



# Out with the OLD, in with the NEW

PRIYA C NAIR SHARES DETAILS ABOUT A FEW INITIATIVES PLANNED BY ORGANISATIONS FOR THEIR EMPLOYEES TO BE LAUNCHED IN 2013

## ▶ EMPLOYEE 'HEALTH RISK ASSESSMENT' (HRA)

“Health is going to be a core focus area for us in 2013. We lost close to 2000 man days to sick leaves in 2012. Through ‘Employee HRA’, we intend to create awareness among employees on the importance of good health and how they can pre-empt illness by being aware of their health status to lead a healthy lifestyle. We expect our employees to voluntarily participate in this activity and draw a roadmap to lead a healthier life,” explains **MANOJ EG, head of HR, The Attachmate Group, India.**

## ▶ PEER COUNSELLING

According to **S Y SIDDQUI, COO, administration (HR, Finance, IT & COST), Maruti Suzuki India Limited**, the organisation is launching peer counselling for their employees in the New Year. “An employee’s assessment, development plan and review will be done by his/her peers. As a part of the initiative, an employee could discuss career development plans, actions taken to improve key capabilities and

progress achieved, etc with his/her colleague. This will improve knowledge-sharing and enhance employee bonding,” feels Siddiqui.

## ▶ CHAI TIME CONNECT

“The senior management team will engage with a group of employees over a cup of tea to understand their aspirations, concerns, etc. The idea is to strengthen a two-way

communication,” informs **APARNA SHARMA, country head, HR, Infosys India.**

## ▶ REVERSE MENTORING

“The purpose of this initiative is to help leaders learn and acquaint and further upgrade their ‘technology’ skills. The mentor, in such a situation, is less experienced and relatively ‘junior’ in the organisation, compared to the mentee. Reverse mentoring will bring different generations of employees together and help leaders to connect with Gen Y. It also helps leaders understand their thought processes and assist them in acquiring leadership qualities,” says **MARK DRISCOLL, leader human capital, PwC India.**

[priyac.nair@timesgroup.com](mailto:priyac.nair@timesgroup.com)



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