

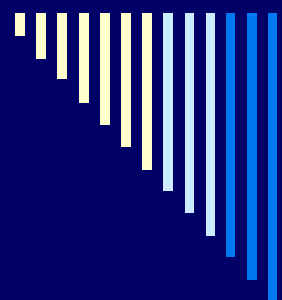
CIO Skill set to meet Management expectations

**A presentation by
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Can you identify the event?

- [test1.mpeg](#)
- [YouTube - India vs Sri Lanka ICC Cricket World Cup 2011 winning moments \(1\).flv](#)
- April 2nd was the day of reckoning where India won World CUP 2011.
- Just as MSD was the Captain of Team India, a CIO is the leader of his team and he has to provide the leadership not only to his direct repartee but entire organization.
- What skills are common between MSD and a CIO for whom every project is a world Cup

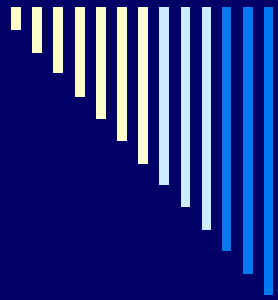


Skill 1

Clear Objectives

- ❑ The objective of team India was clear i.e. Winning the world Cup.
- ❑ What is your objective as a CIO?
- ❑ A CIO should be absolutely clear about the objective

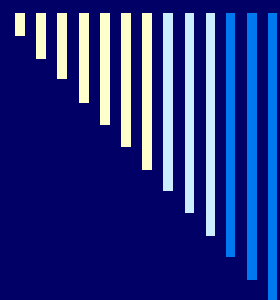
- ❑ **SKILL SET : SET CLEAR SMART GOALS for himself and team**



Skill 2

Homework Planning and execution

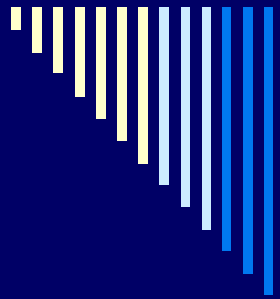
- Team India had detailed plan for each game painstakingly discussed and alternative strategies worked out so as to achieve the objective.
- A CIO should also work out detailed strategy of achieving the goal. He should spend about 40-60% of time in planning and budgeting with alternate strategies and involve team during exercise
- This applies for both “New projects” and “Keeping lights on”
- **SKILL SET : PLANNING , RESOURCE BUDGETING and RISK MANAGEMENT SKILLS**



Skill 3

Communication

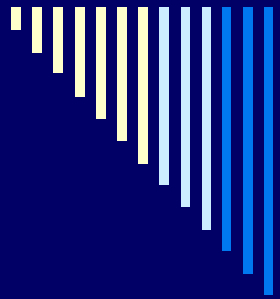
- MSD communicated with the team on the field and off field. He also took advise of senior players when needed. Was always encouraging players at all times
- A CIO should establish communication with all stake holders namely Top Management, Project beneficiary , vendors and his own team about his plans and status of executions.
- A strategy of communication should be chalked out at planning stage in advance and executed
- His plans should be conveyed to his team mates
- **SKILL SET : COMMUNICATION SKILLS**



Skill 4

Team work

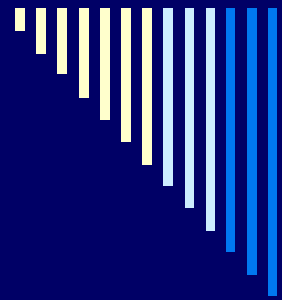
- The team members huddled before match , during the match when there is fall of wicket and at the end of match
- A CIO will succeed when he play along with team and not as individual. Be in touch with all stakeholders.
- Celebrate small success with members of team
- **SKILL SET : Ability to play with team as team member**



Skill 5

Select right man for job

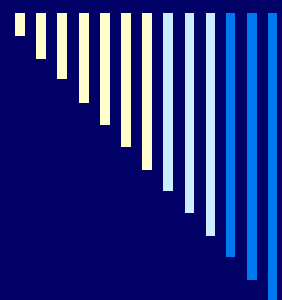
- The captain picked the right person for the job depending upon ability and current form.
- Dhoni decided on Ashish Nehra for Pak match which proved to be helpful
- In the same way identify the right person for the right job who will help you in achieving your target. Train your team for the right skills
- **Skill set: ability to select, train and deploy right person for job**



Skill 6

Adapting to Change

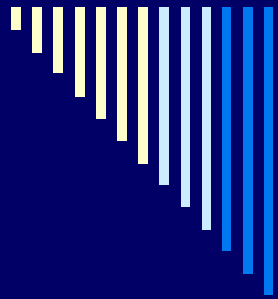
- ❑ MSD and team adapted well to different opponents and different playing condition (pitch and weather)
- ❑ Be aware of the changes taking place in people process, and technology and navigate the group towards success.
- ❑ **Skill SET : ADAPTING AND MANAGING CHANGE SKILLS**



Skill 7

Positive mental attitude

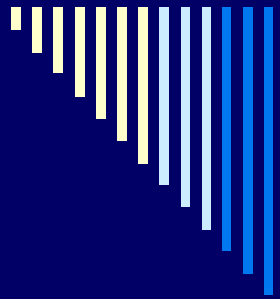
- Every Team India member showed a positive attitude. They never spoke anything negative or express doubt about their abilities to achieve. They had also taken help of a motivational trainer
- A CIO should hold positive attitude even in adverse circumstance and be able to impart Positive vibes to the team. He learns useful lessons from things not going as planned and setbacks.
- **SKILL SET: Positive attitude and learning abilities**



Skill 8

Focus on the current ball while learning from previous errors

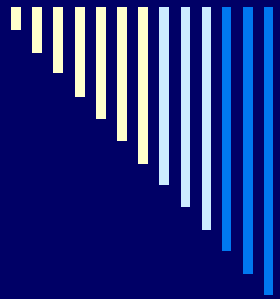
- The attention of batsman, bowler or fielder was on the ball currently being bowled. They were not thinking of how they performed against the previous ball or how they will play future ball.
- Be in present. Focus on issues and tasks at hand so as not get bogged down by things which went wrong in past. Learn from mistakes Avoid blame game it does not help anyone
- **Skill set: Prioritizing and focusing skills. Learning from past mistakes**



Skill 9

Leading with Example

- MSD changed the batting order and came up higher order to boost the morale when openers fell cheaply.
- When necessary CIO himself has to get into field, dirty hands and get work done
- **Skill Set : Ability to lead from front specially during a crisis**



Skill 10

Managing time

- MSD had limited over (20 or 50) during which he had to achieve or set target of runs.
- A CIO is bound by the time available to him . He has to learn to accelerate and allocate work so as to cover up slippage and allocating adequate resources
- **Skill Set : time management skills**



Thank You

Remember all Skills from World
Cup for achieving your objective
You may add few more