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Webinar By

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Global Coach. Catalyst. Counselor, President-HR & Strategic Affairs.

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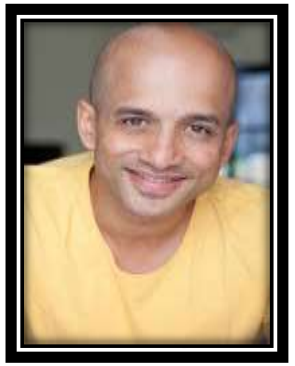


Late Shri Sushant Singh Rajput – A Corporate Case Study On Talent Management

Let's Pray For The Peace Of Souls Departed in 2020

















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Today in next 45 minutes we would discuss and learn :

- What went wrong with a talented and versatile actor Late Sushant Singh, even after an enviable success in film industry ? SWOT Analysis.
- Bollywood Industry versus other corporate industries- a broad comparison .
- How the case of Late Sushant Singh is relevant to Corporate and Corporate Talent Managers.
- Corporate Culture and it’s impact on Talent.
- Why some talents rise and grow and some don’t, in an organization– Learning by comparing Sushant Singh versus his contemporaries in Bollywood.
- Role of Corporate Organization and Corporate Managers & learning out of this case.

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Why IIMT Studies has decided to prepare a detailed case study only on Late Sushant Singh and no one else ? Why this case study has been designed now ?

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Why the case study only on Late Sushant Singh and no one else ? Why this case study has been designed now ?

1. Sushant Singh was a highly intellectually competent professional with bright academic records.
2. He was from a humble family back ground and was a self made professional.
3. He made his mark from the day one when he opted for acting as a career leaving his engineering He was focused on building competence and skills which helped him to deliver better.
4. He was among Bollywood's top 15 successful actors -with no god father in the industry.
5. He worked with some of the best banners, most successful lead actresses, won awards from the word go and was paid the charges he decided for himself.
6. Financially well off with a net worth of 60 + crores, 3 companies, NGO & Advt. endorsements.
7. Even after all the success in life at the very young age, he committed suicide.
8. This case helps us to relate with our own organization & to understand the psyche of talent pool

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Sushant Singh was a very talented professional. A versatile person with a very high I. Q.

Let’s understand and learn more about Late Sushant Singh as a professional so here we go to study his curriculum vitae.

Sushant Singh Rajput

Curriculum Vitae

- Borne on : 21 January 1986. Birth Place : Punia District Bihar
- Father : Government Officer . Family : Mother passed away. Youngest in Family. 4 sisters.
- All India Rank 7th in AIEEE and got admission in prestigious Delhi College of Engineering.
- Scholarship from Cambridge University
- Winner of National Physics Olympiad
- During his studies he cleared more than 11 engineering competitive exams.
- Strong interests in all matters related to universe , space and technology.
- Coach for Engineering aspirants in Delhi- conducted coaching class .
- Strong interests in dance during college and joined Shiamak Daver's classes to learn dance.
- In just a short time became Shiamak daver's favourite student and was part of dance troop for Commonwealth Games and Filmfare Awards Event.
- Competed course in Acting from Burly John Acting Studio to sharpen his acting skills.
- Niti Aayog he policy think-tank of the Indian government, signed him to promote the Women Entrepreneurship Platform
- Involved in various programs like *Sushant4Education*, as a part of efforts to help young students

Source : Star Unfolded Curriculum Vitae

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Sushant Singh Rajput
Curriculum Vitae

- Strong interests in dance during college and joined Shiamak Daver's classes to learn dance.
- In just a short time became Shiamak daver's favourite student and was part of dance troop for Commonwealth Games and Filmfare Awards Event.
- Competed course in Acting from Burly John Acting Studio to sharpen his acting skills.
- joined Nadira Babbar's *Ekjute* theatre group & remained a part of for two & a half years
- featured in a TV advertisement for Nestle Munch, which became famous throughout India
- Sushant decided to quit *Pavitra Rishta* to pursue a filmmaking course abroad, and in November 2011
- Niti Aayog - the policy think-tank of the Indian government, signed him to promote the Women Entrepreneurship Platform
- Involved in various programmes like *Sushant4Education*, as a part of efforts to help young students

Source : Star Unfolded Curriculum Vitae

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Sushant Singh Rajput

Synopsis of his Acting Career

- Sushant Singh started his career with television serial - Kis Desh Mein Hai Meraa Dil in 2008, followed :
- by Pavitra Rishta (2009- 2011)
- Nach Ke Dikha.
- Nach Baliye
- Zalak Dikhalaja.



