

MAY 16-JUNE 15, 2010 | VOLUME 2 | ISSUE 6 | RS. 25/-

# THE HUMAN FACTOR

## THE learning panorama

INDUSTRY BEST PRACTICES REVEALED







**P**owered by a group of six young HR professionals, More Than HR Global (MTHR Global) is a rapidly growing knowledge movement in Mumbai. Its founders are Mr. Rajesh Kamath, Head-Educational Programmes, SHRM India; Mr. Ashish Gakrey, People Relationship Management, Capgemini India; Mr. Rajesh Gupta, AGM-HR, Intelenet Global Services Pvt. Ltd. and Mr. Vipul Agarwal, Director, Zend Consulting Services with committee members Ms. Preeti Malhotra, Head-HR, Prabhudas Lilladher Pvt. Ltd. and Mr. Keyur Jani, AM-Corporate HR, Raymond Ltd.

The core purpose of MTHR Global is to impact the HR profession through expanding the professionals' knowledge base. Their key beliefs are that HR professionals need to consistently and continually step out of their HR box to grow their knowledge in order

to be effective partners to business.

On 1<sup>st</sup> May 2010, the MTHR Global conducted a full day HR learning event in partnership with Planman HR at Hotel VITS, Balewadi in Pune. The theme of the event "Challenges of employability - Convergence of HR and Business Education" offered a unique perspective about HR and business education, and how to overcome the challenges of employability which the industry and academic world are facing today.

The delegation kit included an information document about MTHR Global, AMMI (Association of Maharashtra Management Institutes) list of colleges and introduction and *The Human Factor* magazine from Planman HR. The programme started with the felicitation of AMMI members and MTHR Global members which continued with the lighting the lamp ceremony by Chief Guest Capt. Chitale

(Department of Management Studies, Pune University); Dr E. B. Khedkar (Executive President, AMMI); Dr. Kolte (EC Member, AMMI); Guest of Honour Dr. Ramesh, (Dean, Goa University); Dr Manimala Puri, (Director-JSPM, AMMI) and Mr. Rajesh Kamath (MTHR Global).

The opening session started with an energising presentation by Mr. Pramod Sadarjoshi (ED-IDBI Bank), who shared his experiences on 'Sustainable Success in Industry & Academia Partnerships'. This was followed by a keynote session by Mr. Navin Bhatia (COO-Centum Learning, formerly Bharti Learning Ltd.) who took an exciting and interactive session on 'India 2020-A Human Resource Superpower'. The third session was taken by Mr. Ankush Puri (Head-Sales Training, Piaggio Vehicles), who is a sales person who later converted to being a HR person. He shared his view and





# FACING EMPLOYEE CHALLENGES TOGETHER

A DISCUSSION FEATURING THE TWO-WAY ROLE OF ACADEMIA AND BUSINESS TO ADDRESS THE ISSUE OF TALENT MANAGEMENT

experience about what distinguishes us in the talent market.

The post lunch session saw a panel discussion which threw light on HR and Leadership Building at the Academia Level. The panelists included Mr. Visty Banaji (CEO, Banner Global Consulting, ex- ED & President, Group Corporate Affairs at Godrej Industries, Member of London Speakers Bureau); Ms. Sukanya Patwardhan (Business Consultant, ex- DGM-HR, IBM); Dr. Sharad Joshi, (Director, IMERT, Pune); Mr. Bobby Menon, (Motivational Speaker and Transformation Coach), had an enriching interaction with the participants. The session was nicely moderated by Mr. Bhavesh Chandaria, (Head-HR, India Business Unit at Suzlon Energy).

Next Ms. Aparna Sharma (Director – HR, UCB Pharma) gave her viewpoint on the topic “What distinguishes us in the Talent Market”. She very energeti-

cally illustrated the topic by using cases and talent management practices at UCB Pharma.

The last session was one of the powerful sessions of the day by Mr. Rajeev Puri (Associate Vice President -Tata Capital). He spoke on ‘The Power Hour’ which made the audience richer manifold and motivated them to unlock the power within.

The vote of thanks was given by Dr. Manimala Puri (Director – JSPM, AMMI) followed by high tea, ensuring a perfect end to a journey of discovery and learning before the participants started their journey home. This event will go a long way in providing a platform for fostering dialogue in real time towards enhancing quality in management education through better understanding of talent requirements in the industry as well as the challenges faced by most b-school leaders today owing to the growing competition in the market.



**A PLATFORM FOR  
FOSTERING  
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TOWARDS  
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OF TALENT  
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