



## Team Building

TiE Women group  
Date: 23 May 2020

**Munesh Jadoun**  
CEO  
ZNet Technologies

# About me



**Munesh Jadoun**

Founder & CEO  
ZNet Technologies Pvt. Ltd.

I am Munesh Jadoun, founder and CEO of ZNet Technologies which is a part of RP tech India. As an entrepreneur, I have been a part of the IT industry from almost 2 decades. ZNet Technologies has Four successful brands (**RackNap, ZNetLive, Wire19 and DailyHostNews**) under its umbrella.

I am also actively involved in IAMCP (**International Association of Microsoft Channel Partners**), a community of Microsoft channel partners across the globe that works to improve P2P collaboration among partners. Currently, I am part of IAMCP Delhi, India and Global Marcomm Committee.

# The Story



- ZNet has been in business for **10 years** (Inc. in **2009**)
- **25,000+** total customers across globe
- Four Business Units: **ZNetLive, RackNap, Wire19** and **DHN**
- Part of **RP tech India** (Rashi Peripherals Pvt. Ltd.)
- Team size of **1,000+** (RP tech group)



- **RP tech India** is one of the top 5 IT Distributors in India
- **25+ brands**; 50 Offices in India
- One of fastest growing companies in India at **25% CAGR** in last 15 years

## Our Brands

ZNet serves the needs of complete IT industry. Be it Cloud and IT service consumers or the service providers. ZNet has 4 brands under its umbrella that cover the complete ecosystem of IT and Cloud industry.



A circular diagram with six icons: a shield with a checkmark, a document with a checkmark, a server rack, a cloud with a gear, a person with a document, and a cloud with a padlock. A blue line connects the icons in a circle.

**ZNETLIVE**<sup>®</sup>




A central gear with a blue 'A' inside, surrounded by icons of a cloud, a globe, a server rack, a person, and a gear. Arrows point from the cloud and server rack towards the gear.

**RACKNAP**



A central oval containing the text "Media Portal for CXOs". It is surrounded by icons: a cloud, a person with a gear, a server rack, and a person with a document.

**WIRE19**



A central oval containing the text "Media Portal for IT Pros". It is surrounded by icons: a cloud, a person with a gear, a server rack, and a person with a document.

**DHN**  
DAILY HOST NEWS

# Today's Agenda

Self improvement (Development)

Building a successful team



# 10 Habits of successful People





# 1. They set goals



## 2. They take responsibility of their life





### 3. They have great self discipline



# 4. They are obsessed with self development



# 5. They read... a lot

Press Esc to exit full screen





## 6. They manage their time well



# 7. They take risk



# 8. They keep going





# 9. They find a way to win



# 10. They do what they love



# Building a successful team

- Plan and process
- Internal promotion of external hiring
- Company culture
- Potential, performance, skill and will
- Soft and hard skills
- Background and reference
- Welcome and orientation

## Plan and Process

### **Job Information**

- Job title
- Pay grade
- Reporting person
- Shift timing
- Department name
- Location

