

# NIPM Western Region Conference, Pune – 2017

21<sup>st</sup> and 22<sup>nd</sup> April 2017

Venue: Hotel Sheraton Grand Pune Bund Garden Hotel, Raja Bahadur Mill Road, Pune- 411001

THEME: Championing HR Excellence towards Business Growth



## SESSION 2

### THEME: IMPORTANCE OF ASSESSMENT AND DEVELOPMENT CENTERS

#### Speakers:

**Mr. A Sundara Rajan (MD - Thomas Profiling International, Mumbai)**

**Ms. Tania Chatterjee (VP – Head of Delivery Learning & Development, Royal Bank Scotland )**

#### Synopsis:

The technical session was a whole lot of practical case studies about the Competency Framework; Business strategy, Recruitment & Selection, Training & Development, Compensation & Benefits, PMS etc. Mr. Sundara Rajan said that to accomplish the goal, key focus areas for an HR should be - what the employees can do rather than what they know? A suggestion was given to HRs to create a competency framework based on the business scenario 3 years down the line. As the era is of technical disruptions, HRs should be on toes not only to manage humans but also to deal with robots.

Benefits of assessment centres were also discussed as follows:

- Provides SWOT analysis of the human assets to the organisation
- Shift from opinion based to data based decisions, bringing more objectivity in decision making process
- Helps in identifying future leaders
- Provides platform to focus on strengths and improve weak areas
- Increased employee engagement

Ms. Chatterjee on the other hand talked about 'Transforming Learning Culture through Assessment and Development' in RBS. In the discussion, expectation from each level of managers and the profitability through it was discussed for ex. expectation from Middle Management is to build trust with customers, lead and coach the front level in organisation and deliver results.

Ms. Chatterjee thoroughly explained the model that she has developed for her organization and the result too, which is as follows -

- Complete integrated talent management approach
- More than 80% managerial roles filled by internal candidates
- Feedback score on internal global survey on people development and leadership parameters went up

Credits : Synoptic Notes of the Conference done by Summer intern at Bharat Forge Ltd namely , Lakshay Sharma (IBS, Hadapsar) / Suruchi Sudame (IBS, Hadapsar) / Shreya Chauhan (IBS, Hadapsar) / Prachi Deshmukh (IBS, Hadapsar) & Vijayalakshmi yadav (Symbiosis Inst Of Mgt, Khadki)