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Speaking Topics

CULTURE – CHARACTER OF CORPORATIONS

Culture – It's one of most googled word and perhaps the least understood. Even for those who understand it well, it often takes nerves of steel to uphold it when in trying times, in the VUCA world and when push comes to shove! So, what does Culture really mean, is it about values and behaviours, is it about running culture workshops to tell people "this is how we work", is it about posters on the walls or is it really the secret sauce of a company which gradually over many years weaves itself to become the DNA of its people. Leaders today are fanatic about building a rock-solid culture for their corporations because that really is the only differentiator in the marketplace. Its about experiences the company creates & provides to its stakeholders. Several CEO's have re-christened themselves as Chief Culture Officers of their corporations. So, let's talk about - What does it take to build a culture that many will envy but no one can copy!

FUTURE OF WORK...THE ANSWER IS BLOWIN' IN THE WIND

Future of work is where People, Technology and Experiences intersect! What really lies at its centre is the "human" in spite of all the hype and buzz around Artificial Intelligence, Machine Learning, Intelligent Machines, Virtual Reality, Gig Economy and often the fear that Robots – children of the 4th Industrial revolution are coming and will take our jobs, our security and our privacy! What will it mean for us? Will they work for us; will we work with them or for them? Will we have regular jobs or will gig economy reign, will everything get crowdsourced and curated, will words like effort and productivity get wiped off from the dictionary completely! What are the skills of the future if not scale and speed and simplification? How do we build skills we were never taught at schools and colleges or got trained for at our workplaces - such as creativity, innovation, relationship, EQ and such.... It's going to be interesting world as Humans, Cyborgs and Robots all come together to work. It's time to demystify Future of Work!

UNDERSTANDING THE MILLENNIAL MIND – THE YOUNG ONE'S

When all is done and dusted the fact still remains that the "young ones" as sang Cliff Richards will live and love differently, work at their own pace, at their own place and with their own people! Often all that we need to do is build a bridge from all those already matured and battle hardened at workplace and stand at one end to the millennials who have aspirations and dreams and ambitions with the energy and frolicking about of the youth who stand at gaze at the other end instead of leaving it as is...a wide chasm! The millennials are the children of a different era...of times of liberation and abundance unlike the other generations who still work like they did in the post raj era! All generations coupled together make a heady concoction, have the potential to unleash a force unlike anything else...hence the operative word remains "understanding the millennials"

woven with empathy, mindfulness, emotional intelligence. Giving them the'm the long rope, letting em fly while you fix the safety net below & the parachute above! After all they are the Young One's

BUILD YOUR BRAND...TO THE WINNER, GO THE SPOILS

World today is noisy! There is cacophony of sounds, images, moments and actions so much so that it's difficult to calm the mind and focus on the thought, let alone be able to say it our aloud or share with others.... Mindshare is tough to get, attention spans are only microseconds long, everyone is swimming vigorously with the current to either surge forward or valiantly swimming against it to stay afloat.

How you are then to be heard and seen and noticed? Many of us have a lifelong struggle with it: More than anything else it's a social blemish and a moral dilemma of "To do or Not to do" Talk about our achievements, aspirations, ambitions and such...After all years of conditioning has taught us that it's wrong to think about ourselves first, wrong to be vulnerable publicly, inappropriate to talk about our hopes and desires, our dreams and aspirations and share our fears and anxieties especially at workplace. As for networking, lest said the better...

Let's take the bull by the horns. Its time! Do what you have to do! If you have something earth shattering to say, obviously say it and if you think what you know isn't good enough for you to share, say it anyway. Let the world be the judge. Half of lives successes go to the one who speaks up, shows up! If only those who spoke were the ones who had unearthed some world's mysteries and solved some world's problems all would be walking around with a Noble prize or an Oscar nomination or a National award...But I don't see too many of them around! Do you? So don't let the fear of "I don't know what to say, I have nothing to share..." ever stop you. Build your brand...for to the Winner go the spoils!

DIVERSITY AND INCLUSION – IT'S ABOUT U&I

When half the world is women and half of the other half the millennials, its time to sit up and shake things up! Diversity...specifically gender diversity continues to be the topic of hot debate in the boardrooms...also the bar-rooms : -) Its time to accept that Diversity and Inclusion is a "road less travelled", challenges still spoken about in hushed whispers and conversations laced with reluctance. Why, When, How and did we move away from revering our women to alienating them at workplace, from putting them on the same often higher pedestal to stonewalling them and halting their progress with the glass ceiling. Many of the practices could be myth & fables, if they are let's dust the cobwebs & collectively as a community, society & nation be the nudge, take the system to the "tipping point" – After all there are only 2 of us here on planet earth – U&I