

Re-Energizing Human Resources for the 21st Century

Friday, 15th July 2016, Hotel Le Royal Meridian, Chennai

FICCI TNSC organized a power packed half day HR conference on Saturday, 15th July 2016 on “Re- Energizing Human Resources for the 21st Century”. The conference attracted about 120 core HR professionals and was very well received and high appreciated by all the participants.



Mr Rajeev B Bhatnagar, Vice President - Human Resources, Divisional Corporate, L&T Construction welcomed everyone for the conference. He said that capital is coming out of hard industries and moving on to companies like E-Commerce industries. He said that some industries will grow while some will contract in the future. He said that due to this we need to look at organizations in a

different way and lot of perspectives will change in the days to come. The convener gave an overview of the conference and how a management perspective was being adopted even in the event for HR professionals.

Mr Gagandeep Singh, Founding member and Principal Consultant & ex-Director, TAO Knoware spoke on Tensegrity (Tension + Integrity) and Maldala Framework (Equilibrium with opposing forces) learning across Intervention designs, Leadership development, and Systems Thinking between 2001 and 2010 . He said that Leadership is Inclusive and both Masculine and Feminine and that it is a process, he said that an act of leadership doesn't make a leader forever and that leadership is walking into the unknown and a leader may know things. He added that Leadership means straddling Double Binds, Dilemmas and Polarities. He mentioned that today's organizations were listening to the Voice of wealth, voice of Employee, voice of customer/markets and the voice of technology. The tensions the organization face today are Serving Tension, Energizing Tension and Improving Tension.

Mr S Chidambaram, Founder - Chids Consulting, Advisor, Member & Governing Council Peagasus Academy and Consulting said that an Organization focuses to be a prime state which is led by institutionalized vision and values, it achieves top line and bottom line, achieves predictable excellence, it is effective in both short and long term and gain, retains satisfaction of major stake holders (investors, customers and employees) . It attains a state of balancing risk and rewards, flexibility and control, innovation and stability and become Totally aligned .

The leadership in that organization coaches and mentors others, Employees feel energized and engaged, find space to grow to their potential. It is built around a culture of High performance and high belonging and sustaining wherein it reaches a state of dynamic equilibrium. He said the organization needs to have four functional styles such as producing,

administering, entrepreneruing and integrating during which the development of the entire organization take place or else it dies prematurely as it is unable to fulfil the growth stages.

Dr M Victor Louis Anthuvan, Dean of Research, Loyola Institute of Business Administration (LIBA) said that we need to re look at the entire human resources in the unorganized sector; they are a very vitally contributing human resources sector he mentioned. He said that we need to inculcate values in our society, he said it was time for leadership to change the society. This will create more wealth for the nation and enable growth across the society and improve the nation holistically.

Padma Bhushan Dr B M Hegde, Indian medical scientist, educationist, author & Retired Vice Chancellor, Manipal University said that there needs to be harmony among people and that is how the body worked, he said that if we generate dislike in ourselves or any negative attitude, it will create sickness in our body. He said the HR people should focus on generating more respect and love for each employee and then they can create a change in their workplace for the better.

Tmt S.Kalaivani, Joint Commissioner of Labour, Government of Tamil Nadu, Chennai said that in today's advance changes HR practices are changing. She said the HR personnel are key to bring about changes in the organizations and are instrumental in bringing about a suitable climate in the organizations for growth. Transformational approach to corporate sustainability is what is required today she said, with a focus on crating trust in the organization.

Mr. P. Murari IAS (Retd), Adviser to FICCI President and Former Secretary to President of India said that HR is critical in today's world. HR Should look at Gross Development Happiness in the Organizations he said. He said that wages alone are not responsible for less attrition but other various factors including a conducive atmosphere and promise of growth helps in influencing employees performance and loyalty.

Mr. Ruban Hobday, Head, FICCI TSNC proposed the vote of thanks and thanked all the esteemed speakers, sponsors and the participants for this impactful event.

The other eminent speakers were

- **Mr P V Vasanthakumar**, Chief Human Resource Officer, AVT Group
- **Mr V Kalyanasundaram**, India Head, Human Resources, Nokia India Pvt Ltd
- **Mr Ravishankar B**, Chief Human Resources Officer , HCL Talent Care
- **Mr Krishna R K**, CEO, BlueTree Consultancy Services Pvt. Ltd.
- **Mr Soma Valliappan**, Executive Coach, Management Consultant, Orator and Writer& HR trainer