



NIPM PUNE CONNECT - NEWSLETTER

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NIPM PUNE CONNECT - NEWSLETTER

Dear Members,

Happy New Year and welcome to the 6th edition of our E Newsletter for 2025! Popularly known as NIPM PUNE CONNECT

As we step into a new year, we are filled with excitement and optimism about the opportunities ahead.

In this issue, we highlight key trends in employee wellbeing, the latest strategies, in Training and development and Diversity Equity and Inclusion, share valuable insights from thought leaders in human resources and bring in glimpses of monthly events conducted by NIPM Pune Chapter.

Our focus is not just on policies or processes but on the heart of our work—our people. Whether it's through fostering a culture of inclusivity, advancing professional development, or embracing innovative technologies, HR plays a pivotal role in shaping a dynamic and supportive work environment.

We hope you find the articles and resources in this edition insightful and actionable. As always, your feedback and contributions are what make this newsletter valuable to all of us, so please don't hesitate to share your thoughts or reach out with ideas for future issues.

Thank you for your continued commitment to creating a positive, empowering experience for all employees.



Ms. VAHIDA PATHAN
EC Member Pune Chapter
Editorial Board



Mr. SATISH PAWAR
EC Member Pune Chapter
Co-Editor

Insights From Chairman's Desk

Mr. Kalyan Pawar

CHAIRMAN NIPM PUNE



Respected Members, wish you and your family very happy, prosperous and safe new year 2025. As a Chairman for our NIPM Pune chapter, it gives me an immense pleasure and happiness to present this sixth consecutive issue of our quarterly House Journal under the editorial committee led by Ms. 'Vahida Pathan and Mr. Satish Pawar an EC Members of our chapter. I appreciate and congratulate to the Editorial committee for this continual efforts and publishing this high quality of sixth issue well in time. We will continue with our endeavour to publish this house journal every quarter.

We already closed year 2024 and entered into New Year now. When I look back for the full year journey and progress we made under the NIPM Pune chapter banners it really gives me great satisfaction and happiness. Every month we had regularly conducted one or two open programs for the members on various topic and the level of participation by the members have given us continuous encouragement and enthusiasm to organise such programs on regular basis.

I am very happy to mention that, in the month of Oct 24 we had conducted a landmark event and program **"STUCON -2024"**. a student conference . More than 1200 students from various management Institute across the Maharashtra State have participated in this full day conference. It was one of the memorable program not only for the chapter but for all the participating students and Institute as well.

Our Executive Committee is working very cohesively with great level of coordination and communication, organizing various programs and events on regular basis. We are ensuring that we are organising at least one or two open programs for HR Fraternity in and around Pune. Apart from such programs and events we do regularly meet 2-3 times in a month to plan and execute all such programs and events. We are getting lot of positive responses to all such programs we are organising and that really help us to boost our morale and work with more enthusiasm.

Once again I sincerely appeal to all the HR fraternity member to please come forward to join and contribute for our quarterly house journal by way of writing articles, sharing self / family achievements etc.

EVENT - 1 | 19th Oct 2024**STUDENTS CONFERENCE STUCON-NIPM PUNE 2024**

We are thrilled to announce the grand success of **STUCON 2024**, organized by the NIPM Pune Chapter!

The event received an overwhelming response, with nearly 900 students and HR professionals actively participating. Highlights included three thought-provoking panel discussions and an engaging interactive session with senior HR leaders from diverse industries and esteemed Vice Chancellors from leading universities. Their invaluable insights and expertise enriched the conference for all attendees.

Adding a touch of glamour, the renowned Marathi actor and director, Mr. Abhyang Kuvalekar, graced the occasion, and we were honored to host the first promotion of the upcoming Marathi film, Gulabi.

The day ended on a high note with spectacular cultural performances. Mr. Kamruddin, a performer at the FIFA World Cup, and Dristi Balani delivered mesmerizing musical acts, leaving the audience enthralled.