Rewards & Recognition

- Screen Awards for The Best Male Debut for the film Kaipo Chhe
- Producers Guild Film Award for The Best Male Debut for Kaipo Chhe
- Screen Award for The Best Male Actor (Critics) for M S Dhoni - The Untold Story.
- The Best Male Actor (Critics) for M S Dhoni- The Untold Story.in The Indian Film Festival at Melbourne.
- And many like Indian Tele award, Kalakar awards, Boroplus Gold Awards.

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Sushant Singh Rajput

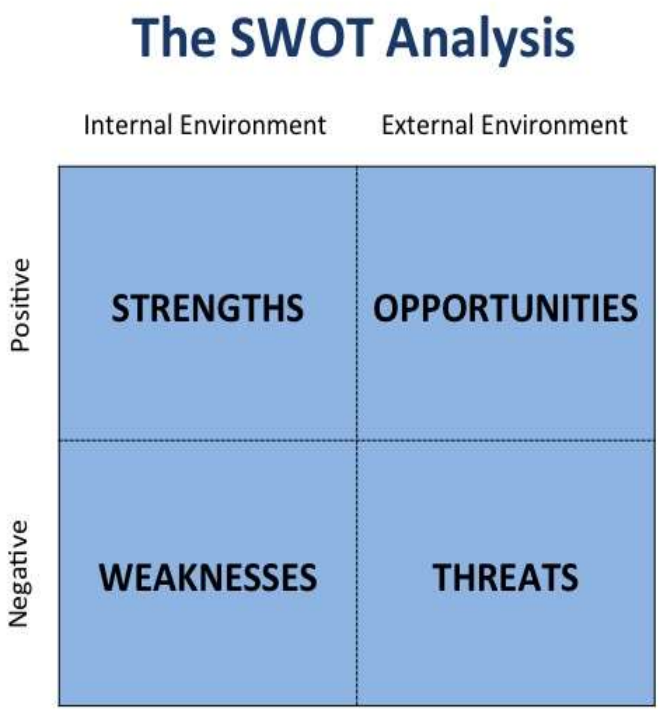
Synopsis of his Acting Career

He made his Bollywood debut with Kai Po Che! (2013).
His other notable films include:-

1. Shuddh Desi Romance (2013).
2. PK (2014)
3. Detective Byomkesh Bakshy! (2015)
4. M.S. Dhoni: The Untold Story (2016).
4. Rabta (2017)
5. Kedarnath. (2018)
6. Welcome to NewYork.(2018)
7. Chhichhore 2019.
8. Son Chiriya (2019)
9. Takadum
10. Chanda Mama Dur ke.
11. Drive – Web Launch
12. Dil Bechara.

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A SWOT ANALYSIS OF SUSHANT SINGH



SWOT matrix is a framework for analyzing your strengths & weaknesses as well as the opportunities & threats that you face. This helps you focus on your strengths, minimize your weaknesses, and take the greatest possible advantage of opportunities available to you.

