

Volume 1 | Issue 2  
6<sup>th</sup> November 2016

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*Aggressive Business  
expectations*

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# Learnings for the learning industry from the Tata Group top exit

We have broken this article into 4 parts

- Past
- Present
- Future
- Relationships

## Past

The Tata group has a dream management as per present standards. This over the last few years has been evident from its rock strong values, culture, processes and review cycles. However, the environment over the last few years has got aggressive rapidly. It is slowly getting into a fire fighting situation. What is happening at the Tata's will manifest in various forms across the entire ecosystem.

## Present

For Management

- Environment will get much more aggressive
- Culture has not evolved with time
- Values are not up to date
- Common missions are being replaced with self centered attitudes.
- Motivation is not inspired
- Processes are getting bureaucratic
- Impatience is growing
- Competency is being replaced by quick fix politics

For Learning Teams

- Business needs are not aligned to training
- Culture is not part of training needs
- Values training and adoption is archaic
- Mission alignment is neglected
- Customer experience leaves some asking
- Training is time consuming and not responsive
- Monitoring and evolving of training results is a challenge
- Motivational part of training is seldom considered
- Coaching at all levels is not aligned

## Future

Practical strategies to address the above situation is will need to be designed and implemented to prepare for the hostile ecosystem.

## Relationships

Shared and common missions should be imbibed above business and personal compulsions.

## Summary

Business compulsions should be practically aligned to common mission

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