EVENT - 2 | 13th Dec 2024**COLLECTIVE BARGAINING & TOTAL PROCESS OF SUCCESSFUL LONG TERM SETTLEMENTS**

A unique one-day training workshop on "Collective Bargaining & the Total Process of Successful Long-Term Settlements" was successfully conducted. This event provided participants with an exceptional opportunity to gain insights from Mr. Balasaheb Sonawane, a senior HR and IR expert with over 40 years of invaluable experience across diverse industries.

The workshop covered key aspects such as Collective Bargaining Processes, Mock Wage Negotiation Role Plays, Legal Provisions of the ID Act, 1947, and Trade Union Act, 1926, as well as Settlement Implementation. These topics offered participants a comprehensive understanding of the subject.

It was an enriching experience, enabling professionals to enhance their skills while engaging with peers and fostering meaningful connections in the field.



EVENT - 3 | 16th Dec 2024**VARIOUS OPTIONS OF RECRUITMENT & LEGAL IMPLICATIONS THEREOF**

We were delighted to express success of our event, an enriching Knowledge Sharing Program organized by the NIPM Pune Chapter. The session, titled was "Various Options of Recruitment and Legal Implications Thereof," was conducted by the distinguished Adv. Ashok K. Gupte, one of Pune's senior-most lawyers specializing in Labour and Industrial Court matters.

The session provided valuable insights into the legal aspects of recruitment, exploring the pros and cons of various options and their implications. It helped HR professionals gain a comprehensive understanding of compliance, legal frameworks, and best practices, making it a highly engaging and informative event.



ACHIEVEMENT 20th Nov 2024**DMCFS HONORED WITH THE PRESTIGIOUS BOSCH INDIA NOTABLE SUPPLIER AWARD 2024**

We are proud to share that Deccan Management Consultants Finishing School (DMCFS) was honored with the prestigious "BOSCH India Notable Supplier Award 2024" at the BOSCH India Business Partner's Meet held on 20th November 2024 at Hotel Conrad Bengaluru. The award, presented by BOSCH leaders Dr. Ozmeral Huseyin, Mr. Nakkeeran Palanirajan, and Ms. Nupur P. Shekatkar, was received by our Directors, Dr. Sanjay Zope and Mr. Muraleekumar Velayudhan. This recognition was a testament to our team's hard work, innovation, and dedication to excellence in skilling, reskilling, upskilling, and apprenticeships. We expressed our gratitude to BOSCH for their trust and partnership and dedicated this award to our entire DMCFS team. Here's to achieving more milestones together!



Advocate Prashant Kshirsagar was honoured by Dr. Porinita Banerjee, Director (In-Charge) of our institute, in recognition of his invaluable contributions.

Advocate Kshirsagar has conducted insightful sessions on Human Rights and an Introduction to the Constitution, leaving a profound impact on our students. His expertise and engaging delivery have greatly enriched their understanding of these crucial subjects, fostering awareness and critical thinking.



CHAIRMAN ACHIEVEMENT CORNER 23rd Nov 2024

NAVIGATING EMPLOYABILITY OF UNDERGRADUATE STUDENTS

Chairman NIPM Pune Chapter Mr. Kalyan Pawar was Invited as Esteemed Guest at "HR Symposium 2024" and he shared his Views on the critical topic, "Navigating Employability of Undergraduate Students," Organized by Kingston Educational Institute, Kolkata.

It was honor for us having our chairman being invited as the Chief Guest at the "Institute-Industry Cell Meet" hosted by Marathwada Mitra Mandal's Polytechnic, PCMC Pune. He inaugurated their new PLC Lab, toured the campus and other labs, and addressed the gathering. He emphasized the importance of regular collaboration between academia and industry, updating curricula to meet industry needs, and providing students with practical exposure through serious internship programs. He also highlighted the need to shift examination patterns from rote learning to concept-based evaluation. The event concluded with an open discussion where industry representatives shared valuable insights. Our gratitude to the MM Polytechnic management, principal, and staff for the opportunity.



