

NEW MANAGEMENT SYSTEM

Next phase of restructuring our organization - FAT

Mentorship Vs Supervision

Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise.

Mentor's role is active listening, role modeling, clear boundaries, analytical skills and give honest feedback. A mentor cannot give orders or be held accountable for mentee's actions.

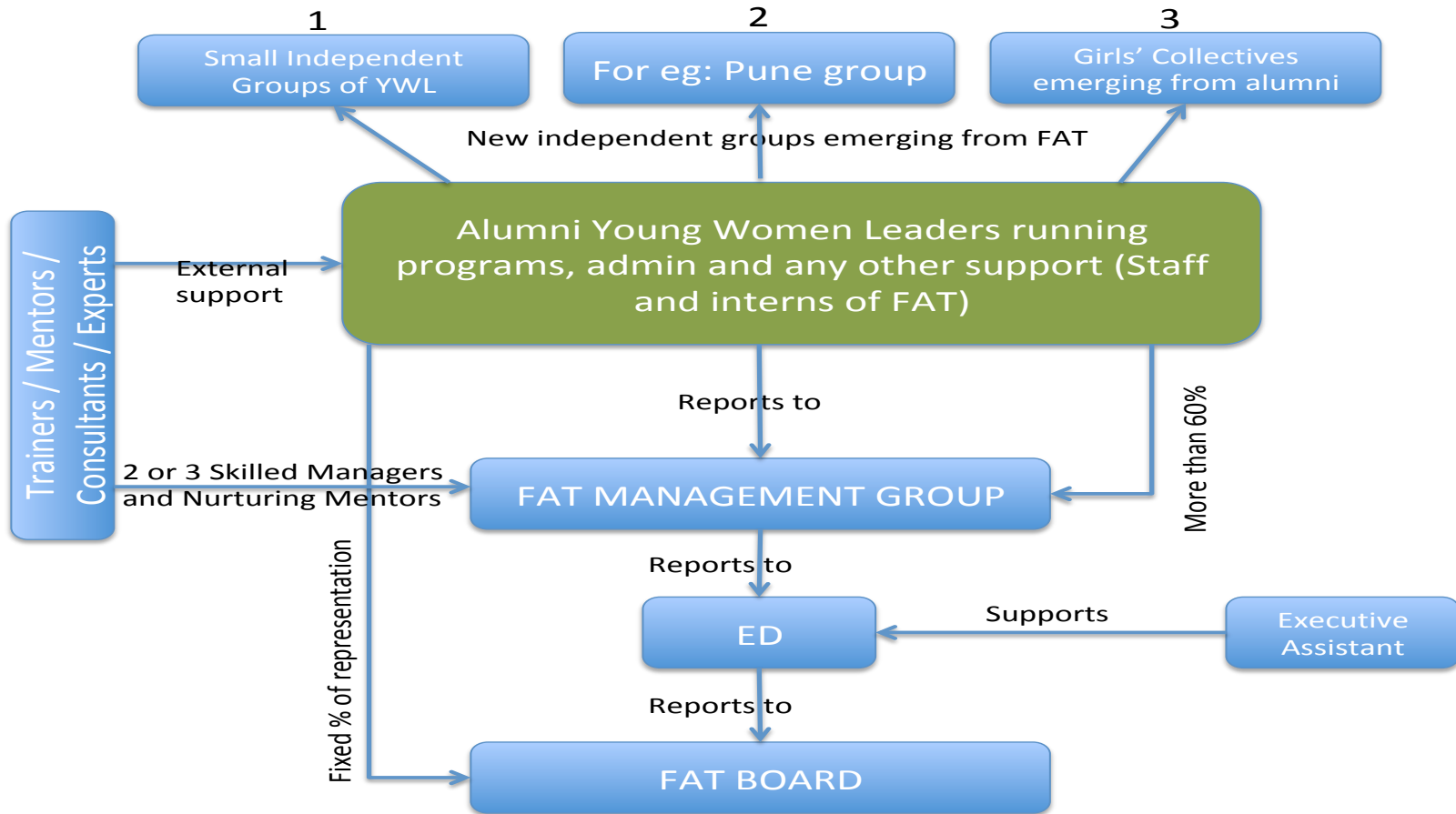
Supervision is to oversee a person or group of people engaged in an activity or task and keep order or ensure that she/he/they perform it correctly.

A supervisor has the power and authority to do the following actions:

Give instructions and/or orders to subordinates.

