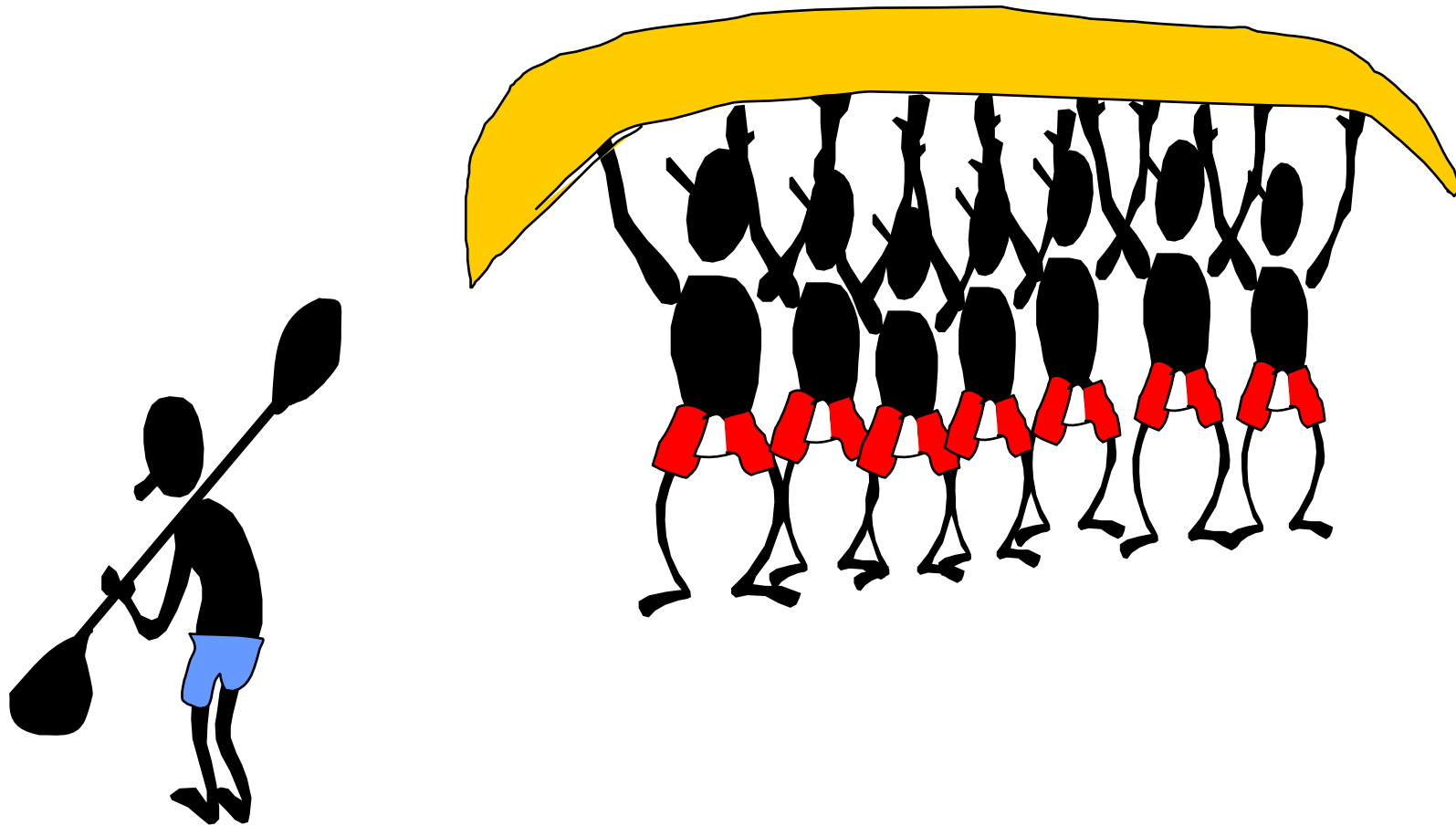
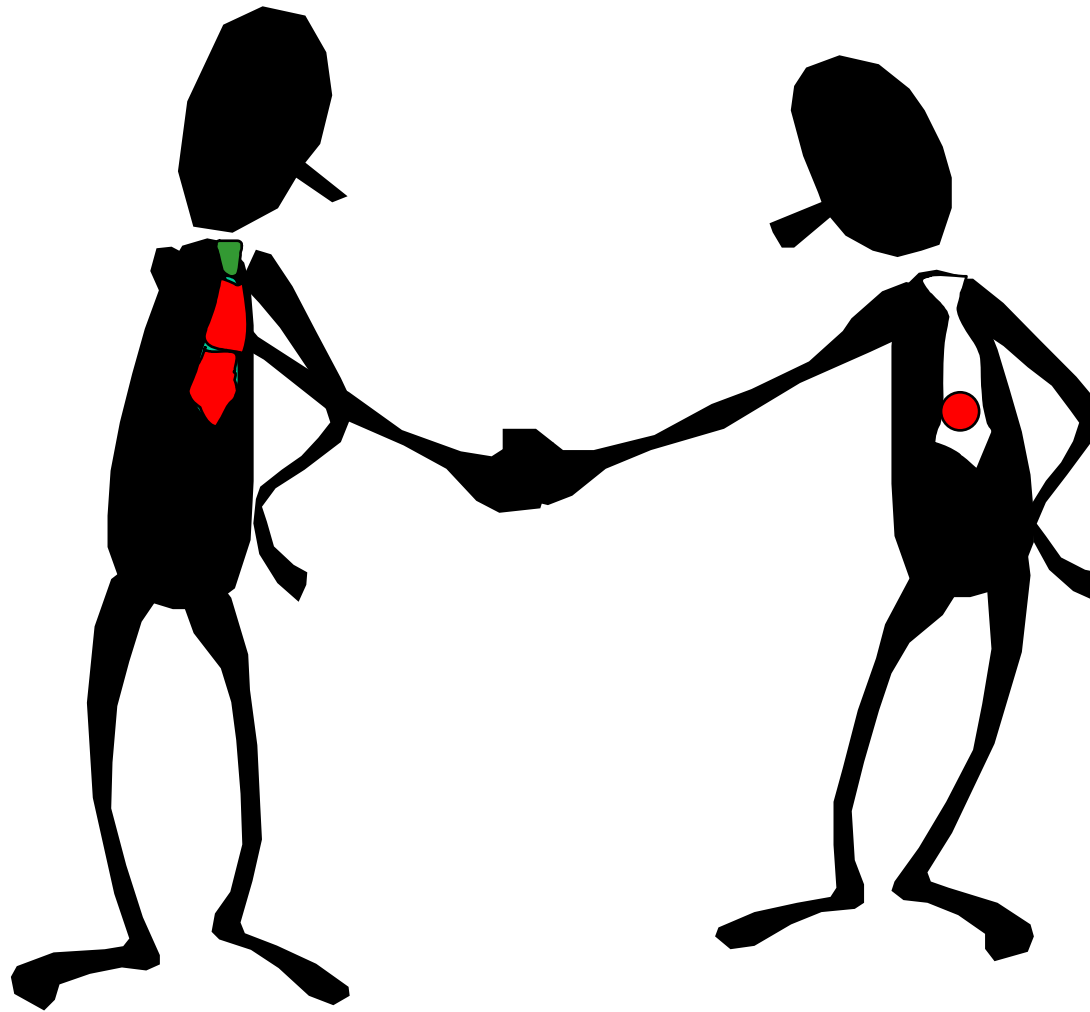


