

## A talk on change with Ruchira Chaudhary

Ruchira holds a strong track record in making large scale transformation agendas succeed. A strategy implementation expert, she uses a unique, multi-pronged approach to ensure change is effective in areas where it is known to be most vulnerable i.e., in the realm of people, culture and organization design. In addition to working as an advisor within organizations, Ruchira has coached senior management in the capacity of a consultant and also partnered with leading consulting firms in delivering a comprehensive solution to clients – aligning people and processes with articulated business strategy

Here is what she had to talk on change

1. What role does change play in an organisation and please throw light on organisational development?

Change comes in many forms, it's all about doing things differently. We are facing change in our personal lives, what we are doing is translating it in context of organisation. Heart of an organisation which is a Business strategy is the main driver of change. Change theories are undergoing change themselves.

2. Having travelled across globe, do you find a mark difference between resistance to change in Indian Companies and companies abroad?

Resistance to change is an universal phenomenon. Be it in Asian countries, America or any other nation for that matter.

3. What do you suggest to companies who are stagnant as a result of not changing?

Change is the only thing that constant. We live in dynamic world and responding to changing environment is a must. For some change comes sooner for some later but if we don't adapt to the changing times we will not be able to survive.

4. What role does change play in the life of a student?

Many a times as students we have a fixed idea as to where we want to go, we should be flexible in that way to look at more opportunities that are there. Be open to simulating and understanding new ideas.

5. Is it easy to change the change the profile with which you have started working, later in your career?

Yes it is possible. Have a look around at successful film stars who started their careers as management graduates or something else but are now making it big in film industry. There are people in my class doing business management who are athletes. It's not easy but this is what makes life exciting.

6. Any comments or observation about students here?

Oh they are very interactive and have interest in the subject. The mere fact that they have chosen OD as an elective shows they are open minded.