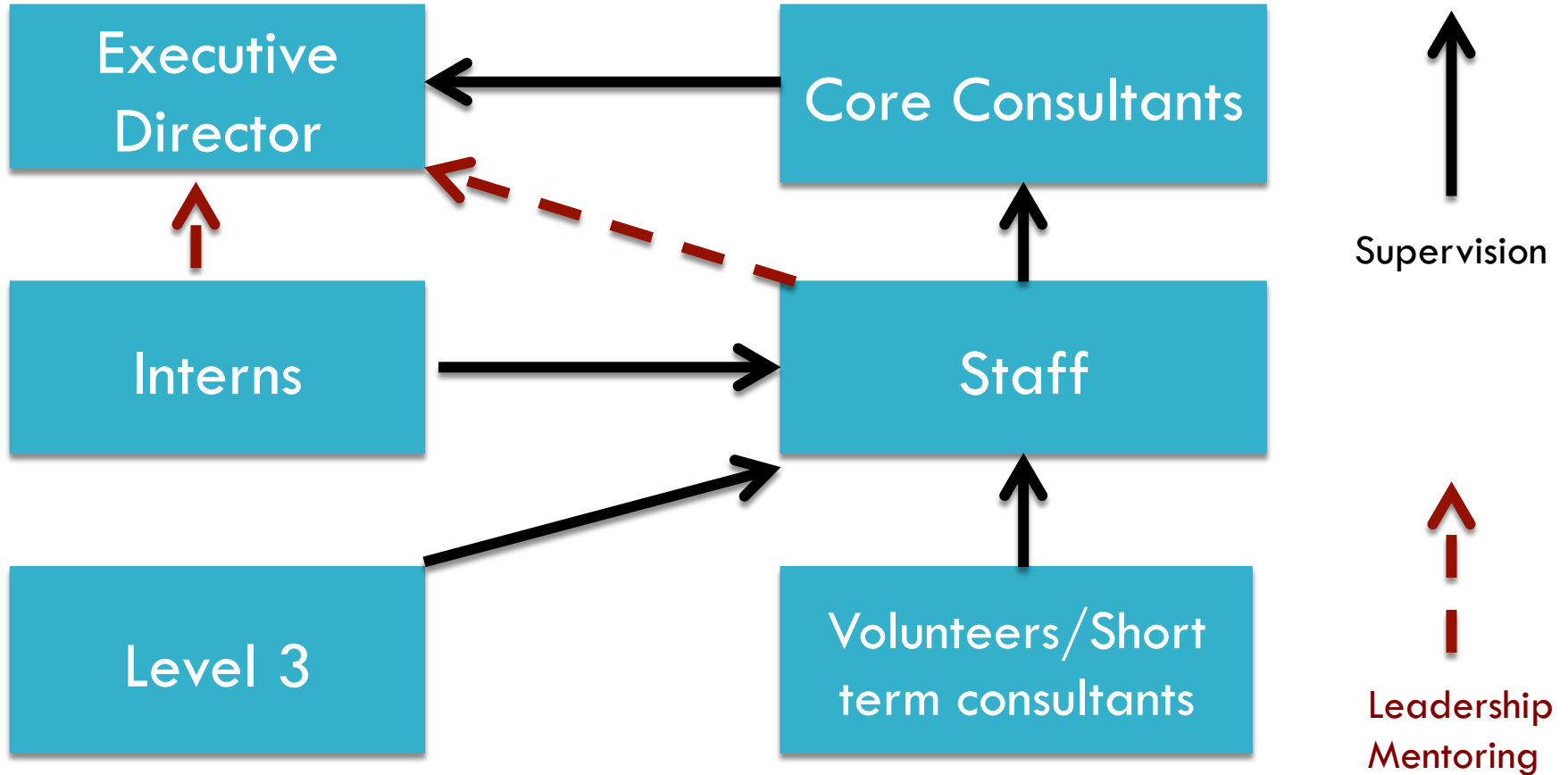
Be held responsible for the work and actions of other employees.

