

LEADERSHIP IN TURBULENT TIMES

A day with Vineet Nayar

October 18, 2013 | Mumbai

**An intensive face
to face program
led by the
India's most
celebrated CEO**



Vineet Nayar

Working side-by-side with Vineet Nayar can be the experience of a lifetime.

Managing Today

Building Tomorrow

This new edition is intended to serve as a strategic enabler, the kick-off you need to start building the future you want for your business.

Don't miss the opportunity to be a part of this intimate seminar, and join 150 CEOs and executives from across India for a candid discussion on leadership in today's global scenario.

Bring your questions. Get answers.

Like Never Before

Leader to Leader

Take this year's program where you want to take it, where you need to take it. Vineet will be there to:

- Steer, prompt, and inspire you
- Share, debate, and reframe your decisions and resolutions
- Help you go beyond defensive actions and get into your leading role head-on

- Keep moving yourself and your business forward to where you want it to be

Vineet is eager to work with you.



Vineet Nayar



“I am on the verge of declaring that Mr. Nayar could be the next Peter Ducker” –Tom Peters. Garry Hamel applauded his ideas and included this as a case study in his new book “What matters now”. Fortune recognized HCL as “the world’s most modern management,” and Vineet was also chosen by Fortune Magazine for its first ever, global “Executive Dream Team”, described as an “all-star leadership” that “could coalesce and dominate in any industry”. This is in addition to his inclusion in the elite “Thinkers 50 List” which is a definitive list of the world’s top 50 business thinkers”.

Vineet Nayar is Vice Chairman of \$4.5 billion HCL Technologies and author of the highly acclaimed management book *“Employees First, Customers Second”: Turning Conventional Management Upside Down”* He is an acknowledged management visionary and a radical thinker who architected HCLT’s transformation that saw its revenues and market cap grow six fold. **Fortune** recognized HCL as *“the world’s most modern management”* while **BusinessWeek** named HCLT as *“one of the world’s most influential companies”*. HCL’s innovative management practices are taught as a case study at both the **Harvard** and **London Business School**.

Vineet was recently chosen by **Fortune Magazine** for its first ever, global *“Executive Dream Team”* .He is part of the elite **“Thinkers 50 List”** - a definitive list of the world’s top 50 business thinkers. His work over the last decade through his Foundation has seen Vineet being cited in **Forbes magazine's** prestigious ' *Heroes of philanthropy List 2013* '.

Vineet joined HCL in 1985. In 1993, he founded Comnet and helped it grow into a \$1 billion business. In 2005, Vineet became President of HCL Technologies and served as the company’s CEO from 2007 till January 2013 and continues to be its Vice Chairman today.



“Leadership in turbulent Times - Lessons from the trenches”

A perfect storm is brewing all over again.

The economic growth is slowing down; Rupee devaluation, policy paralysis aided by leadership inaction on bold reforms, holds little hope for the future. Employees are increasingly feeling overwhelmed with disappointment, helplessness and the business outlook is turning pessimistic.

So is this crisis a threat or an opportunity? How do you inspire and lead in such turbulent times?

At the peak of 2008 meltdown led by Lehman Brother collapse, one man saw an opportunity to grow in the crisis. He questioned conventional management thinking, redefined how to inspire and lead in turbulent times through a radical idea called **“Employees First, Customer Second”**. This set the stage for the transformation of HCL Technologies that saw revenues, profits and market cap grow over six folds in 8 years led by the efforts of 90,000 passionate employees.

No wonder Management Guru Tom Peters went as far as to say “...I am on the verge of declaring that Mr. Nayar could be the next Peter Ducker”. Garry Hamel applauded him for his ideas and included this as a case study in his new book “What matters now”. Fortune recognized his ideas as “The world’s most modern Management”. Vineet was also chosen by Fortune Magazine for its first ever, global “Executive Dream Team”, described as an “all-star leadership” that “could coalesce and dominate in any industry”. This is in addition to his being the highest placed Practitioner Thinker in the elite “Thinkers 50 List” which is a definitive list of the world’s top 50 business thinkers.

Turbulent times need “managers” to transform themselves into “Inspirational Leaders”. Those who inspire are trusted, respected and deliver results others will find difficult to even think as possible. Inspirational leaders are unconventional, bold, fearless, honest, passionate, caring and most importantly they know their teams will climb the Everest if that is what is needed today.

So how does one learn to be such an “Inspirational leader”?

In this Fire Side Chat you would hear of one possible systematic approach of reaching this goal. This would be led by an inspirational leader and a practitioner himself who has lived through this journey. The focus would be on practical ideas and on ground lessons that are very relevant for managers and leaders aspiring to lead in turbulent times.

Known worldwide for his unconventional ideas, Board level workshops, mind changing training programs and inspirational leadership, for the first time Vineet is stepping out to help managers and Leaders in India with a strong desire of becoming an inspired leader, by showing them how.

Vineet is doing this workshop to raise resources for ‘Parivartan’ – A School Transformation Program in Punjab that will impact 250,000 children being undertaken by Sampark Foundation (www.samparkfoundation.org) which he had established in 2004. Creating a million smiles is his dream and we seek your participation in this journey through this workshop.

Agenda

09:00 - 09:30 am

REGISTRATION

MORNING AGENDA- Wake up the sleeping leader within you - jump start your journey to lead in turbulent times.

The morning session starts with three litmus tests that could signal the 'passing over' of the tide of manager to a leader. We will then develop an idea tool kit around 5 critical success questions that would help you think how you can start the process of making the transition. This session is not a knowledge sharing session but a thought provoking one that will ask you to think differently and will push the boundaries of logic and reason so that you start looking inward for strength and unconventional ideas to inspire.