Lesson in Excellence from Indian Management

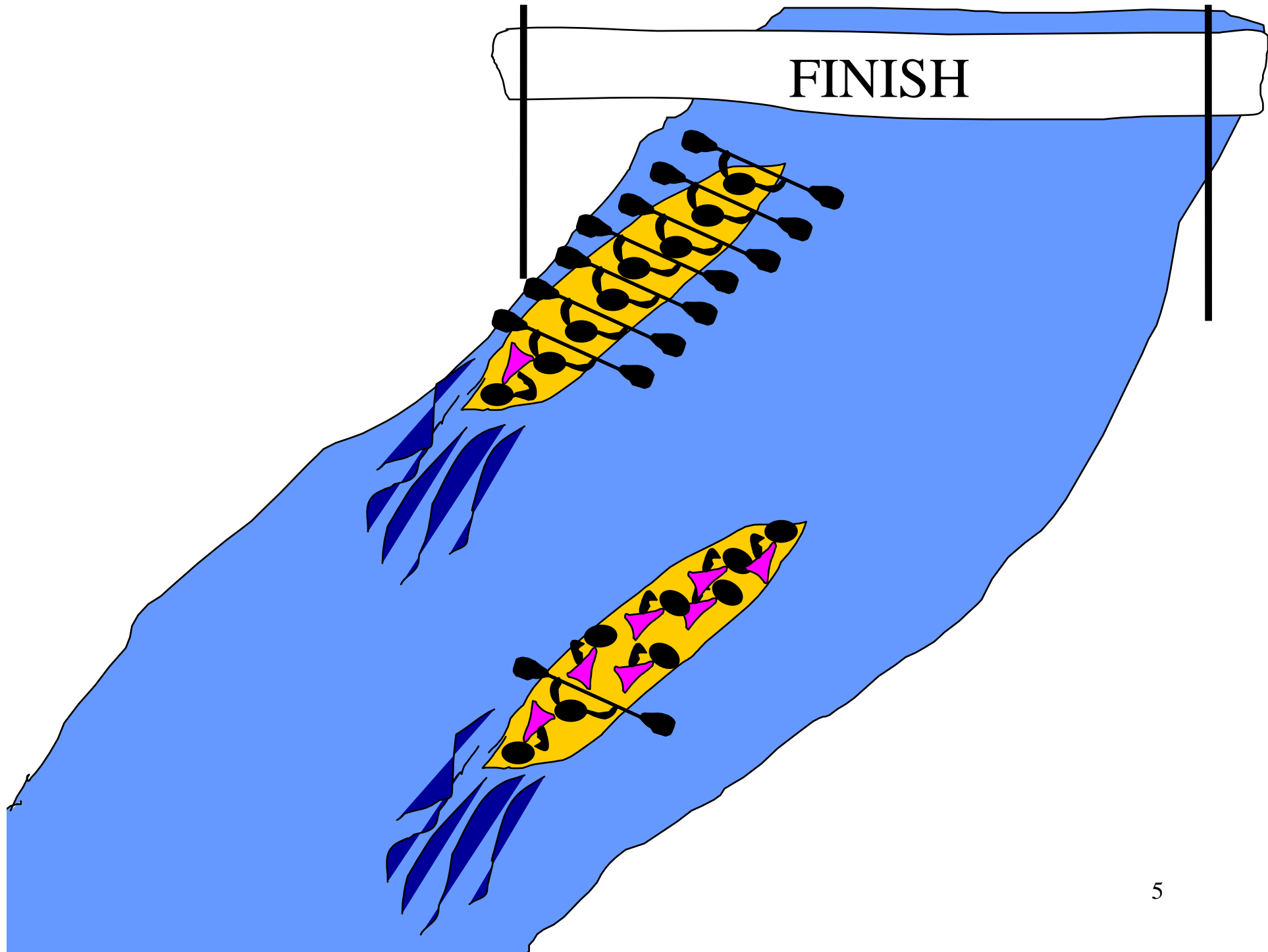


Once upon a time there was an Indian rowing team

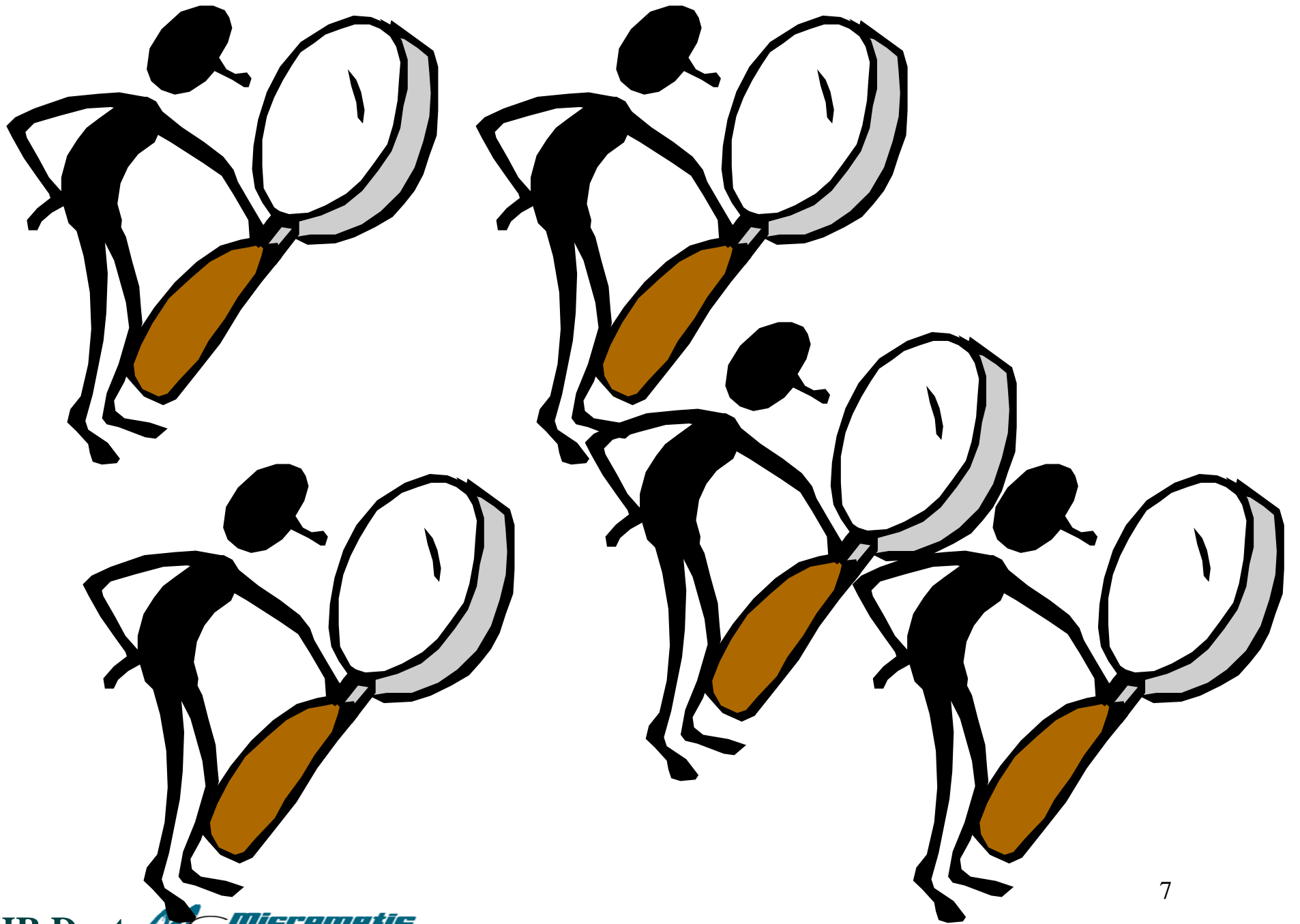


India and Japan agreed to do an annual rowing race.
Each team should contain 8 men.

