

## **Profile of Dr. Sandhya M**

Sandhya Maliye is currently working as Post Doctoral fellow on ‘Corporate social responsibility and labour market barriers for persons with disabilities’.she has held faculty positions in the business schools as well as HR Manager in the service sector in india abroad.she has done her M.Phil on ‘Women Professional and role conflict’and her Doctoral work is on ‘Women Managers in Hyderabad: A Sociological Study



**Resource Person: Dr.SANDHYA.M**

Researcher/PDR,ICSSR

Title: Challenges In Organization For A New Employee-follow To Overcome

Date: 16/04/2015

Venue : Seminar Hall

Time : 12.15 To 1.30pm

**Seminar Write up**

- Create a way to communicate with employees about new initiatives and their progress. Instruct key management to provide employees with regular updates at team meetings.
- Market the new business strategy to each group. Explain the new plan in terms that help each group understand how the new strategy will make their own jobs better or easier. Everyone in the organization must understand the goal of the new business strategy.
- Invite a team member from each functional group to participate in meetings or provide seminars for each group to market the strategy.
- Select a group of change agents from key positions to help manage planning and implementation. Find one person from each group who is vocal. Try to select those in non management positions as well.
- Develop key deliverables for each department, organization and person involved in the new business strategy. A deliverable is a final report or the output from implementing the new business strategy. Each group head must tailor the deliverable to the goals of the group.
- Tie successful implementation to compensation. Create at least four key milestones and goals to measure success throughout the year. Report on performance regularly and publicly reward those people or groups that meet goals.

