

The DCBL Values in Action

September 2008



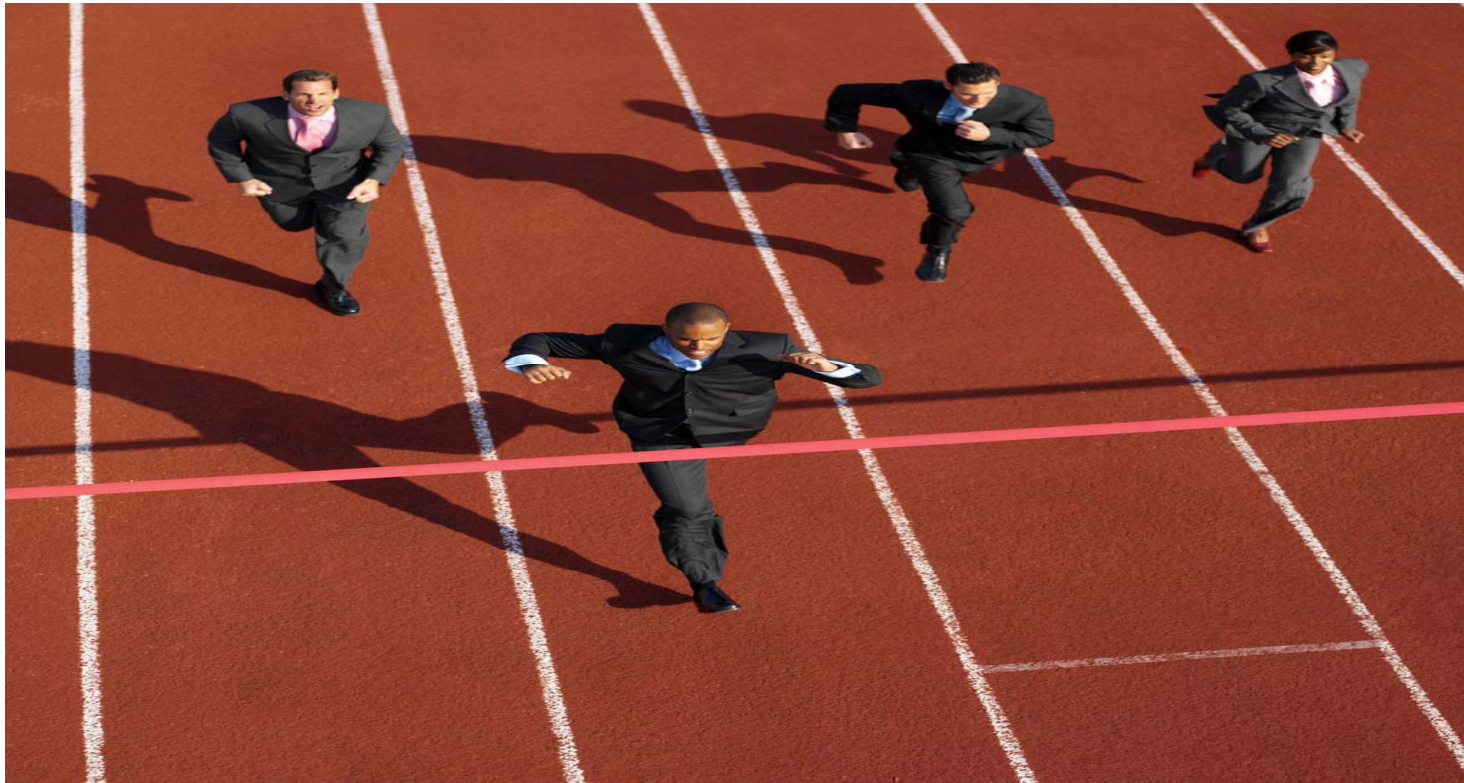
Why Values



To Be a 10 Billion Dollar Company by 2015



Why Values



To Get Competitive Edge



Why Values



To Build Alignment



Why Values



To Aid Leadership Development



Why Values



To Make The Right Choices



Shift in Emphasis....

Character Ethic



- Values form the foundation of success
- It takes 20 years to become an overnight success



Personality Ethic



- You can become success overnight, through
- Networking, Personality, Communication Skills



Our Logo



Dalmia
Let's Excel



Our Logo

Value	Element	Connect
Learning	Fire	<ul style="list-style-type: none"> The fire within is the source of curiosity to learn and learning applied creatively leads to innovation
Teamwork	Water	<ul style="list-style-type: none"> Water best represents collaboration as being the best solvent, it absorbs and mixes with maximum number of elements
Speed	Air	<ul style="list-style-type: none"> Travels at high speed & promotes fastest mode of travel
Excellence	Earth	<ul style="list-style-type: none"> Focused around Sun, its ability to withstand extreme heat and pressure – essential for taking on big challenges.



How Do We Institutionalize Values



The Values Framework

<u>Basic Institutionalization</u>	Values Launch @ ECF	Values Workshops	The Values Portal
	Getting True Stories	Developing Collateral	Train the Trainer
<u>Value Role Holders</u>	The Ombudsperson	The Value Champions	We The Leaders
	Recruitment	Rewards & Recognition	ESAT
<u>Process Institutionalization</u>	Induction	360 degree feedback & Performance Management	



Value Role Holders: The Ombudsperson

Role of ombudsperson:

- Chart and implement the Values journey
- Provide impartial avenue
 - to seek clarifications
 - To give suggestions
- Ensure that programs of the organization are synchronous with the stated values
- Update top management aware
 - of trends and issues in the values
 - internally as well as externally



How To Raise An Issue With Ombudsperson?

