

HR Transformation *What's Inside*

1st Roundtable Conference, 2011

28th April, Hyatt Regency, Mumbai

Post Event Compendium

In the chair



We have seen this happen in the US and we are seeing the same trend catching up in India at a faster rate. At an organizational level, there will be a shift on how things get done. While HR will continue to be accountable, they will not be delivering a lot of the routine and repetitive tasks

Scott Bayman

Former CEO GE India
& Chairman
Lumis Partners



The role of HR will significantly move towards being able to identify and manage service providers while delivering strategic services that impact Business Performance

Dr. Santrupt Misra

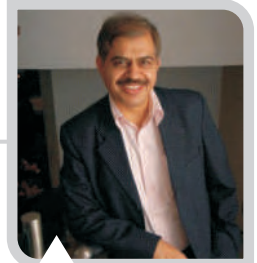
CEO, Carbon Black Business
Director - Group HR
Aditya Birla Management
Corporation

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Aditya Malik
SVP HR, Bank of America

The role of the HR as a Business partners has been segregated in three parts. One is shared service which answers the routine queries. Second is the advice and counsel which handles the entire employee grievances and investigation, and third is the generalist who manages the strategic role of the business.



Gajendra Chandel
Head HR, Tata AutoCome

Strategies will provide the direction and alignment to business goals, and executing those strategies effectively, efficiently and as per compliance will be instrumental in the success of business.



Judhajt Das
Chief, Human Resources
ICICI Prudential Life Insurance

The stage for HR is set as workforce emerges as the greatest asset for any company

Increasingly, we will see this trend, and the value that HR will bring to the table would really to have the ability to define what is the best way and the best partner to deliver services to the organization understanding the context, culture, and history of the organization.



Gautam Chainani
Chief People Officer
Aditya Birla Financial Services



Manuel D'Zouza
Chief Human Resources Officer
Intelenet Global Services

HR is spending a lot of time on typical activities like hiring, on boarding, training on-the-job skills, document collection, background verifications, database management, payroll management, insurance and claims and other such activities which are essential but are at the bottom of the value chain. HR should be spending time on transformational activities like organizational capability enhancement, employee listening at all levels, driving a uniform organizational culture, leadership enhancement, creating community forums, improving visibility at educational institutes and benchmarking.

Associating with the best minds



K.S. Kumar
VP-HR, Castrol India

"In the backdrop of the economic crisis, HR must emphasize on governance and ensure that the people processes add value to the overall business and is in compliance with corporate governance."



Sunil Chitale
EVP and Chief Strategy & Marketing Officer
Patni Computer Systems Ltd

An individual today lives in a connected world and has many different opportunities that he/she can align with and pursue. In such a scenario, business needs all the help from HR to build a compelling story that can be communicated in a way that will attract and retain the right teams who are aligned to the vision of the organization



Sandeep Sinha
Co-founder & Managing Partner, Lumis Partners

HR comes in the picture when we grow more than 100 people but the challenge over there is what HR can deliver largely depends on the individual who is playing that role.



Dr. Prafulla Agnihotri
Director - IIM Trichy

Has the time come for HR to be a Line function and can HR be the Line function?

The business side wants HR to transform to be able to make people available who are productive from the moment they join.



Vijay Sinha
Sr. VP, Tata AIG

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Shelly Singh
EVP, PeopleStrong

HR is the leader in this change management operation, this is the opportunity for HR teams to step out from backroom to boardroom



Saagarika Ghoshal
Chief People Officer, Reliance Big Entertainment

Operational brilliance is the foundation for any transformation in HR



K. Ravichandran
Head HR, Future Knowledge Services

From a strategic perspective, the prime focus should be on partnering with all stakeholders in the organization towards building people and organizational capability. From an operational execution perspective, the focus should be on streamlining the efficiency and effectiveness of HR delivery along with greater interface with all stakeholders

This opportunity compels us to address the concerns of people who are bored with the mundane and routine jobs, by seeking external expert assistance who can take over such transactional HR activities, allowing the HR team to instead concentrate on engagement activities and work towards enhancing workforce productivity



Rajendra Ghag
EVP HR & Administration, HDFC Life



Pankaj Bansal
CEO, PeopleStrong

For any company to be able to support the demands from customers, HR transformation is a must and the moment business will accept HR as a 'Partner' - the value they bring to the table is business critical.

Why HR is moving toward 'Transformation' ?

Employee Democracy

Is Employee voice being heard by the HR?

Time of HR

Where is HR spending time & where they would like to spend time?

Role of HR

Where does HR's accountability end with respect to line on employees issues?

Impact & Output

What is the right barometer of HR's success?

Memorable moments



Special thanks to



Ranjit Shahani
President and Managing Director
Novartis India



Ester Martinez
Managing Editor
PeopleMatters

Reach Partner: **People matters**
Leading People | Building Organizations

 **PeopleStrong**



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**Watch out for the next
PeopleStrong Round Table Conference
in July - 2011, at Delhi NCR**