KINGSTON EDUCATIONAL INSTITUTE
HR SYMPOSIUM 2024
"Navigating Employability of Undergraduate Students"

(SPEAKERS)

MR. SIVAKANTH (CHANDRAN) Director, KET Kerala Education Trust	MR. BILAL KHAN Managing Director, BILAL KHAN Education Group, India	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai	MR. RAJENDRAN MADHAVA Regional Director, HRD Department, Government of India	MR. DEEPA LINGAPPA Senior Manager, HR K. J. Somaiya Institute of Technology	MR. ARUN K. SHARMA Regional Director, HRD Department, Government of India
MR. S. S. S. S. Senior Manager, HRD Department, Government of India	MR. KANAKA KUMAR PILLAI Chief Executive Officer, K. J. Somaiya Institute of Technology	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai

(MODERATORS)

MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai	MR. SUDHAKAR GHOSH Dean, K. J. Somaiya Institute of Technology, Mumbai
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Date: 23rd November 2024 | Time: 09.00 a.m. | Venue: Seminar Hall, Main College Campus, Kingston Educational Institute
 08069249500 | www.kei.in | kei@kei.in | GET SOCIAL | Facebook.com/kei | Instagram.com/kei | YouTube.com/kei

SPECIAL MENTIONS

CONGRATULATIONS TO MR.VISHWESH KULKARNI ON RECEIVING NIPM'S FELLOWSHIP.

Mr.Vishwesh Kulkarni , Immediate past National President of NIPM , was conferred FELLOWSHIP OF NIPM during glittering ceremony held at Chandigarh on Saturday,23rd November 24.

As you all know , that in last many years & in particular during last five years Vishwesh spearheaded NIPM with his superb leadership & advocacy. He took all effective steps in bringing in high level of transparency in adminstration of NIPM & introduction of many strategic HR initiatives.

Fellowship is surely recognition to his dedicated efforts & visible support to NIPM in all respects.



ACHIEVEMENT | 19th Nov 2024**BEYOND DEGREES: INDUSTRY EXPECTATIONS & GRADUATE READINESS**

Dr. Ajit Thakur, Head of HR and EHS at Saarloha Advanced Material Pvt. Ltd., Pune, was privileged to serve as the esteemed Resource Person for the Corporate Session on "Beyond Degrees: Industry Expectations and Graduate Readiness." This insightful session was organized by the Anjuman Khairul Islam Poona Institute of Management Sciences and Entrepreneurship. Dr. Thakur shared his extensive knowledge and expertise, shedding light on critical topics such as the essential skills employers seek, the importance of adaptability, and strategies for graduates to enhance their employability in a competitive job market. His session emphasized the importance of not just academic qualifications but also practical skills, soft skills, and a proactive attitude in meeting industry expectations.



MEMBERS ACHIEVEMENT SPOT**HEARTIEST CONGRATULATIONS ON THIS MILESTONE IN YOUR PROFESSIONAL JOURNEY.****Dr. Vinod Bidwaik**

Awarded a Doctorate (Ph.D.) by D.Y Patil University, Ambi, Pune. on "An Analytical Study of Leadership Competencies Required for Managers in Managing Crisis in Manufacturing Industries" and was guided by the esteemed Dr. Sayalee Gankar,

**Dr. Narendra Patil**

Recently, He has successfully defended his thesis resulting to his Ph.D degree from Savitribai Phule Pune University Topic **An Empirical Study of Skill Development Initiative of Government of Maharashtra Through Learn and Earn Scheme' Implemented in The Auto Industry in And Around Pune**".

Apart from his long & successful tenure in HR , he is also Regional Vice Chairman (RVC) of NIPM.

His Ph.D study will give fresh dimension to the topic of his research.

**Dr. Ulhas Wagh**

on Successful Completion of Ph.D. at Vishwakarma University, Pune, in April 2024.

Research title: Human Resource Management Practices with Respect to Contract Laborers in Maharashtra.

