its impact on people? Have you ever thought that your leadership team too (which is the other strong partner in the IT game) too needs to enhance its skills to be able to imbibe and handle the change brought about by IT?

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While IT drives the change, people naturally and strongly resist change. Change is unsettling. The problem is compounded by people's fear of technology. Most managers are not comfortable with IT. “I just don't understand this technology” is a very common phrase heard in offices.

If people's fear of IT and their attitude towards IT is the deterrent for agility and change, there is every reason to focus on efforts to overcome this fear of IT, reduce the stress of people by comforting them and addressing the attitude issue.

The CEO is most suited to drive change in an organization and create an agile organization. Driving any change needs authority, and a CEO is the person who wields that authority on each and every person in the organization. Paradoxically, IT department, who are the drivers of change, have no authority over any of those who have to imbibe the change if IT has to be successful.

In such a situation, the IT department looks upon the CEOs to assist in bringing about a change and wielding the authority which can make their lives simpler. But the CEOs have been avoiding it and at best delegating IT to more junior officers because of lack of comfort feeling with IT.

The CEO has a role cut out in this path towards driving change and agility. But the CEOs have been avoiding it because of want of the right skills, and to some extent

their own fear of technology. There is good news. There is no need to know technology to be a good CEO. But at the same time there are some other very simple things to know, which unfortunately are not taught in any schools nor are being talked about in any forums.

### Why this Seminar?

This seminar steers clear of any heavy technology. It covers some very simple ideas which every CEO must know in order to be a good IT-Change Manager, and thus open the doors to a more agile business model. There are some simple things about this technology that you need to learn and a lot of it that you need to unlearn. You need to understand how people behave under IT Driven change and what are their common misconceptions. It is more of a mindset issue which needs to be corrected. But it cannot be taken lightly because mindset issues are the most difficult to change.

Prem Kamble, through his close observations and analysis has discovered that we managers still operate with an industrial age mindset and need to change to a information age perspective. The seminar uses a unique method called the "Time Swing Analysis" Method to analyse industrial age psychology and identify the mindset change required to be a successful manager of the information age.

The seminar helps CEOs to stop perceiving their lack of IT specific knowledge as being a barrier to the effective use of technology

in their organizations. It will help you improve your organization's readiness to IT-Driven Change

You will know

- ▶ People and how they behave under the impact of changes taking place in your organization due to automation
- ▶ The characteristics of information technology itself, some inherent flaws and pitfalls which makes it so painful to implement it
- ▶ How to safeguard against these pitfalls. It covers the Do's and Don'ts of IT for a CEO.
- ▶ Major misconceptions which are the root cause of employee stress, friction between peers and frustration in companies.

What will change for you is the following:

- ▶ you have been consciously or subconsciously avoiding to address the problem head on. After the seminar you will feel confident to address it head-on.
- ▶ there will be a marked change in the way you see the problem, leave alone address this problem
- ▶ you will be more clear in your mind and will have no hesitation, or goose bumps in your belly.
- ▶ you will not avoid but make positive contribution – just the right one – not too less to let it drift nor too much to interfere and de-motivate the team
- ▶ you will be able to direct the project with a purpose.
- ▶ you will be able to intelligently look at your team and make the right choices

of people with the right frame of mind to make the project a success.

### About Prem Kamble



Prem Kamble is a Computer Professional with MBA from IIM Calcutta and B.Tech. from IIT Bombay. He has passed Advanced Management course called "Energo Cybernetic Strategy" with flying colors from Germany. He has also attended self-development programs like Est, Forum, Advanced Course, SELP (Self Expression & Leadership Program), etc. organized by Landmark Education Foundation, USA which have helped him to develop a broader outlook and a different way of thinking.

He has successfully overseen technology transitions for over 25 years. During his career, he has been a keen student of Change Management, particularly the people and psychological issues of IT Management.

He has worked both as Software Delivery head in SEI Level 5 companies and as Head of Technology in manufacturing companies. As Head of IT in companies like Essar, Sutherland, Pidilite, Modi Rubber, etc. he has been extremely successful in developing and implementing computerized systems in the toughest of situations.

As Software Delivery Head in SEI Level 5 company, he created records of

- ✔ Delivering all projects on time
- ✔ Highest Repeat Orders
- ✔ Highest Resource Utilization

He started his career in IT and in less than five years was heading the IT function for a group of companies. His areas of interest are business and human aspects of Information Technology.

## What is Unique about Us

Prem has very closely interacted with people and lived with them during the struggle of technological changes. He therefore knows their fears, discomforts, anxieties and frustrations particularly with respect to IT driven organizational change. Their fears of lack of IT knowledge are genuine, but there is a gap in what managers think they need to know of IT, and what they should actually know. Prem has compiled over the last decades just that what the managers should know about IT to be effective, and presents it in a language simple for them to grasp.

What makes this presentation unique compared to most of the IT seminars is his 'out-of-the-box' thinking and a knack to see what is not so obvious. This skill is amply demonstrated in his various articles and blogs. He has published articles on InfoTech management in the country's leading magazines. He has done a deep analysis of the psychology of change from the industrial revolution to the information revolution, and believes that there is need to change our thinking from machine age to the IT age.

## Who Should Participate?

This seminar is exclusively for CEOs of any business who want to make a difference by successfully bringing about rapid and smooth changes to meet the business requirements.

(Images: NASA/courtesy of nasaimages.org)

## Success Stories / Real Life Case Studies

### ✔ On Business Orientation in IT

✔ Prem Kamble's **real life case study** to get maximum Business Benefit through IT - published in Times of India. <http://pukamble.tripod.com/toi>

### ✔ On People Orientation in IT

✔ Prem Kamble created a record in a SEI Level 5 company by delivering all projects on time and to specs, to the utmost delight of his customers. Read Key Success Factors <http://prem.cu.cc/dsq>.

### ✔ On Successful IT Implementation Strategy

✔ His Implementation Strategy and People orientation which led to the successful implementation was published as a cover article in Computers Today. Read key success factors <http://prem.cu.cc/ct1>.

## Prem Kamble

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