

AIChE  
METRO NEW YORK



# The 'Me' Enterprise

*A Blueprint for  
Leadership in the 21<sup>st</sup> Century*

# Everyday Conversation

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*“Lifetime employment” ... the Elephant in the room....*

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# Once Upon a Time

- GDP growth – 8-10%
- 5 Year plans
- Stable economy
- Physical world
- Fewer competitors
- Relatively low cost
- Lifetime Employment

# The Last Decade



## Employers Cut Costs

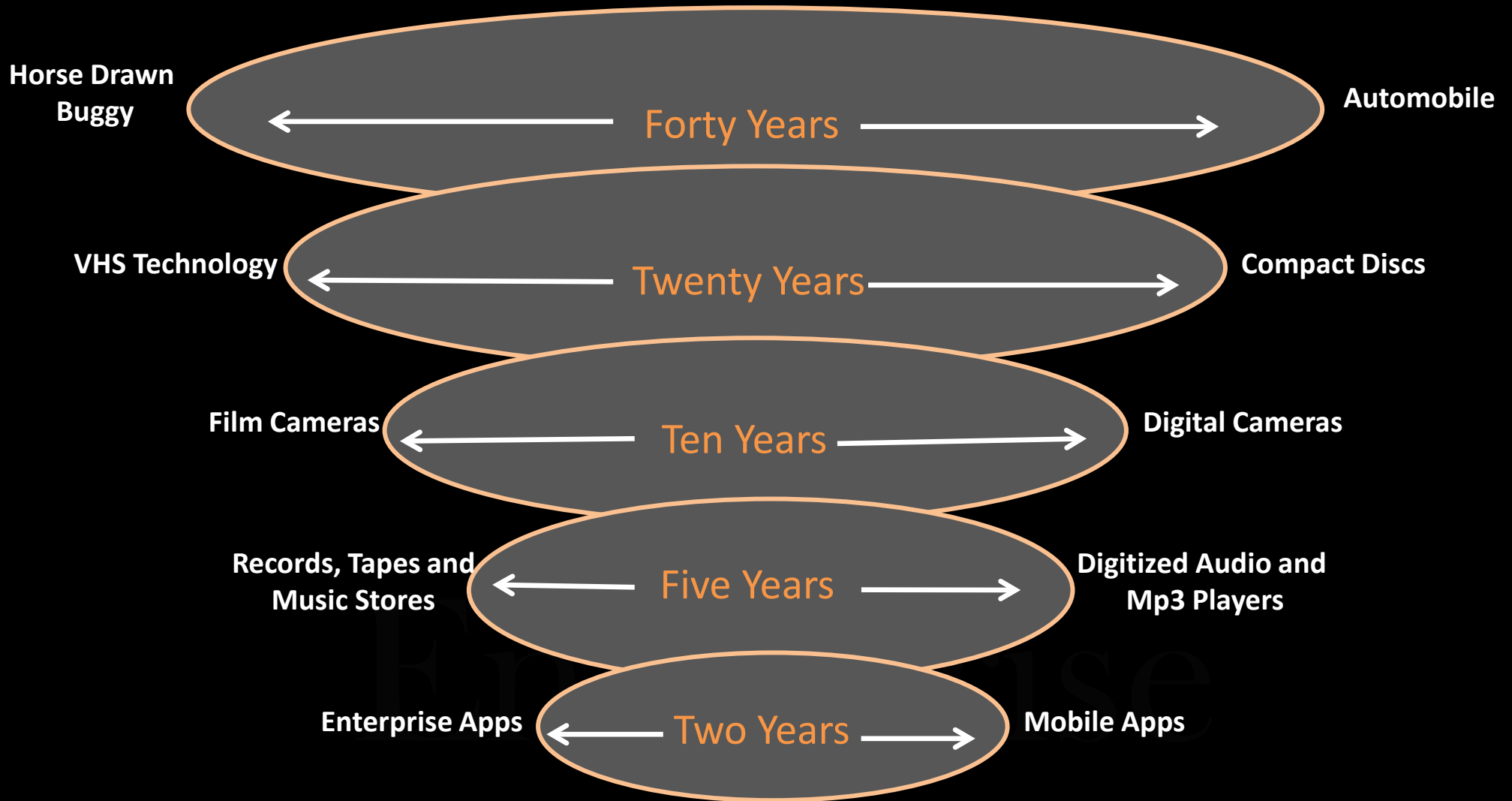
Outsourcing  
Mergers  
Acquisitions  
Re-structuring  
Downsizing



