

## There is so much to learn

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A management thought- “Learning never ends, even if you are sitting on the top position of your team hierarchy”. The basis of my experience and observation put together into words will showcase the real corporate scenario. An employee enters the corporate industry with high marks in degree and so many academic certificates. The formal dress, cubical, CCD machine, desktop, personal drawers welcomes him to the corporate world. It is not only the technical learning one seeks, but learning from the odds teaches you to live in a better world.

When I joined TCS in July 2012, as a fresher, I expected slow code-by-code learning. I never thought of getting into a client project (and the best team of the project) directly. The knowledge transfer session from the module leaders giving a brief background details of the project and later asking me to start the work from the next day. Second day I hesitated to go to work where I got the same feeling when my swimming teacher threw me into the swimming-pool after teaching me the “theory of not-sinking”. They assigned me some work and expected me to do it in 5 hours. I was quick, and I completed it in 3 hours. My module leader took 2 hours to review my whole work and had to rework because I concentrated on ‘how fast I was’, forgetting the basic technical details. Then, I understood what people meant by smart work. Same trend was on for many days and gradually I was getting better and confident.

Per day-9 hours of job (exclusive of lunch break, phone-calls with clients, snacks break)

questioned me, do I really need to work that hard? I tried to answer myself by observing my module leader and project leader. The errorless work they do without delivery time slippage, managing team, satisfying clients, TCS policy, HR sessions, etc. made me more curious to learn about time management, resource management, maintaining client-company relations and reporting the revenue converted from the project.

The hard work done by my module leader, managing 4 resources including me gave him an onsite opportunity which left me to be the module leader even before I was mature enough to handle the situation. The direct client pressure and onsite teammate’s pressure was on me. I learned to manage and distribute the job to my teammates. Some of them were older than me. Keeping a good relationship with all of them helped me to get good results. A day came when we had to work for 12-13 hours per day for a month. Project manager was also working with us for same amount of time. They asked my team to teach her the work that our module performs so as to reduce our burden. With such an effort, she saved our 2-3 hours per day for the next month.

The team spirit and the goodwill to work for an organization can be generated by the team leaders and the members you are working with. The learning might not be the major objective for working in an organization, but even the star project managers (awarded in TCS) do not hesitate to learn from the new employees. I am ending my note by summarizing my key learnings-

- Keep on learning and observing things.
- A smile can do a lot of things, even in case of a failure.
- Remember that a day has 24 hours, you are never short of time.

- Do not underestimate your teammates.
- Organization is providing us hygiene, we need to provide it with sensible work.
- You represent the organization.
- Never hesitate to learn from your mistakes and your peers.