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Work Dynamix™

PamTen, Hyderabad

May 31, Jun 8, Jun 14, 2015

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About Me





Krishna Sharma

"Born teacher"

Born: Kavur, A.P. India, 1958

In USA since: 1989

M.Sc. (Mathematics)

University of Hyderabad, 1980

Gold Medalist

IT Architect @ BCBSNC

www.facebook.com/krishnadvr

krishnadvr@gmail.com

Hobbies:

Writing/directing plays

Sarala Keyboard

www.readramayana.org

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Real Me

My interests is to *study everything*

After many decades:

I postulated Foaum (Framework of Aum) and

Discovered iColors (Framework of Instincts)

Universe, life, Known/unknown, male/female, god, religions, ..

Philosophical, Poetic.

Foaum

iColors

Human Instincts, Course of humanity, Human enterprise, Human diversity, ..

Real life, Practical

medhajananam.org	grihastha.org	human4ce.com
• Welcome to Life • Growth & Balance	• Before the big commitment • Foundations for a happy marriage • Develop the right parenting style • Get a second opinion	• Work Dynamix • Success@Work • RiCH Alignment

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About You



- Name, personal details, interesting facts
- Role and relationship with the organization
- What is your favorite fruit?
- What is your best childhood memory?
- Who are the famous people (of past or present) that you like?
- Are you worried that things will go wrong?
- What do you spend your money on?
- Do you believe in god, astrology? Are you superstitious?
- What do you know about Ramayana?
- Have you gone through the reference material?
- What countries did you visit?
- What is the difference between leaders and individual contributors?
- What other similar training did you attend?
- What is the most important thing that you learned about people and relationships in the past 2 to 5 years?
- What topics would you like to discuss in this workshop?

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Ground Rules and Expectations

- **Ground Rules**
  - Be on time, no in and out in between
  - No activity not related to the session
    - E.g. use of phones/computers/laptops/texting/emails, except in case of emergency
  - Feel free to stretch and walk around, snack (and share) while the session is on
- **Expectations**
  - It is like a game; start time is fixed, end time varies
  - It is like a movie; concepts develop over time; gets exciting over time

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Teaching / Learning / Using

As a teacher my role is:

To make the complex simple.
To make the obvious interesting.
To stimulate and expand your minds.
One of my heroes: Vishnu Sharma.

आचार्यात् पादमाधत्ते पादं शिष्यः स्वमेधया ।
पादं सब्रह्मचारिभ्यः शेषं कालक्रमेण च ॥

Learning Quotient (L.Q.)

-2 -1 0 1 2

विमृश्यैतदशेषेण यथेच्छसि तथा कुरु 18.63

Salt.

Not sodium chloride.

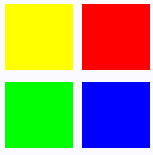
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Warm Up

Basics



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Classical Nuggets

अति सर्वत्र वर्जयेत्

Avoid Extremes.
Too much of anything is not good.

लोको भिन्नरुचिः

Everyone is different.
Nothing works for everyone.

"Culture eats strategy for breakfast"

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Becoming Leader

"Becoming yourself is becoming a leader"
On Becoming a Leader
Warren Bennis

To become a better leader,
you have to become a better person.

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Better Person → Better Leader

What is common to all people,
rich and poor,
young and old,
educated and uneducated,
… ?

We all seek happiness, success, fulfillment.
Habits weigh on all of us.
We all feel we are right.

Empathy

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Better Person → Better Leader



Energy & Ability



Pleasant & Cheerful

Your sun qualities make things **possible.**

Your moon qualities make things **memorable.**

Moon makes sun shine

प्रसन्नचेतसो ह्याशु बुद्धिः पर्यवतिष्ठते
Gita 2-65

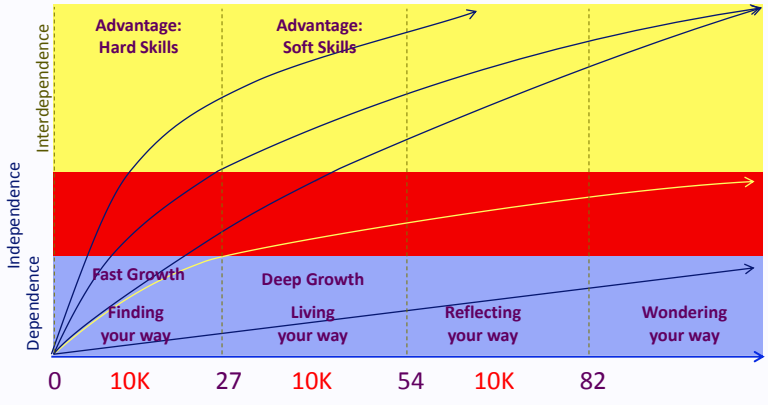
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Sighting thousand full moons

1,000 * 30 = 30,000 days



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Long term and short term

What is important?
Long term or short term?

	Long Term	Medium Term	Short Term
God Says:	I am in control	You are in control	We have joint control
What should you do?	Keep Hope Be humble	Keep focus Have a plan 'Sankalpa'	Be cheerful Be flexible Work around
References	कर्मण्येवाधिकारस्ते मा फलेषु - Gita	"Begin with the end in mind. – Stephen Covey Are you ready to succeed? Srikumar Rao	"Don't sweat the small stuff" Richard Carlson

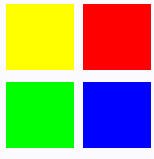
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Identity Framework



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Same and different

Are people same or different?

Knowing the sameness gives you
peace and happiness.

Knowing the differences
makes you effective and productive.

Very different from the 'how to win friends and influence people' approach.

www.MedhaJananam.org

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Diversity

People are diverse.

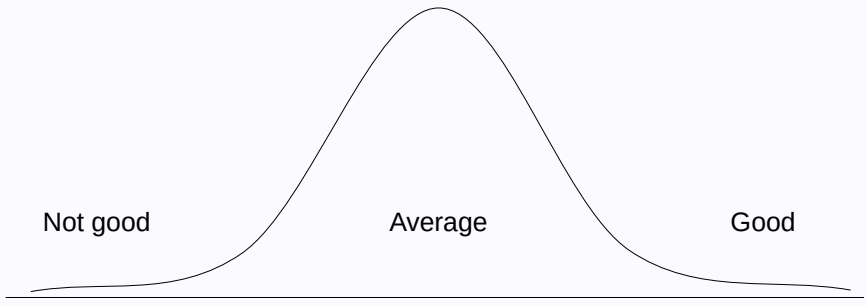
**What are our tools
to grasp diversity?**

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Tool 1: bell curve



Beyond the bell curve

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Tool 2: Background

Indians are different from Americans
North Indians are different from South Indians
Hindus are different from Jews
Older siblings are different from younger siblings
Rural folks are different from urban folks
Engineers are different from doctors
Businessmen are different from scientists

Behind the background

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Key question

Why do two people, with the same family/cultural background, getting the same education, and having the same job end up differently in life?

Why do two people, with different family backgrounds, different levels of education and different types of careers end up to be the same in life?

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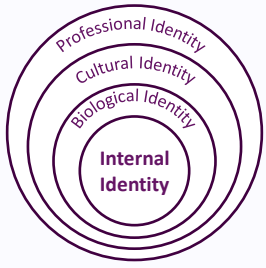
Multiple identities

Instincts — Internal Identity

Race/Gender/Genes — Biological Identity

Family/Environment — Cultural Identity

Education/Vocation — Professional Identity



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Which is real?

All are real.

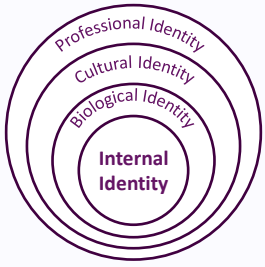
Internal Identity

Biological Identity

Cultural Identity

Professional Identity

Most Enduring ⟷ Most Changing

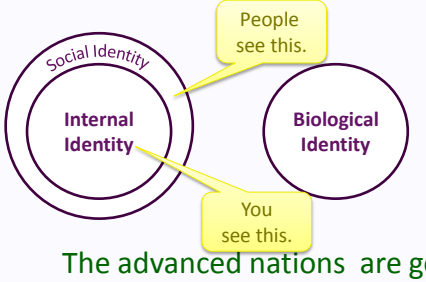


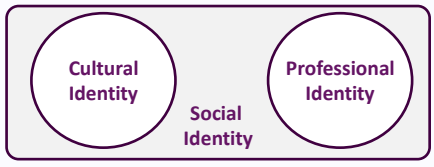
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Social Identity





The advanced nations are good at helping children develop professional identity.