## Employees Lost

Lost Benefits  
Lost Jobs  
Lost Wages  
Lost Careers  
Lost Leverage

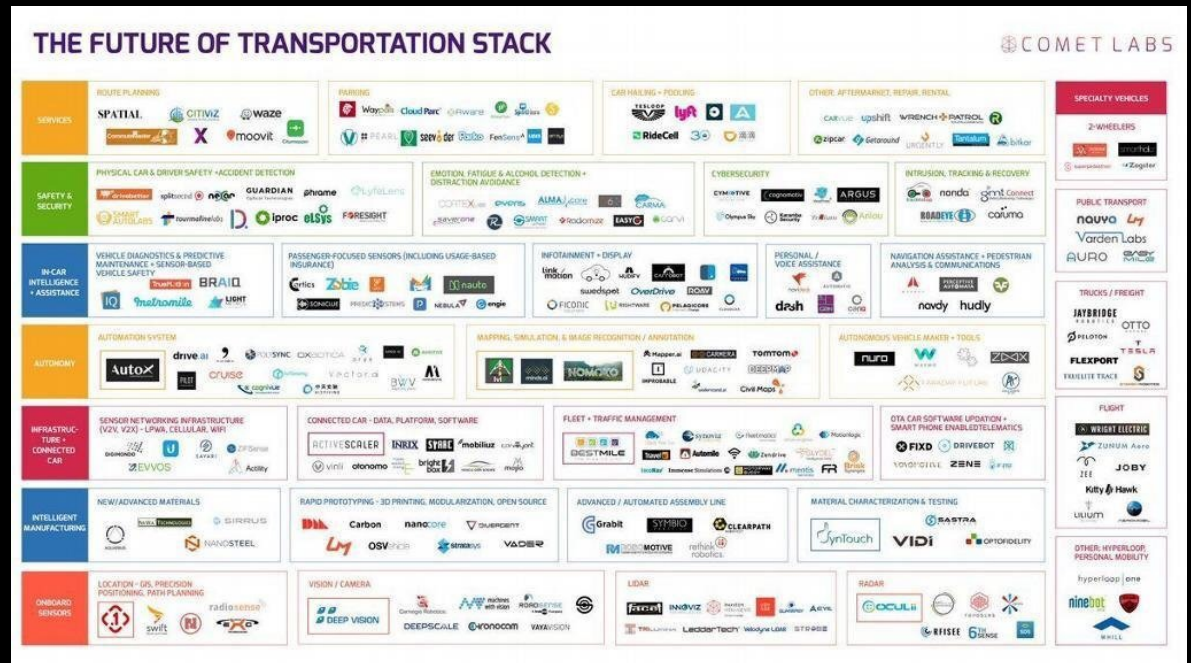
# The Shrinking Cycles of Disruption



# The Age of Digitization- Today

- World's largest taxi Company (Uber)
- World's largest accommodations provider (AirBnb)
- World's most popular media platform (Facebook)
- World's largest movie house (Netflix)
- World's largest software companies (Google, Apple, Facebook)
- World's most valuable retailer (Alibaba)
- World's fastest growing banks (Kickstarter, Applepay)

# Industry Boundaries Redefined





# Changing Corporate Landscape

- Unpredictable economic conditions
- Greater demands from stakeholders
- Must compete globally
- Intense digitization
- Increasingly complex
- Always morphing
- Increasingly ambiguous
- Maze of regulations-risks-activism
- Perpetually stressed



