

## HUMAN RESOURCE CONCLAVE WITH A DIFFERENCE



**BRAJ KISHOR GUPTA**

The hosting of a marathon 24 hour Human Resource Conclave must be the moment of pride for Nehru Group of Institutions, this being the first of its kind in the southern region. Coimbatore, which is emerging fast as a great seat of learning had the privilege to witness a host of HR professionals, Entrepreneurs, Professors, Directors and Motivational Speakers coming from different parts of the country. The conclave focused on the theme- "Lessons Learnt from Economic Slowdown" commenced on 23rd at 15:00 hours and concluded at 16:30 hours on 24th January 2013. The Event was inspired by factors such as understanding of global scenario of the HR practices, ever growing need for talent retention and hunt for skilled workforce and deepening gap between the qualified management students and their suitable employment. The Nehru College of Management took the initiative to pool the HR Practitioners and seasoned professionals from different sectors and the corporate to benefit the students from various institutions in and around Coimbatore. I was witness to the unfolding of the entire event which reminded me of the beautiful words of Sir Wilfred Grenfell:

*"Real joy comes not from ease or riches or from the praise of men, but from doing something worthwhile."*

The inauguration of the Event saw on the dais many dignitaries including Dr.Adv.P.Krishnadas, Managing Trustee, NGI, Dr. G. James Pitchai, Vice-Chancellor, Bharathiar University, Padmasri.Dr.KrishnaKumar, MD, AVP, Coimbatore, Dr.P.Krishna Kumar, CEO & Secretary, Dr.S.Franklin John, Principal, NCM and Dr Winston Jacob, President, Global University of Lifelong Learning.

Dr.Adv.P.Krishnadas, in his presidential address highlighted that Human resource plays a significant role in the development of business. Hence the HR professionals ought to possess thorough knowledge of the business as well as of Human resource functions including the ability to lead any change process, innovation, problem solving and leadership.

Dr. G. James Pitchai, Vice-Chancellor, Bharathiar University, during his inaugural address congratulated the organizers for their efforts to pool the HR Experts from the length and breadth of the country. He mesmerized everyone with his insight into the immense potential of the human resources of the Nation. He highlighted that Indians are applauded across the globe for their capacious memory. Besides, he observed that these days attractive compensation package alone is not sufficient. Hence the HR Professionals have already stepped out of their comfort zone and are looking for the talented professionals and are hunting for the relationship focused business skills which are the need of the hour for the organizations.

Padmasri.Dr.KrishnaKumar, MD, AVP, during his address stressed that we are all into a new era of innovation which focuses on the use of web & cloud technology, social media, coaching, talent analytics and outsourcing of recruitment processes. In his speech, he mentioned that normally record setting and record breaking will take place in sports arena. But Nehru Group of Institutions had set a benchmark by doing it in the academic arena. The present era is witnessing a gloomy situation of economic growth and organizations are facing talent scarcity. Hence this is the right time to discuss the workforce challenges. HR professionals transformed themselves to enable their organizations to address today's business imperatives and prepare for tomorrow's growth.



The first session was held between 4 and 6 PM on the theme - "Expectations of HR from a Fresher". The speakers were Mr.Mahesh Kumar, Dean, Community Institute of Management Studies, Mr.Sriram, HR, Ramco Systems, Chennai, Dr.Winston Jacob, President, Global University of Lifelong Learning, USA and Mr.N.Srinivasan, DGM P &A, Malabar Cements. The experts highlighted that skills and talents which the fresher should develop during their course of graduation from colleges. They also emphasized that the students should develop positive attitude and develop certain skills sets to face the challenges in the job. Dr Winston was inspirational and impressed everyone with his love for lifelong learning concept. The session was chaired by Dr. Ganesh Babu, Principal, NIT.

The second session was focused on the theme - "Improving Leadership". The speakers were Dr.Karthik Namasivayam, GM, Velan Group of Hotels, Mr.Vandematharam Madhavan, MD,Agni,Coimbatore and Mr.Mohd.Azad Reach Information and Communication Systems. The speakers stressed that there is talent hunt for positive leaders. Today's competitive marketplace requires human resource professionals to have an expanded role in the organization due to increasing importance of social and relationship capital. The major challenge today is to gain and use influence to become a better strategic partner, to determine where the organization is headed, and to get out in front and use the human resources function to help lead the way. Dr Karthik, in particular, touched upon many fundamental issues concerning leadership challenges. The session was chaired by Dr.Vigila Kennedy, Director, KCT B- School. She was quite professional in her role.

The Third session was focused on the theme- "Improving Productivity". The speakers were Mr. Praveen, Senior HR, Elgi Pvt Ltd, Mr.Maria Antony, Mgr, L&T Elgi Pvt Ltd, Cbe and Mr.Ashwin, CEO- Wintraining, Chennai. The speakers emphasized that students should make better use of their time, completing more projects and achieving more goals. If you want to be more productive and help your team to be more productive, for which you must plan some strategies. The session was chaired by Dr.K.Nanthini, Principal, NIMS.