09:30 - 10:00 am

Reboot-Dealing with the 3 litmus tests to know where you are in this journey from a manager to being an Leader. Establishing the reason "why" you want to change your leadership style.

10:00 - 11:00 am

Think out of the box to develop a tool kit to be an Inspirational Leader.

- o How do I plug into the heart beat of my team?
- o How do I deal with Constraints?

11:00 - 11:30 am

Tea break and reflection time.

11:30 - 12:30 pm

Think out of the box to add to the tool kit to be an Inspirational Leader.

- o How do I configure my team into a high performance unit?
- o How do I inspire my team to perform miracles?
- o How do I overcome my weaknesses and can I emerge as a leader despite them?

12:30 - 01:15 pm

Discuss live situations and apply our learning's.

01:15 - 02:15 pm

Lunch and Reflection time.

02:15 - 03:30 pm

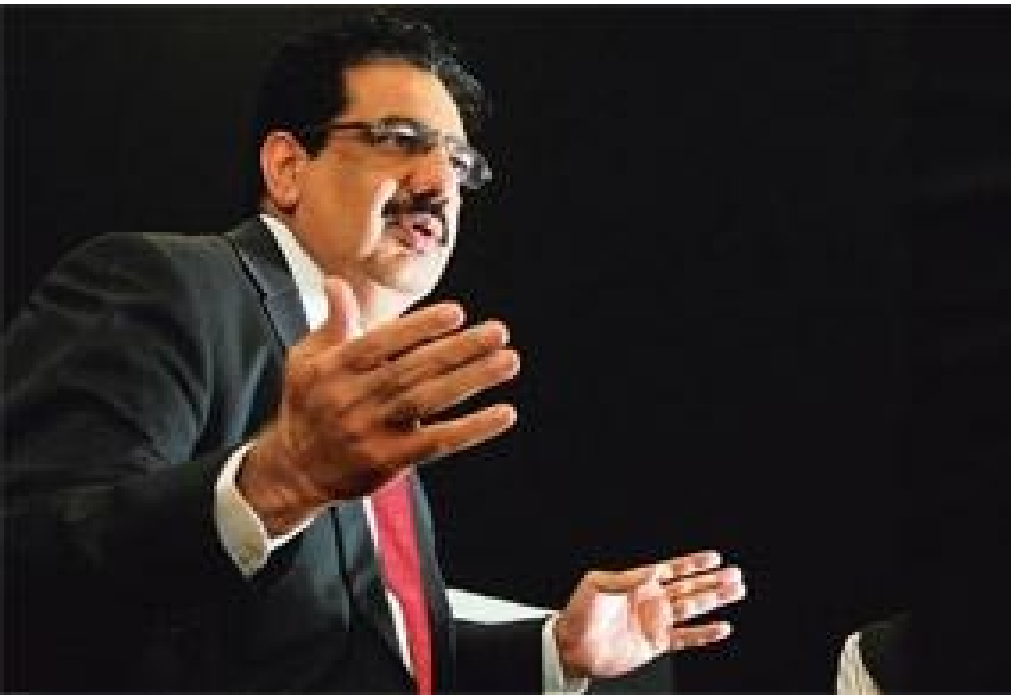
AFTERNOON AGENDA

Exploding the Myths- rolling up your sleeves and dealing with real life situations. Yes it can be done! Yes you can be an inspirational leader!

03:45 - 05:30 pm

Additional Opportunities

Evening Session – CEO Roundtable –Only 30 seats



“Come prepared to talk about your current business challenges - and to have them addressed straight on.”

Vineet Nayar

Vineet Nayar is Vice Chairman and Joint Managing Director of HCL Technologies Ltd. (HCLT), a \$4.4 billion global information technology service company and author of the highly acclaimed management book “Employees First, Customers Second: Turning Conventional Management Upside Down” (Harvard Business Press, June 2010). He is also an acknowledged management visionary and a radical thinker who architected the company’s Employees First, Customers Second” (EFCS) strategy, which transformed HCL’s business, through its inverted organizational structure which has helped create transparency and accountability within the organization and encourage a value-driven culture since its conception in 2005.

Vineet joined HCLT in 1985 after earning his MBA from XLRI, a leading business management school in Asia. In 1993, he founded Comnet, where he incubated the Remote Infrastructure Management (RIM) industry, which is today a multi-billion dollar IT outsourcing segment. It was at Comnet that Vineet developed and implemented many groundbreaking policies and practices, which became core to the EFCS philosophy.

In 2005, Vineet became President of HCL Technologies and during the next five years he led a remarkable turnaround of the company, which saw its revenues and employee base triple. He served as the company’s CEO from 2007 till January 2013. During this time, HCLT joined companies like Apple and Google, as one of only eight technology companies in the world with revenues above \$2.5 billion, achieving a compound annual growth rate (CAGR) of more than twenty five percent.

General Information

Dates

October 18, 2013 | MUMBAI

Venue

Grand Hyatt,
Western Express Highway,
Anand Nagar, Santacruz East,
Mumbai, Maharashtra - 400055, India



Each Attendee Will Receive

1. Signed book-Employee First Customer Second
2. Presentation Material
3. Photo opportunities at the end of the fire side chat

Contribution

All payments should be made in favor of "Sampark"

For Neft /RTGS transfer bank details below:

Beneficiary Name - SAMPARK

Bank - Kotak Mahindra Bank

Savings Account No. - 01810120013733

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Dist. Gautam Budh Nagar, Noida - 201301, Uttar Pradesh, India



"We are donating 100% of the proceeds from this program to Sampark Foundation, an organization aimed at creating a million smiles by transforming lives of children, youth and adults through Education, Social Entrepreneurship, Livelihood and Climate Sustainability projects".

Three Ways to Register

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