# Changing Leadership Landscape

- Global-Virtual
- Entrepreneurial
- Results driven
- Transient
- Technology driven
- Perpetual learning and adapting
- Foster high risk/high rewards
- Employees more knowledgeable than bosses

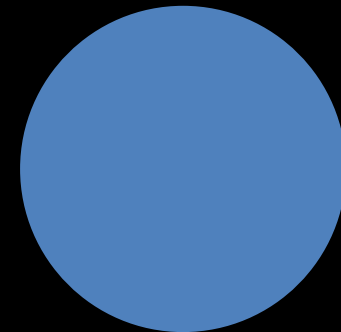
Anything that can be vaporized  
will be.

Any part of a company's  
operation that can be turned  
into information or replaced by  
software, will be. That's a  
certainty."

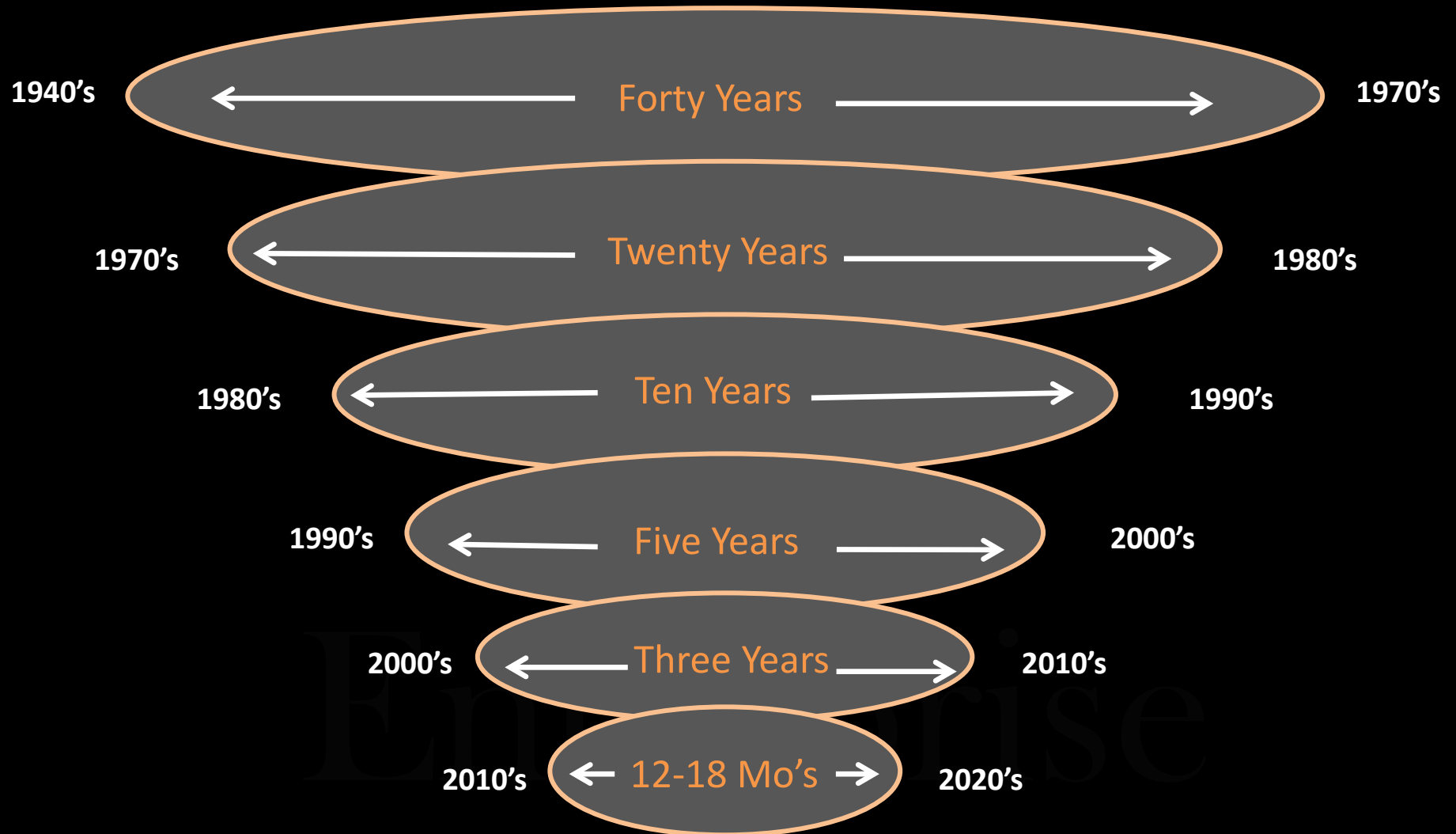
Robert Terceck

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**Are you at Risk?**



# The Shrinking Cycles of Employment



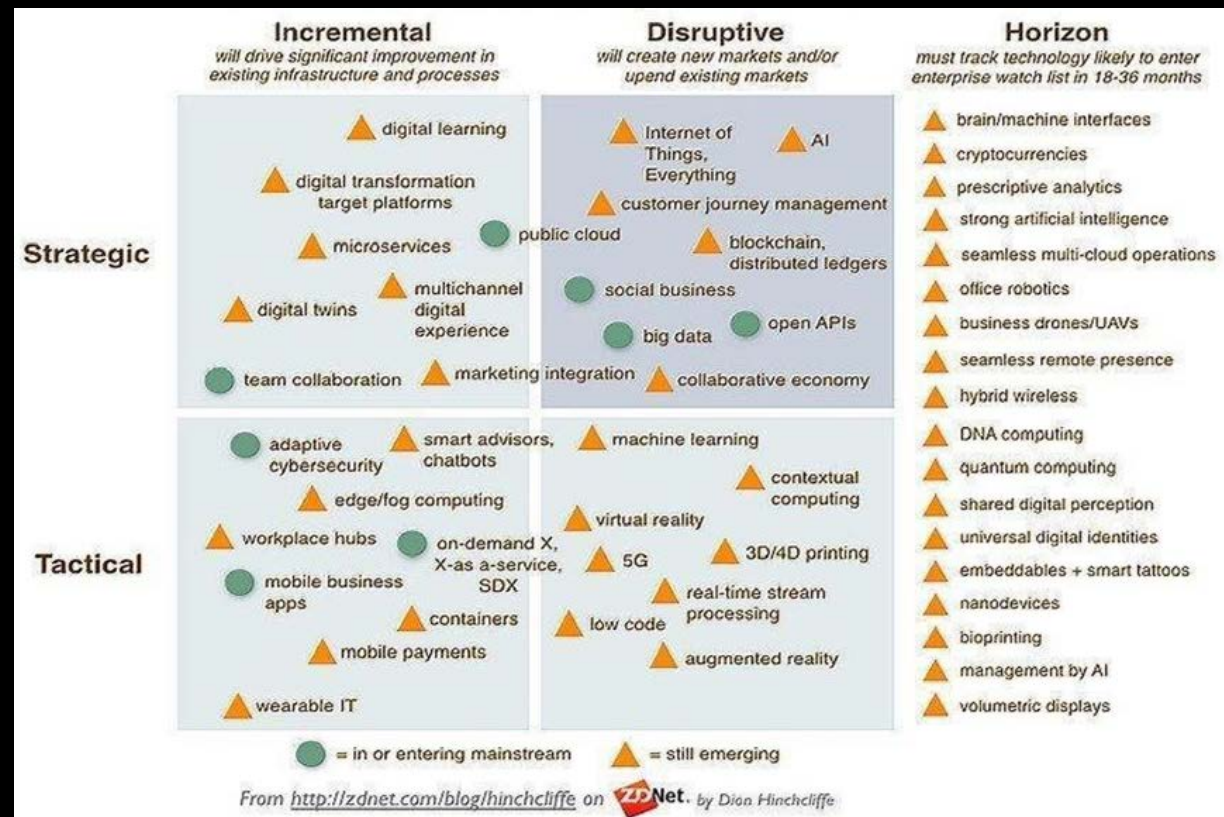
# Are You Prepared?