India's caste system folded cultural identity and professional identity into one.

Now that professional life is separated from cultural life, professional identity became an orphan, with some care from advanced nations.

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Is it part of your identity?

Folding clothes
Going to a party
Staying home
Managing people
Filling timesheets
Running a business
Cooking

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Activity / Identity Alignment

Everybody can do everything, but …

If it aligns with your identity,
you enjoy it, you are enthusiastic about it,
you are energized by it, you like to do it again,
you are relaxed after doing it, ..

If it does not align with your identity,
you find it hard, a burden, draining,
you do only when have/need to do,
or it is noble to do or because of peer pressure,
you feel tired after doing it, ..

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Activities

Less identity activities → spirit goes down.

More identity activities → Spirit takes off.

What do you do if your life
has less identity activities?

**Rebalance by
changing careers and
developing hobbies.**

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Internal & Social Identities



Match:

Internal identity is like metal. Social identity is like polished metal.
Internal identity is like wood, Social identity is like treated wood.
Internal Identity is like the fruit; social identity is like marinating.

Differ:

Internal identity is like wood. Social identity is like metal covering.
Internal identity is like metal. Social identity is like wood covering.

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Identity Alignment



Match

- Happy entrepreneur
- Happy politician
- Happy teacher
- Happy housewife
- Happy engineer
- Happy doctor
- Happy farmer
- Happy monk
- Happy Life

Differ

- Happened to be entrepreneur
- Happened to be politician
- Happened to be teacher
- Happened to be housewife
- Happened to be engineer
- Happened to be doctor
- Happened to be farmer
- Happened to be monk
- Happened to live

Minority

Majority

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Internal Identity is dense

Internal Identity is your core.
And it is dense.
You cannot escape its gravity.
At the end of all considerations,
you will be happy if you make decisions
in alignment with it.
Otherwise, it nags.
It shows up in the choices you make regarding your clothing, your furniture, your career, your foods, ..

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Internal identity is enigmatic

It is easy to tell 'I am different'.
But try writing 500 words about your internal identity!

You need a mirror to see yourself.
Activities serve as the mirror to see your identity.

Ensure you are exposed
to new information, new activities,
new people and new ideas.

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Pretend/emulate

Humans are very resilient.
We have the ability
to fake our identity,
to pretend a different identity,
to emulate others' identity.

We assume a different identity than ours when:
we are fascinated with other identities
we think we are wrong
we need to survive
we are forced
overbearing social identity
peer pressure
bad inspiration

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Discovering Identity

You need a mirror to see yourself.

Activities serve as the mirror to see your identity.

Ensure you are exposed

to new activities, new people and new ideas.

Exposure comes in the form of

Family, Friends, Culture, School, Environment,
Jobs, Opportunities, Peer Pressure, Fads, etc.,

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Internal Identity Emerges

Internal Identity endures our life time.
It emerges over time.

All saplings are upright.
But some become trees, some become vines.

Gender identity emerges at puberty.
But women don't become men, men don't become women.

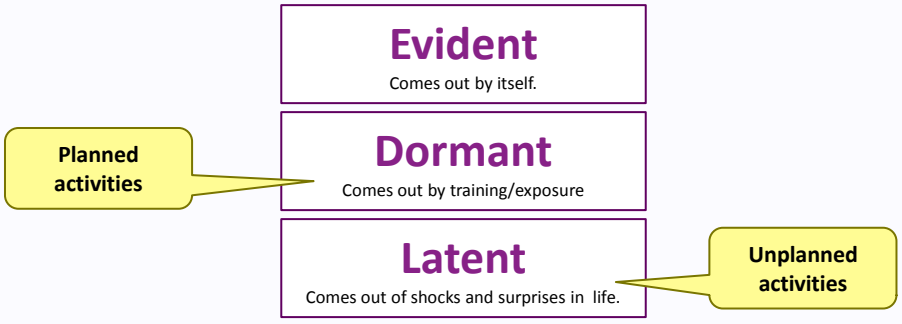
Gold takes various shapes.
But gold doesn't become silver.

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3 stages of emergence



Mark Zuckerberg created Facebook out of unplanned activities.

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No good or bad identities

Any one can develop a negative personality, under adverse conditions.

Even the negative side is different for different identities.

A flower wilts. A metal rusts. A tree gets infested.

How a person recovers from negativity is unique to that person's identity.

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Identity extrapolation

Everybody is selfish.
No body is selfish.
Everybody in India knows English.
I don't think anybody takes
that seriously about environment.
Nobody likes folding clothes.
No body likes going to school.
Everybody fears god.
No body likes mathematics.

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Identity violence

Everybody should like school.
Nobody should be selfish.
Everybody should fear god.
Everybody in India should know English.
Everybody should think seriously about environment.
Everybody should likes folding clothes.
Everybody should learn mathematics.

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Identity Violence

Parents do this.

Educators do this.

Religious/inspirational figures do this.

Sometimes, it masquerades as benevolent advice.

This is a major cause of misery in life.

It is a major cause of social violence.

It is a major cause of family violence.

DEFY GRAVITY

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Great society, Great Family

What makes a society or family great?

Not how rich or how poor it is.

But its ability to
accommodate and support
multiple identities.

Ramayana, Ayodhya Kanda Sarga 67

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Why don't they listen to you?

It is Nature's mechanism to preserve identities.
Learn to watch an identity emerge!

If you recognize, acknowledge and appreciate
people's internal identity,
they will come back to you!

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Universal Struggle

We think and act based on our identity.
But world demands to act in its own way.

There is a universal struggle between:

IDENTITY **SURVIVAL**

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Idenity and Survival

Survival is the tax, Identity is the privilege.
Survival is the cost, Identity is the benefit.

What matches our identity may be on the other side of ocean.
We need to swim through the ocean. That is survival.

Life is an interplay between
Identity and Survival.
Life is a mosaic of identity and survival.

Everyone varies in their degree of tolerance to non-identity activities.

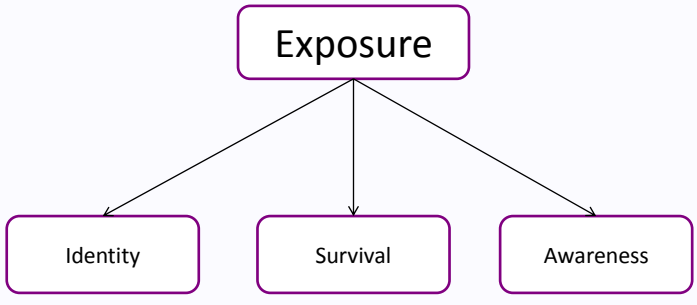
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Exposure

Exposure is always good.
The more the better.



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Bust the mystery

Internal identity is enigmatic.

We will now systematically peel its layers.

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Two types of internal identity

Active Identity

The identity that propels you for action.

Passive Identity

The identity that defines your interests and orientation and preferences.

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Passive Identity

Low Energy	High Energy
Micro Picture	Macro Picture
Drishṭa	Adrishṭa
Moral	Immoral
Selfish	Altruistic
Harmonious	Disharmonious

Field(s) of Exposure/Alignment

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Active Identity

What is humanity doing?
Low energy or high energy, Drishta or Adrishta ..

