

people and management

A grayscale illustration showing the silhouettes of a leader and a team. The leader, on the left, is a man in a suit holding a long staff or cane. Behind him are three other silhouettes: a woman, a man, and another man, all appearing to follow or be part of the team. The background is a light, hazy gradient.

“The leader leads
and the boss drives”

- Theodore Roosevelt

L E A D E R S H I P S P E C I A L

Spotlight
**MADIBA'S
RIGHT HAND (WO)MAN**

Perspective
**LEADING AN EDITORIAL TEAM
INTO THE 21ST CENTURY**

RAI BUSINESS SCHOOL

“HR INNOVATION '10 – EMERGING DIMENSIONS OF HR IN ORGANISATIONS”

Rai Business School Chennai on 13th November 2010, conducted HR Seminar, “HR innovation '10 - Emerging Dimension of HR in Organisation” at hotel Vestin Park.

Prof. B. Venkateswaran, Head (Academics), Rai Business School, Chennai who conceptualised this seminar and organised this with a view to strengthening the relationship between the B Schools and Corporate/Industry, welcomed the delegates and briefed them about the theme and paradigm shift in HR operations in the context of the global players in and around us. He also emphasised the need for HR professionals to equip themselves holistically and contribute for the growth and development of the organisation

without confining themselves only into “hire and fire’ job roles. He introduced the Chief Guest to the audience.

The HR seminar was inaugurated by the chief guest, DR. T.S Sridhar, IAS Principal Secretary & Commissioner, Govt. of Tamilnadu, Chennai. In his key note address, he judiciously explained the need for inculcating cultural facets into the HR practices. While explaining the role of HR Practices in government sector he recalled that in early 50s & 70s it was the public distribution system which catered to education, health, infrastructure development etc. But as a result of privatisation & liberalisation there is a huge public private partnership which is making HR practices more prominent in the public sector also. He insisted that for an organisation to be successful the individual goal of an employee should be in sync with the organisational goals. As a concluding note he mentioned that if human resource assets are not used properly it will become a liability.

The E copy of the selected articles from industry professional & academicians was released during this occasion by Dr. T.S.Sridhar I.A.S. He also honoured the occasion by giving away the award for “Best Entrepreneur” from among the passed out student of RBS.

The speaker for the 1st session of the seminar was Mr. N Dharmarajan, Head HR- Building & Factories Operating Company, L&T Ltd. He spoke elaborately on the topic “Emerging Challenges is High Growth Scenario”. He gave justice to the speech by detailing on two important aspects of HR during high growth scenario - performance management

- challenge of HR is not to scale, and training & development- Challenge of HR is upscaling the skills. He insisted that in the current changing scenario the real challenge is to protect the culture & value of the company.

Mr.Samson Jose, Human Resource, Ashok Leyland - Nissan Motors joint venture, made the session very interesting & interactive by speaking on the topic, “What NEXT Future HR Challenges”. In simple terms he explained to the audience the importance of undertaking talent management process & challenges in managing talent of the organisation. He highlighted two important challenges i.e., critical skill shortage and job

hopping. Due to change in product life cycle from 5 to 3 years he pointed out that pressure on the organisation for learning new techniques to manage the talent is mounting. He has jolted down in his presentation the changes happening in the HR arena. Five to seven years ago the major time spent by HR professionals was on maintaining records. But the current HR professionals spends majority of his time in HR services and

undertaking HR activity as a strategic partner in business.

The Best Performer Award for Academic Excellence for Batch 2008-10 was handed over by Mr. Samson Jose.

Post lunch session was started off by Dr.R Thenmozhi, Department of Management Studies, University of Madras, by giving valuable insight on “Competency Mapping in assessing training needs”. Out of her vast experience in the field of teaching & research she could easily explain the various approaches & models which can be followed by organisations for competency mapping.

In the last session of the seminar by Mr. Hari Purushothaman, GM- HR, Reliance BPO on the topic “ New HR Innovation in BPO Verticals “ explained how BPO as an industry in incorporating new HR practices - giving opportunities to deaf & dumb, educational scholarship given to employees for continuing education etc. The HR seminar which was conducted, was a grand success was largely attended by industry professionals and academicians from various institutions. ■