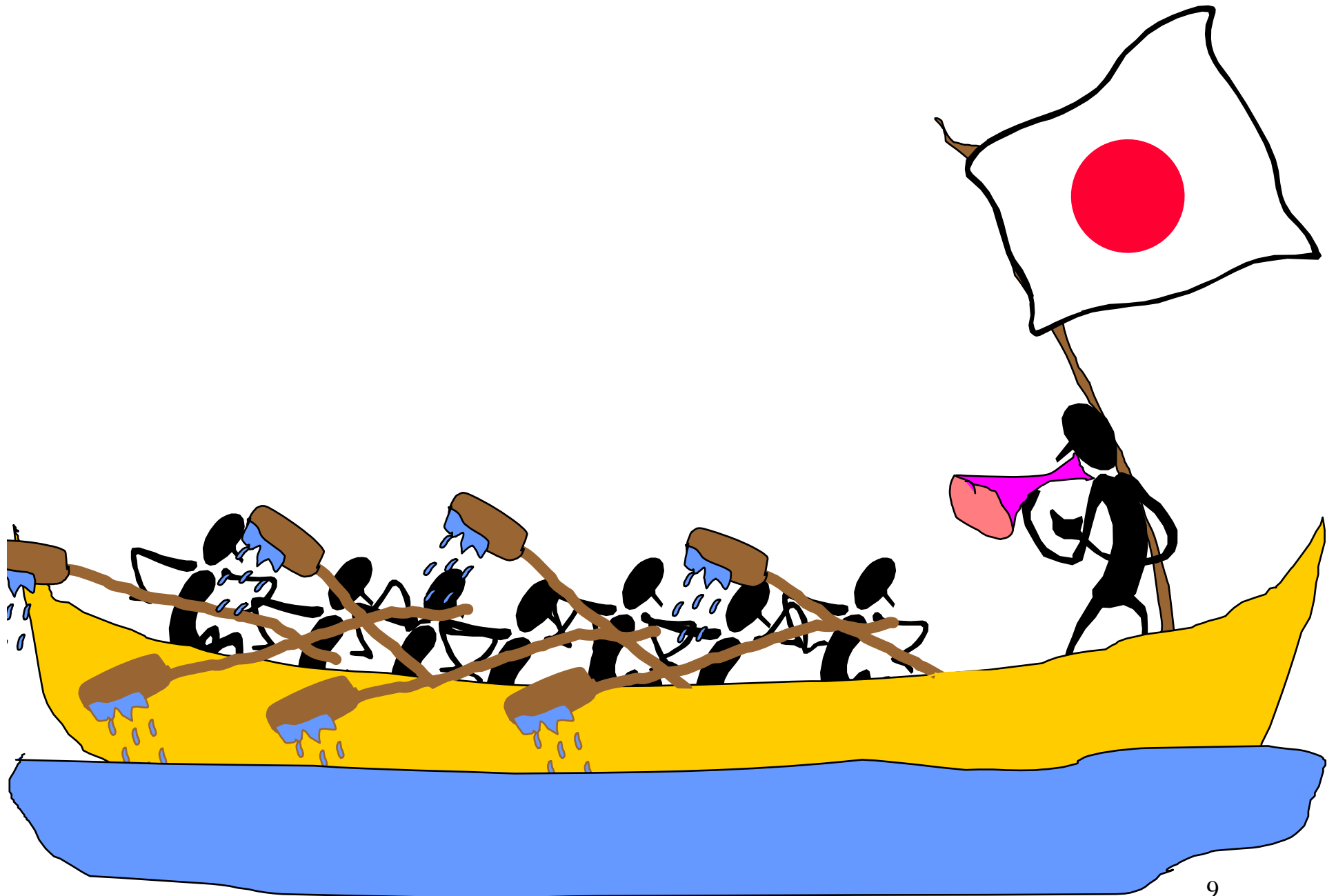
Both teams worked really hard to get in the best shape. The day the race started both teams were in similar condition.the Japanese won by 1 mile.



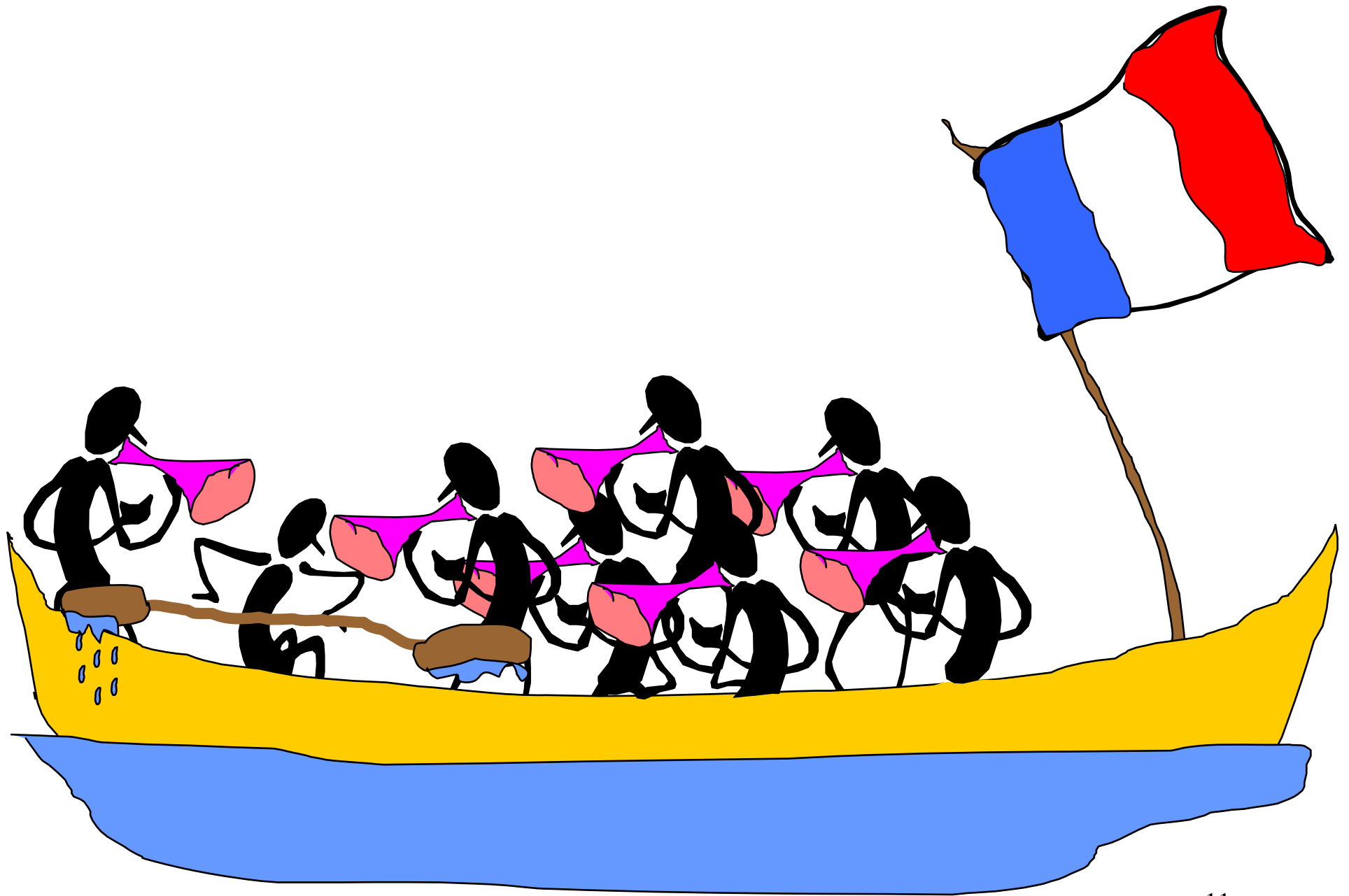
The mood in the Indian team was really close to the freeze point. The top management decided to win the race next year. So they established a team of analysts to observe the situation and recommend an appropriate solution.



