

SUGGESTING SUCCESSFUL CRT QUALITIES

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ABSTRACT

A pedestrian trainer tells, a good trainer explains, a better-quality trainer demonstrates but a great trainer will inspire the fresher and can change the ultimate school environment as a training ground. Key player has become important because the managers are responsible for day to day operations and can inspire, influence, lead and drive the team towards the goal. Recruiters are looking for kingpin fresher who can deliver an extraordinary outcome to identify, attract, maintain campus recruitments, corporate relations CRT team has to focus on recruiters hiring strategy. Ultimate schools ought to focus on persuading kingpin skills but surprisingly academic curriculums are not focusing on it. Fixing a curriculum, making list of soft skills and CRT sessions will not make a good enough for their overall structure work in matching the industry. Final schools have to combine their regular curriculum along with the culture of training the career planning goals. This will empower the fresher to manage higher potentials to explore different career paths. Our detailed analysis will help the CRT teams of finishing schools as a tool to guide ten traits and the importance of training professional development for their fresher by combining the most required skills expected by the recruiters.

KEY WORDS: CRT, Kingpin

1. INTRODUCTION

Kingpins should not just be domineering; they should be good listeners, practical, honest, confident, and kind-hearted and should be able to control themselves at thresholds. However a fresher cannot become an overnight kingpin unless she/he sets a path for the rest of the

team. Kingpin is the most important skill that a fresher has to adopt in making any organization to grow and to control abrasion rate. Hence why recruiters are considering this as a primary concern to find and look after kingship talents. Honouring a wise old saying “*The best way to be leader is to find a parade and run in front of it.*”

CRT trainer should be aware of the importance in making fresher a kingpin as they understand leadership experiences is vital in the campus and for their career. Many international steering groups has done an enormous study and concluded that wellbeing, competent and effective kingpins can influence organizational commitments among employees and can increase job satisfaction in the team which can only be learnt in their college days. New practices and culture of training can be combined to extend the current CRT to improve the work force and fresher confidence levels. Our anatomization will explore the challenges and provide the solution for the highlighted elements of a successful CRT program to support fresher process and practices.

In this study *section II* explains about the Suggestion of training the fresher in terms of kingpin qualities and few conversations stated in *The Economic states*.

In *Section III*, we have clearly stated case studies on corporate delineate s showing real time requirements of kingpin in the current industry. Few case studies like *Whirlpool, Coco cola* explains how a concerned corporate companies are framing various programs for fresher to improve their global market.

In *Section IV* we have clearly summarized a kingpin checklist which is essential for budding fresher and managers along with the

essential 10 golden traits in culture of training and the view enrichments that can be applied.

2. SUGGESTION AND CONVERSATION

2a) SUGGESTION

Our main objective is to analyze the hypothetical and relational importance of imparting the kingpin qualities to the fresher at last school. Positive shared kingpin is a weapon through which a fresher can adopt him/her to the employer's culture and can fruition goals of the organization This in turn has a big impact on goodwill of the Institution and which improves long term corporate relation to the campus besides improving/enhancing inbuilt characteristics of the students in particular to meet the latest trends.

2b) CONVERSATION

In the recent year's recruiters and recruitment policies have gone through revolutionary changes in selection process, usage of technology, internet tools, global competition, technology and innovation On the other hand quality and business has taken process reengineering where kingpin plays a major role. This is considered to be a major issue as recruitment of the fresher as anyone can hold the helm when the sea is calm. All the inspiration we guide to fresher, their team successfully can be found in few simple words of wisdom and colloquy on the study. A special describe in *The Economist States* 21% of the frost tries for visibility in internal recruitment process opportunities, 23% of fresher tries to go to the next step of education and 56% have career communications through campus recruitments and walk-ins In additional to the regular CRT, corporate development programs, interaction with industrial experts, corporate personnel, webinars on current technologies will help in developing the need for improving different set of skills. Combining the fresher build out with career training enables them to explore potential career paths and progress through the build out activities.

3. CASE STUDIES

Industry today is very competitive and fast growing than the 18th and 19th centuries as the business is led not by the owners but by the kingpins of the Industry. Competition in the

Global Market can only be with stood by the captains of the industry who are Mangers besides kingpins as it is not about positions or flow charts. A successful organization needs a Manager who can always lead the team along with the fundamentals and goals of the organization. The role of present kingpins also includes influencing, inspiring, driving the team and to keep track of day to day operations in smooth running.

