# Inducing Kingpin CRT Traits To Frosh At Finishing Schools

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## Abstract

A mediocre trainer tells, a good trainer explains, a superior trainer demonstrates but a great trainer will inspire the frosh and can change the finishing school milieu as a training ground for future leaders. Kingpin has become crucial because the managers are responsible for day to day operations but kingpins can inspire, influence, lead and drive the team towards the goal. Recruiters are looking for kingpin frosh who can deliver an extraordinary outcome to withhold and win global market competency. To identify, attract, fill and retain campus recruitments, corporate relations CRT team has to focus on recruiters hiring strategy. Finishing schools ought to focus on inducing kingpin skills but surprisingly academic curriculums are not focusing on it. Fixing a curriculum, making list of soft skills and CRT sessions will not make a frosh good enough for their overall frame work in matching the industry. Finishing schools have to combine their regular curriculum along with the culture of mentoring career planning goals. This will empower the frosh to cope higher potentials in exploring different career paths. Our anatomization will help the CRT teams of finishing schools as a tool to guide ten traits and the importance of mentoring professional development for their frosh by combining the most sought skills expected by the recruiters.
1. Introduction

Kingpins should not just be bossy; they should be good listeners, proactive, honest, confident, and generous and should be able to control themselves at thresholds [2]. However a frosh cannot become an overnight kingpin unless s/he sets a path for the rest to the team. Kingpin is the most important skill that a frosh has to adopt in making any organization to flourish and to control attrition rate. Hence why recruiters are considering this as a primary concern to find and nurture kingship talents. Honouring a wise old saying ‘The best way to be leader is to find a parade and run in front of it.’ [1] CRT trainer should be aware of the importance in making frosh a kingpin as they perceived leadership experiences to be crucial in the campus and for their career. Many international steering groups has done an enormous study and concluded that wellbeing, competent and effective kingpins can influence organizational commitments among employees and can increase job satisfaction in the team which can only be learnt in their college days [23]. New practices and culture of mentoring can be combined to extend the current CRT to improve the work force and frosh confidence levels. Our anatomization will explore the challenges and provide the solution for the highlighted elements of a successful CRT program to support frosh process and practices. In this anatomization section II explains about the connotation of training the frosh in terms of kingpin qualities and few colloquies stated in The Economic states. In Section III, we have clearly stated case studies on corporate delineate s showing real time requirements of kingpin in the current industry. Few case studies like Whirlpool (Ref III.e), Coco cola (Ref III.d) explains how a concerned corporate companies are framing various programs for frosh to improve their global market. In Section IV we have clearly summarized a kingpin checklist which is essential for budding frosh and managers along with the essential 10 golden traits in culture of mentoring and the prospect enrichments that can be applied.

2. Connotation And Colloquy

2.1 Connotation

Our main objective is to analyze the hypothetical and relational importance of imparting the kingpin qualities to the frosh at finishing school [4]. Positive shared kingpin is a weapon through which a frosh can adopt him/her to the employer’s culture and can fruition goals of the organization [23]. This in turn has a big impact on goodwill of the Institution and which improves long term corporate relation to the campus besides improving/enhancing inbuilt characteristics of the students in particular to meet the latest trends.

2.2 Colloquy

In the recent years recruiters and recruitment policies have gone through revolutionary changes in selection process, usage of technology, internet tools, global competition, technology and innovation [5]. On the other hand quality and business has taken process reengineering where kingpin plays a major role. This is considered to be a major issue as recruitment of the frosh as anyone can hold the helm when the sea is calm. All the inspiration we guide to frosh, their team successfully can be found in few simple words of wisdom and colloquy on the study. A special delineate in The Economist States 21% of the frost tries for visibility in internal recruitment process opportunities, 22% of frosh tries to go to the next step of education and 57% have career communications through campus recruitments and walk-ins [6][14]. In addition to the regular CRT, corporate development programs, interaction with industrial experts, corporate personnel, webinars on current technologies will help in developing the need for improving
different set of skills\textsuperscript{(7)}. Combining the frosh build out with career mentoring enables them to explore potential career paths and progress through the build out activities \textsuperscript{(8)}.

3. Case Studies

Industry today is very competitive and fast growing than the 18\textsuperscript{th} and 19\textsuperscript{th} centuries as the business is led not by the owners but by the kingpins of the Industry \textsuperscript{(9)}. Competition in the Global Market can only be with stood by the captains of the industry who are Managers besides kingpins as it is not about positions or flow charts. A successful organization needs a Manager who can always lead the team along with the fundamentals and goals of the organization. The role of present kingpins also includes influencing, inspiring, driving the team and to keep track of day to day operations in smooth running \textsuperscript{(10)}. Judge, Bono, Illies and Gerhardt did a very comprehensive anatomization on personality and kingpin with 222 correlations from 73 samples and found that conscientiousness, extroversion and openness traits were significant predictors of leadership\textsuperscript{(3)}\textsuperscript{(24)}. Let us analyse few more colloquy of such from the corporate world.

