

An insight towards smooth
Transitions

through

People Centric Approach

Sumit Khinvasara
ADL Coordinates



Two Ends of Transitions



Technology



People

FALLACIES

FALLACIES

Technology Brings Disruption



FALLACIES: Technology Fixes Everything



FALLACIES

Technology makes people redundant



Don't ADOPT
But
ADAPT Technology

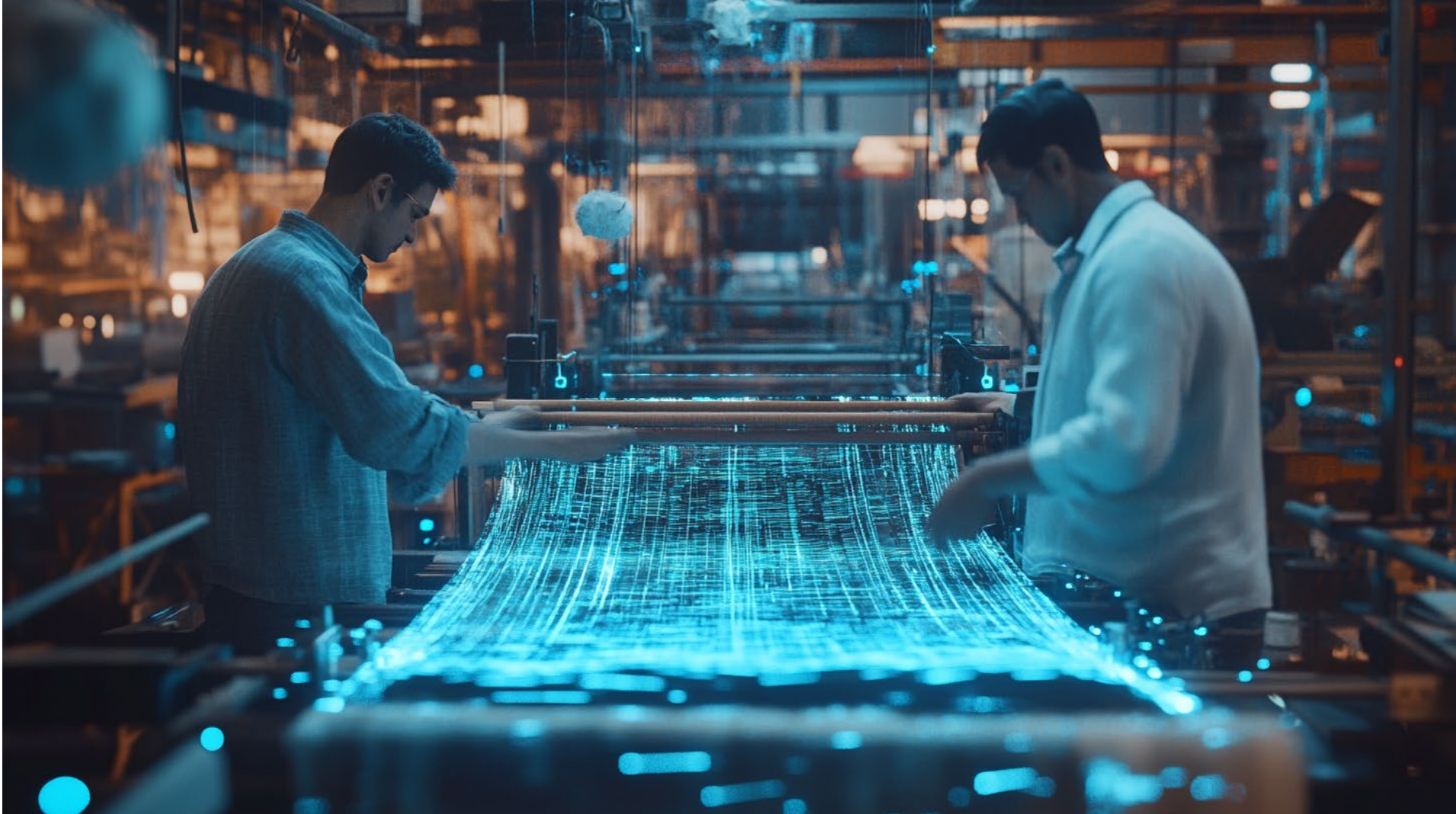
ADOPT

Mandated
Compulsion

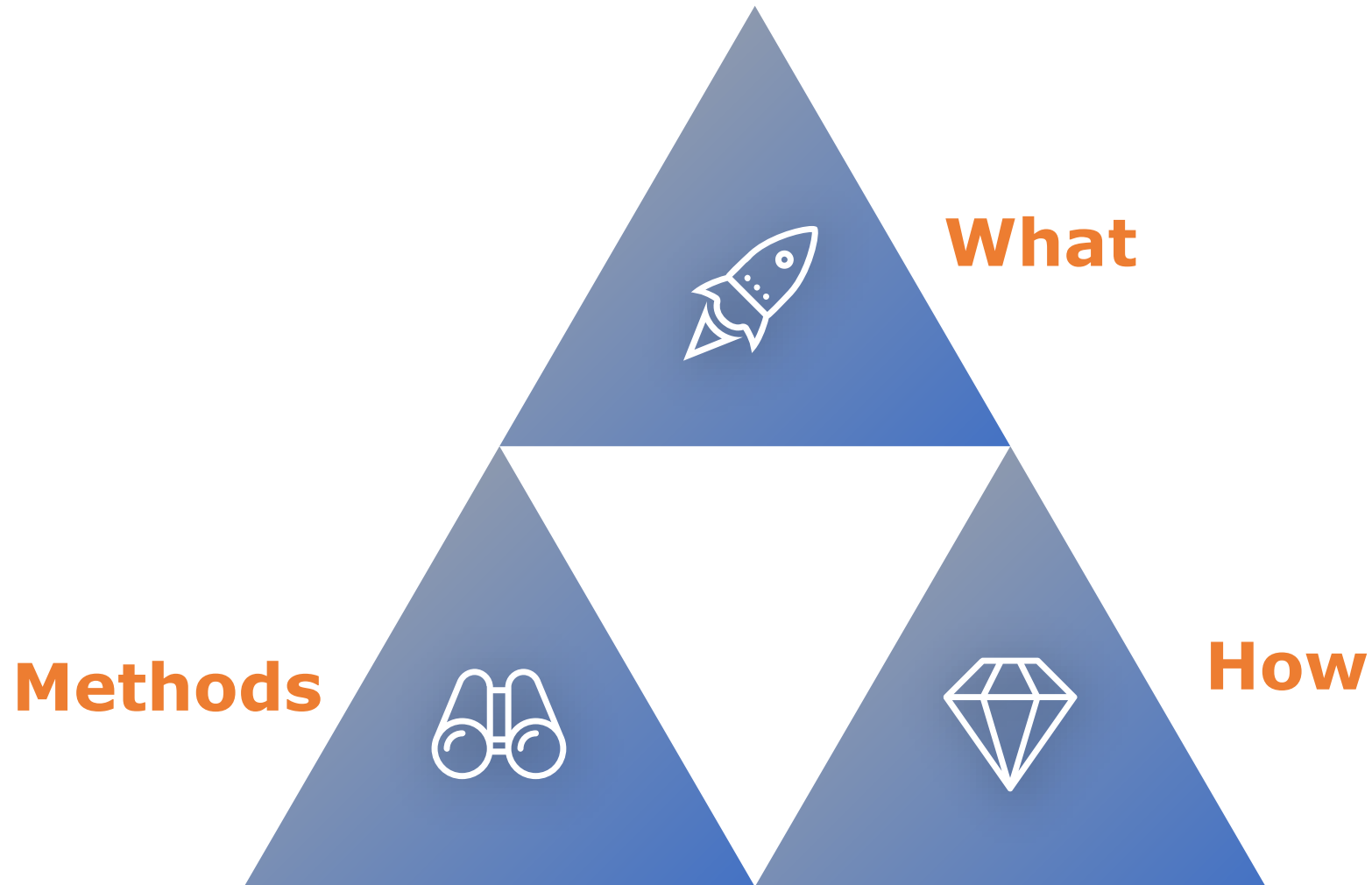
ADAPT

Collaborative
Inclusive

Adapting is all about
“Weaving of Technology” around “People”



