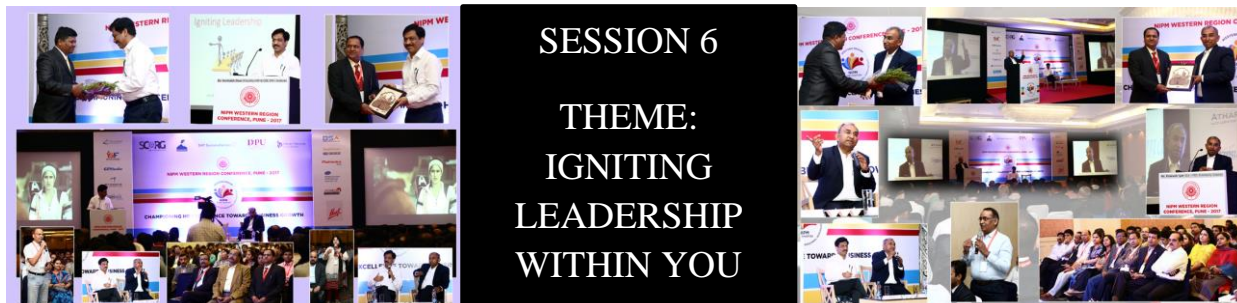


NIPM Western Region Conference, Pune – 2017

21st and 22nd April 2017

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

THEME: Championing HR Excellence towards Business Growth



Speakers:

Dr. Amitabh Deo (Faculty - HR & OB –IIM, Indore)

Mr. Prakash Iyer (Ex - MD, Kimberley Clark)

Synopsis:

The session was full of motivation as it talked about leadership and its importance. Mr. Deo's view says that leadership should be at every level in the hierarchy of an organization, starting from people on the ground floor to ones in the board room. There arises a question - Leaders are born or made? To which Mr. Deo said, "Hire performers, take time to fine tune their competencies with organisational approach or develop in-house people having firm-specific competencies". For creating leaders, one must be a great leader in itself. Thus, organizations should take initiatives and define clear vision and mission statements in this direction. A role of a leader is to connect each employee with the larger goal of the organisation and not just his/her daily job.

Mr. Deo also demonstrated number of models and theories to help HRs understand the mindset of employees for ex. Iceberg Theory for nurturing leaders. He also cited real life examples in industry (Chaparral , Bend Joints, SBI etc.) for the different strategies they use to create leaders which increased the level of involvement among the audience.

Mr. Iyer on the other hand briefed a process of growing a leader inside an organisation. There are factors which play an important role while formation of a leader, to which process of struggle and team spirit are essential. He also claimed that organizations should realize the need to build a great culture of developing leaders. The process of developing leaders also needs a commitment from leadership positions which is necessary for running such programs.

When we talk about leadership, it has an internal aspect too. One should have a tendency of leading regardless of his/her designation. One must have an inspiration to do so. Thus Mr. Iyer insisted to find and follow a mentor or a coach.

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 (SIMS, Khadki)