After several detailed analysis the team found out that Japanese had 7 rowers and only one captain.

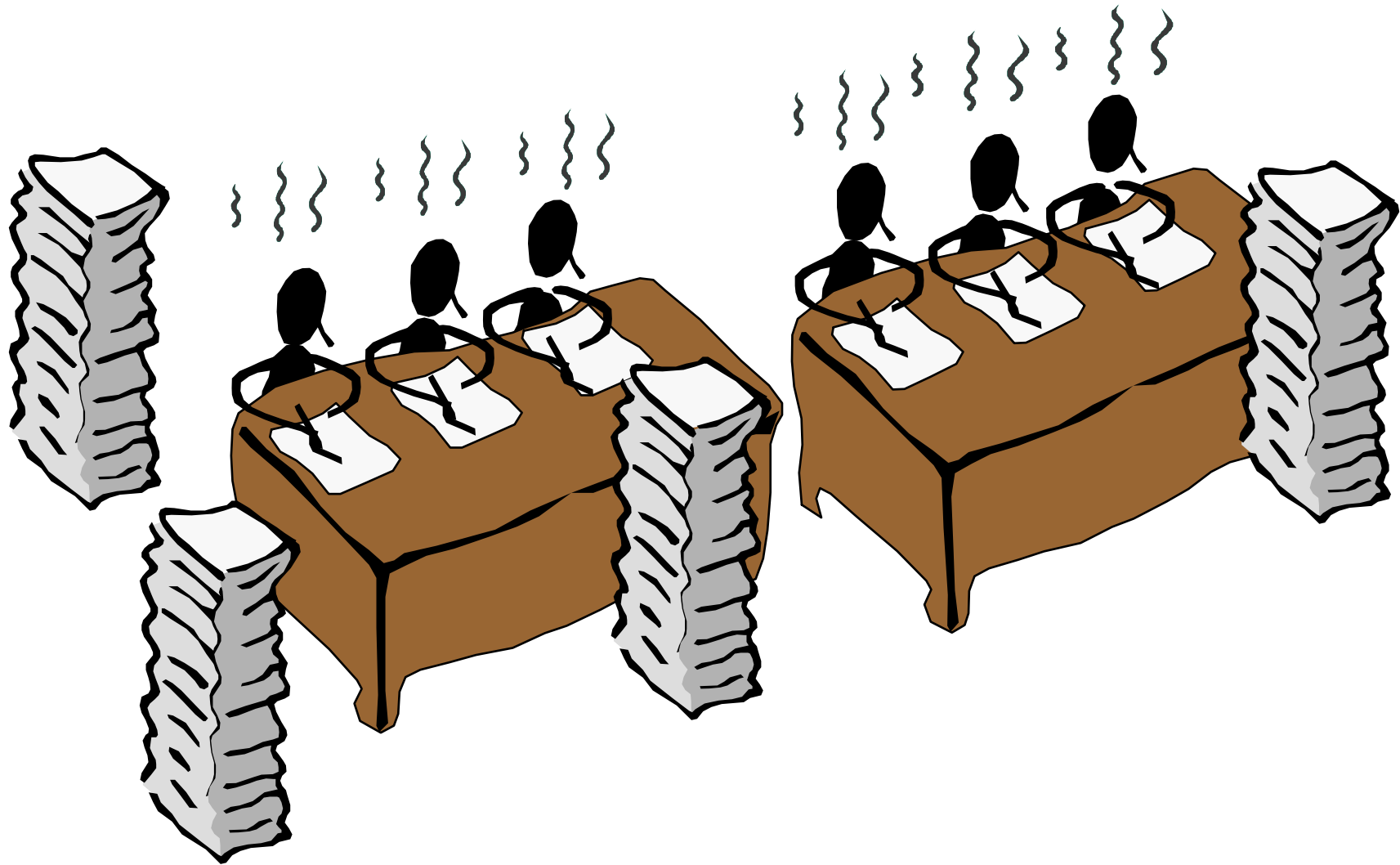


Of course the Indian team had 7 captains but only one rower.