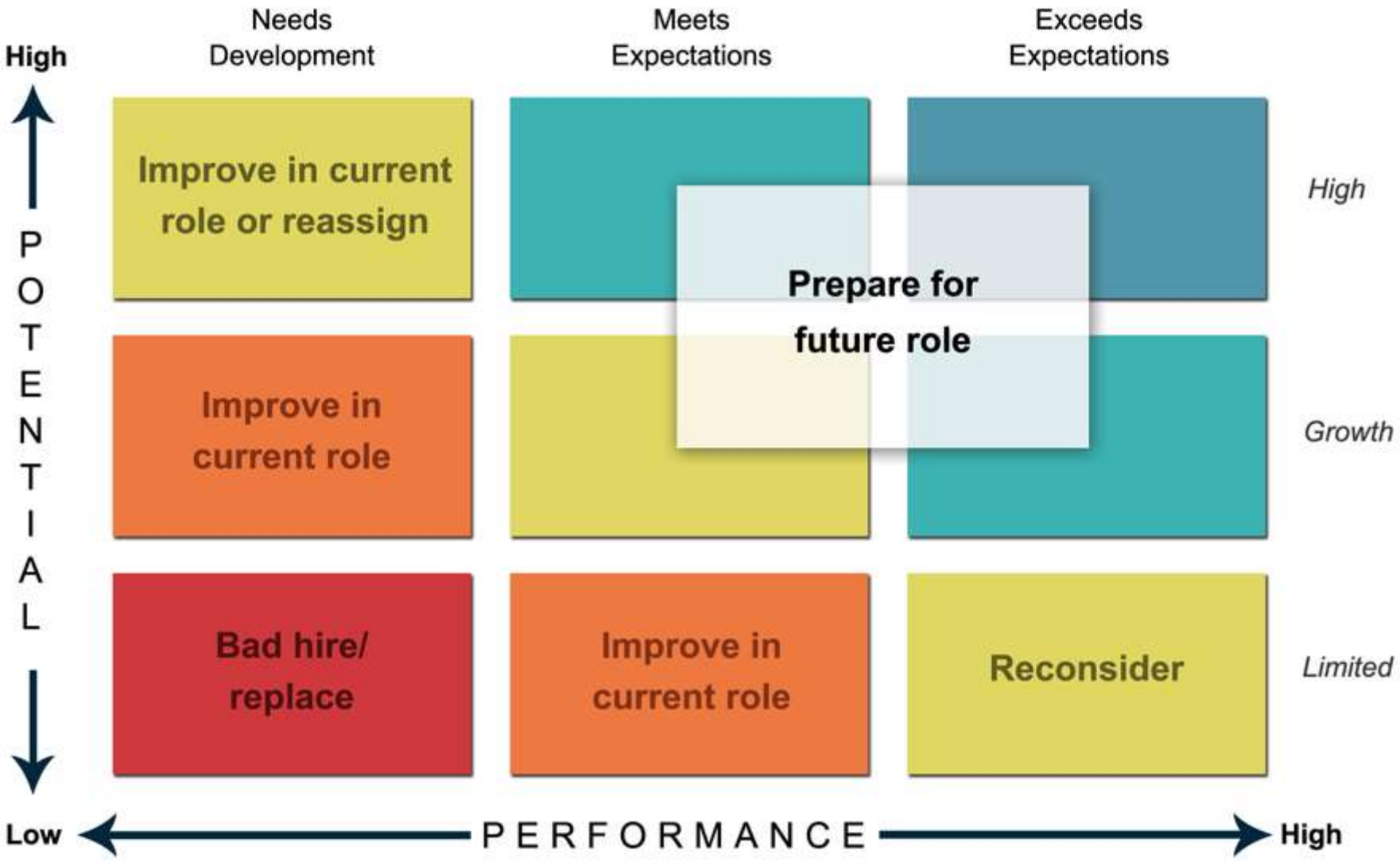
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A SWOT ANALYSIS OF SUSHANT SINGH



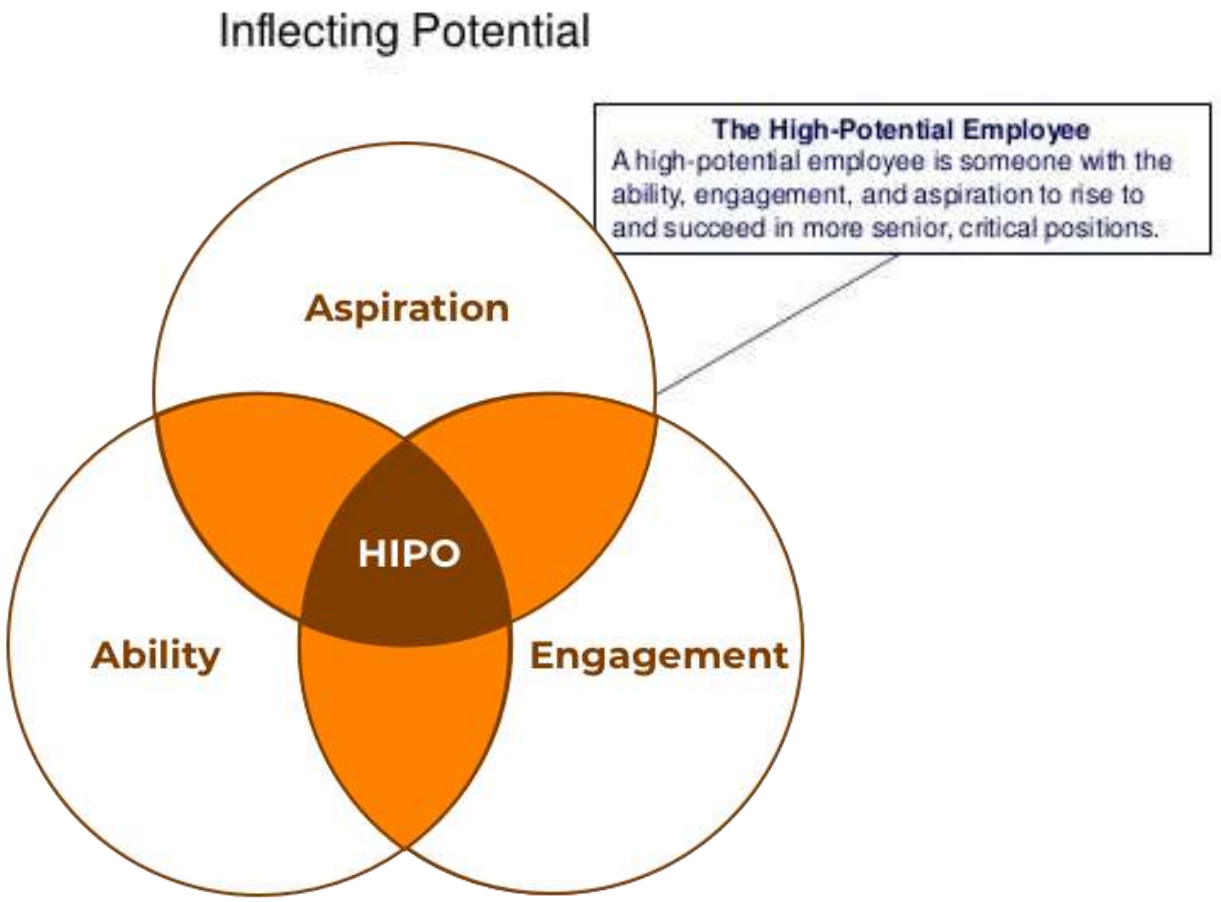
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A SWOT ANALYSSIS OF SUSHANT SINGH