3a) HARVARD BUSINESS REVIEW

Few years ago Enron to the prime loan mortgage crisis of AIG caused an erosion of confidence and also a huge loss of faith in leadership of the companies around the globe just because senior management failure. *Harvard business review* states two different reviews on core and IT companies. The above stated chart 1 clearly shows that 57% of employees have less confidence on the senior management, 13% of employees in the organization have the same level of confidence and 30% have a confidence on their level of achievement in core companies. The statistics from the chart 2 representing IT companies states that 81%, 12%,7% of employees in the organization have the less confidence, same confidence and more confidence. The above two charts from the survey by Harvard business review shows the current scenario in both core and IT organizations and the need for kingpin.



Chart 1: Confidence factor in Core companies

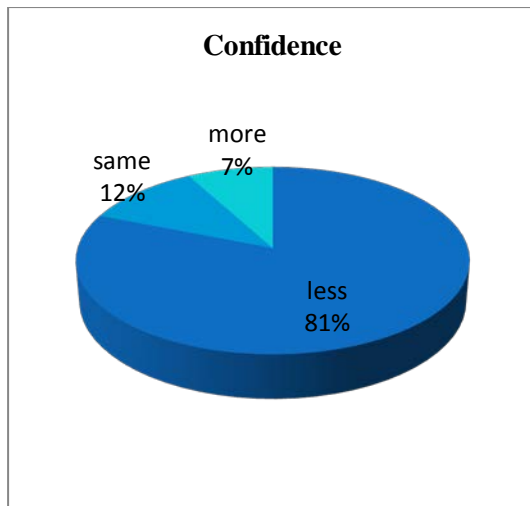


Chart 2: Confidence factor in IT companies

3b) COCO COLA

Stevens J.Sainte Rose, HR director at Coco Cola proudly announced “*The uniqueness of Coco Cola is in engaging the customers with the brand*”. This is because of the kingpin of Coco Cola marketing team who always delivers proper marketing advertisements time to time to brand the product and deliver a winning formula. Company has pioneered *BE-SPOKE Program* to not only identify its raising market stars but also to plan their build out and ensure strong pipeline of the company with highly creative and innovative thinkers from the finishing schools with fresh minds.

3c) WHIRLPOOL

Whirlpool is still ranking as one of the best places to start the career among top 20 global companies list from 2008 till today is because of its *MILLENNIALS* project posting career build out program. Whirlpool Corporation uses technology and innovation to attract top creative talent fresher from all the leading universities round the world through this program. They engage the fresher to work on challenges, demand curve, Market strategy, Taste of customers, Innovations, Career website, Transparency and fun by giving them inputs, incentives, stressing creative solutions and thinking outside the box.

4. CULTURE AND GUIDING A KING PIN

One cannot derive formulae for becoming a kingpin, but can notify a checklist which any

fresher can follow to be kingpin as “*A man who wants to lead the group must turn his back on the crowd and lead the team*” Summarizing the above factors current leaders and growing fresher have to take time to honestly analyze the checklist and make a culture of training themselves as commonality. Recognizing the need for Training kingpins was made mandatory by many *CMMI Level V companies* like Infosys, TCS and Wipro to make their employees as future kingpins. It was found that there are many employees who can monitor supervisory roles holding good technical, analytical skills but cannot manage it in a team. So they have laid grass roots to find out checklist of the employees on regular basis so as to train, monitor them to improve their kingpin qualities. In this process of investigation they have found that making out a kingpin list, training them to improve their culture should happen on regular basis until they reach fir level II till level V on 5- point grading list. Overall plan for CRT kingpin traits has to be induced in large scale at finishing schools by adopting it in 3 phases for overall development of fresher.



Diagram 4: Pyramid of Kingpin development through CRT

From diagram 4 the entire plan for inducing CRT has to be divided into three phases.

- In the first phase all the fresher in the finishing schools have to be grouped into teams and training has to be provided through regular sessions and corporate meets.
- In phase two fresher has to take the kingpin checklist which helps us in

understanding their level of kingpin qualities.

- In phase three training has to be planned based on their level of kingpin qualities considering the below stated 10 golden traits for their all-round development.

