

At Param Science Centre, we believe in fostering a culture of growth and continuous improvement. Our philosophy centres around the idea that if a person adds value to the organisation, salary growth is a natural outcome. However, in this rapidly evolving age of AI and technological advancement, it is crucial for each of us to continuously skill up to remain valuable and indispensable to our organisation.

The Core Philosophy: Value Addition Guarantees Salary Growth. As technology advances, markets change and disruptive technologies like artificial intelligence becomes more integrated into our daily operations, the value we bring to our roles must evolve. Here are some guiding principles to help you navigate this landscape and ensure your contributions are recognised and rewarded:

1) Automate Yourself Out of Your Job

- "The ultimate job security lies in making yourself redundant in your current role before somebody else does it." - Inavamsi Enaganti
- It may seem counterintuitive, but those who can automate repetitive tasks and processes are invaluable to Param. By freeing up your time from routine tasks, you can focus on more strategic and impactful projects.
- Current Role -> Identify Repetitive Tasks -> Implement Automation System(Tools, Freelancer, New Hires, Interns, Collaborators) -> Focus on Strategic Projects

---X-X-X---

2) Take Initiative Along Param's Needs

- "The best way to predict the future is to create it." – Peter Drucker
- Identify and pursue initiatives that align with Param's strategic goals rather than just your personal interests. This proactive approach demonstrates your commitment to the organisation and showcases your ability to think beyond your immediate responsibilities.
- Understand Param's Strategic Objectives -> Propose and Lead Relevant Projects -> Demonstrate Impact and Value

3) Deliver Clear Outcomes That Provide Value to Param

- "Success is not the result of spontaneous combustion. You must set yourself on fire." – Arnold H. Glasow
- Focus on delivering results that are measurable and clearly beneficial to the organisation. Whether it's improving efficiency, reducing costs, or enhancing the customer experience, clear outcomes are key to demonstrating your value.
- Set Clear KPIs -> Track Progress and Outcomes -> Communicate Successes and Learnings through clean reports

Quotes to Inspire Your Journey

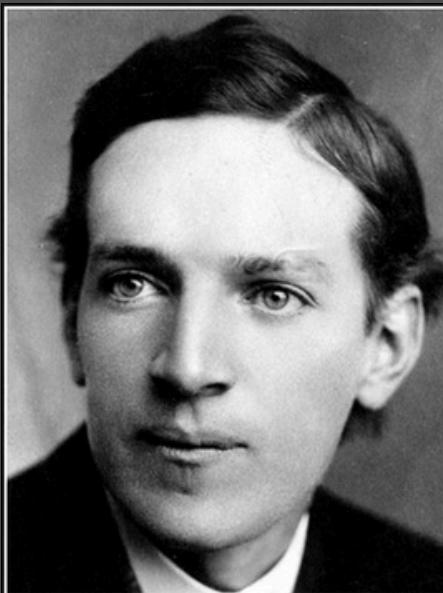
- "The only way to do great work is to love what you do." – Steve Jobs
- "Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work." – Steve Jobs
- "The future belongs to those who learn more skills and combine them in creative ways." – Robert Greene'

Read more at

www.paraminnovation.org/newsletter

How to Get a Better Salary at Param

- Add value
 - Add the value before you expect a return. Remember that there is no free lunch in this world.
- Continuously Upskill
 - Embrace lifelong learning and seek opportunities to acquire new skills relevant to your role and the organisation's needs.
- Seek Feedback and Act on It
 - Regularly solicit feedback from your peers, supervisors, and team members. Use this feedback to improve and adapt.
- Zooming in and out
 - Zoom in and see the small things and have a high attention to quality and detail
 - Zoom out and see the larger picture and try to make large leaps in the organisation's journey.
- Network and Collaborate
 - Build strong relationships within and outside the organisation. Collaboration often leads to new ideas and opportunities for growth.



It is difficult to get a man to understand something when his salary depends upon his not understanding it.

— Upton Sinclair —

AZ QUOTES