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“Digitization is here  
to stay... your job  
isn't!”

# Technologies to Watch for in the Next Generation Enterprise



# The New Workforce



From Permanent... to Temporary



From Jobs.... to Projects



From Employee... to Contractor



From Job Security... to Job Auditions



From Seniority based... to Knowledge based

# The New Employee



Behaves less like an employee and more like an entrepreneur



Dedicated to delivering value



Views his/her employer less like an employer and more like a customer



Highly technical



Highly customer focused



Self Managed

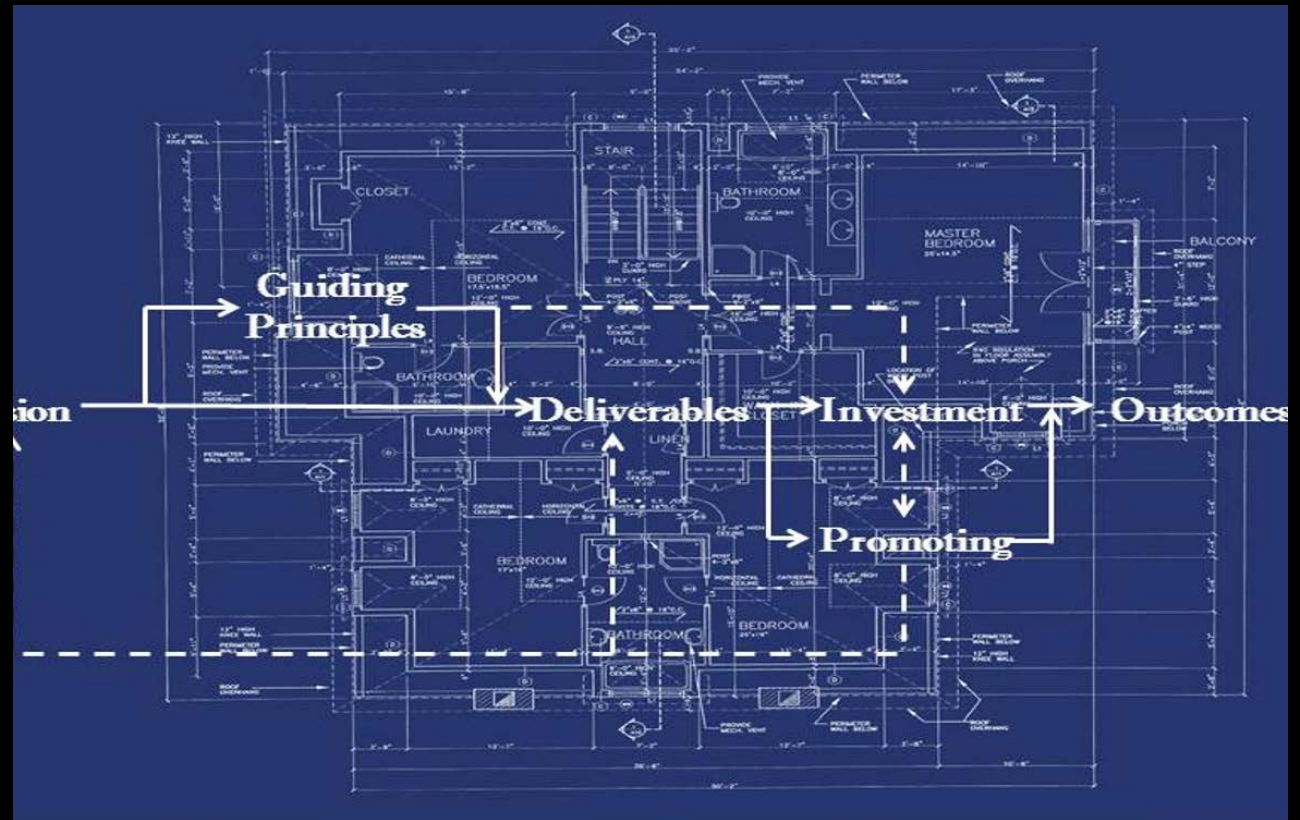
# The 'Me' Enterprise:

The new social contract between employer  
and employee in the 21<sup>st</sup> century.