3.1 Harvard Business Review

Few years ago Enron to the prime loan mortgage crisis of AIG caused an erosion of confidence and also a huge loss of faith in leadership of the companies around the globe just because senior management failure. Harvard business review states two different reviews on core and IT companies. \textsuperscript{(11)}\textsuperscript{(25)}.

The above stated chart 1 clearly shows that 57\% of employees have less confidence on the senior management, 12\% of employees in the organization have the same level of confidence and 31\% have a confidence on their level of achievement in core companies. The statistics from the chart 2 representing IT companies states that 81\%, 11\% of employees in the organization have the same confidence and 8\% of employees have less confidence on their senior management. The above two charts from the survey by Harvard business review shows the current scenario in both core and IT organizations and the need for kingpin.

3.2 IBM GHCS

For the financial year 2013-14 IBM global human capital study highlights that more than 74\% of the survey identified that building leadership talent was considered as prime factor in facing the challenges for frosh career \textsuperscript{(12)}. This survey quoted that more than 82.5\%
of 985 CMMI level companies are also facing a similar problem with 51% to 67% of similar issue.\(^{[15]}\)

3.3 ACHCE Median tenure CEO delineate
According to tri quarterly delineate released by American College of health care executives of the median tenure, the hospital has gone down to a loss of 20% though the CEO has invested 2 lakh US dollars.\(^{[13]}\) CEO has appointed 8 member committee to frame an immediate delineate on the loss. The committee reviewed the financial statistics of past 43 months (i.e 1\(^{st}\) July 2010 till 31\(^{st}\) Jan 2014) in which they found that the main core members of the organization have retired which has shown an immediate effect on the turnover. Retried Vice Presidents, COO’s and CFO’s were taken back as an immediate effect to control the loss. This implies that the growth factor of an organization solely relays on the kingpin.

3.4 Coco Cola – LDDG
Stevens J.Sainte Rose, HR director at Coco Cola proudly announced “The uniqueness of Coco Cola is in engaging the customers with the brand”\(^{[16]}\). This is because of the kingpin of Coco Cola marketing team who always delivers proper marketing advertisements time to time to brand the product and deliver a winning formula. Company has pioneered BE-SPOKE Program to not only identify its raising market stars but also to plan their build out and ensure strong pipeline of the company with highly creative and innovative thinkers from the finishing schools with fresh minds\(^{[17]}\).

3.5 Whirlpool – Through Innovation
Whirlpool is still ranking as one of the best places to start the career among top 20 global companies list from 2008 till today is because of its MILLENNIALS project posting career build out program\(^{[18]}\). Whirlpool Corporation uses technology and innovation to attract top creative talent frosh from all the leading universities round the world through this program. They engage the frosh to work on challenges, demand curve, Market strategy, Taste of customers, Innovations, Career
website, Transparency and fun by giving them inputs, incentives, stressing creative solutions and thinking outside the box.

From the above case studies it is highly important that skills enhancement and personality development programs are brought to the forefront line in the finishing schools to groom frosh to higher levels on regular basis so that more individuals are enriched with the required knowledge to fruition higher goals and flourish.

4. Culture of Mentoring a Kingpin

One cannot derive formulae for becoming a kingpin, but can notify a checklist which any frosh can follow to be kingpin as “A man who wants to lead the orchestra must turn his back on the crowd and lead the team”[19]. Summarizing the above factors current leaders and budding frosh have to take time to honestly analyze the checklist and make a culture of mentoring themselves as commonality.

Recognizing the need for grooming kingpins was made mandatory by many CMMI Level V companies like Infosys, TCS and Wipro to make their employees as future kingpins [21]. It was found that there are many employees who can monitor supervisory roles holding good technical, analytical skills but cannot manage it in a team. So they have laid grass roots to find out checklist of the employees on regular basis so as to train, monitor them to improve their kingpin qualities. In this process of investigation they have found that making out a kingpin list, mentoring them to improve their culture should happen on regular basis until they reach firm level II till level V on 5-point grading list. Overall plan for CRT kingpin traits has to be induced in large scale at finishing schools by adopting it in 3 phases for overall development of frosh.

Diagram 4: Pyramid of Kingpin development through CRT

From diagram 4 the entire plan for inducing CRT has to be divided into three phases. In the first phase all the frosh in the finishing schools have to be grouped into teams and training has to be provided through regular sessions and corporate meets. In phase two frosh has to take the kingpin checklist which helps us in understanding their level of kingpin qualities. In phase three training has to
to be planned based on their level of kingpin qualities considering the below stated 10 golden traits for their all-round development.