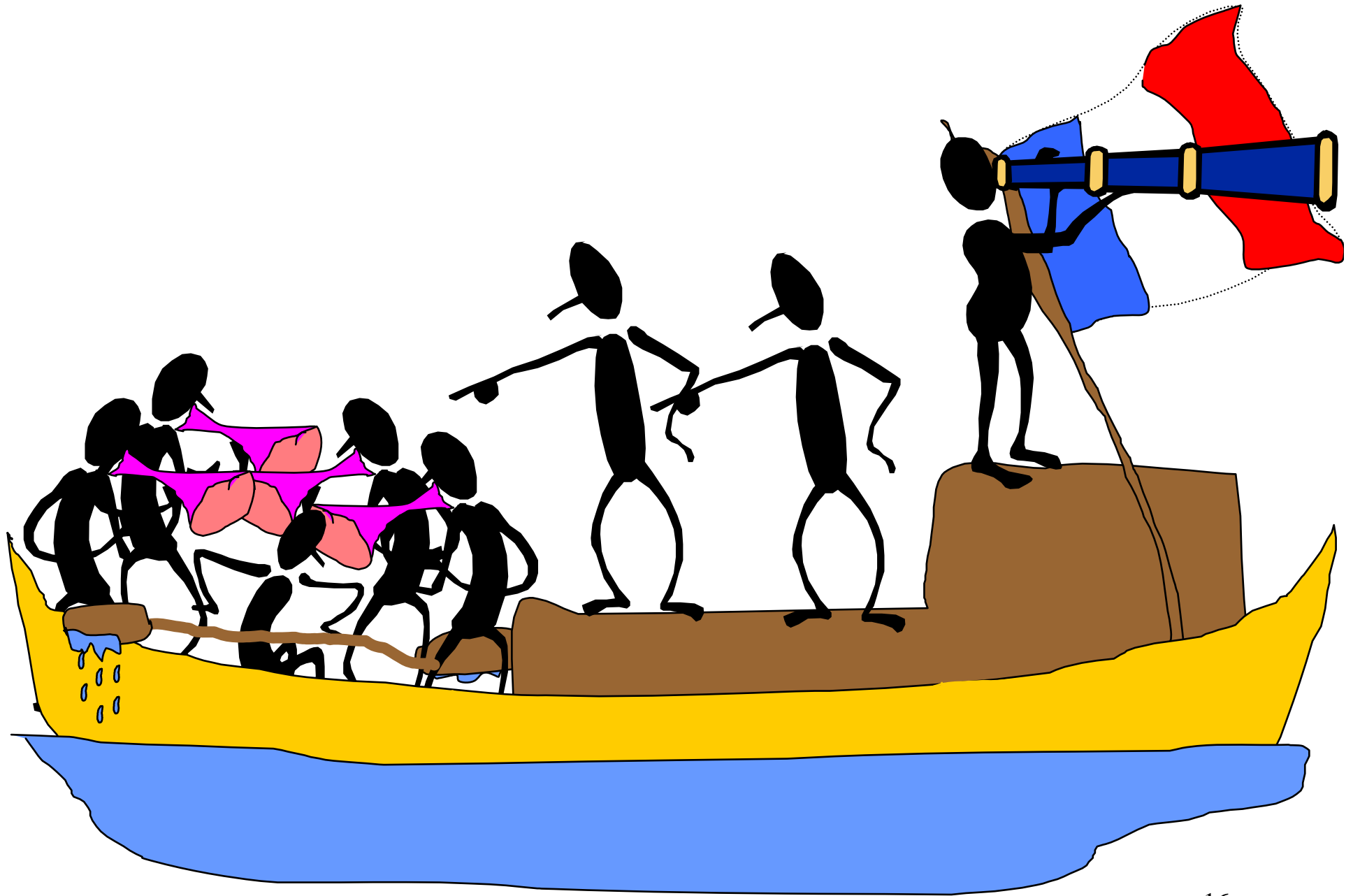
Facing such critical scenario the management showed an unexpected wisdom: they hired the consulting company to restructure the Indian team.



