

Leadership Talk

Speaker: Ms. Rosalin Mohanty, Co-Founder and Chief Growth Officer, Cozentus

Date: 18 December 2021

Theme: Culture and Leadership in an Organization

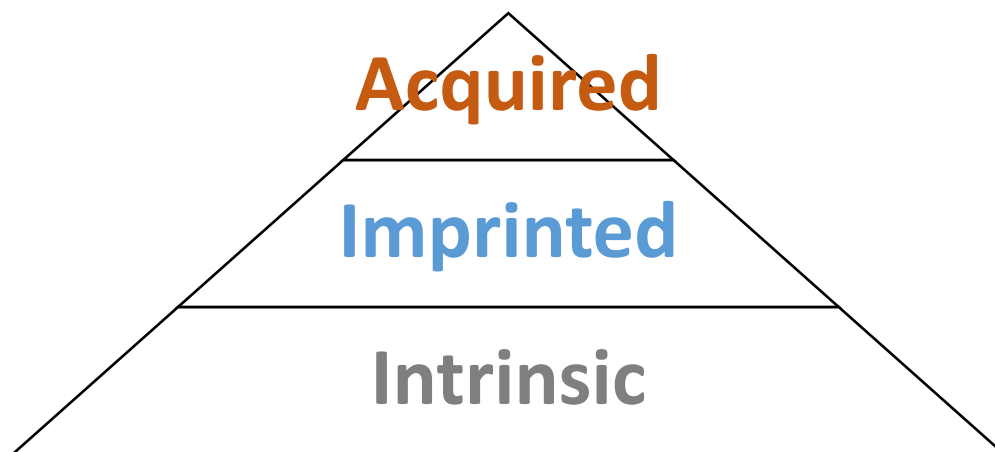


The first-year students of School of Human Resource Management, XIM University, Bhubaneswar, attended a Leadership Talk on the theme – ***Culture and leadership in an organization*** on December 18, 2021, delivered by our esteemed speaker – Ms. Rosalin Mohanty, Co-Founder and Chief Growth Officer, Cozentus. The talk revolved around Leadership, Culture and Value systems of the organisation.



Talk Summary

Ms. Rosalin Mohanty explained that all organisations like individuals reflect certain attributes, this is the organisation's culture. She explained that leadership is like standing on a bed rock and those bed rocks are made of values. She shared that Company values and principles are what make you and are passed down to every employee as they function. How we behave and how we function in an organisation defines us and our company and what makes an organisation unique in its ecosystem. She shared that knowledge is abundant but building talent and matching the values are an uphill task and transferring values to employee's DNA is an uphill task.



Ms Mohanty explained that when an employee enters an organisation, he/she comes in with certain intrinsic values that they have acquired through their life experiences. Next Finally there are values that the organisation exhibits which employees observe in the organisation and learn by observing from the management this is acquired values. Value systems should stay strong with or without supervision in a professional setting and even outside a professional setting. She shared that in an organisation when we transfer values we need to do it with clarity in such a way that it is not open to individual perception.



Key Takeaways

- ✓ Like the head of the family, a leader represents the values of the entire family.
- ✓ Value systems need to stay intact irrespective of whether or not you are being monitored and, in all settings,
- ✓ While recruiting we need to know if we are recruiting people who are close to our value systems and if not the next question is can they be trained
- ✓ When an organisation gets restructured its values do not get changed

Q&A session

1. Do values and culture of an organisation evolve over time?

No, values never evolve they get clarified. Values are intrinsic they never get evolved they get delivered with more clarity. If you say agility, are you practicing it in every aspect? Can you have an open office culture? With time values do not change they get clarified.

2. How do you test for individual's values?

There are many tools that can be used MBTI, Psychometrics, BEI- but what is preferred is to ask individuals what do they believe in and follow it up by asking them how they have exhibited the same in their recent past.

About the speaker

Ms. Rosalin Mohanty is a business leader with over two decades of experience in multiple business domains across diverse industries such as Telecom, IT and Communication, and Manufacturing. Currently, she leads the Growth Function at Cozentus. As the Chief Growth Officer, she is responsible for identifying the company's growth opportunities in the form of new business initiatives and newer customer acquisition and managing different departments and team efforts to fill in the opportunity gaps.

As a catalyst for positive change, she has been associated with multi-national organizations in management role and has been instrumental in transforming businesses for growth. She has worked extensively in building effective teams through self-awareness programs. Ms. Mohanty is a certified Neuro linguistic Programming practitioner and coach, a certified talent assessor, auditor, and a life and leadership coach. She has been awarded the most exemplary HR award and Women Leadership Award from NHRDN for her outstanding contributions to the field of HR.

Ms. Rosalin has completed the Executive Certification & Fellowship course in Organization Development & Strategic Thinking from IIM Indore. Prior to Cozentus, she served as the Chief People Officer at ESSPL. Her former employers include reputed organizations such as Ambuja Cements, Human Capital, and Bharti Airtel Limited.

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