### **Job Summary**

- Job purpose
- Job importance
- Job significance
- Job value
- Contribution

### **Job Challenges**

- Deadline
- Punctuality
- Quality
- Accuracy



## Plan and Process

### **Hierarchy level**

- 4 - CEO
- 3 - Department head
- 2 - Manager
- 1 - Executive

### **Qualification**

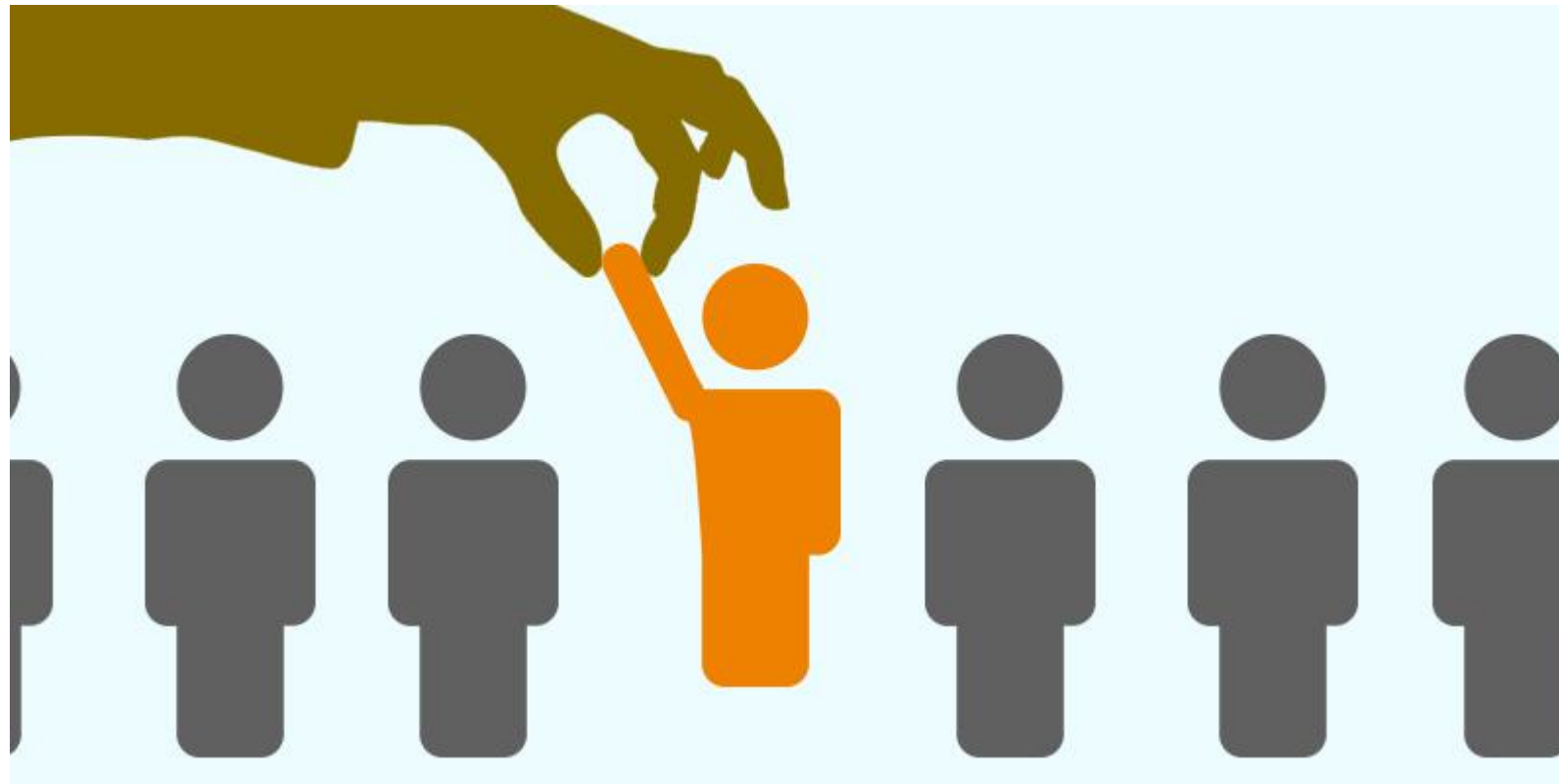
- Education
- Experience
- Qualification
- Skills
- Knowledge
- Expertise

### **Working Condition**

- Start and finish time
- Working hours
- Lunch/Tea break
- Travel hours



## Internal promotion of external hiring



## Company culture



## Potential, performance, skill and will



## Soft and hard skills

### Hard Skills

Teachable abilities or skill sets that are easy to quantify.

你好吗?

Proficiency in a foreign language



A degree or certificate



Typing speed



Machine operation



Computer programming

vs.

### Soft Skills

Also known as "people skills" or "interpersonal skills."