The Fourth session was focused on the theme- "Maintaining Employee Motivation". The speakers were Mr.DavidMadhu, Senior HR, Deloitte, Hyderabad, Dr. Manikandan, Youth Corp Mission, Cbe, Mr.Sree Rangan, HR - Mgr, Sakthi Finance, Cbe and Mr.Sanjeev, Canadian Spiritual Center. Mr. David was quite insightful with his hands-on experience. Other speakers underlined that every person has different reasons for working. The reasons for working are as individual as the person. But, we all work because we obtain something that we need from work. The something obtained from work impacts morale, employee motivation, and the quality of life. There's no secret formula, no set calculation, no work sheet to fill out. To retain good staff



and to encourage them to give of their best while at work requires attention to the financial and psychological and even physiological rewards offered by the organization as a continuous exercise. The Fourth session was chaired by Dr. Maniarasan, Principal, NIET.

The Fifth Session was focused on the theme - "HR Games". It was organized by the internal Team of faculty members with some hands on training on team building and psychological self awareness.

The Sixth Session was focused on the theme- "Using Whole Brain Learning Technique for Increasing Organizational Effectiveness". The internal Team of faculty members organized the session on Using Whole Brain Learning Technique for Increasing Organizational Effectiveness. Whole Brain Technique (WBT) is a pedagogical approach which is based on current research into brain activity and how we learn. Traditionally education has focused on right brain activity - the reasoning, rational part of the brain. WBT techniques seek to make connections between this rational part of the brain and the left side of the brain which is concerned with creative activity.

The Seventh session was focused on the theme- "Capitalizing on Change". The speakers were Mr.Rohith Kumar, Analyst, Deloitte, Hyderabad, Mr.Pravin Rambhojan, Arrow Academy, and Mr.Narayanan, HR, Manager, MIRA Textiles, Chennai. The speakers held that with HR at the planning table, HR can forecast how many people would be needed and with what skills, besides HR being the agent of change. The HR staff should also train the company workforce to figure out how to capitalize on a changing business environment and train company leaders to embrace the opportunities change can bring. The Seventh session was chaired by Dr. Moses Daniel, Principal, NIITM.

The Eight Session was an "HR Quiz" organized by the internal Team of faculty members. The best participant was rewarded. This created stimulation among the students to get familiarized with the concepts and recent trends in the field of HR.

The Ninth session was held on the theme- "Importance of Physical Health in Increasing Productivity". The internal Team of faculty members organized the activities for the Participants to stimulate their mind and body.

The Tenth session was focused on the theme- "Skill up-gradation for Future Managers". Among the speakers were Mr Braj Kishor Gupta, a Motivation Guru, Dr.Samip Baruah, National Sales Manager, ITC and Mr.M.L.Peter, Director, Gi HR Solutions, Pvt, Ltd. Mr. Gupta set the tone of the panel discussion by raising fundamental questions like why was the growing need for up gradation of skills at all, how come, skill was being viewed more important than knowledge and above all why the future manager had to play the role of a dynamic leader? It was also his powerful technique to include some stories that touched the hearts of many students. Other speakers held

that the increasing demand for skilled performers came as a happy trend being observed in the corporate. Companies have realized that in today's competitive business milieu, the quality of people you employ can make all the difference. The Tenth session was chaired by Dr. B.Anirudhan, Principal, NASC, who captured the essence of the learned panelists by highlighting the need to develop a new mindset receptive to change.

The Eleventh session on the theme "Emotional Intelligence for Sustainability" had speakers like Mr.Krishna.S, CEO, Aravind sai B-School, Dr.Bhawani, Director- Wintraining, Coimbatore, Mr.Mayank Gupta, Regional HR, Dell, Cbe and Mr.Nandagopal Shankar, MD, Talent full Training Services, Mumbai. The learned speakers described emotional intelligence as an umbrella term that captures a broad collection of individual skills and dispositions usually referred to as soft skills or inter and intra-personal skills, that are outside the traditional areas of specific knowledge, general intelligence, and technical or professional skills. The emotionally intelligent person is skilled in four areas: Identifying emotions, using emotions, understanding emotions, and regulating emotions. The emotional intelligence concept is useful for individuals interested in learning about the role of emotions in work and everyday life. The Eleventh session was chaired by Mr.Kumaresan Duraisami, Principal, Minerva College, Salem.

The theme of the Twelfth session was "HR Practices for Next Generation". The speakers were Mr.Rajeev M.N, AGM-HR, Hyundai Motor India Ltd, Chennai, Mr.Nithyananth, Senior HR, VWR lab Products, CBE and Mr.Anandh Krishnan, Center Head, Manya Group, CBE. The speakers held that HR has become the key to the development of the organization. Hence it is essential for the students to ponder over the required skill sets and try to develop them at the earliest. The session was chaired by Mr. Dr.Natarajan, Director, Brainbank.

The 24 hours marathon conclave concluded with the valedictory session at 16.30 hours on 24th January 2013. The Mega HR Conclave turned out to be a historical event as it got endorsed in the Asia Book of Records and India book of Records thanks also to the patience and perseverance shown by the adjudicators- Ms Rinki Tomar of Asia Book of Records and Ms Ankita Bortthakur from India Book of Records who witnessed the entire event from beginning to the end. The HR Conclave was also awarded the title "Largest Audience for a Single HR Title" by Asia Book of Records as it was attended by more than 1000 students from various colleges in and around Tamilnadu and Kerala. I, however, returned to Bangalore by evening flight thinking about the lines of William Shakespeare:

*Things won are done; joy's soul lies in doing.*

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