Presently working as a Director with M/s. Sahakar Samwardhnini Management Services Pvt Ltd. & Brahmachaitanya Placement Consultancy Services.

**Dr. Satish Pawar**

PHD in Skill Development in Construction Sector. He is alumni of College of Engineering - COEP, Pune. He also worked as Director of Polytechnic & Distance Education Institute. Satish sir is Executive committee member of National Institute of Personal Management- NIPM, Pune chapter and he is also an Honourable member of NSDC advisory committee for employability & apprenticeship solutions

13TH DEC 2024 AT PUNE

DR. SANTOSH BHAVE WAS INVITED AS SPEAKER DURING FORGING TECHNOLOGY FORUM



23RD DEC 2024 AT CHANDIGARH

DR. SANTOSH BHAVE WAS INVITED AS SPEAKER DURING NORTH REGION CONFERENCE OF NIPM



Vice Chairman NIPM Pune Chapter, Director SBPIM

Dr. Kirti Dharwadkar

Strengthening the Industry-Academia Collaborations – A Broad Perspective



"The correlation and collaboration between society and education are so complex that simplified explanations cannot possibly give an adequate account of them. This remark is valid for the tasks which education assigns to society and society to education reciprocally." -The UNESCO Report, 1997 on 'Learning to Be'

The collaborations between industry and academia are mutually beneficial to both, many Indian higher education institutions (HEIs) ignore industry partnerships and the potential usefulness of intellectual property (IP) and technology transfers, they miss the bus to enjoy the gains from patents, licensing, and start-ups despite actively carrying out the basic research.

Importance of Industry-Academia Collaboration:

Practical Expertise and Academic Rigor:

Industry-Academia collaboration provides organizations with a blend of practical expertise and academic rigor.

Economic Growth:

Collaborations contribute to economic growth by fostering innovation, job creation, and the development of advanced technologies. Collaborative efforts often lead to innovative solutions, best practice sharing, and exploration of new avenues for industry-university collaboration.

Global Competitiveness:

Countries with strong industry-academia collaborations are often more competitive globally due to a robust innovation ecosystem.

Challenges to Industry-Academia Collaboration:

Academics typically prioritize fundamental research for establishing new concepts, while industries focus on applied research for process improvement and short-term profits. HEIs researchers, while examining company-provided data, may identify a need for increased academic rigor and theoretical depth. In contrast, the company, prioritizing practical outcomes, often lacks the time or expertise for extensive theoretical discussions, focusing instead on real-world solutions, process improvements, or product innovation. Mutual Collaboration

Skill Gap:

India's education system faced criticism for its perceived lack of alignment with industry requirements, resulting in a disparity between the skills graduates possessed and those demanded by the job market. The genuine efforts of both sector can reduce this gap.

Unstructured Collaboration Frameworks: There is lack of clarity of defined and structured collaboration frameworks leads to confusion, initiation, and challenges in establishing mutually beneficial partnerships.

Resource crunch: Unlike developed countries industrial support through substantial investments in research and development (R&D) at universities, Indian industries typically indifferent in allocating large portion of their budgets to R&D partnerships with academia.

Private Sector Innovation: Private companies should actively support and invest in start-up ecosystems, fostering innovation by providing funding, mentorship, and resources to emerging entrepreneurs in India.

India has the opportunity to elevate the industry-academia relationship as a central driver of economic capabilities by transforming conflicts of interest into a convergence of interests. The emerging generation of confident youth and faculty, along with dynamic start-ups, is crucial for positioning India as a global innovation hub, with the young academia playing a key role in fostering the country's growth.

Know your Vice Chairman,
NIPM Pune Chapter 2023-25
Mr. Balasaheb Sonawane



Over 40 years of hard core experience in Personnel, Human Resources, Industrial Relations, Union Matters, Court Matters, Long Term Settlements, Annual Bonus Settlements, Admn, Security Administration, Colony and Town ship management, Local Employment Issues, Gram panchayat issues, Statutory and Regulatory Compliances, Organisational restructuring, Training & Development, Liaison with Government and Political Leaders/Parties, Guest House and Colony Management etc.