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Some Traits of HIPER HIPO Talent

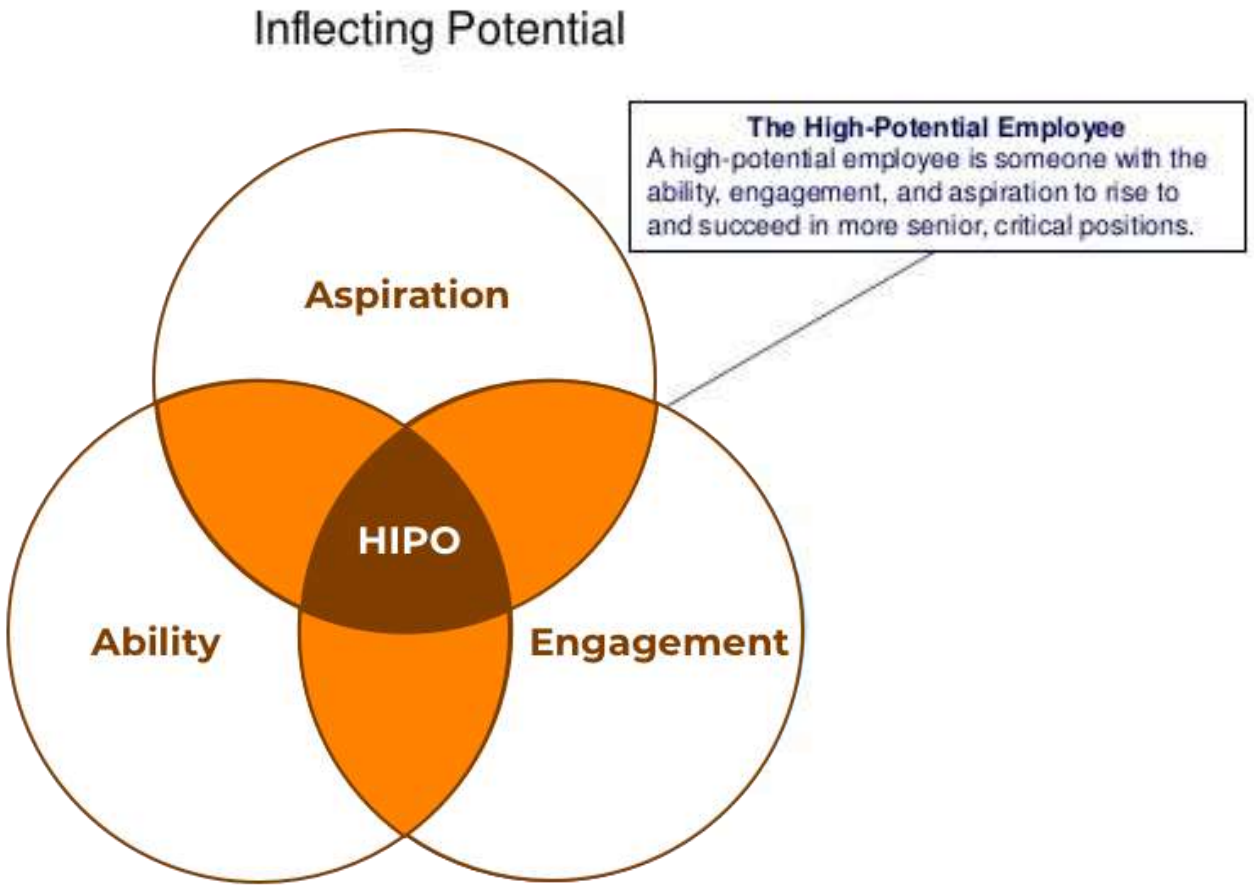


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Some Traits of HIPER HIPO Talent