CONTINUE
By reproducing

Gender Identity

FLOURISH
By consuming

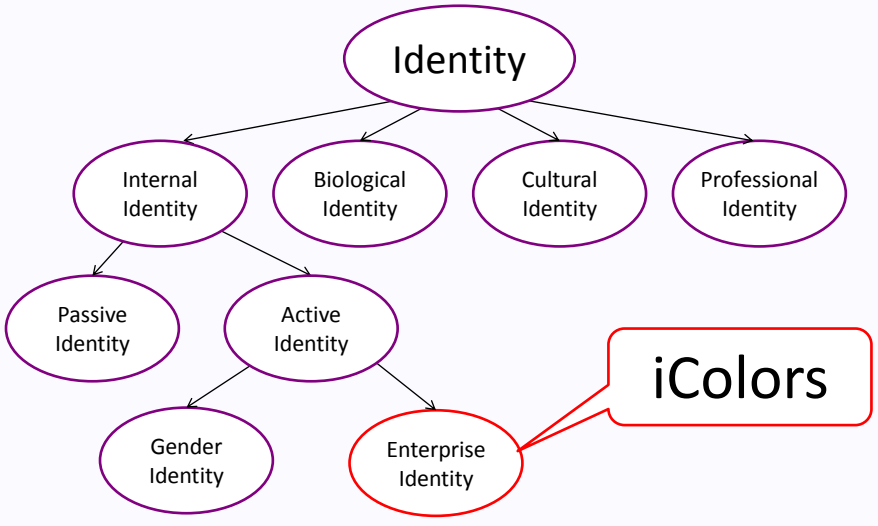
Enterprise Identity

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Identity Summary



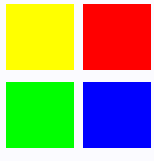
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Genetic code of human enterprise



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What, why?

What makes one person
an entrepreneur, other a politician,
another a poet, ..?

Why some people keep everything clean
and others do not?

Why some people read
stories and others theories?

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No answer

Eric Berne's Transactional analysis
(about communication and ego states)
Sigmund Freud's Psycho analysis
(pathologies, subconscious/conscious relationships)
Abraham Maslow's hierarchy of needs
(about the stages of realization)
Carl Jung's Archetypes
(open ended, but no framework or explanation)
Could not find a theory or framework
that gives the answer

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Nature's secret

Overtime, I discovered that there is a
framework of four classes of instincts
that is responsible for the
infinite human diversity and
incessant human enterprise.

I stumbled upon this framework in 2009.
I named it the framework of iColors.

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Three cues

I got the cue for this discovery from the concepts of:

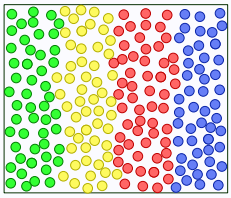
पंचकोश Panchakosa Five Layers	पुरुषार्थ Purushardha The Urges	चातुर्वर्ण Chaturvarna Four Colors

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Instinctual Map



Universal Instinctual Map (UIM)
is the set of all possible instincts.

Examples: Instincts to feed, lead, read, write, fight, invent, collect, create, play, dance, sing, and so on.

We divide the instincts into four classes, color coded, for the sake of convenience, as:

Green, Yellow, Red and Blue.

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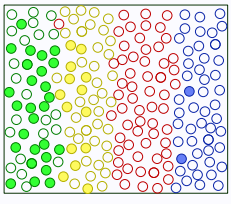
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Personal Instinctual Map



Personal Instinctual Map (PIM)
is a unique, invariant subset of the UIM
that a given individual is endowed with by birth,
just as one is endowed with a specific genome.

The Personal Instinctual Map determines whether a person becomes a politician, an engineer, an artist, a poet, an entrepreneur and so on.



Personal Instinctual Map can be thought of as Universal Instinctual Map, with many of the instincts turned off.

This is similar to the emergence of various types of cells from stem cells. Stem cells have all the functions of all the cells. Nature turns off some functions of stem cell to make it a specific cell.

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Primary and Secondary Colors

Majority of the instincts of any given individual's
Personal Instinctual Map belong
to only one of the four classes.
a minority of them belong to a second class
and negligible amount to the other two..

Example 1: 70% Green, 30% Yellow, 0% Red, 0% Blue

Example 2: 80% Red, 10% Green, 5% Blue, 5% Yellow

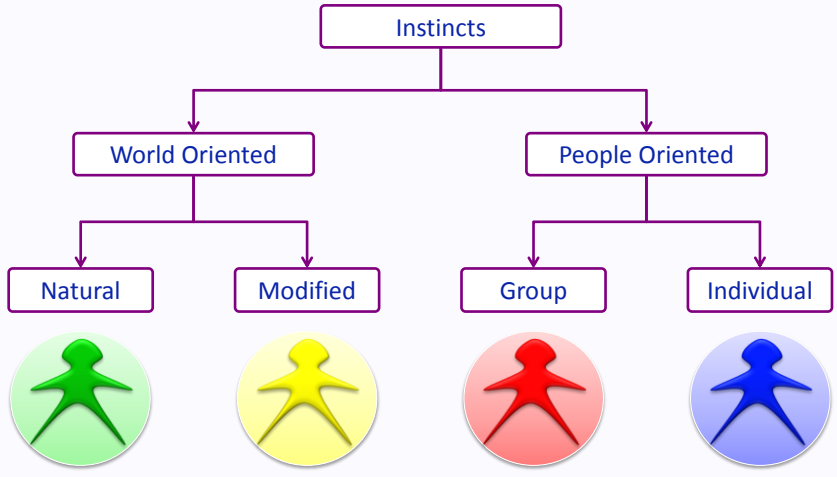
Gg	Gy	Gr	Gb
Yg	Yy	Yr	Yb
Rg	Ry	Rr	Rb
Bg	By	Br	Bb

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Theme behind the four classes



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Ship Wreck

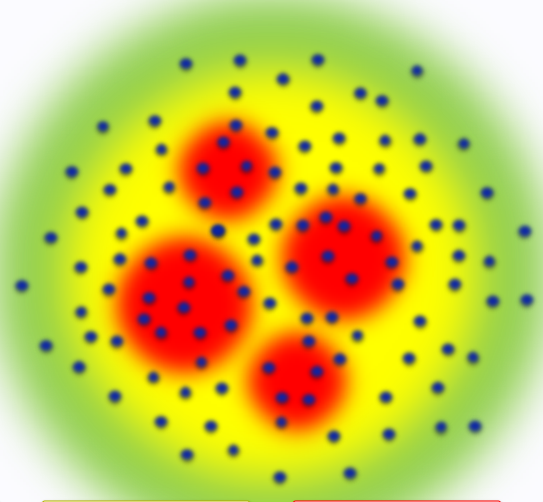


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The four layers of the world



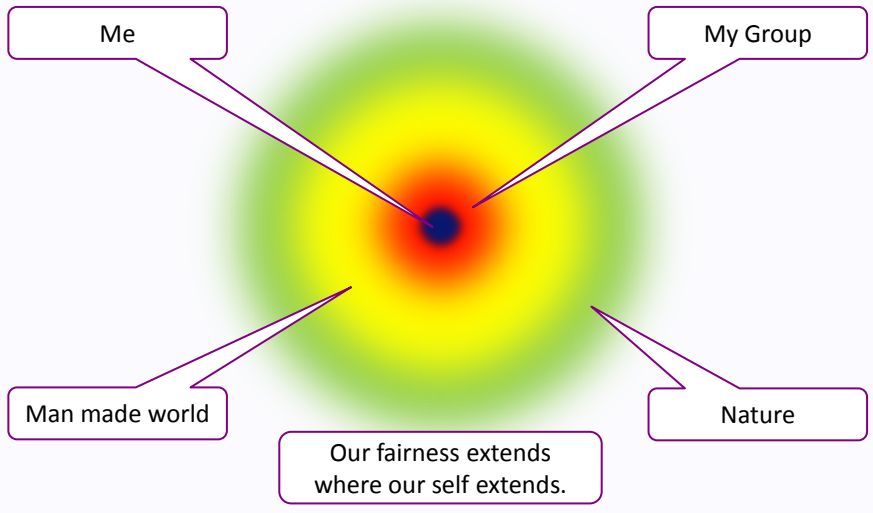
Natural World | Man Made World | Groups | Individuals

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Self



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What is humanity doing?

Four steps in consumption

Discover	Invent	Organize	Serve
Analyze	Synthesize	Plan	Deliver
Problem	Solution	Coordinate	Care

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Nature's Assembly Line

The four colors make the natures assembly Line.