Worked in SWIL Limited, Nashik, Ravalgaon at Walchandnagar Group Company, ISMT Ltd., (3 Plants at Ahmednagar), Wipro Consumer Care & Lighting Division (8 plants) from Aurangabad, BILT, Bhigwan. Maximum and stable tenure of around 8 to 9 years in each reputed Organization. Handled multi Union issues at various places at Nashik, Ravalgaon, Ahmednagar, Aurangabad, Baddi (Himachal Pradesh) and now at Bhigwan. Handled 102 days Strike (including hunger strike for 2 weeks) and resolved it successfully by setting management principles. Completed 25 + 2 (After retirement) Long Term Settlements with various Union along with annual Bonus Settlement.

He is a man of Principles and Systems, Well Disciplined, fully dedicated to job, committed to my roles & responsibilities, Open, transparent and straight forward, Fair and Firm (whenever required) with employees, Task Master, Focused and Visionary, Strategist and Seasoned Professional in HR/ER & IR. He is also an Author of "औद्योगिक विश्वतिल बाळासाहेब - 40 वर्षांची यशस्वी कारकिर्द"

He is a Director and Occupier of India Terry Towels Private Limited, Bhigwan, Chairman of YES Foundation – EmployMeForum, CSN, Proprietor of FOREVER 24 CONSULTANT and Vice Chairman of NIPM, Pune Chapter for the year 2023-25. Currently working with various organizations as a Consultant in the capacity of Part of each Organisation.

He is an Alumni @ IIM, Ahmedabad, Diploma in Training & Development (Dip.TD) from ISTD LL.B. from Pune University, Master's Degree in Personnel Management (MPM) from JDC Bytco Institute of Management Studies & Research, Nasik, Pune University and B.A. from HPT College, Nasik, Pune University.

He joined NIPM in the capacity of Vice Chairman as a passion and wanted to work for the HR fraternities especially for young HR & IR professionals and he is fond of sharing his experiential learning to all HR and IR fraternities with his practical experience and expertise of over last 40 years.

He is actively participating in all NIPM activities as a Co-Ordinations for all monthly and other programmes. He is also conducting full day workshop for NIPM on "Collective Bargaining – Total Process of Long Term Settlements" with union. Also conducting guest lectures and various training programmes for company workmen, management staff and union representatives.

He is having passion to combine and continue networking with various HR and Non HR professionals by keeping himself busy in various activities with the help of NIPM Pune Chapter. He keeps himself fit and fine by way of regular exercise, Yoga – Pranayama and regular Trekking and also participating in state level and international Marathons being arranged from time to time.

He is also actively involved in Student Chapters of various educational institutes and management centres. Being a senior person in the Committee, he is always act as matured & seasonal personality. He is also an active member of various professional bodies in and around Pune.

Dr Abhijeet Shah

Views on his experience as NIPM Pune Chapter Chairman and way forward



"I started my career as an HR professional in 1980. During my career, I have witnessed the four eras of HR:

1. License Raj
2. Liberalization and Privatization
3. Globalization
4. Industry 4.0

"In the above eras, the HR profession transformed drastically. For survival, one had to adapt to change quickly. I felt that becoming a member of a professional body would add value to my career. Hence, I became a life member of NIPM and gradually took on roles as an once bearer. While working as an once bearer, I observed the responsibilities of other functions, which motivated me to become the Chairman of NIPM from 2016 to 2018."

"During my role as Chairman of the NIPM Pune Chapter, the following factors motivated me, Recognition by other professional bodies, creating an identity for the organization, Helping to reach the unreachable & Representing with government and semi-government bodies.