But they have some common concerns :-

1. **They need appreciation and recognition .**
2. **Temperamental Issues -Their tolerance is low. Sensitivity high.**
3. **They need hand holding - mentoring.**

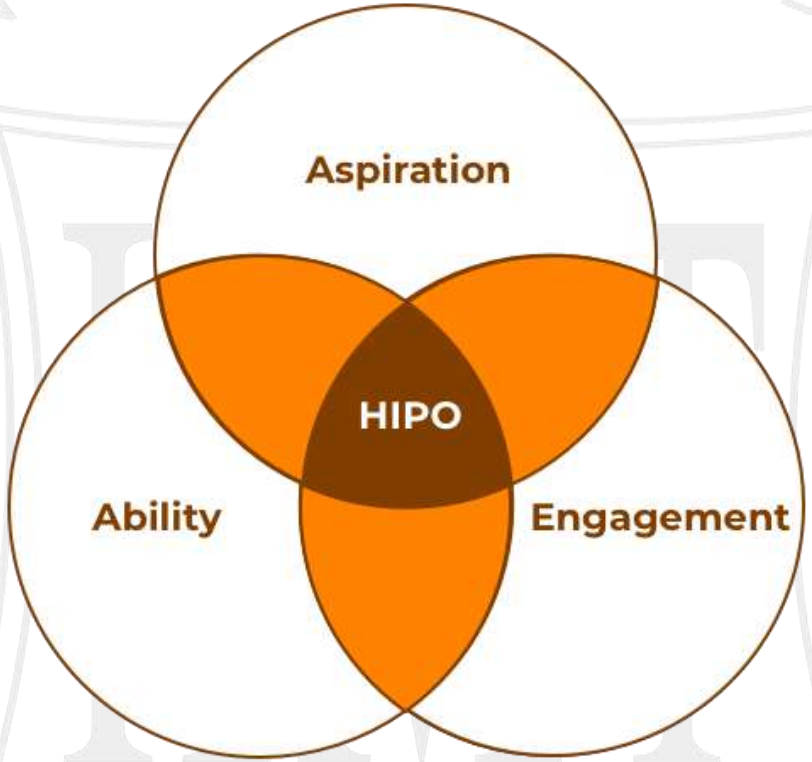


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Role of The Organization

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ROLE OF THE ORGANIZATION



Onus is on organization

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ROLE OF THE ORGANIZATION














CONTEMPORIES OF SUSHANT SINGH WITH NO FILMY BACKGROUND

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ROLE OF THE ORGANIZATION

Why all above not only have survived but succeeded too ?

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ROLE OF THE ORGANIZATION

Onus is on individual talent



Onus is on individual talent
And Organization

Onus is on organization

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SUCCESSS IS ALL ABOUT HAVING 3 SETS