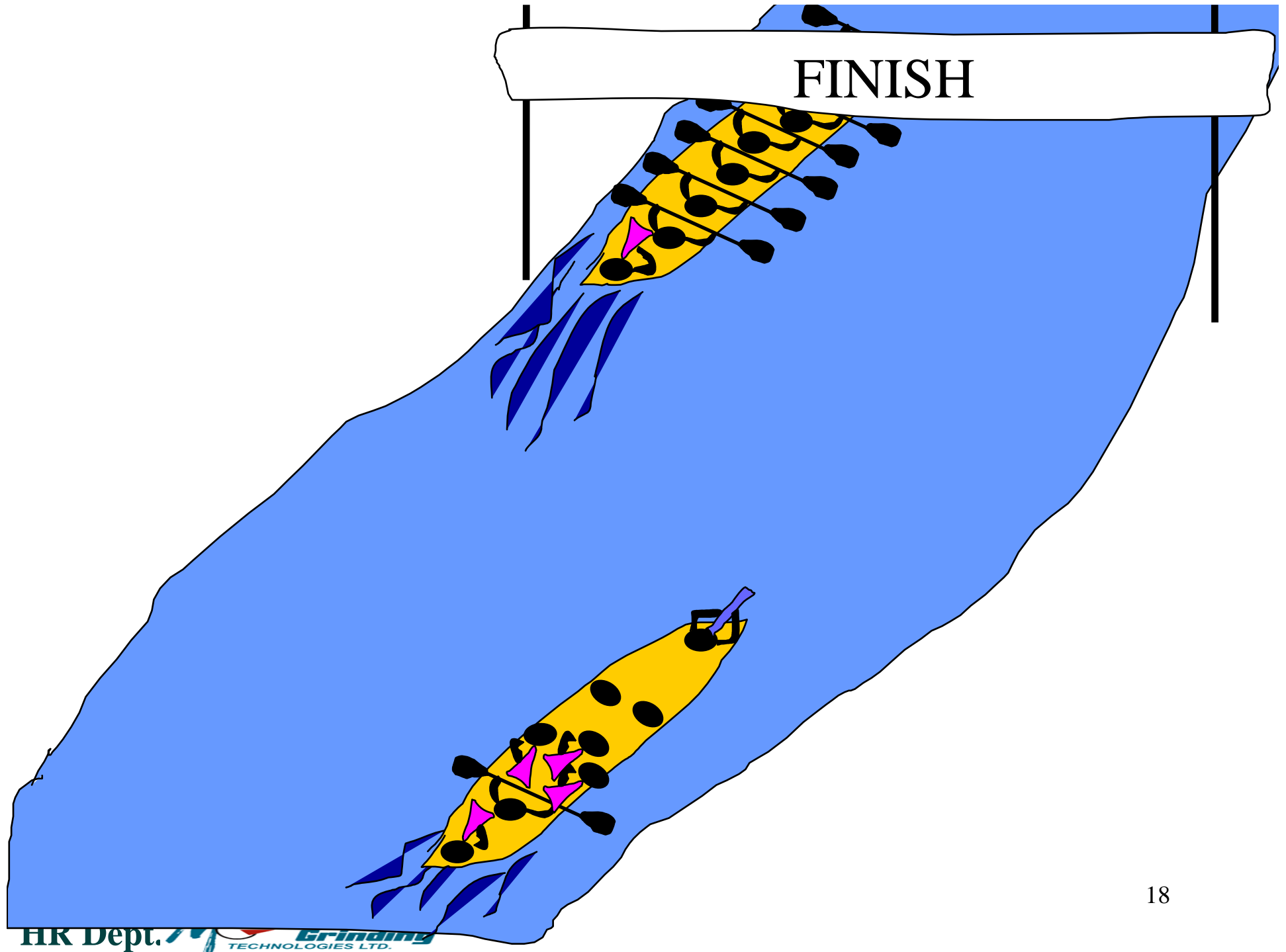


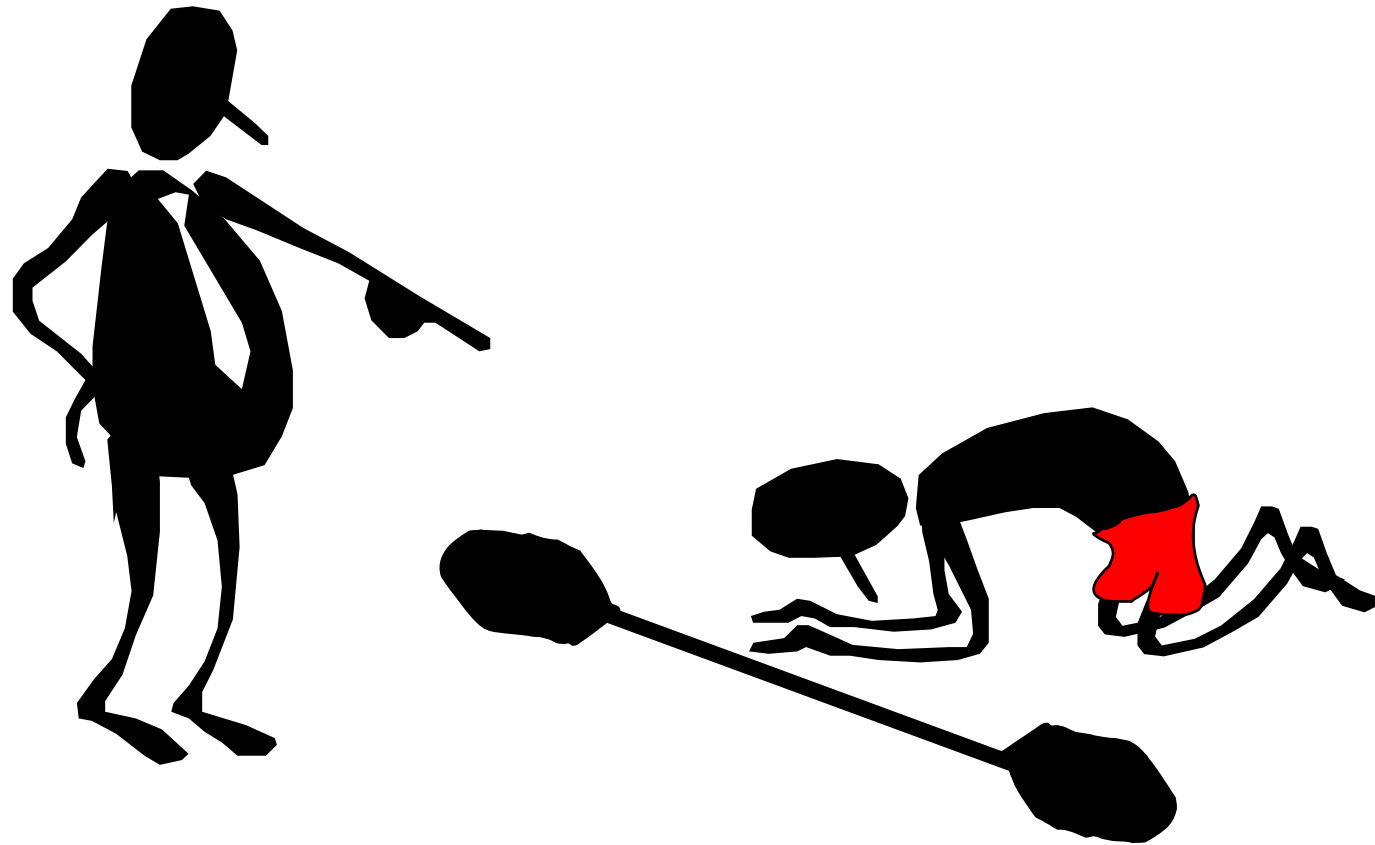
After several months the consultants came up with the conclusion that there were too many captains and too few rowers in the Indian team. A solution was proposed based on this analysis: the structure of the Indian team has to be changed!