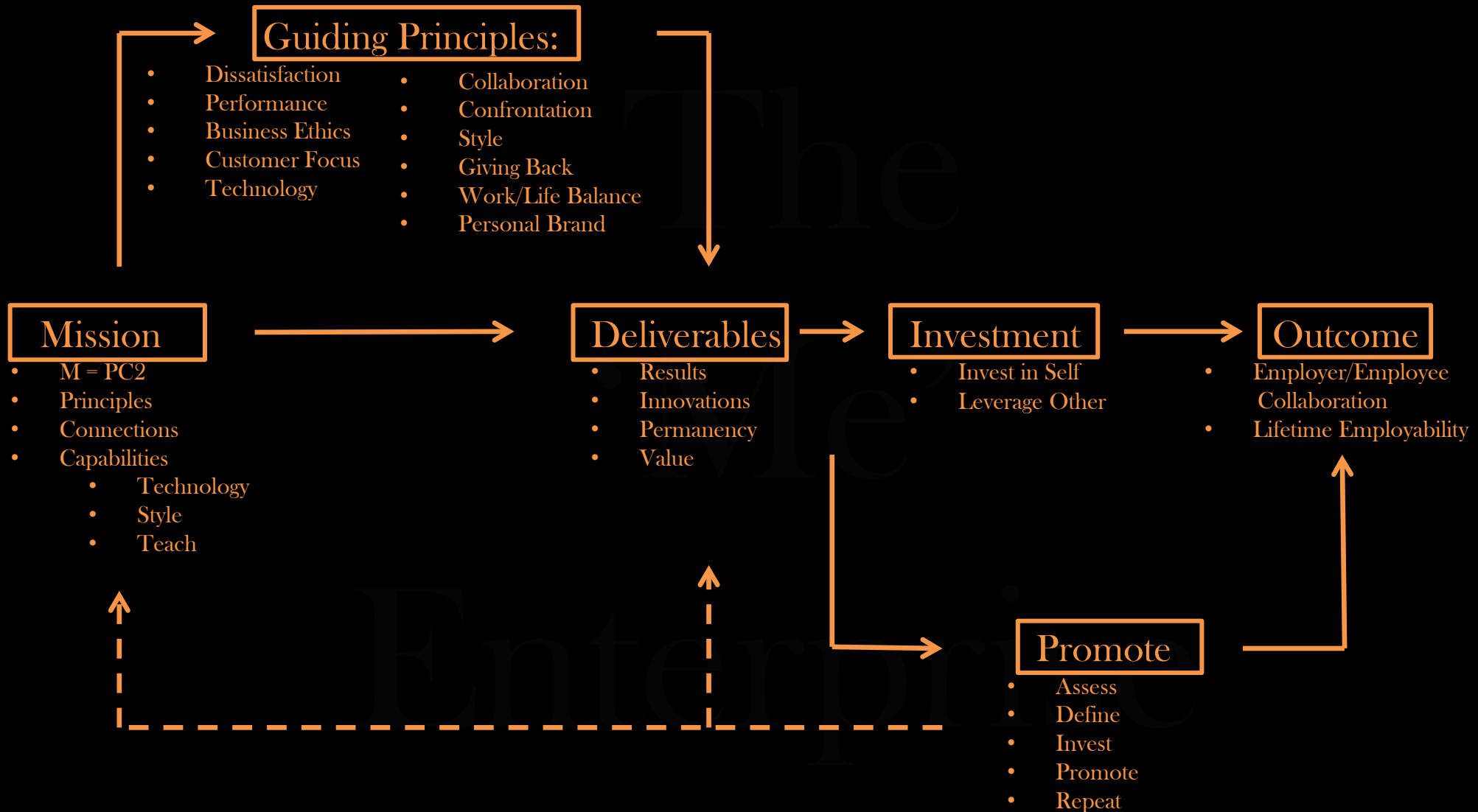


# The 'Me' Enterprise Blueprint

## Blueprint for the 'Me' Enterprise



# The 'Me' Enterprise Blueprint in Action



## Take Aways

- I with We
- Customers are the only value
- Technology DNA