Steps of Weaving



Must have Weaving Steps in a People Centric Approach



Must have Weaving Steps in a People Centric Approach



What
Disruption

Must have Weaving Steps in a People Centric Approach



What	How
Disruption	Gap Analysis

Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be

Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be

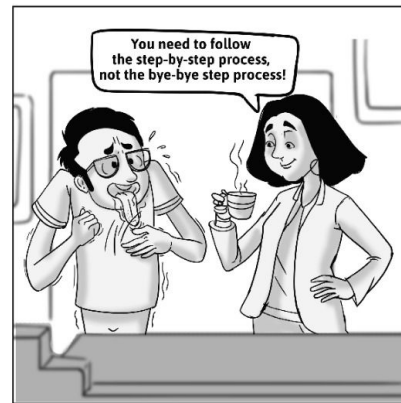


What
Mindset Change

Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



What	How
Mindset Change	Continuous Support and Handholding

Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



What	How	Method
Mindset Change	Continuous Support and Handholding	Constant Collaboration

Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



What	How	Method
Mindset Change	Continuous Support and Handholding	Constant Collaboration



Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



What	How	Method
Mindset Change	Continuous Support and Handholding	Constant Collaboration



What
People Centric Processes

Must have Weaving Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



What	How	Method
Mindset Change	Continuous Support and Handholding	Constant Collaboration



What	How
People Centric Processes	Re-alignment of Roles

Must have Steps in a People Centric Approach



What	How	Method
Disruption	Gap Analysis	As Is Vs To Be



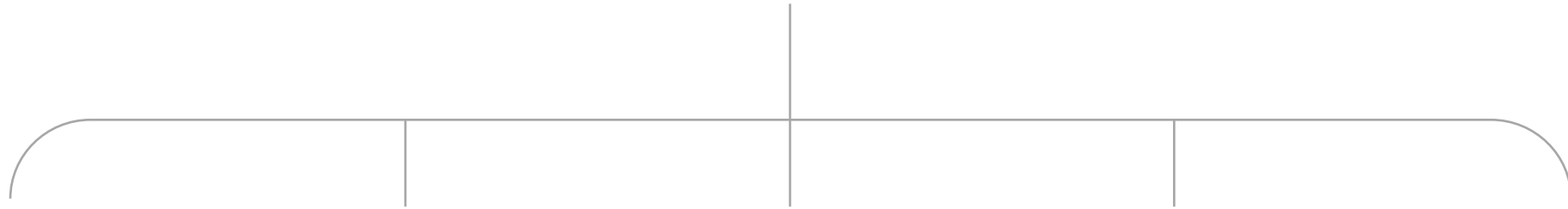
What	How	Method
Mindset Change	Continuous Support and Handholding	Constant Collaboration



What	How	Method
People Centric Processes	Re-alignment of Roles	Capacity Building

Road Map

A People Centric Approach to Transitioning



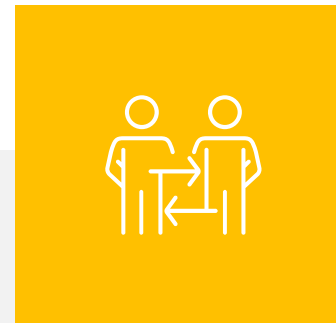
**Readiness
Assessment
(GAP Analysis)**



**Standardization
with SARPs**



**Realignment of
Roles
and Capacity
Building**



Go Live



**Periodic
Re- assessment
and improvements**

People Centric Approach ensures Transition = Ride in a Rolls Royce





THANK YOU

UAE

BC1- GL - FD13, Ground Floor,
Business Centre 1, Abu Dhabi

India

B 76, NICE Area, MIDC, Satpur,
Nashik 422007, MH - India

www.adlcoordinates.com