We change jobs, find hobbies, etc.,
to find our place in the assembly line automatically!

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Human Enterprise

What food and how much ?	Experimenting and creating new foods	Making sure everyone is fed	Serving and feeding
Human Anatomy, Bio Chemistry, ..	Hospitals, Surgical Tools, Medicine..	WHO, FDA, CDC, CMS, ..	Diagnosis, prescription, surgery
Properties of Matter, Dynamics, Friction, ..	IC Engine, Cars, Tires, ..	Dept of Transportation, Road Authority, ..	Chauffeurs
Theories of education	Educational Methods, Books, Schools, ..	Educational Policies, Boards, ..	Teaching the students, ..

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Human Enterprise

Economic Theory	Banks, Instruments, Financial Products	Regulations, Monetary System	Financial Advice, Teller Services, ..
Music Theories	Music Compositions Instruments, ..	Concerts, Contests, Awards	Performing Teaching
Bernoulli's principle	Airplanes, Airports, ..	Regulations, Aviation authorities	Flying the plane, Customer services
Computing Algorithms	Hardware, Software	Communication, Privacy policies	Customer Training, Support
Electricity and Magnetism	Motors, Dynamos, LED Bulbs, ..	Electricity Boards	Install Wires, Systems.

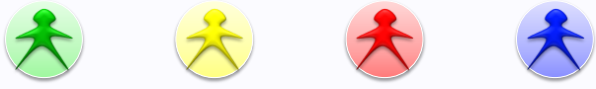
Jobs are everywhere !

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Words and Colors



Accounting
Activism
Audit
Analysis
Arrange
Asset
Bank
Bargain
Belong
Benefit
Budget
Celebrate
Clean
Clinic
Comfort
Complain
Control
Creative
Decoration

Deep
Defense
Delegate
Democracy
Design
Diplomat
Duty
Economy
Education
Empowerment
Enablement
Engineering
Enjoyment
Enlightenment
Environment
Expertise
Explain

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Words and Colors



Finance
Friendship
Fun
Gain
Happy
Hawker
Help
Influence
Innovate
Insight
Invent
Journalism
Justice
Knowledge
Law
Lead
Love

Manufacturing
Manage
Military
Mystery
Money
Need
Optimize
Philosophy
Pilot
Plan
Police
Politics
Power
Procure
Product
Productivity
Profit

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Words and Colors



Profound
Protect
Protest
Purpose
Rearrange
Research
Resource
Responsibility
Revenge
Rituals
Rules
Safety
Schedule
Scholar
Science
Security

Serene
Serve
Simple
Skill
Solution
Strategic
Study
Synthesis
Task
Teach
Technology
Useful
Wisdom
Work
Universe

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Shades






Philosophical Greens	Inventive Yellows	Community Reds	Friendly Blues
Scientific Greens	Financial Yellows	Corporate Reds	Serving Blues
Poetic Greens	Design Yellows	Family Reds	Sports Blues
Teaching Greens	Business Yellows	Activist Reds	Art / craft Blues
Preaching Greens	Entrepreneur Yellows	Diplomatic Reds	Working Blues
	Clean Yellows	Protecting Reds	Loving Blues
		Managing Reds	Cooking Blues
		Leading Reds	
		Charity Reds	
		Legal Reds	
		Fighting Reds	
Arrogant Greens	Miser Yellows	Controlling Reds	Stubborn Blues
Weird Greens	Risk blind Yellows	Sadistic Reds	Lazy Blues
Critical Greens	Cold Yellows	Gambling Reds	Depression Blues
Calcified Greens	Cheating Yellows	Bullying Reds	Dirty Blues

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After MBBS / Medical Graduation




Becomes a medical faculty


Starts a clinic to make money


Goes into hospital management


Treats patients

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After MBA



- Becomes an entrepreneur, investor, etc.
- Becomes a business faculty, strategic consultant, etc.
- Finds a job in business development, marketing, accounting, etc.
- Becomes a manager or executive in a corporation

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After movies



- Politics
- Producer / Real Estate
- Poetry / Spirituality
- TV Shows / Depression

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If you are born into a family of musicians



- Arrange music concerts
- Study music and find its essence
- Do music concerts and make money
- Become a musician

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Color of societies

One of the colors dominates in every society.
That gives a color to the society.

All other colors define their activities
with respect to the color of the society.

What color are India, USA, Saudi and Japan?

India is Bg. USA is Yr. Saudi is Yr. Japan is Ry.

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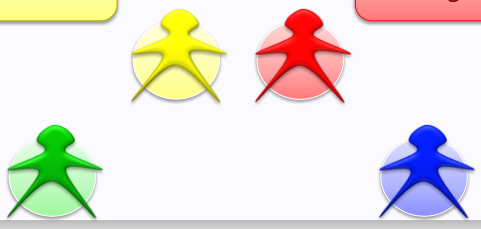
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Ground Touch

Away from Nature

Away from feelings and emotions



One with Nature

One with feelings and emotions

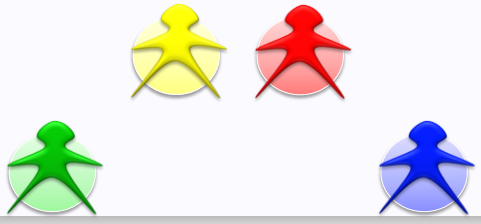
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Change

Change



Why Change?

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Push and pull

Solutions

Requirements



Answers





Questions

Production

Supply

Consumption

Demand

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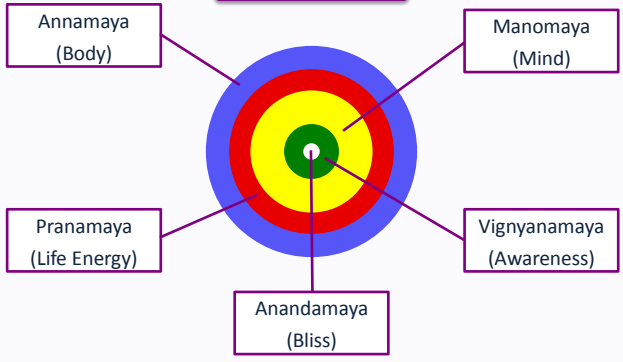
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Body, Mind, ...

Ancient Indians came up with
a Five Layer model for deeper explanation.

पंच कोश



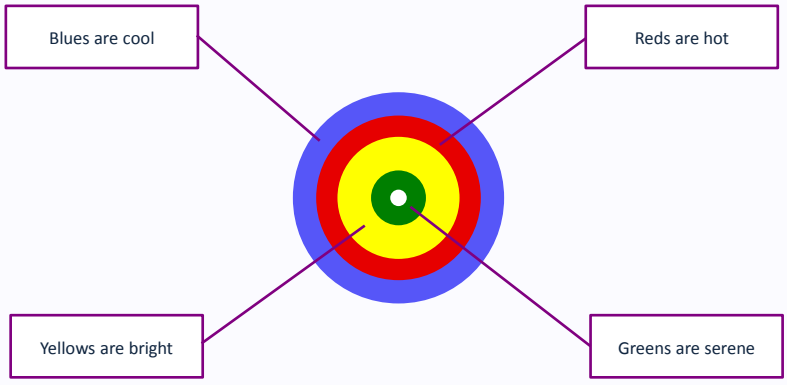
Which layer is thicker?

