

### My Crestpoint experience

My stint at Crestpoint Consultants Pvt. Ltd. has been amazing. These two months have taught me a lot. Now, I strongly believe that I know the purpose behind running a business and all the efforts required to do it successfully. The culture statement says 'self-starters not kick starters' and the organization follows it. After my first week at the organization, I thought it would be very simple and I would not have to work in a disciplined manner. Throughout my internship, I have enjoyed a lot. However, due to the kind of care and respect I have received from the organization, my work never left my mind. I might have wasted half of my office hours doing nothing but the other half when I have worked, I did it seriously. Had it been for the grades or for the money, I would probably have put more efforts to make the organization feel that I am working but it is for the love for the organization that I have worked to get tangible results. That is probably the reason that I did not feel sad or angry when Naresh asked us to change the course plan without looking at the presentation. Instead, I spent the remaining period working on an alternate plan.

This was an organization where everyone wants to see the organization grow. It is where my colleagues have gone out of their way to make my work better. The culture has bestowed great deal of trust on all the employees and we end up making big decisions responsibly. This is probably the reason I am ready to work for the organization without asking for an incentive. VUCA ready manager is a program that I want to see growing from the scratch.

I have taken HR courses for two out of the three terms at one of the top B-schools in India and I can confidently say that I have learned a lot more about human resource management from Crestpoint Consultants Pvt. Ltd. than I have in the classroom. As an intern, I have learnt a lot more than I was hoping to. I have got all the positives of the business world without having to face the negatives.

In future, if I start-up a new business or join my family organization, I would definitely spend some time with Crestpoint Consultants Pvt. Ltd. This would not be to take any of their existing courses but to understand how to manage human resources as effectively as they have.