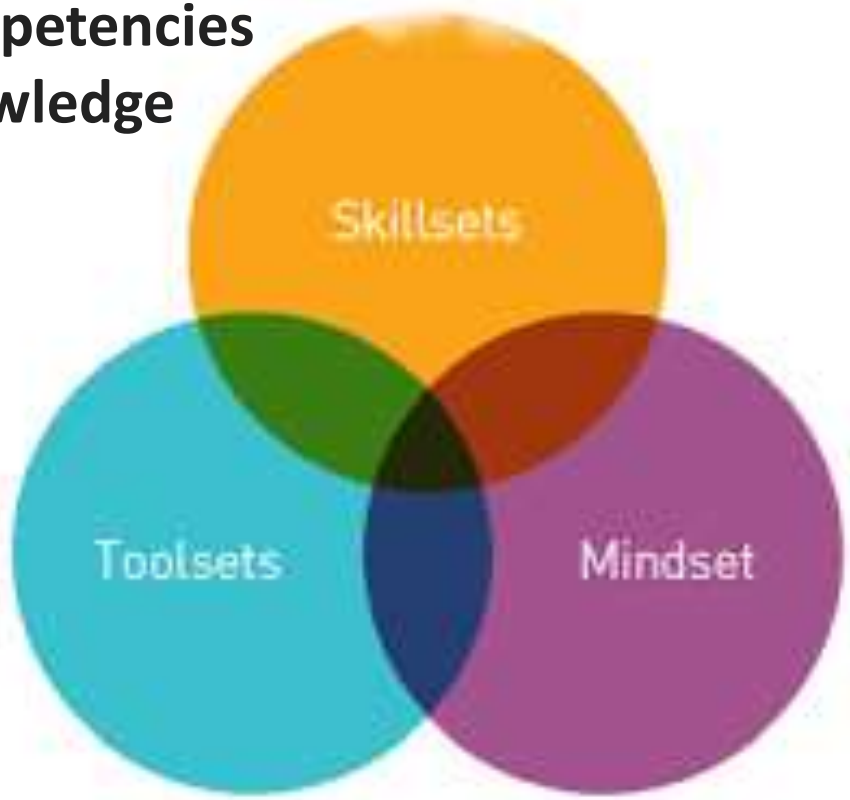
Talent
Competencies
Knowledge





Resources
Relationship





Tolerance
Temperament
Tact



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SUCCESSS IS ALL ABOUT HAVING 3 SETS

Tolerance
Temperament
Tact



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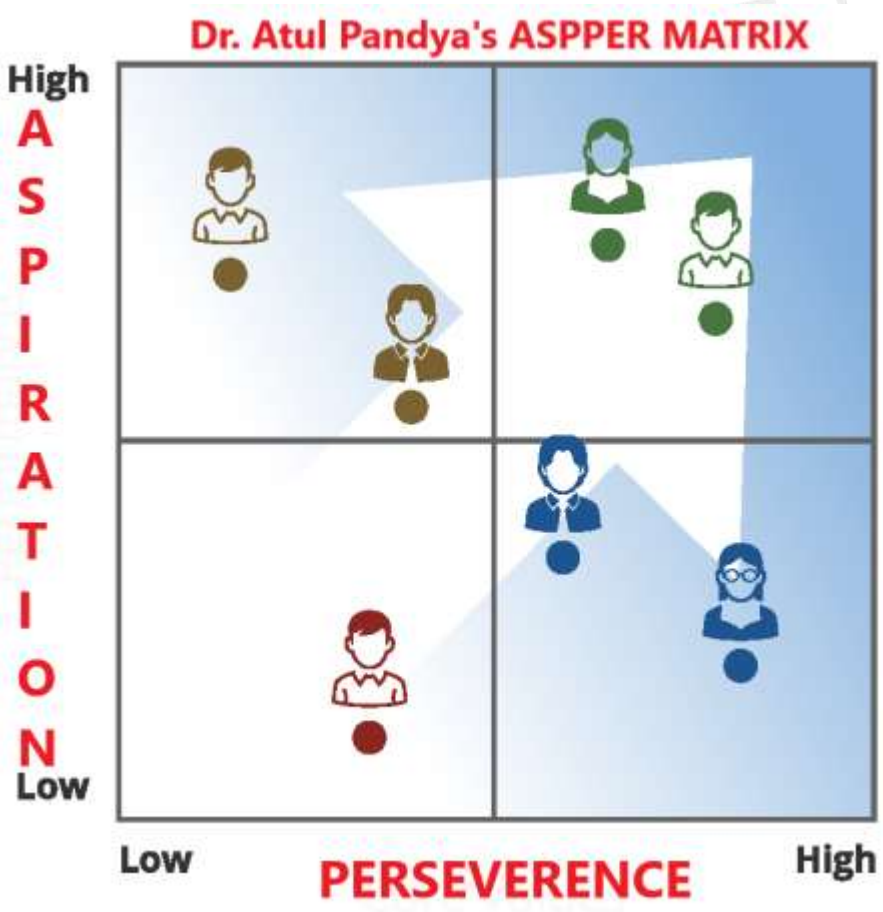
SUCCESSS IS ALL ABOUT HAVING 3 SETS