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Color Coding

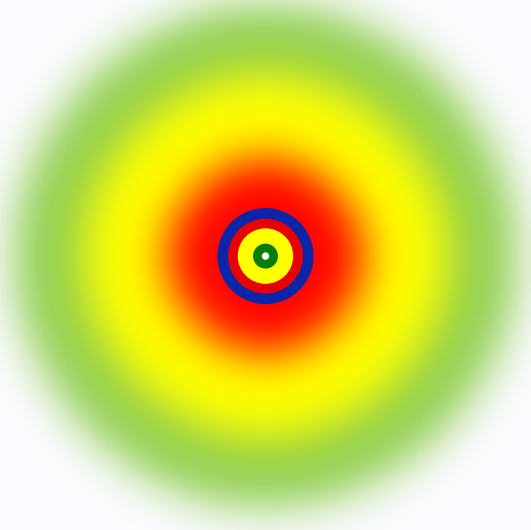


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Colors outside; colors inside

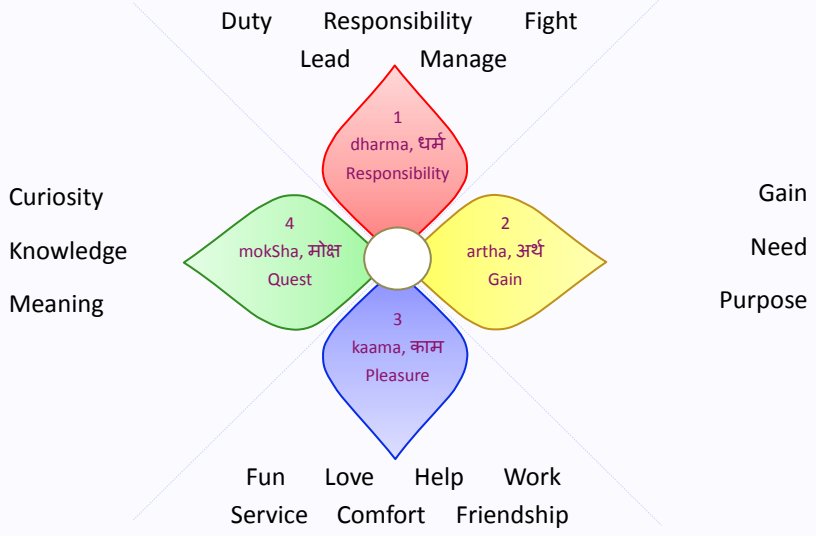


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What drives/motivates you?



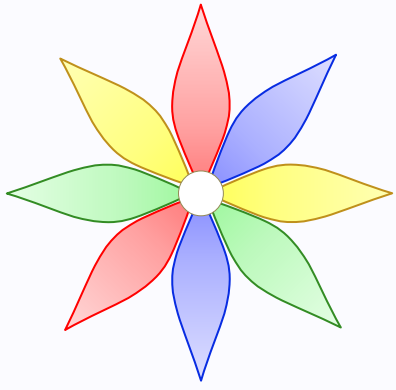
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Connection

Is it easy to work with
the same color or different color?

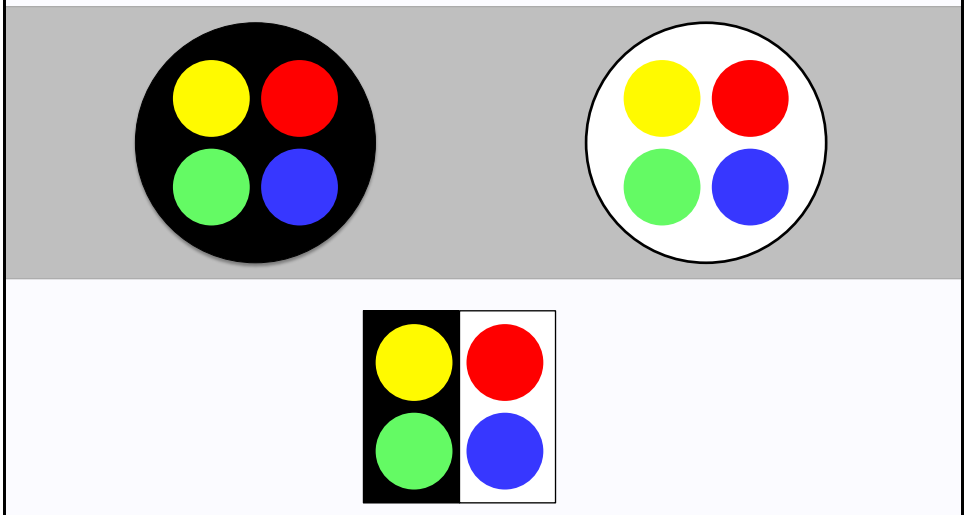


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Unknown and Known



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Colors and human body



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Personas



A metal – malleable, can recast

Sharp edges, may rust



A tree – strong, roots into multiple areas, shelter for many.

Frightening, Branches Falling, Fungus.



A flower – soft, gentle, beautiful by itself, personable.

Easily hurt, can smell fowl.



A lake – serene, deep

Can freeze, ripples, pollution

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Colors are like Genders

CONTINUE

By reproducing

Genders are the partners

FLOURISH

By consuming

Colors are the partners

Empathy, positivity, confidence are the bedrock of relationships.
Among the same color or different Colors!

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Colors are like Genders

In your childhood, you don't see them.

In early teens, you see them, but don't understand them.

Then you get attracted to them but confused about them.

You may get fascinated and even uncomfortable about them.

Then you may feel them enigmatic and frustrating.

Somewhere along the path,

you either start enjoy them or giving up on them.

Bottom line:

They are real and they are complementary.

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Color Distribution

G	Y
R	B

Gg	Gy	Gr	Gb
Yg	Yy	Yr	Yb
Rg	Ry	Rr	Rb
Bg	By	Br	Bb

Natural ratio of genders: ½:½

Natural ratio among Colors: ¼ : ¼ : ¼ : ¼

Each primary/secondary combination occurs 1/16th times.

Every Color is present in 7/16th of the population, either as primary Color or Secondary Color.

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Like minded people

G	Y
R	B

Gg	Gy	Gr	Gb
Yg	Yy	Yr	Yb
Rg	Ry	Rr	Rb
Bg	By	Br	Bb

Is it easy to find like minded people?

Only 1/4th has the same primary color as you.
Full 1/4th has the same primary color as you.
Only/Full 1/16th has the same primary and secondary color as you

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Color Vocabulary

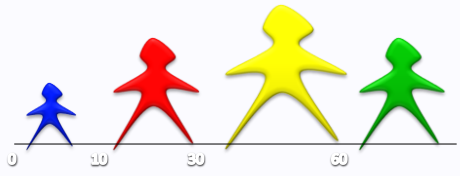
Color Blind	Not knowing the existence of Colors.
Color Vision	Knowing the genetic code of human enterprise
Color Filtering/Tuning	Hearing only what matches our Color
Color Clash	Every one emphasizing their own angle
Faded/dusted Color	Being inactive, dull and beaten up to the extant that no one, including you, can tell your Color
Color Violence	Imposing one's own Color on others
Color Fascination	Getting fascinated by other Color
Paint	Being trained in another Color
Polish	Being trained in your Color

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Presumed / Expected Color



Rich emotional nourishment

Blues – simple forever, like a child
Reds – capable forever, to manage the world
Yellows – ready forever, for the next opportunity
Greens – wise forever, like a sage

Poor emotional nourishment

Blues – complaining, adamant, self-hurting, …
Reds – harming others, forever
Yellows – grabbing things, forever
Greens – finding faults with everything, forever

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Missing manual

Knowing Colors helps
you understand the game of life,
so you can play it well !

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Eternal Churn







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iColors

In Daily Life

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Manifestation

Colors manifest themselves in every single activity!

- Housekeeping
- Health habits
- Buying habits
- Dressing styles
- Reading habits
- Children playing with toys
- Food preparation and feeding
- Working with maid / contractor
- Spiritual orientation
- Career Choices
- Family Management

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Home Bound?

- Stay in and around home
- Out at the slightest excuse, Or have people coming to the home
- Out or in, as needed
- Wherever it happens to be

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How do you keep your house?