Communication



Flexibility



Leadership



Teamwork



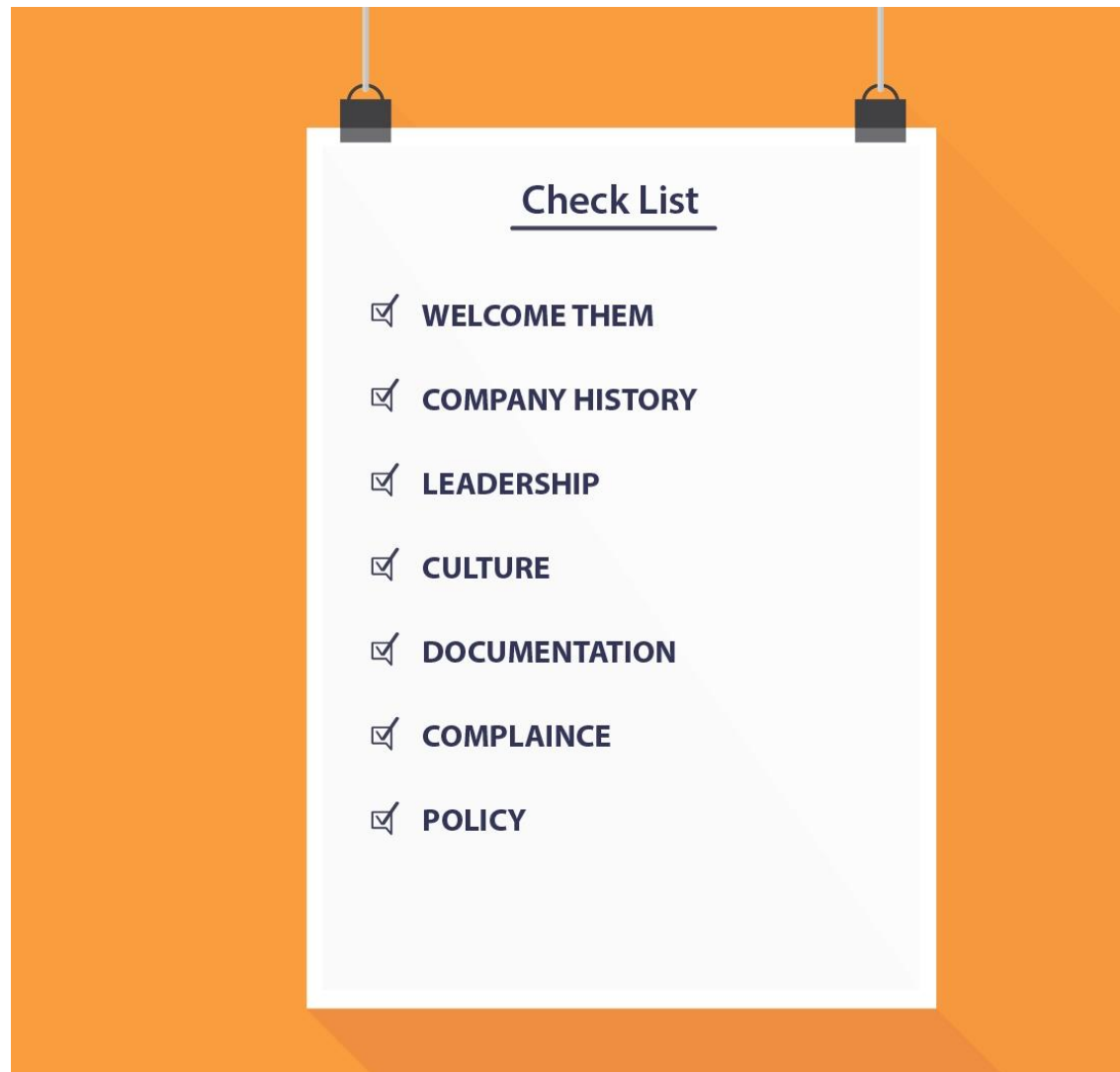
Time Management



## Background and reference



## Welcome and orientation







**Thank You**