In the present business scenario People have emerged as a new source of competitive advantage. Consequently, the demand for skilled people is rising at the same time that shortages abound. Companies worldwide earlier thinking about the Right talent in the right place. Now acquiring talent is not sufficient it's for achieving success. Talent is merely the visible face of Human Resources. Hence HR should be focus on following –

- **Flexibility:** - In a VUCA (Volatile, Uncertain, Complex, and Ambiguous) environment, business is always uncertain. Rigid HR policies are no longer effective. Flexibility in HR policies will play a vital role. In this economic uncertainty, HR must design policies that align with the needs of the business.
- **Skill Development:** - In my view and according to the World Economic Forum, the global skills landscape is undergoing a significant transformation driven by the rapid pace of technological change and demographic shifts. Technology adoption and the broadening of digital access will be major trends driving business transformation. To attract best talent, companies will be driven by technological advancements, Industry 4.0 technologies, cloud computing, artificial intelligence, the Internet of Things, robotics, environmental concerns, and evolving workforce dynamics.
- **Learning Culture:** - I have through my rich experience some learnings on the importance of leadership development is accelerating change. The challenge for businesses is not just to achieve a one-time transformation but to continually adapt to change. It is no longer enough for organizations to prepare only for specific changes; HR must cultivate the capacity to thrive in an environment of ongoing change.

Organizational change readiness needs to be supported by processes for identifying, assessing, and acting on leadership potential.

• **Leadership Qualities:** - HR must design leadership assessment processes, succession planning components, and strategies for identifying potential leaders. HR should anticipate, drive, accelerate, partner, and create trust in developing and transforming leaders. HR should also focus on in-house talent development.

HR needs to work on the following five leadership traits:

1. Positive energy, personal balance, and inspiration: The workforce seeks more connection, authenticity, and inspiration from their leaders.
2. Servant and selfless leadership: Leaders should focus on making their teams and others successful.
3. Continuous learning and a humble mindset: Leaders should embrace taking risks, being endlessly curious, and learning from their mistakes.
4. Grit and resilience: Leaders should remain steady, never too high or too low.
5. Stewardship: Leaders should have a long-term perspective, seeing themselves as stewards of their organizations and teams.

• **Change Management:** - On a perspective of future readiness, HR must predict market changes, and employers should look for candidates with the right behavioural and cultural fit. HR should also focus on attributes that contribute to a positive culture, such as adaptability, attitude, communication, and willingness, in day-to-day operations."

When I think about NIPM and its contribution towards HR development I am sure NIPM will develop a knowledge-sharing platform, focus on benchmarking best practices, communicate new HR trends to its members, and design innovative themes and sub-themes for conferences that will create value for HR professionals."

My message to young HR professionals, I would like to convey that we should not focus solely on the HR department. We must acquire knowledge and skills in marketing, finance, operations, strategy, etc. This will help HR to create a distinct identity within the organization. HR will no longer be seen as a single department but will be recognized as an all-rounder function."

Fellow Member of NIPM & NIPM Ratna awardee.

Dr.Santosh Bhave



" DIVERSITY , EQUITY & INCLUSION - NEW FOCUS AREA "

DIVERSITY , EQUITY & INCLUSION (DEI) is considered at utmost importance at workplace. Diversity indicate multiple identity in organization . Equity states constantly & consistently recognizing & redistribution of power, whereas Inclusion focuses on thoughts , Ideas & perception of all individual on a given subject.

DEI can be completed unless it is supplemented by " BELONGING ". An organisation, that engages full potential of the individual whereas innovation thrives & views belief / values to be integrated. Bringing in DEI will be completed if stakeholders take care in bringing in positive culture in area of work. Positive culture assimilates results in high level of employee engagement & low retention. Positive culture bring in homogeneity amongst employees.

DEI is a philosophy whereas positive culture promotes representation & participation of people of different background. It is therefore very much important for HR professionals that , they contribute to long term success & growth of organizations wherever they are engaged by establishing talent development / talent acquisition practices by propagation DEI. Imparting continuous training at all level propagation importance of DEI can help companies to promote positive culture.

What is Inclusion in DEI ?

Diversity encompasses the symbiotic relationship, culture & acknowledging - embracing ,supporting, accepting all those racial, people from different gender ,religionises economic background among other differentiators.

