Introduction to the Great People Manager Study®

The **Great People Manager Study®** is India's largest study on people management, capturing team members' feedback on manager effectiveness through 24 statements categorized into three themes: **Connect, Develop, and Inspire**.

Participants gain access to an **Individual Digital Manager Scorecard** through a dedicated platform. They undergo a structured selection process based on a multi-layered evaluation methodology, culminating in a list of the **Top 100 Great People Managers™**, published in leading Indian business media such as *The Economic Times*. From 2025 we have announced a separate list **of Top 50 People Leaders comprising of only CEOs/MDs and Founders.**

Certification and Recognition Process (Common for both Lists)

Participation Rounds

1. **Round 1:**

   o Managers complete a **Self-Assessment Survey** and receive feedback through a **Team Feedback Survey**.

   o Feedback is collected from all reportees (there should be a minimum of three valid responses post-audit* to be considered for the Great People Manager Study®). Feedback may also be collected from the participant's reporting manager, seniors, and peers. However, for certification and recognition, Great Manager Institute® will only consider feedback from direct reports. The final feedback score for the Great People Manager Study® is determined after an audit process is conducted by Great Manager Institute® (*refer to details on the audit process below).

2. **Round 2:**

   o Managers meeting the required threshold in round 1 receive a badge and a certificate recognizing them as **'Great Manager to Work With™'** issued by the **Great Manager Institute®** and advance to Round 2.

   o Qualified managers are requested to submit **three people practices**, scored using a behaviourally anchored rating scale.

A 70% weightage from Round 1 (Team Feedback Survey) and 30% weightage from Round 2 (People Practice Submission) together determine the participant's score for advancing to the final round of the Great People Manager Study®.

3. **Round 3:** Mentorship Round – A stage where shortlisted participants interact with experienced mentors, including senior industry leaders and CXO-level executives.

   Mentors are carefully matched with managers based on seniority level and industry diversity to ensure meaningful cross-learning and fresh perspectives across domains.

   Co-Founders of Great Manager Institute® conduct the final round of interview with shortlisted CEOs, MDs, and Founders.

Recognition and Felicitation

The process concludes with the announcement of the **Top 100 Great People Managers and Top 50 CEOs/MDs/Founders** followed by a grand felicitation ceremony held annually.

Audit Process

1. In Round 1, we collect feedback from team members, focusing on three key themes: Connect, Develop, and Inspire.

2. After the Team Feedback Survey is completed, the average scores will be displayed on the manager's digital profile within the platform. Please note that these are preliminary, non-audited scores and will be subject to an audit process.

3. The audit process is used to ensure the reliability and validity of responses. This includes multiple parameters, including but not limited to pattern of responses of the feedback givers, time taken by the feedback giver to complete the survey, responses of the feedback giver to statements which measure application of mind, undertaking given before starting the survey, etc. The full details of the audit process are not publicly disclosed. Participants whose survey feedback meets the audit criteria, and whose scores are above a threshold advance to Round 2. The threshold score can change from year to year depending on data analytics.

Key Guidelines

1. **Eligibility for participation of a manager:**
   a. **For Certification:** Feedback is collected from all reportees (there should be a minimum of three valid responses post-audit* to be considered). There is no minimum organizational employee strength required for certification.
   b. **For Recognition: For a certified manager** to be considered for a List, their organization must have a minimum of 100 on-roll employees.

2. **HR Validation:** Approval from the HR Manager is mandatory to validate the list of direct reports. This step ensures the survey is verified and keeps the manager on track to be eligible for the Great Manager to Work With® badge.

3. **Recognition as Great Manager to Work With™:** Certificates and recognition are awarded post-audit to managers who meet or exceed the cut-off scores.

4. **Confidentiality:** All responses are treated confidentially; only aggregated data is used for analysis and displayed on a participant's digital profile.

5. **Platform Use:** Managers must complete registration and participation themselves, using their own name and official email ID.

6. **Organization-Wise Representation Limit**:

   Top 100 Great People Managers™ List:
   To ensure balanced representation across organizations, the following limits apply for featuring in the Top 100 Great People Managers™ List:
   - Up to 3 managers from organizations with more than 1000 employees
   - Up to 2 managers from organizations with 501 to 1000 employees
   - 1 manager from organizations with up to 500 employees