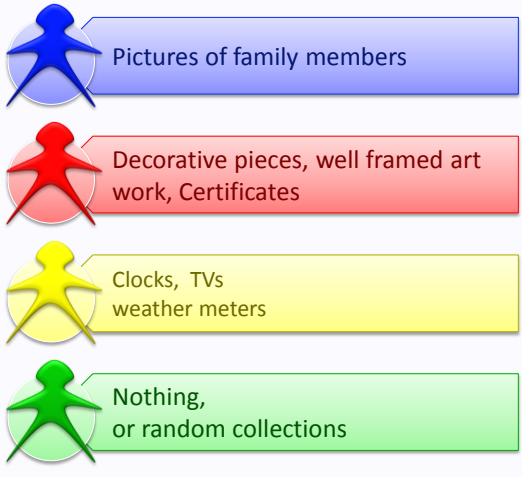


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What is on the wall

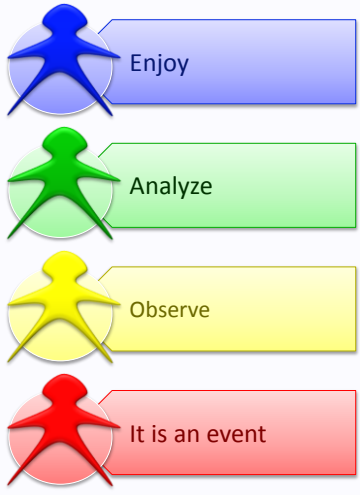


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When you go to a movie ..

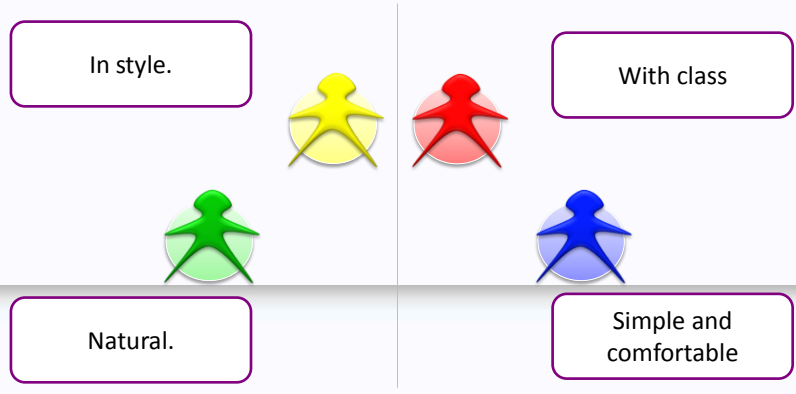


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How do you want to live?



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Reading



Theoretical non-fiction:
Philosophy, Science, ..



Useful/practical non-fiction:
Engineering, Trading, Stocks, sociology, psychology, inspiration



Heavy Fiction:
Plots, History, Detective, ..



Simple Fiction:
Romance, social stories, ..

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What books and where?



Book cases - full of books –
everywhere and anywhere



One or two well bound books on mountains, culture, on the coffee table. Book cases, if there are, are neatly arranged, with well bound books.



Engineering books or trade books,
not in drawing room



Family albums on the coffee table.
Rest in a pile, somewhere, if at all.

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Professions for you



Politician, administrator, police, manager, diplomat, activist, lawyer …



Scientist, professor, writer, artist, religious person, …



Entrepreneur, investor, financier, accountant, banker, businessman, salesman, marketing, shopkeeper, street vendor, …



Doctor, nurse, teacher, accountant, pilot, soldier, police, …

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What is your strength?



Repetition
Happy learning one skill and using it for life



Multi-tasking
Change is fine, as long as It is repeatable ☺



Perseverance and experimentation
Get bored doing the same thing all over!



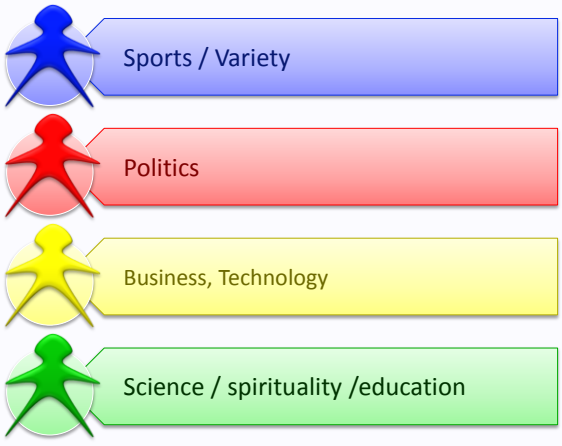
Long time focus
There is no doing, only learning, writing and discussing.

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Newspaper

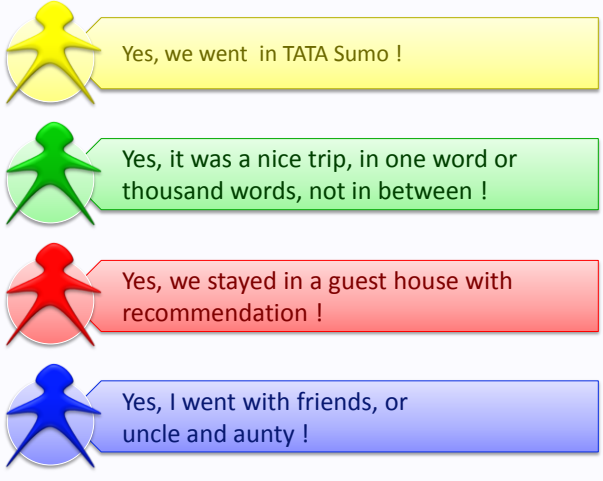


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So, you have been to Tirupati !

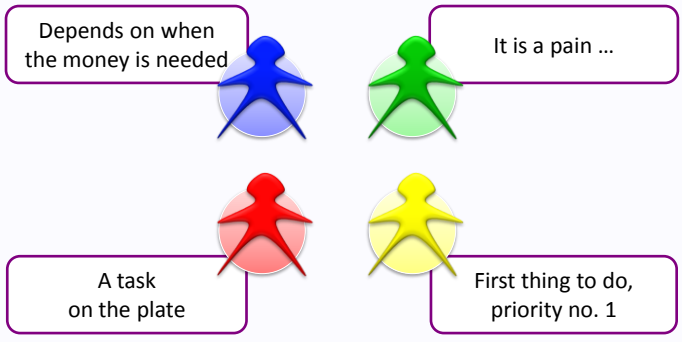


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Going to the bank and depositing a check



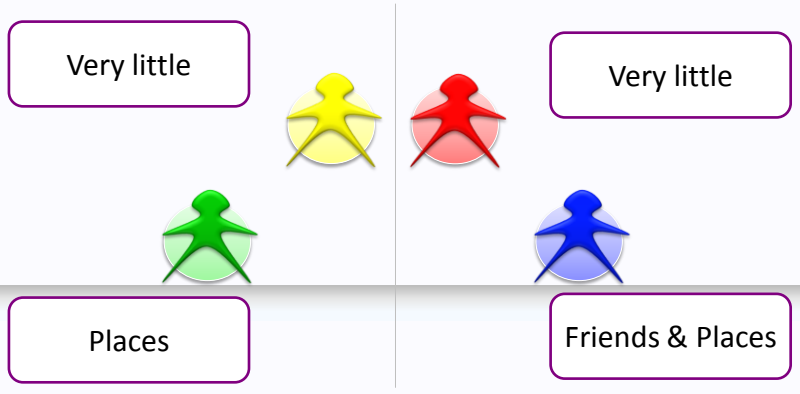
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Nostalgia

Relive Childhood Memories?



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What if someone is not giving your money back?

Trust is betrayed.
Feel cheated.



'morals' and 'ethics'
are on the decline.





Is it worth collecting?



Feels like an insult.
Feel like teaching a lesson.

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How do you make your maid / contractor work their best?



Hold payment or pay more !



Work along with them and be with them !



Tell their boss / fire them !



They should do their best !

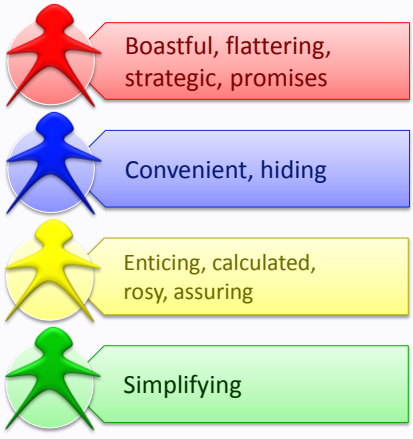
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Lies

In the ideal world, no body lies;
In reality most people do.