Inclusion means offering same rights & opportunities to all people .It means embracing differences of people including their habits beliefs, ability, background, values & identity. Inclusion is an extension of equality & diversity.

Equality ,means offering same rights & opportunities to people ,irrespective of sex, Gender etc.

Role of HR IN DEI

HR has chance to lead by example by setting transparent carrier path , measuring progress on inclusive goals & analysis of feedback received from employees., by giving fair treatment, resecting feelings of stakeholders. By this approach HR can build more diverse & inclusive work place & create a culture where everyone feels connected ,involved & respected.

Fellow Member of NIPM & NIPM Ratna awardee.

Mr. Rajeev Panse



Start/ Re-Start/ Re-Dedicate....

Wish You a Shubh, Satisfying, Industrious & Healthy 2025!

Be this New Year, full of Ikigai - strong reason to wake up & look forward Every Day!

May we all recognise the significance of our Real & Basic Assets - Body, Breath & Mind & also make investing in them - daily, first our habit & then second nature - like (& immediately after) tooth brushing!

This will give a great start to the morning. And morning always has a prominent effect on the entire day.

Let the first thought be, while waking up, to enrich the quality of that day through Lifestyle Enhancement.

And this will happen when my Only 3 assets are well nurtured at the start, to be ready for the whole day.

Respecting my assets - ideally by investing in Body (with 24 minutes of physical exercise), Breath (with 24 minutes of Pranayaam) & Mind (thru 24 minutes of Meditation - Dhyaan), in that order.

By giving a few minutes to these 3 assets in the morning, to ensure that the next 24 hours are well taken care of.

This fact be very clearly understood, that unless I take 200% interest in my life, can't expect others to take interest in me.

In this new year, Always Being Happy, Smiling & Positive for no reason will be my motto (like a child), even in unexpected & tense situations (which will help come out of them - more easily).

Also would understand the fact that investing on the 3 assets is a daily & long term task, like education & career. So this also has to be a guided & group activity, for consistent progress.

There should be someone above to teach & a group to make it energetic & fun filled, like the above 2 activities.

Someone to be there, to whom I will be answerable if I do not participate (for my own sake). Right now I am not asked by anyone, if I have invested on my 3 assets in the day.

This increases the chances of finding an excuse & running away from this most essential activity of the day.

Let 2025 be the occasion to, Start (for the first timers)/ Re - Start (who started but stopped)/ Re - Dedicate (who are already on the path) - Investing On The 3 Assets (Daily) - To Make This The Best Year Of Life!



Mr. Kuldip Joshi

Dr Kuldip Joshi, An XLRI graduate, worked for 20 years in Industry. Last job was at Alfa Laval as GM-HR. For more than 30 years in HR and ER consulting. A PhD holder from Pune University.

Trends in Employee Development

The illiterate of the 21st century will not be those who can not read and write, but those who cannot learn, unlearn and relearn
.....Alvin Toffler

Let us revisit the current realities of business world which have impact on Employee Development Program.

- 1) For past few years Indian Economy has been growing at more than 5.5. % of GDP and is expected to continue to grow at same or higher rate.
- 2) Changes in technology have given easy access to new training tools and pedagogy.
- 3) Retention of knowledge workers has led to War for Talent.
- 4) Industries are experiencing shortage of skilled man power. In fact, CEOs of large EPC Organizations are on record confirming, that shortage of skilled man power has started affecting business adversely.
- 5) With fast changing technological changes, there is a greater need for up skilling and re skilling.
- 6) For various reasons large section of work force is unwilling to stretch themselves beyond their job description and KRAs. A phenomenon that got recognized as "quiet quitting".
- 7) Companies are over relying on large workforce consisting of temporaries, trainees and contract workers. Such work force is often under prepared to do the tasks and have very little commitment to the organization. Onboarding and Training such large workforce is receiving greater attention than before. Three years old study of employment trends in Pune found that on a average, permanent workforce is around 30% of total workforce.