- Who can contact the ombudsperson?
 - All employees of DCBL
- How can the ombudsperson be contacted?
 - By email:
 - anilsainani@dalmiacement.com/
 - letsexcel@dalmiacement.com)
 - By phone: 011 43621216
 - By post: Anil Sainani, Dalmia Cement (Bharat) Limited Narain Manzil, 11th Floor, 23 Barakhamba Road, New Delhi 110001



How To Raise An Issue With Ombudsperson?

- Issues on which ombudsperson can be contacted?



Only work-related values issues



How To Raise An Issue With Ombudsperson?

- Issues on which ombudsperson can be contacted?
 - Seek clarification
 - Offer Suggestion



What can't be expected from the ombudsperson?

- To take sides
- To breach confidentiality
- To conduct formal investigations.
- To conduct formal conflict resolution processes.
- To make management decisions
- To address non-work related issues



Value Role Holders: The Value Champions

- Be the role model & change agent
- Support ombudsperson in institutionalization
 - Conduct values workshop
 - Provide values related clarifications
 - Aid in assessing trends and issues in values compliance



Selecting The Value Champions

- At least 3 Value Champions per location
- Self nominations
- Selection Panel
 - Business head
 - Ombudsperson
 - Plant head



Basic Institutionalization: Channels for Continuity

- The Values Workshop:
 - For each DCBL executive
 - To understand and put in place a plan to translate the values to their work
- The Values Portal:
 - All the Values, explanations, Value champion names, contact information, downloads
 - Platform for sharing



Process Institutionalization

- Recruitment
 - Specific evaluation of demonstrated capability of DCBL values in the candidate
- Assimilation
 - Pre-joining insert, Values workshop for induction
- Performance management & 360 degree
 - Values 360 for GMs and above
- ESAT
 - DCBL values related section in the survey
- Rewards & Recognition- The “We Value” Awards



My Requests to You



Be a role model of the DCBL values

Volunteer to be the Value Champion



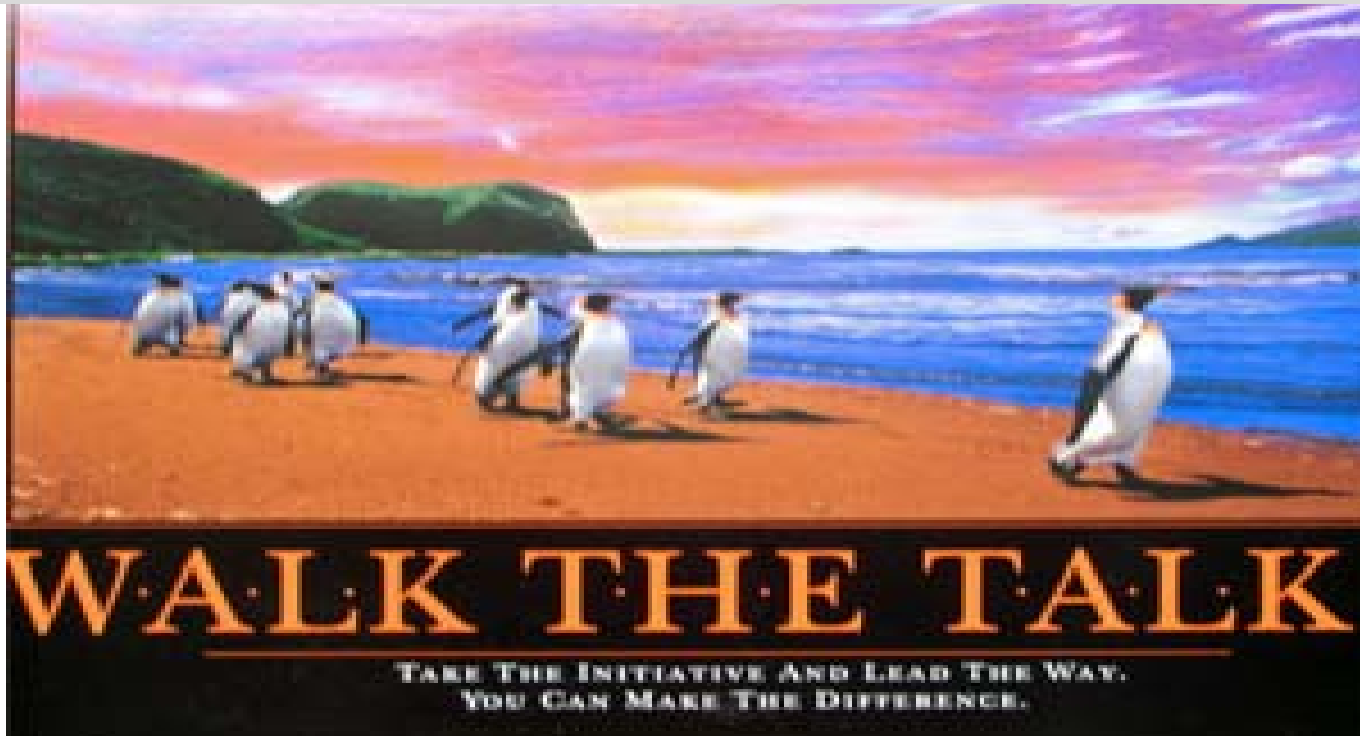
My Requests to You



Participate fully in the Values workshop and other programs



My Requests to You



Help in making our Values the DNA of the organization



Thank You