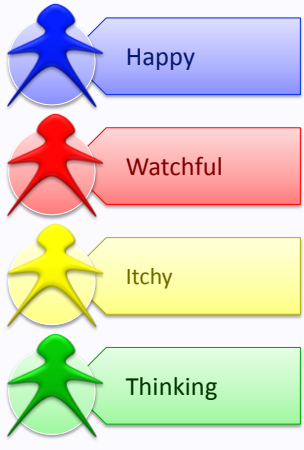


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Default state of mind



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Refrigerator



Organized. Along with Cartons. Open and close many times.



Clean. Food taken out of cartons. Open and close fewer times.



Messy. Fail to close the door completely.



Minimal items. No cartons. Keep the door closed and tight.

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Sports



By the blues, of the blues, for the blues.



By the blues, of the blues and for the reds.



Not a big fan.



Not for me.

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Sports



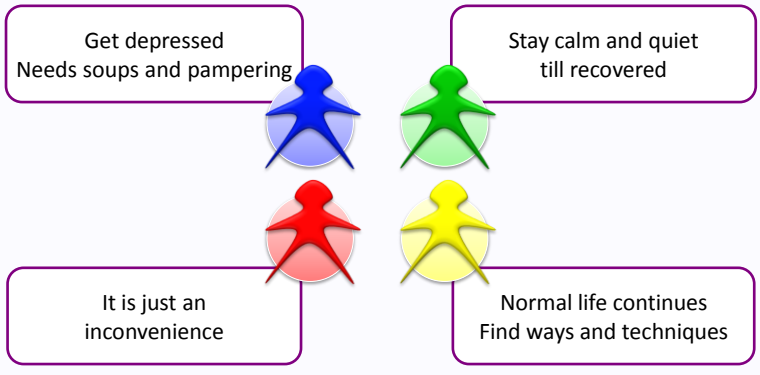
What Color is Sachin Tendulkar?

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When you are sick

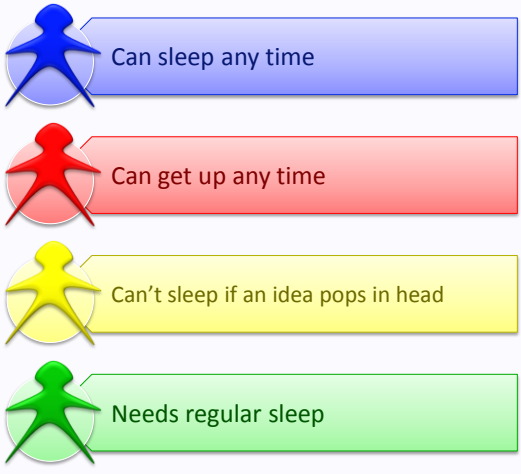


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Sleep

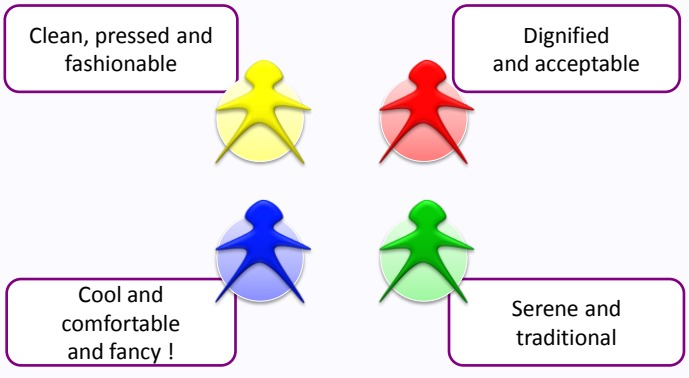


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How do you like to dress ?

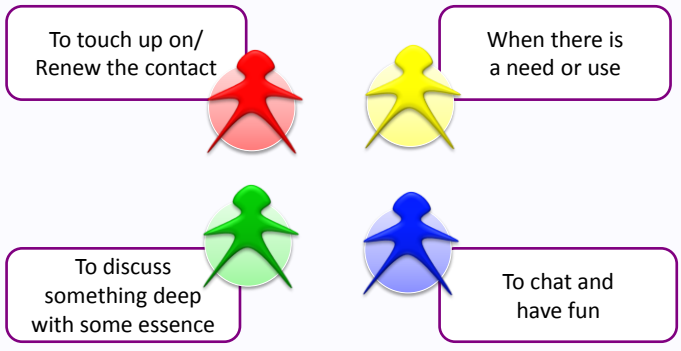


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You like to meet a friend..

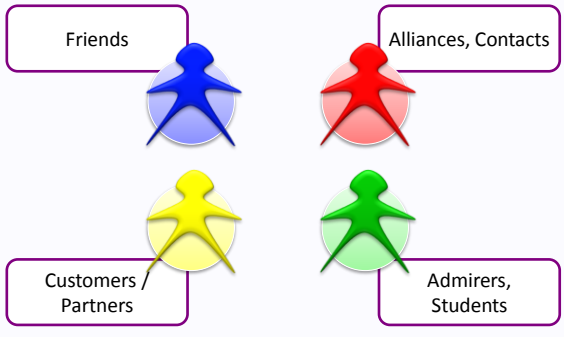


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Your colleagues, acquaintances, classmates turn into your …



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Natural Selection



Whoever seems to be simple, friendly



Whoever is knowledgeable, has stuff to talk about.



Whoever seems to be useful



Whoever seems to belong to the same community/group or has social standing.

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Thinking ahead



What happens in 200 years ?



What happens in 20 years ?



What happens in 2-5 years ?



What happens in 2 days ?

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I need 100 chairs

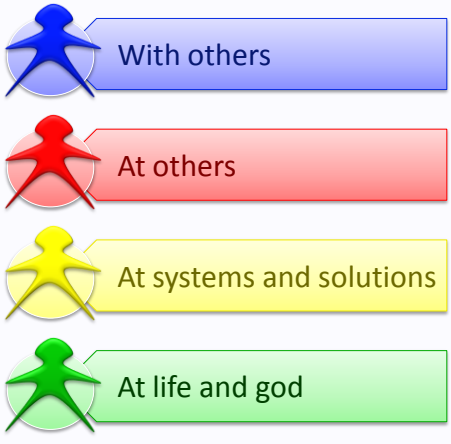


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Laugh …

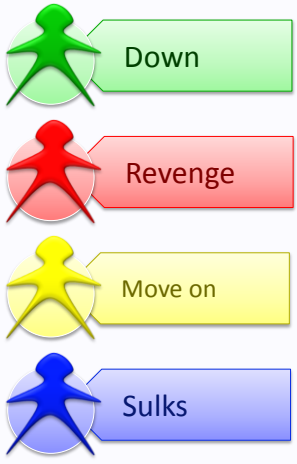


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How do you feel when someone insults you?

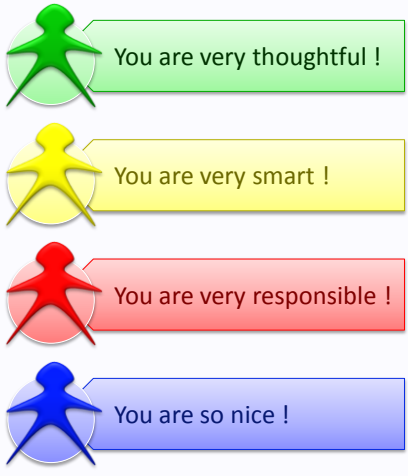


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Words of appreciation



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Susceptible



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When someone hurts you

The thought process kicks in, though quiet on the surface.

Do not react immediately, but hurt remains for long



Take careful note of how and what of the hurt, kick in the revenge machine.

React immediately, facial, verbal, ..

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Balance your circle



Schools, colleges, neighborhoods are
your best opportunities !
Rituals and teams force multiple colors to come together !

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Party/Restaurant/Night out conversations

Your heart out !
Whatever is going in the head at that time !

Your brain out !
All the analysis you have done and theories you know !

Whatever goes with the flow !
No controversial stuff !