Learning and Development Managers cannot ignore these realities and have to respond appropriately. Besides these Macro factors, new and unique challenges at unit level call for totally different approach to employee development.

Keeping in mind these micro and macro realities, organizations are slowly shifting to new strategy and pedagogy of employee development.

Some of the discernable trends are:

- a) Training duration has shortened.
Earlier days programs that used to run for a week have been cut to three days and less.
- b) One of the discoveries of KOVID Pandemic has been that large number of business activities, including training and development, can be done virtually. This has allowed several programs to be conducted virtually at much lesser cost.
- c) HR professionals realize that well designed and well executed programs are often not well received, as participants did not get what he or she expected from the program. There is growing realization that "no one size fits all". Add to that attention span has diminished. The response to these new realities is interesting.

This has brought in new tools and training ethos. Some of new offerings include:

a) Personalized Learning:

This realization has led to personalized learning paths. AI is enabling tailored learning programs that match individual career goals. Unilever has made some pioneering work in developing platform AI driven customized learning programs that are accelerating skill development.

b) Micro Learning:

Instead of long duration programs the trend is for "micro learning, wherein the training is now delivered in bit sized modules, making easier for employees to learn. Such micro learning can be as short as 3 to 5 minutes duration, delivering specific actionable knowledge.

c) Gamification:

It has been found that incorporating game elements into training increases levels of engagement and consequently retention. Gamification element makes learning more interactive and enjoyable.

d) Use of Technology:

There is a greater use of AI based training accessible on mobile devices. The shift is on linking employee development not only from business perspective but also include employee expectations.

e) Immersive Learning:

Immersive learning technologies such as virtual realities (VR) and extended realities (XR) are breaking new ground in employee development. By stimulating real world scenarios, these technologies offer hands on, low cost and no risk solutions. It can be also a great tool for employee on boarding programs.

f) Leadership Training:

There is a growing realization that leadership development should extend beyond senior executives to include managers at all levels. Such programs are now becoming integral to developing talent pipeline.

g) Data Driven and Analytics:

Data driven analytics can enable organizations to identify skill gaps (due to changes in technology and attrition) and respond appropriately in designing and offering learning programs.

Way Forward

New training strategies and programs outlined above are in their nascent stage. Older versions will continue to run in parallel. Vanilla programs of short duration will continue for mass consumption and coverage. Organizations will continue to roll out programs with titles such as : Improving Inter Personal Relations, Stress Management, 7 Habits of Highly Effective People, Time Management, e-Mail etiquettes etc. Such programs have their own value. Recently I came across a Blue Collared Worker who commented "after attending "one day program. His reaction – After 28 years of service and two years short of retirement company felt need to train me! Most of the time I was sleeping but none the less it was one day offer for me"! Unfortunately, such programmes take a center stage and since they satisfy the criteria on "number of training days", they substitute the more serious employee developmental effort.

Organizations need to explore possibilities of forming cross functions teams, improvement related assignments, visit to exhibitions, knowledge sharing, coaching and mentoring, systematic job rotation and frequent interactions with employee's Manager. Such initiatives offer great value in employee engagement and retention.

Employee Development should be seen as part of larger HR offerings and should address business concerns of having future ready work force, fill in skills gap, improve employee engagement, and reduce attrition.

These are the challenges that learning & development professionals need to take.

UPCOMING EVENT | 15th Mar 2025**45th NIPM FOUNDATION DAY**

It is with great pleasure that we invite you to join us in celebrating the **Annual Foundation Day of NIPM celebrated on 15th March annually**. This occasion marks another year of growth, success, and shared achievements, and we would be honoured to have you with us to commemorate this special milestone. Event Date :15/3/25

We are reachable at below contact details for suggestions/ feedback you're your valuable Contributions.

**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT****45th****NIPM FOUNDATION DAY****15th Mar 2025**



SUGGESTIONS / FEEDBACK

We are reachable at below contact details for suggestions/ feedback you're your valuable contributions.

We are more than happy to hear from you. Feel free to write back to us on

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