- Perform or Perish
- Substance with Style
- Transient times
- Giving Back
- Work/Life Balance
- $M(PB)=PC^2$

**The New  
Paradigm**

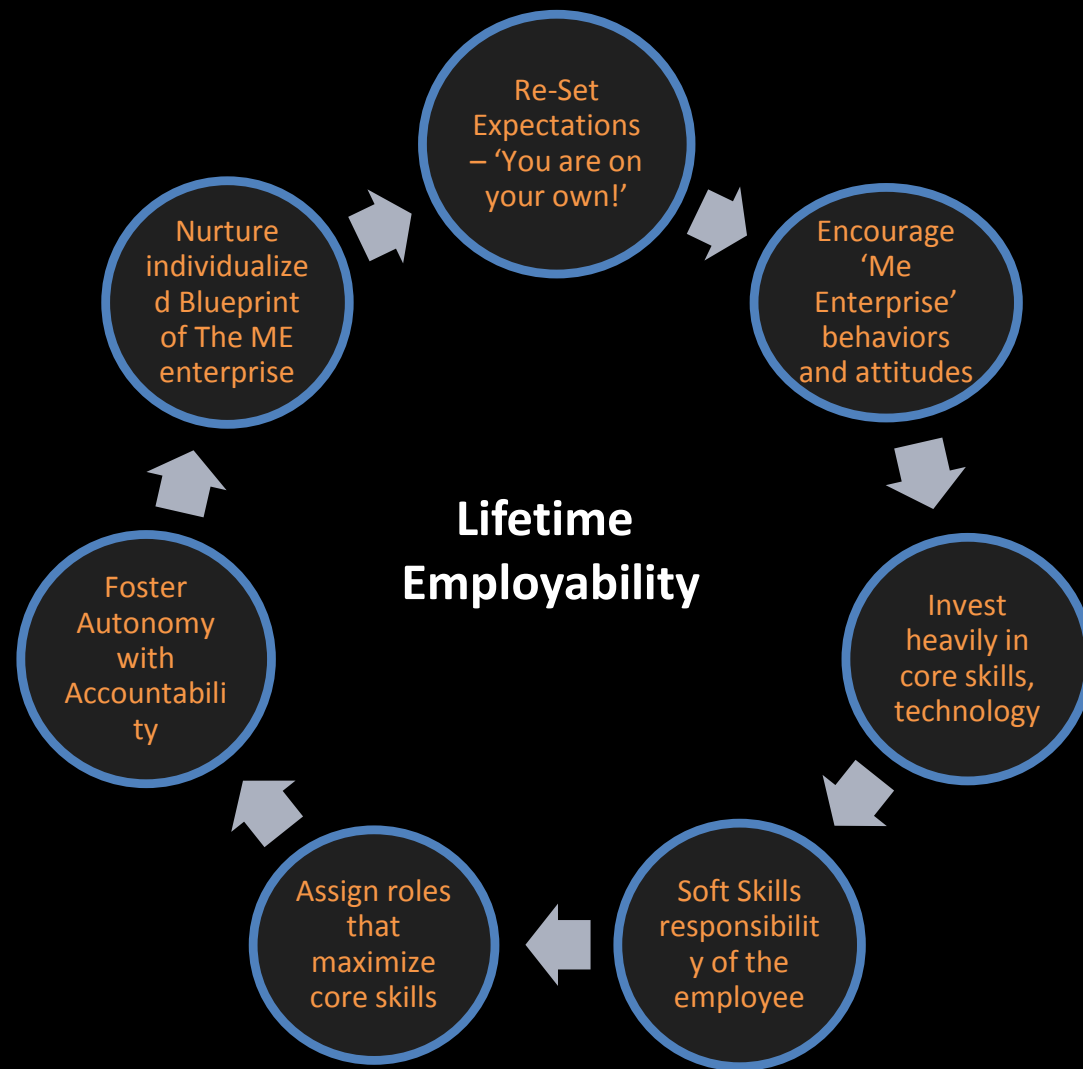
From 'lifetime employment'  
to  
'lifetime employability'