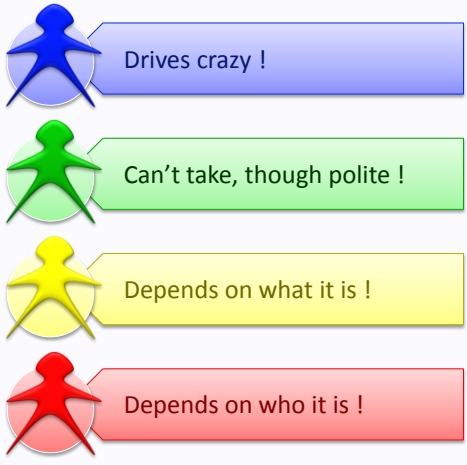
Always measured and customized !
Depends on who the audience (direct & indirect) are !

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Interruptions



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It is not Gender, It is Color

Like to stay home	Women	Blues
Shops a lot	Women	Yellows
Watch Sports	Men	Blues
Buys lots of gold	Women	Reds
Watch Movies	Women	Blues
Finance	Men	Yellows
Yaps a lot	Women	Blues
Management (Bharta)	Men	Reds

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Color Quiz



- Who has photographic memory?
- Who is good at word play and rhyming words?
- Who makes the best maid?
- Who turns on A/C as soon as they get into the car or house?
- Who programs their thermostat religiously?
- Who makes the best nanny?
  - Secondary color same as the child.
- Who likes fame?
- Boarding school is bad for ..?
- Who use twitter?
- Who makes the best teacher ?
  - Secondary color same as the student.

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Color Quiz



- Who calls their spouses by funny, pet names?
- Whom do you find most in a cruise ship?
- Who talks about family members at work and colleagues at home?
- Who has quick wit?
- Whose (computer) desktop is cluttered?
- Who complains?
- Kids from rich or powerful family behaving unbelievably simple
- Who gets energized by going to office?
- Whose eyes go straight to spelling mistakes?

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Color Quiz



- Airline pilots, neurosurgeons, cab drivers, hair stylists are friendly. Why?
- Who likes idioms (సామెతలు) ?
- Who tries to fit in?
- Who use perfume most?
- Who sprays air perfumes?
- Who are comfortable referring to non-relatives as 'uncle', 'aunt', 'brother', etc.?
- Who wear religious symbols?
- Who like inspirational books/videos?
- Who are the least remembered in history?

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iColors

Organizational Applications

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Applications

Market segmentation
and Campaign Management
Suitable for medium and large organizations.

Product Design
Suitable for organizations of all sizes.
All products with human touch and feel can use colors

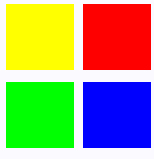
Organizational Restructuring
Suitable for medium size organizations and divisions.

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Work Dynamix

Building and managing teams



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Organizations have colors

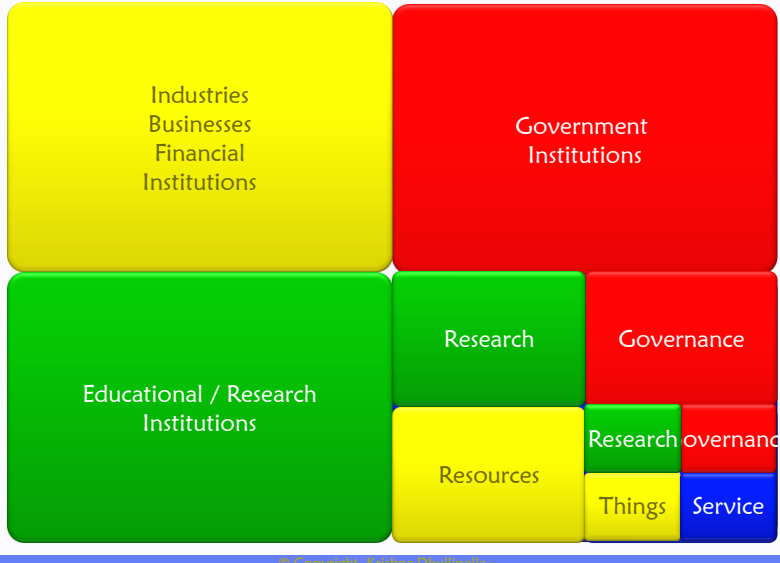


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Fractal Structure



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Work Dynamix

Roles Blueprint

Define roles using Colors.

Build Identity Inventory

Use Colors in interviewing the candidates.

Work Allocation Process

Use colors in establishing the
division of responsibilities and interaction protocols.

Effective Incentives

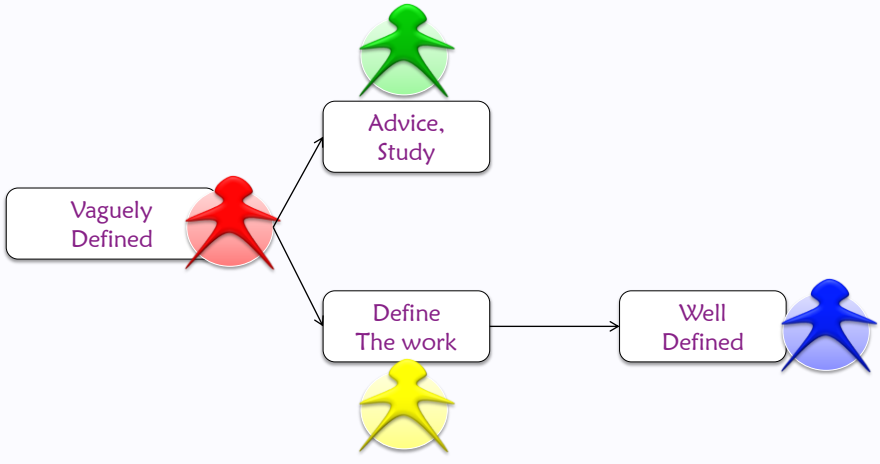
Use colors to design incentives.

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Work Definition



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Grounded vs. Floating

Floating

Move on for opportunities.





Move to a new position or company.





Grounded

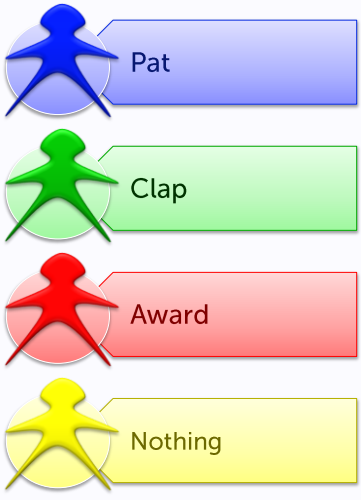
Change employer only for external reasons.

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Appreciation / Incentives



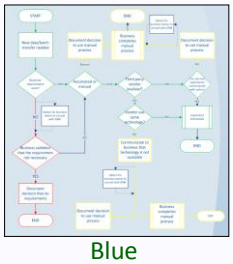
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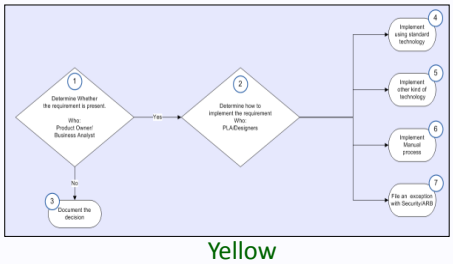
Process

Ask Yellows to Design.
Ask Reds to implement.
Ask Blues to follow.
Other combinations yield inferior results.

Blues worry about 'how' before 'what' is defined.
Reds focus on 'who' and interfere in defining 'what'.



Blue



Yellow

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Identity / role color mismatch

This metric is the best metric
to know how well your organization is doing.

How many are working with their left hand?

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Be the best

Improve your sun qualities.
Deploy your moon qualities.
You are responsible for your role.
Expect to be in survival mode.
Seek the person of the right Color when you need help.

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Next Steps

- **Immediate**
  - Team leads / Managers to use iColors to understand team members at a deeper level and manage them better
- **Near term**
  - Improve the recruitment and candidate selection process
    - Incorporate iColors techniques for better selection/screening of candidates
  - Improve work allocation process using iColors
    - Prepare a Roles Blue Print
    - Prepare an Identity Inventory
    - Design a better work allocation process
- **Long Term**
  - Explore PamTen & Human4ce Business opportunity
  - Market WorkDynamix & Success@Work workshops to companies in India and USA

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