As of today there will be only 4 captains in the team led by 2 managers, one top-manager and one rower. Besides that, they suggested to improve the rower's working environment and to give him higher competencies.

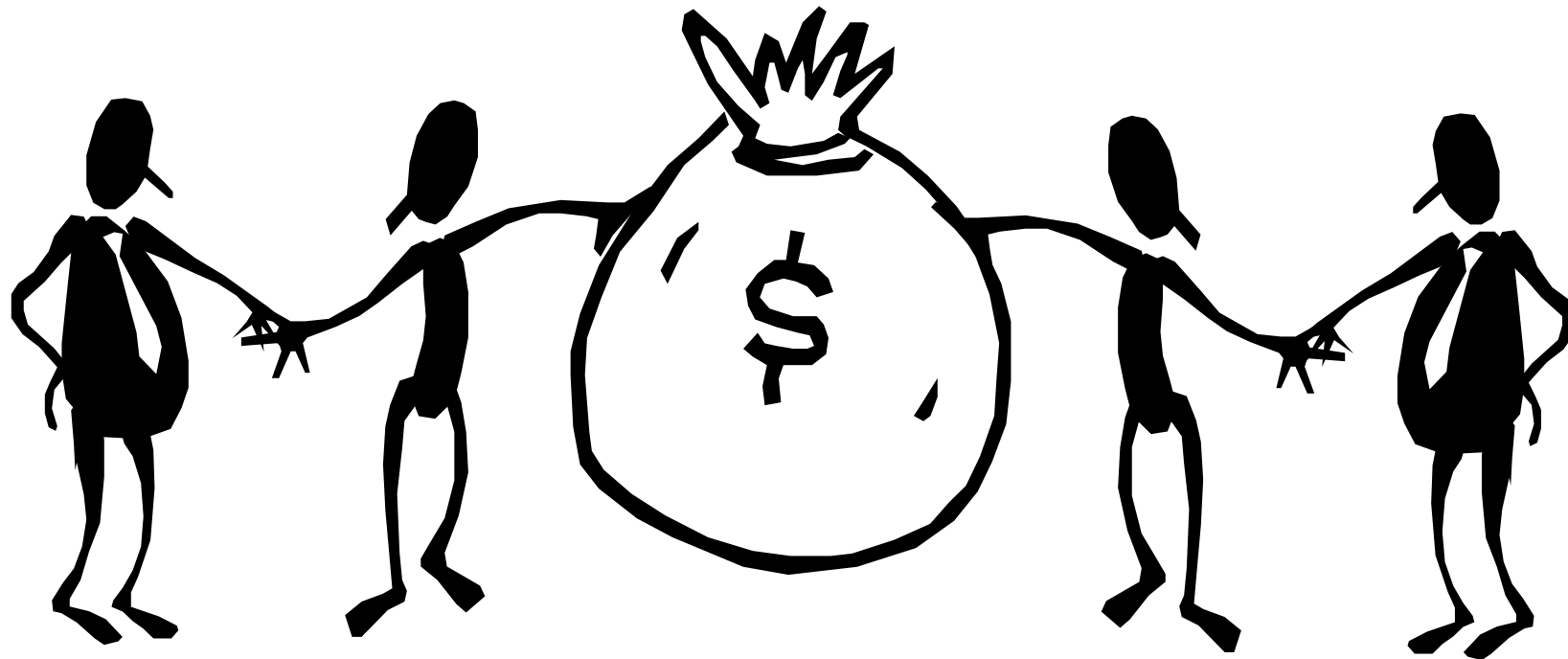


Next year the Japanese won by 2 miles.





The Indian team immediately displaced the rower from the team based on his unsatisfactory performance.



But the bonus award was paid to the management for the strong motivation the team showed during the preparation phase.

The consulting company prepared a new analysis, which showed that the strategy was good, the motivation was O.K. but the used tool has to be improved.

Currently the Indian team is designing a new boat.