Planned Organizational Structure



OD Consultant / Coach

Interim Organizational Structure

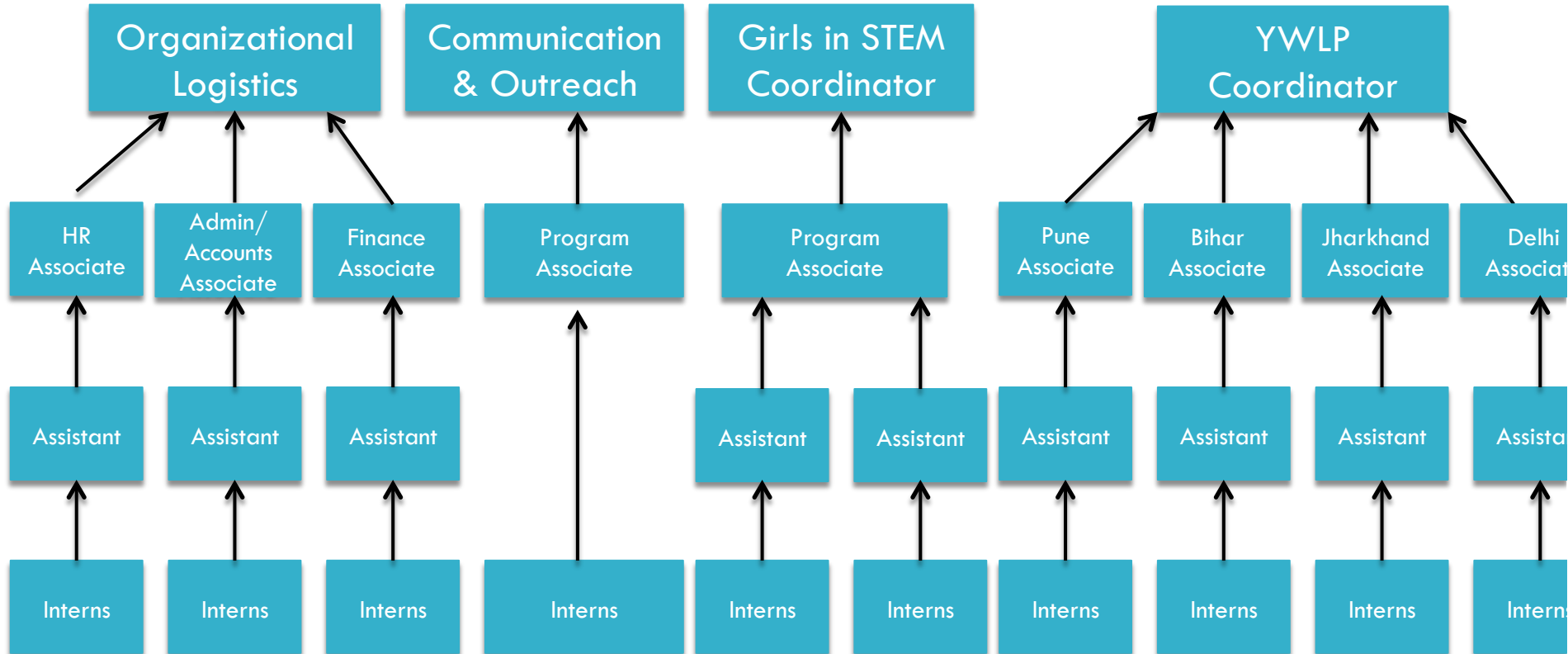


Staff and Interns Structure

PME & STEM Integration

Communication & Outreach

Program & Organizational Management



New Internship Vacancies for Level 3

5

Maintenance
Technicians

5

IT
Technicians

5

Communication
and Outreach

2

PME
Interns



December Plans - 2018

New Ideas and Appraisals

Leaders Vs Managers

Leaders influence, have people follow them

Vision: know where you are, where you want to go and guide your team to define a path for the future

Honesty & Integrity: are crucial to get your people to believe you and buy in to the journey you are taking them on

Inspiration: inspire your team to be all they can be by making sure they understand their role in the bigger picture

Ability to Challenge: do not be afraid to challenge the status quo, do things differently and have the courage to think outside the box

Communication Skills: keep your team informed of the journey, where you are, where you are heading and share any roadblocks you may encounter along the way

Managers direct, have people who work for them

Being Able to Execute a Vision: take a strategic vision (may not be your own but defined by an organization or a leader) and break it down into a roadmap to be followed by the team

Ability to Direct: day-to-day work efforts, review resources needed and anticipate needs along the way

Process Management: establish work rules, processes, standards and operating procedures

People Focused: look after your people, their needs, listen to them and involve them

Accountability: Is answerable for not just the team but also the end results of the task entrusted on them by a leader or an organization

Opportunities



- STEM for Social Good, Girl-Up event, 8th and 9th Dec, Delhi
- Ayana International Microgrants, Inhouse, December, All locations
- Friday learning sessions for new ideas, every Friday, December