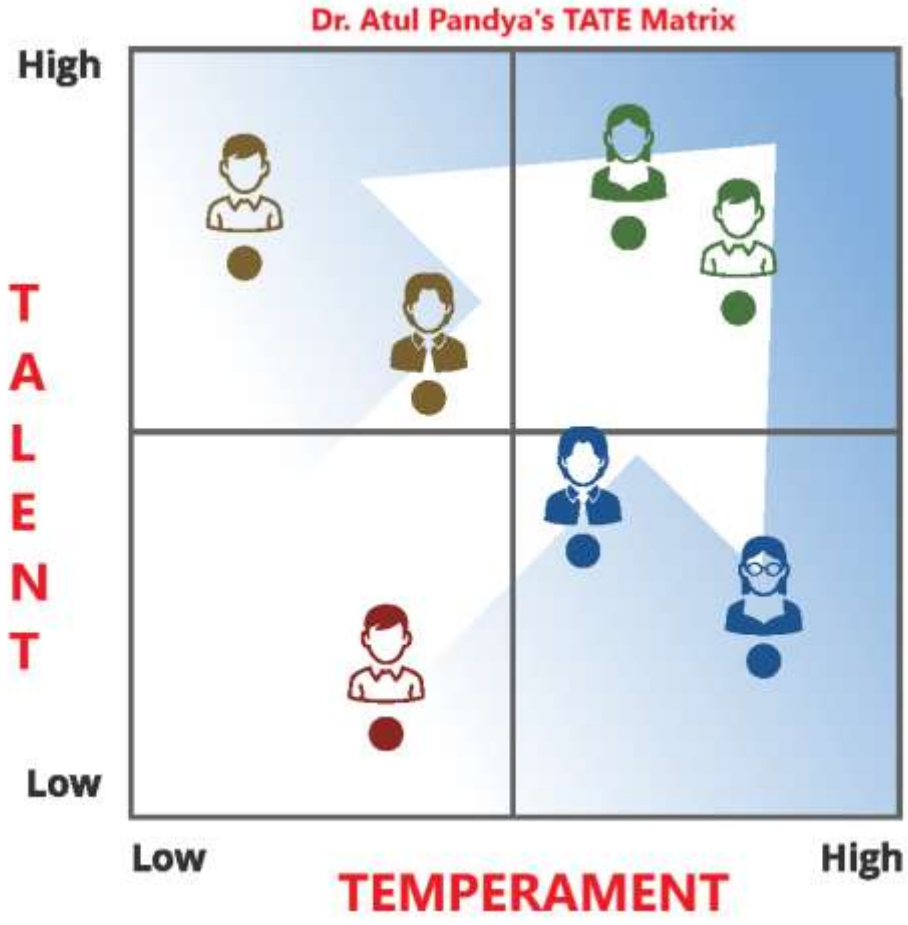
Tolerance
Temperament
Tact



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DISTRIBUTION OF TALENT INTO DAP 'S MATRICES





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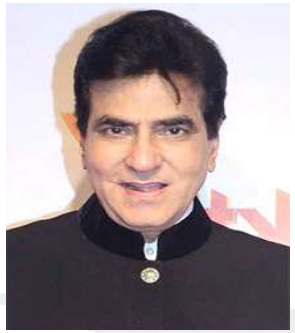
THE ORGANIZATIONAL CLIMATE IS DYNAMIC





















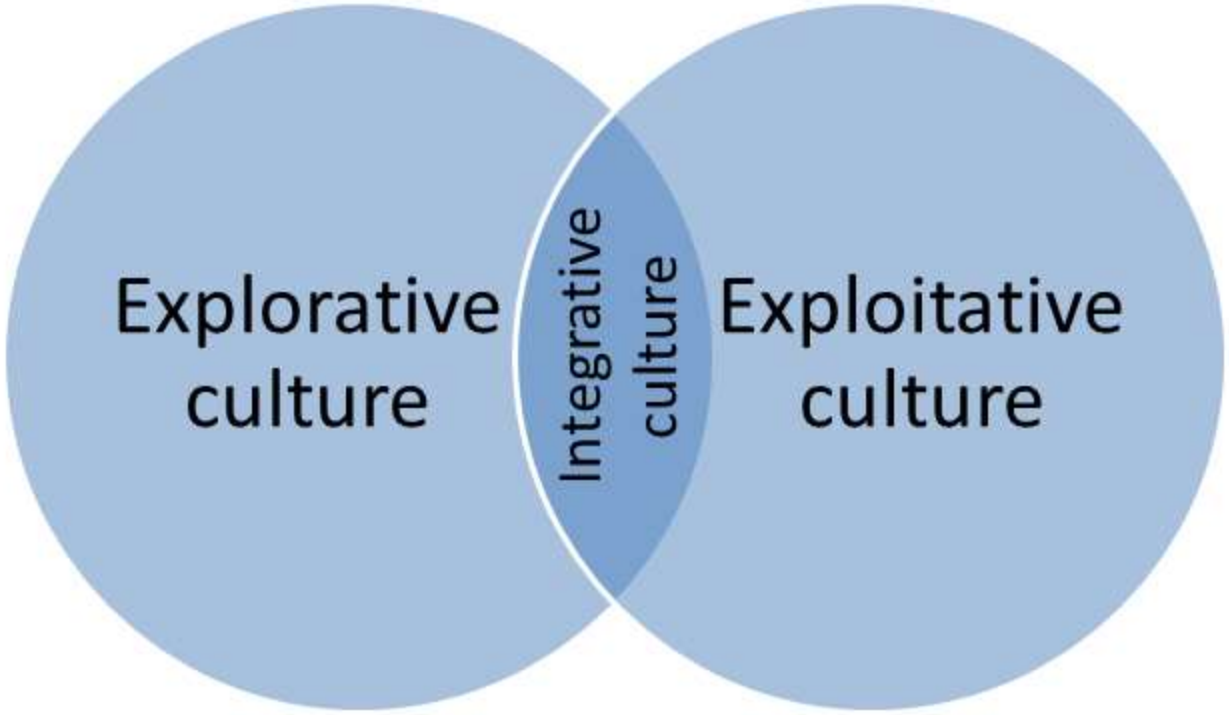
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WHAT CHANGES REALLY OVER PERIOD OF TIME ?

