

in_cr_ove Newsletter

Issue 16 : Jan 1, 2008- Jan 30, 2008

"The sign on the door of opportunity reads PUSH "

Latest from in_cr_ove

in_cr_ove announces open house on the 29th February 2008

INTRAPRENEURSHIP

- Leadership and Beyond



Intrapreneurship is the practice of entrepreneurial skills and approaches within an organisation

What makes Intrapreneurship distinctive is its focus on realization of opportunity. Intrapreneurs don't sit down and wait for the opportunities to come. They get up and make them. Intrapreneurs spot rich opportunities swiftly, make big decisions quickly and move into action immediately.

[Complete details will be mailed soon]

Affinity Diagrams

By: Sanjeev Kumar Dhawan

Ravindra was very enthusiastic on getting the opportunity of organizing the productivity week celebrations. As a precursor to planning a brainstorming session was organized. Senior management team also participated to share their views. Actually, Ravindra was the youngest of the lot.

The brainstorming session was a huge success with more than 100 important ideas pouring in. Coming from seniors, Ravindra was hesitant to prune these, even when some of them were similar. He was sure to invite the ire of his seniors if their ideas were not implemented. The success of brainstorming became a trap for Ravindra.



[<complete article>](#)

Developing Compliant Workers Into Dedicated Workers

By: Stan the Mann

Managers are rushed. They have a lot more to do today with fewer resources. It is natural to take the quickest route to accomplish an immediate task. Far too often this takes the form of telling a subordinate what to do and how to do the desired task. Big mistake. You will not develop the skills of your people doing it this way. Direct orders and instructions are fine for the new and unskilled worker, but more seasoned workers are looking to develop their abilities.



Being consistently treated as a novice who has little to contribute does not help them grow. When managed this way, they become dependent, bored, or unhappy with their work. Worse, the worker never learns how to become a creative contributing member of the team.

[<complete article>](#)

Chaff cutting machine

For many, western Uttar Pradesh is synonymous with the badlands, where kidnapping and killing is cottage industry and falling in love often means signing a death warrant. But there's another side to the sugarcane stretch that doesn't make headlines. Unknown to the larger world, a few good men and women living in its small towns and villages have devised handy tools and machines, developed indigenous cuisines and raised agricultural output with innovative changes.

In Muradnagar qasbah of Ghaziabad district, Kamruddin Saifi, a 60-year-old retired mechanic, has developed a chaff-cutting machine that gets locked immediately if a hand gets stuck. In an area, where hundreds lose their limbs to the dreaded contraption every year, the machine is like God's gift. Similarly, Niruttam Kumar, a Class X student from Bulandshahr district, can charge a mobile phone from cowdung. And Sarita Saini, a teenager from Laliyana village in Baghpat district, has created a new dish: palak barfi (spinach sweetmeat). There are many more. Making a cheap paddy transplant machine, developing a lemon tree that bears fruit all year round, creating a new variety of mustard — these invisible innovators have done it all.

[<complete articles>](#)

Power Problems? An answer is blowing in the wind

By Jami Hossain
Business Standard, New Delhi, May 30, 2002

Successful experiments with alternative energy could provide more durable solutions to India's chronic shortages. Aralvoimozhy, a little-known village in Nagercoil district of Tamil Nadu is finding its place on the energy map of the world. A few kilometers north of Kanyakumari, against the backdrop of the rugged hills, the landscape is dotted as far as the eye can see with three-bladed wind turbines rising above the coconut plantations. A spectacular jungle of thousands of wind turbines, turn away silently, as the wind whistles through the coconut trees, pumping nearly 450 MW of electricity into the southern grid.



[<complete article>](#)