# 'Lifetime Employability'

A continuous state of preparedness for new opportunities in the face of increasing levels of risks and disruption, exemplified by:

- Awareness of emerging sources of disruptions
- Emphasis on creating, selling and delivering value
- Transferable skills to different market environments
- High competence in new and emerging technologies
- Lifelong learner
- Ownership for career success.... 'I am on my own.'

# Creating A Culture of 'Lifetime Employability'



# The Benefits of 'Lifetime Employability'

Enjoy the work

Less political

Higher business ethics

Better for customers

Better for business

Meaningful dialogue

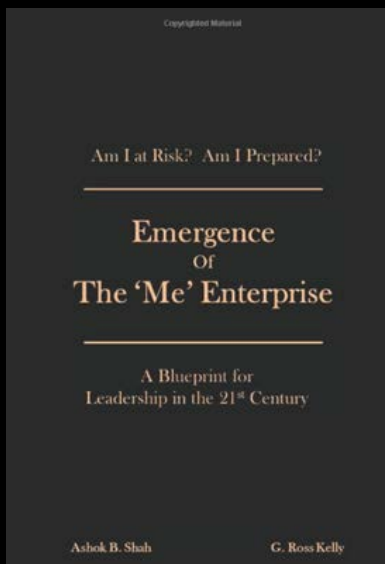
Less guilt

# The 'Me' Enterprise Call to Action

- **For Business Leaders** – Provide a platform for having a constructive dialogue with employees re: taking ownership of their own futures; and the concept of 'lifetime employability' vs. 'lifetime employment'.
- **For Emerging Leaders** – Create a blueprint for how to develop skills, attributes and attitudes to assume responsibility for their own careers and to survive and thrive.
- **For Students** – Develop an understanding of the new social contract between employer and employee, and a framework from which to compete in the digitized work environment.



# Leveraging ME Enterprise



Persistent Systems Limited  
Life at Persistent



♥♥

*Careers at Persistent* is the founding block of *Life at Persistent*. Through this framework, we're empowering employees to take charge of their own career, personalize it and drive it in the direction they see fit, within and beyond Persistent Systems. ♥♥

Shyja Narahari,  
Center Head, Bengaluru, India  
& Program Manager,  
'Life at Persistent' Initiative

**From a *we-enterprise* to a *me-enterprise***

In the new world, every employee believes he or she is an entrepreneur. They take charge. They manage their career aspirations by understanding and playing to their strengths and capitalizing on opportunities for growth. To enable this, organizations must provide a receptive, employee-centric environment that allows individuals to be themselves. Under *Careers at Persistent*, we've developed various initiatives to realize this goal.

**Driving growth through personal counseling**

Persistent's professional career guidance initiatives encourage employees to have interactive sessions with mentors and seniors. This paves the way for self-discovery and helps employees find the middle path between their career aspirations, their strengths, and their current professional responsibilities.

**Careers at Persistent draws inspiration from the book 'Emergence of the 'Me' Enterprise', wherein authors Ashok B. Shah and G. Ross Kelly encourage every employee to behave like a CEO and take control of their own career trajectories.**



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# Preparing for Lifetime Employability

## Go Big or Go Home

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Developing Your A-Z  
quotients

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Emergence of the ‘Me’ Enterprise