4a) KINGPIN CHECKLIST

Kingpin style is the manner and approach of providing direction, implementation, plans and motivation which reflects the attitude and behaviour. At one level purely on organization success is based on the beliefs, values and preferences of the kingpin, the team may get encouraged or discouraged (*Daniel 1950*). The way a kingpin behaves will have a powerful reflection on the team and cognitive emotional responses of the team members may affect psychologically on their work culture. Employees may show agitation, calmness, aggressiveness or sometimes Unwillingness to work under a dictatorial leader.

4b) CULTURE OF TRAINING

Based on our anatomization majorly on finishing schools in Indian education system the above checklist traits fresher can complete a level of 20% to 26%. It is observed that few fresher have true kingpin qualities and enthusiasm to lead right from their childhood. If fresher can be inspired by the CRT, Kingpin role and characteristics can be enhanced to a level of 55 to 65% in their finishing schools. As per the current recruiter's strategy and the level of fresher knowledge we have identified 10 golden traits at which the fresher has to take for recount.

Assertiveness: Standing ahead and acting in the line rightfully for gathering the needs, opinions, concerns and requirements to the team in a smooth way.

Public speaking and interpersonal skills: Communicating effectively and concisely while talking, writing to the heads and while interacting with audience to public in press and media.

Creative solutions for critical issues: Analyzing and solving the problems by thinking both inside and outside the box causing no loss or damage to the team and the organization.

Intellectual strength: Engaging the team in work intellectually and reassessing their positions, values, future plans regularly in terms of planning and organizational skills.

Ethical conduct and integrity: Being sensitive to ethical considerations, beliefs, truths and situations involving in the real time issues in a team.

Knowledge translation and mobilization: Rising awareness of learning in a team, understanding copy rights, patents, designs, trait secrets in the current market for mobilizing and translating the team knowledge to take corrective actions.

Civic and societal responsiveness: Contributing to society, having value to civic responsibility, understanding the context of national, international citizenship and diversity among the team.

Team humility: Willingness to share the credit with the team, improving the team members through training, extraversion and trustworthiness in building their self-confidence within the team.

Sense of humour: Ability to make people feel comfortable, relief tense situations at the peak times and bring harmony among members of the team.

Internal locus and control: Ability to take strong decisions, responsibilities, makes the team trust that they can take the effect of the outcome and conditions in easy way.

4c) VISION ENHANCEMENT

We are well aware of „kingpins“ in automobiles. Kingpins will never have less importance in the human life as well as especially in the present scenario. The basically ethical conduct and integrity, skill and personality development is to be introduced in +2 level of education. They have to access the strengths, shortfalls and groom the fresher to overcome these bottlenecks at this level of education itself. However it is positive sign that this system is gaining momentum at the schools, in which case the CRT team can concentrate on higher levels of their requirements which will yield higher results in the long run. This will in turn help individuals/ society/ Institutions/ organizations to meet present challenges and flourish. Inducing CRT to fresher as kingpin will not here merely to make a living it can enable the fresher to live more ample, with great vision and finer spirit to fruition higher goals. We can enrich, improvise the same culture of training

in startup's, executive schools, FDP technical and nontechnical schools from +2 level to improvise kingpin qualities. Kingpin checklist can play a vital role in choosing right manager and team leaders in education, CMMI companies and core industries where a kingpin plays a vital role in the build out of the organization on a long run.

5. DISCUSSION AND CONCLUSION

CRT Team is setup for a good reason and we believe that this anatomization will help them a bit of reason to throw little torches out on leading the fresher. A well framed kingpin CRT is a major factor to identify, attract and retain corporate relationship with the finishing schools. Strategy of training should always be outlined based on *10 golden traits* which can be revamped based on the trend of the industry in future. This rethinking needs to be induced in large and small scales. On small scale fresher have to rethink on the current recruiter's strategy, concentrate on building their potential strengths. On Large scale CRT teams have to inculcate the culture of training the fresher with regular training strategies besides considering the above points in the culture of training. This will not only help kingpin to improve his skills but also increases their strength of character, earn respect and loyalty towards the organization. Recruiters will definitely notice the quality of fresher's in the organization and will have a good will on the finishing school that they have come from, which in turn increases the number of recruitments in the campus.

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