4.1 Kingpin checklist
Kingpin style is the manner and approach of providing direction, implementation, plans and motivation which reflects the attitude and behavior. At one level purely on organization success is based on the beliefs, values and preferences of the kingpin, the team may get encouraged or discouraged (Daniel 1950). The way a kingpin behaves will have a powerful reflection on the team and cognitive emotional responses of the team members may effect psychologically on their work culture. Employees may show agitation, calmness, aggressiveness or sometimes unwillingness to work under a dictatorial leader.

- What kind of leader am I?
- Can I work with a team?
- What are my goals, purposes and expectations for a particular task?
- How many team members can I successful manage?
- Do I try to be aware of how others think and feel?
- Can I help others in building their abilities?
- Will I accept additional responsibilities?
- Am I creative in trying getting work done in the stipulated time?
- Can I trumpet my team?
- Am I aware of current issues and concerns?
- What is my SWAT?
- Can I show friendliness with the team?
- Do I accept my failure as my sole responsibility?
- Can I be tolerant and tactful when offering criticism?
- Do I show enthusiasm and sense of belongingness to team?
- Can I remind group purposes to be narrowly focused on the goals?
- Can I involve everyone in sharing discussions and decisions?
- Can I be aware of team expectations?
- Do I take an initiative to lead a new goal?
- Am I unique enough to share knowledge and skills?
- Do I consider advices, help and information from the team?
- Am I decisive enough to make things happen?
- Do I know when and how to say “NO”?
- Can I determine and frame a team?
- Can I identify current and potential frosh from a group?
- Can I Develop a successful plan?
- Can I Organize a skillful roadmap to my team?
- Can I control retention and strengthen the team?

4.2 Culture of Mentoring
Based on our anatomization majorly on finishing schools in Indian education system the above checklist traits frosh can fruition a level of 20% to 26%. It is observed that few frosh have true kingpin qualities and zeal to lead right from their childhood. If frosh can be inspired by the CRT, Kingpin role and characteristics can be enhanced to a level of 55 to 65% in their finishing schools. As per the current recruiter’s strategy and the level of frosh knowledge we have identified 10 golden traits at which the frosh has to take for recount.
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4.3 Prospect Enrichments

We are well aware of ‘kingpins’ in automobiles. Kingpins will never have less importance in the human life as well as especially in the present scenario. The basically ethical conduct and integrity, skill and personality development is to be introduced in +2 level of education. They have to access the strengths, shortfalls and groom the frosh to overcome these bottlenecks at this level of education itself. However it is positive sign that this system is gaining momentum at the schools, in which case the CRT team can concentrate on higher levels of their requirements which will yield higher results in the long run. This will in turn help individuals/society/Institutions/organizations to meet present challenges and flourish. Inducing CRT to frosh as kingpin will not here merely to make a living it can enable the frosh to live more ample, with great vision and finer spirit to fruition higher goals. We can enrich, improvise the same culture of mentoring in startup’s, executive schools, FDP’s technical and non-technical schools from +2 level to improvise kingpin qualities. Kingpin checklist can play a vital role in choosing right manager and team leaders in education, CMMI companies and core industries where a kingpin plays a vital role in the build out of the organization on a long run.

5. Conclusion

CRT Team is setup for a good reason and we believe that this anatomization will help them a bit of reason to throw little torches out on leading the frosh. A well framed kingpin CRT is a major factor to identify, attract and retain corporate relationship with the finishing schools. Strategy of
mentoring should always be outlined based on 10 golden traits which can be revamped based on the trend of the industry in future. This rethinking needs to be induced in large and small scales. On small scale frosh have to rethink on the current recruiter’s strategy, concentrate on building their potential strengths. On Large scale CRT teams have to inculcate the culture of mentoring the frosh with regular training strategies besides considering the above points in the culture of mentoring. This will not only help kingpin to improve his skills but also increases their strength of character, earn respect and loyalty towards the organization. Recruiters will definitely notice the quality of fresher’s in the organization and will have a good will on the finishing school that they have come from, which in turn increases the number of recruitments in the campus.

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6. Abbreviations and Acronyms

Define abbreviations and acronyms the first time they are used in the text, even after they have already been defined in the abstract. Abbreviations such as IEEE, SI, ac, and dc do not have to be defined. Abbreviations that incorporate periods should not have spaces: write “C.N.R.S.,” not “C. N. R. S.” Do not use abbreviations in the title unless they are unavoidable (for example, “IEEE” in the title of this article). For a more complete listing of common abbreviations and acronyms please refer to Appendix II of http://www.ieee.org/portal/cms_docs/pubs/transactions/auinfo03.pdf

7. References

[6] A international analysis report on " Human Capital Effectiveness report " by PwC Saratoga
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