



profile | Prof Sandeep Mann

Prof Sandeep Mann is a PolyMath with Practices in Talent Search - Mentoring - StartUps - Academics - Law Firms. An international business law practitioner and corporate transformation/ intrapreneurship enabler/ evangelist with a 2 decades long standing, Sandeep [BTech – Electronics & Communications, MBA – Marketing & Strategy, LLB, PMP cleared] is a serial entrepreneur, conference speaker, prolific writer, corporate analyst-mentor, and public causes enthusiast. Quite akin to an arsonist, setting fires of curiosity all over, as he systematically goes about quenching earlier ones. Spreads mirth, and healthy cynicism. Voluntary for constructive consistent superlative Action&Result-orientation. He is a doggedly purposeful person, albeit indulgent in educative humor. <http://www.sandeepmann.com> is an interesting takes blog laying down his multiple interests.

Not a professor in a traditional sense, rather primarily a corporate advisory practitioner. His key domain is Competitiveness of firms, industries and the BRICS city/state economies. He has witnessed global strategy of many Fortune 500 firms from close quarters, facilitating Mergers and Acquisitions, besides anchoring a multitude of SMEs over last two decades. He facilitates Foreign Direct Investment flow into specific sectors and specific locations across various Economic Zones. He gives COO and Projects leadership to many firms. He sits on Board of Institute for Competitiveness, India [IFC] – IFC is an affiliate of ISC, Harvard Business School, led by Prof Michael Porter of Harvard University. He also leads the Thinkers 50 initiative in South Asia. Naturally, he brings an ace global perspective to all his work. He has taken courses at MDI, Gurgaon and other leading B-Schools: Strategic Management I & II, International Business, M & A, Entrepreneurship and Intrapreneurship and Wealth Creation, Brand Management, HR-Leadership variants, and Microeconomics of Competitiveness – he is an avowed votary of Value Chain and Five Forces based consulting and intervention. LinkedIn and other thought leaders/ industry fora have organised special events around his key notes, besides he being a panel anchor at various conferences and hangout meets.

Leadership Hiring:

He has ably guided a corporate advisory practice across C-Suite placements and mentoring board members, having placed 800+ VPs/ CXOs over multiple industries, esp. Infrastructure, Power, Financial, Consumer Goods, Logistics, Technology and Hospitality sectors, across all functions, an experience that endows him with hands-on business perspectives. This Leadership Manpower Resourcing has allowed him to nurture a unique global network which brings grapevine access much ahead of news reporting in public domain. Currently he doesn't actively source CXO talent, but is called by leading corporates in independent assessment of screened talent. His projections of candidate's performance over first 100 days and retention to 1000 days and beyond are valued by the clients – as he factors in complex drivers professionals have.

Corporate Training/ Consulting:

He is extremely adept at applying Value Chain analysis and Five Forces models. This enables business model analysis. Edward de Bono’s Creative Thinking he swears by. The Six Levels of Strategy-Leadership-Innovation Mindset [6-SLIM] is his acclaimed contribution to business management world – this is a hugely followed organizational transformational and succession planning program. He anchors, inspires and drives a syndication of the 400+ of the best of global industry practitioners and ivy-league academia. Ascendancy on scenarios and competition acing programs are his forte. In mentoring, he encourages being a rule changer-disrupter. Insightful and analytics-based discovery of intervention point/ plane is his strength.

The Six SLIM Model

Chance favors the *prepared* mind.

Most successful organizations these days have evolved an in-house learning realm, which enables the chase towards vision and core values, aligning all organizational elements accordingly. Towards this, Prof Mann has been formalizing this learning realm for progressive organizations. This endeavor needs to be institutionalized and installed in-house, in coupling with the best of practice area experts. It focuses on mapping and meeting the Strategy, the Leadership and the Innovation needs of the firm. This is what we call **the SLIM Model**. Overall, the six levels of Leadership Pipeline as propounded by Ram Charan et al are adapted to configure six levels of Strategy, of Leadership and of Innovation.



The sequential benefits targeted are:

- Visualize the architecture & foundation for Strategy, Leadership & Innovation Capabilities Development, Talent Management & Succession.
- Enable sharing of strategy, leadership & innovation work more effectively ensuring that leaders are doing value adding work at the appropriate level.
- Raise the standard, define/measure “Strategy, Leadership & Innovation Capabilities” & make it absolutely clear what it takes to succeed enabling significant improvements in the Performance Management System.
- Enable individuals to succeed effectively and democratically through transparency of success requirements, facilitating self-assessment, self-help & self-planning.
- Give senior management transparency so that they can see all the way to the bottom, not have tunnel vision& ensure executive validation &direction of the work of the business.



Competitiveness:

Being a Board member, at Institute for Competitiveness*, since its founding days, he has led content generation and consulting on competitiveness of states, cities, and industries. He's part of the Awards committees for Chief Ministers, and others. Microeconomics of Competitiveness, course designed by Prof Michael Porter, is his forte – he has been faculty to Directors of many PSUs putting them on lines of CEO-succession planning. He has published numerous reports on competitiveness of various industries and has profiled many leading companies – his grasp of advanced econometric methodologies, bundled with tracking of global equity markets is a strength. The analyses are rigorous yet lucid, and make exceptional ammunition for making strategic calls based on future projected trends.

*<http://competitiveness.in> Institute for Competitiveness, India is the Indian knot in the global network of the Institute for Strategy and Competitiveness at Harvard Business School. Institute for Competitiveness, India is an international initiative centered in India, dedicated to enlarging and purposeful disseminating of the body of research and knowledge on competition and strategy, as pioneered over the last 25 years by Professor Michael Porter of the Institute for Strategy and Competitiveness at Harvard Business School. Institute for Competitiveness, India conducts & supports indigenous research; offers academic & executive courses; provides advisory services to the Corporate & the Governments. The institute studies competition and its implications for company strategy; the competitiveness of nations, regions & cities and thus generate guidelines for businesses and those in governance; and suggests & provides solutions for socio-economic problems.

<https://thinkers.in> business operations in South Asia are spearheaded by him:

THINKERS is also a presentation of Thinkers50 India, a ranking of the top 50 management thinkers in the country. It is a platform to discuss new ideas, new thoughts, address challenging issues, forge new paths, identify synergies in the management arena. Thinkers50 India is a joint initiative of Institute for Competitiveness, India and Thinkers50.

Organizational Mentoring & MSME Multiplier:

He supports numerous MSMEs on a pathway to achieve xTEN multiplier in topline over 3-5 years. Many acclaimed success stories are due to his constant and motivating support to promoters. Vision alignment on Jim Collins and Balanced Scorecard is an imperative he brings to the client.

<http://www.bugraptors.com>:

Prof Mann is CEO-Founder of Bugraptors, an IT services major.

M4E:

Management for Engineers has been his consistently winning offering for engineers who may've missed management education. Many PSUs and technical employees in private sector have availed of this certification. This leads to appreciation amongst engineers (mid-level 8-15 yrs) for strategy, leadership, cross functional competencies and organization excellence.

Specialties:

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| Leadership Hiring | Project Management | International Business Law |
| Foreign Direct Investment | Intrapreneurship and xTEN Multiplier | |
| Mentoring Board positions | Management Consulting | |

Visiting Faculty in Strategic Management, Entrepreneurship, International Business
Academics/ Careers & Exams B2B Content Creation