

One fine Wednesday afternoon somewhere in November, I found myself sitting amidst numerous high dignitaries of my organization as well as a huge client organization, discussing about strategies to enhance business, to improve the quality and many other issues which seemed of very less knowledge to me. Being one of the PATs who recently joined the Project but recognized as a primary POC for the huge client visit by my Managers to handle multiple activities, I found myself still unaware of many topics and strategies being discussed, that is when one of the terms coined caught my attention, 'Change Management'. I could figure out that it was something related to various change techniques implemented, but that led to questions like- Why is it required? How are the strategies made? At what level the strategies should be applied? And then the thoughts were endless.

Being an SAP MM consultant for SAP testing for 1.5years now I have worked at the ground level where actually such techniques are implemented to enhance and fasten the process and quality but I have also seen them fail. And their failure leads to a negative response/attitude from each individual involved in the implementation and it hinders their belief in the motive of inculcating and accepting the change in future.

After further study, I came across a statement by Harvard Business School professor Rosabeth Moss Kanter told successful companies' strategy and *business* in 1999, develop "a culture that just keeps moving all the time." Plans themselves do not capture value; value is realized only through the sustained, collective actions of thousands of employees who are responsible for designing, executing and living with the changed environment. This was the trigger for me, which made me curious about how can I play a role to make and implement changes and business strategies which would be accepted at all level of the organizational structure and bring desired results.

I am a dipsite, I completed my elementary and secondary level education in DPS, Bokaro Steel City. Being a part of one of the prime institutions in the country for 14years is a matter of pride, the up growing, smartness and attitude inculcated by the school from a very initial level is commendable. I was an active and talkative student who participated in almost every activity which involved a stage. I was in 1st standard when my class teacher randomly nominated my name for Fancy Dress, that was when I fell in love with the feeling on stage, the applause and a platform to connect to numerous people. I am a dancer by passion, a singer by inheritance and an Actor by nature, all of the above made my bag of certificates quite heavy. I was the Captain for my House in Standard 5th and a Prefect for my house in Standard 11th. I also am a Purple belt (5th KYU) awarded by the Traditional Karate Federation of India.

My father is a Mechanical Engineer in Bokaro Steel Plant for over 35years now, he was always interested to make us aware about the upcoming technology which brought me sitting with my own Desktop computer at the age of 11. It was an amazing piece of equipment to make work and entertainment so easy and at that tender age I wanted to know everything about the working of it, which made me struggle to get high percentage of 94% in 10th Standard to clear the cut off of 92% set for joining Computer science course in Standard 11th and 12th. Later in 2010 I joined JSSATE, Bangalore with Computer science as my discipline. I enjoyed the subject and study of computers thoroughly, highly appreciated by my professors as well for my proactive and studious nature.

My college did not have a western dance group, hence in my 2nd year, I took an initiative and made a 10-member dance team and also bagged 2nd prize in Intercollege fest in AMC College, Bangalore. It was during the Dance practice sessions, while performing a stunt I faced a severe injury in my tail bone and I was asked to quit dancing and running for 3years. But that was not going to stop me from something I loved to do, hence I made a Flash Mob group of 30 Students, choreographed the same and performed as a promotional event for the college fest in Gopalan Arcade Mall, Mysore Road which was of great success and highly applauded. The no. of participants for Flash mob increased next year in 2014 to 70 as I became the Head of Dance committee.

Placements started in Sept'14 and I was selected as a cream lot for the first company, Cognizant Technology Solutions, visiting the college. I joined as a PAT on 8th Jul'14 and I was placed in SAP Testing Domain, it was a little disappointing since I always aimed to be a developer but looking at the positive side of the coin, where I could learn a lot about an emerging technology such as SAP with proper hands on.

I am still working as a Quality Assurance MM Consultant for a big client of CTS with total 170 associates in my project under SAP Domain. I started as a fresher and a currently I am mentor for over 5 employees who joined after me and I am the secondary lead for Pricing module, which is a 6-member team. I am the primary POC for all freshers joining the project and for all client visits for my project and practice outings for my entire vertical.

My mother is an active member and in top management for a NGO- Sanjeevani, which is an organization to help people suffering from intense depression and to make them understand the importance of human life. Many cases that my mom dealt with were of high criticality and also had saving lives of people who tried to commit suicide several times. The amount of self-satisfaction and peace in social service is incomparable, that made me become an active member of the Outreach society of Cognizant and another NGO- 'U and I' based out of Bangalore, where I am a Donor and finance a child's entire annual fee for a government school.

It has been a great experience to work for CTS for 1.5years now but I want to be on the other side of the table where I can contribute and make strategies and business plans. IIMB being one of the renowned institutes in the country can provide me one such platform, hence looking forward to join the same.