



ACADEMY OF HRD NEWSLETTER

MAY JUNE 2016

- ⇒ The contact classes for Fellow students were scheduled from 28th May, 2016 to 4th June, 2016.
- ⇒ It started with Mr. M.M. Shankar's session on "Basic Research Methodology, Statistics & SPSS from 28th May to 31st May, 2016.



- On the 1st of June Fellow students presented their
- ⇒ **Draft Thesis presentation**
Ravindra Dey
Nobina Banerjee
 - ⇒ **Research work progress**
Runa Maitra
Vishwanath Joshi
Bhanukumar Parmar
 - ⇒ **Title Defense**
Shriram Darbha
Ketan Bhatt
Minakshi Balkrishna
- to the panelist at Academy of HRD





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GLIMPSES OF CORPORATE SOCIAL RESPONSIBILITY WORKSHOP AT IIM, AHMEDABAD ON JUNE 2-3RD, 2016

We had eminent speakers from various sectors sharing their experiences while practicing CSR in their own organizations. Those who contributed are C. Gopalakrishnan, Director General, Pt. Deendayal Petroleum University Shridhar Iyer, National Director CSR, Ernst & Young Amir Ullah Khan, Development Economist & Policy Advisor, Gates Foundation Navin Patidar, COO, Rural Approach, Aga Khan Rural Support Program Harinesh Pandya, Secretary Janpath Network Aradhna Lal, VP-Sustainability Initiatives, Lemon Tree Hotel Company Jitendra Routray, Head-CSR ReNew Power.





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GLIMPSES OF LEADING WITH QUESTIONS BY RON MCLUCKIE AT IIM, AHMEDABAD ON JUNE 4, 2016

The workshop on "Leading with questions" conducted by a highly experienced International coach on Action Learning Ron McLuckie.





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Prof. Ravindra Dey is a Fellow student of Academy of HRD along with A Management Graduate and Head of Department of Organizational Behavior at Xavier's Institute of Management Research, Mumbai, is an expert in the area of Human Resources with nearly 20 years' of rich experience in Strategic HRM, Human Resource Development, Talent Management, Training and Development, Organization Development, Performance Management, Personnel Management and Administration with well known organizations.



Human Resources Professionals: A Friend in need By Prof. Ravindra Dey

I see a need for transformation of HR professionals in today's complex organizational setup and environment. Human Resources Department usually carries out a lot of activities from recruitment to retrenchment of employees. The list is endless and never ending. But does this mean we get a license to be rude / arrogant / anti-employee and being seen as acting as pro management. Handling human beings is the most difficult and challenging task as it has to deal with complex emotional, physical and personal needs / systems. Business by definition is purchase and sale of goods and services in an attempt to make profits. However, this is not what should be the only thing understood by HR professionals. Business needs to be understood in true sense which is so different from industry to industry. Profit focused at the cost of human beings will ultimately be loss for the organization. Every individual is unique and comes with his own self-identity and feelings. What is the HR doing to meet the demands and aspirations of the employees? Today HR is moving from services to process driven. The solution to issues / problems need not always be solved by processes or policies laid down in the past. This is arrogance and not confidence. Confidence is to solve problems which will yield positive outcome. Dealing with people within the organization or outside the organizations, HR professionals need to be humble and passionate about them. They represent the organizations and are brand ambassadors of any organization. Ironically the most common answer by an HR specialization student in a B-School is they have chosen HR as their specialization as they are passionate about human beings however they tend to lose the essence of this innocent yet important aspect when they join HR Department in any organization possibly due to acquiring of sudden power and name/fame. We will see more of HR professionals in Board rooms and CEO/COOs and possibly beyond CEOs if HR professionals are seen as Friends and not Foe.



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Last But Not the Least —Announcing Year-round Admissions to the

FELLOW & ASSOCIATE PROGRAMS IN HR & OD 2016-19 batch

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Interested candidates / organizations may submit their applications. For more information visit our website www.academyofhrd.org

- ⇒ Book release of “HR, OD & Institution Building– Essays in memory of Udai Pareek” Edited by Dr. T.V. Rao & Dr. Anil K. Khandelwal is slated for the 2nd week of August, 2016. (Tentative dates are 12/13th August, 2016)
- ⇒ The next contact classes for Fellow & Associate students are scheduled from 1st October, 2016 to 9th October, 2016 followed by in December from 24th to 30th December, 2016.
- ⇒ “Train The Trainer” A two Day Non-Residential Workshop on Training Delivery skills for Trainers on 4 & 5th October, 2016
- ⇒ “Competency Mapping & Assessment Development Center” three day workshop to be conducted on 6, 7, 8th October, 2016.
- ⇒ A comprehensive workshop on “Frontiers of HR Research” to be conducted during the month of December, 2016. Dates would be announced soon.
- ⇒ Asia AHRD conference to be held on 15, 16 & 17th November 2017.

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