- Ethics and Values
- Competitive Spirit – Cut Throat
- Culture
- Competencies
- Communication Patterns
- Collaborative Approach

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WHAT CHANGES REALLY OVER PERIOD OF TIME ?



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ATTRIBUTES OF A UNHEALTHY- TOXIC CORPORATE CULTURE

- Intense pressure to get short-term results
- Ineffective communication channels – more gossips less communication.
- Taboos against speaking up to power
- Organization has groups not teams
- Favoritism & Nepotism.
- Unhealthy cut throat competition.
- Lack of clarity around a vision
- Insensitivity to Human Issues & Problems
- Lack of appreciation & Rewards
- Low employee engagement
- Inequity, absence of meritocracy and injustice

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WHY GOOD TALENT LEAVE ORGANIZATION ?

- Employees don't connect to the purpose of the organization.
- Organization fails to unleash their talent and challenge their intellect.
- Organization fails to lead and give him clarity of direction,
- Organization failed to care and recognize contribution.
- Organization does not show interest in employee's development & growth
- Lack of trust and autonomy
- Uninspiring and unhealthy work environment.
- **NEPOTISM- FAVOURITISM**

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ORGANIZATIONAL CULTURE - WHAT IS YOUR TYPE ?

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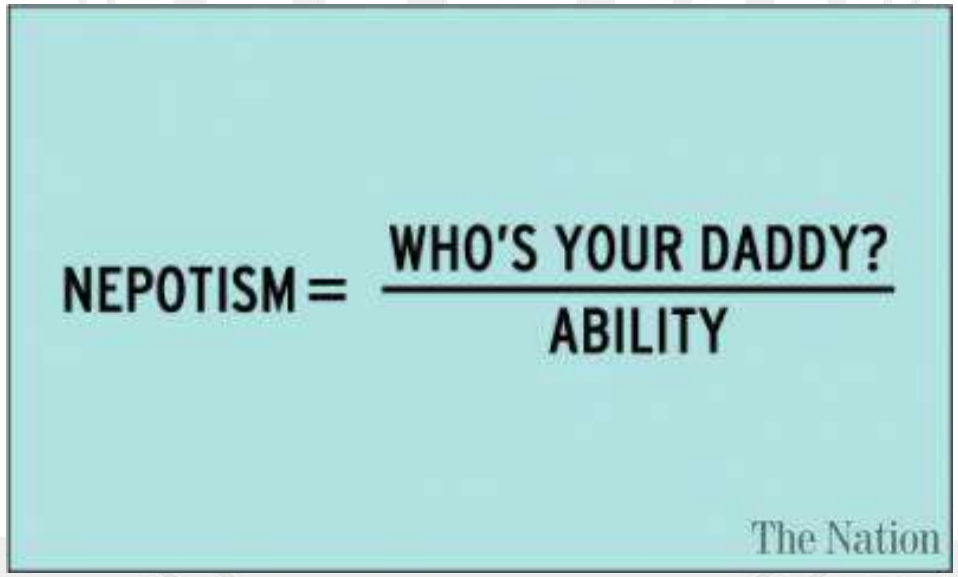
WHAT IS NEPOTISM- FAVOURITISM

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ORGANIZATIONAL CULTURE - WHAT IS YOUR TYPE ?



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ORGANIZATIONAL CULTURE - WHAT IS YOUR TYPE ?



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ORGANIZATIONAL CULTURE - WHAT IS YOUR TYPE ?

?

WE HAVE THREE CHOICES

?

1. STRUGGLE & SUCCUMB TO PREASURE
2. STRUGGLE AND SURVIVE
3. STRUGGLE AND SUCCEED

?

WHAT IS YOUR CHOICE FRIENDS ?

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Thank You

Any Questions?

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END