

Press Release



Indian Institute of Management Tiruchirappalli

IIMT Conducts its Maiden HR Conclave

The much awaited maiden HR Conclave of IIM Tiruchirappalli happened on **20th September, 2013** at Hilton Hotel in Chennai. The event turned out to be a huge success with active participation from corporate and academic fronts. The objective of the conclave was to offer a forum for the industry and academia to come together and share the latest knowledge and practices in the field of HRM.

The event was inaugurated by Mr. Ashok Thakur, IAS, Secretary (HE), Ministry of HRD, Govt. of India. Dr. Prafulla Agnihotri, Director, IIM Tiruchirappalli and Prof. V. Gopal, Dean of Academics, IIM Tiruchirappalli also addressed the gathering during the inauguration.

This was followed by a panel discussion on “Leadership and Change” by Mr. Sasi Sunkara, Partner, McKinsey India; Mr. K. Ganesan, VP-HR, TCS and Mr. Muthu Kumar Thanu, CHRO, TAFE. The discussion started with defining leadership in various contexts and appreciating how different and superior leaders to managers are. The panel opined that effective leaders should not just accommodate change but anticipate and lead change. It has been noted that doing is more important than saying and constant evolution is the breath of today’s competitive world.

The panellists emphasized the importance of situational leadership over personal excellence. The evolution of leadership as a collection of processes from being an attribute of a person has also been discussed. The dignitaries also told that understanding and adapting to cultural differences in the global context of present day has gained importance and that leadership is not an aspect limited to corporate world but is relevant in all other scenarios.

The participants, including corporates, students of IIM Tiruchirappalli and other business schools took this opportunity to interact with the panellists and get cues to carve their way to be the leaders of tomorrow influencing change.

The second panel discussion went on with the theme “Talent Retention” for which the panellists were Mr. Dharmarajan, VP-HR, Head of Buildings & Factories, L & T; Mr. Krishna Bhagyan, Director HR, Motorola Solutions; Mr. Rajesh Padmanabhan, Corporate VP/ CHRO, Capgemini and Mr. Prince Augustin, Executive VP-Group HR and Leadership Development, Mahindra and Mahindra.

The group dealt with aspects like retention of talent physically, mentally and emotionally. Some of the panellists spoke about retention of technical talent and the effect of the aura of managerial positions cannibalising technical talent. They emphasized the importance of emotional connect an employee should have with his work and his organisation especially after being in a firm for more than a couple of decades.

They also noted that flexibility is an important factor to retain and nourish talent today as against rules and systems of the earlier days. But they added that this flexibility should be in line with the goals of the organisation. The influence of cultural differences and diversity was discussed by this panel too and it opined that the techniques of Human Resource Management should be customised to suit the need of the hour.

The post lunch session was equally interesting and interactive with a panel discussing on “Redefining Culture for Employee Engagement”. The panellists were Mr. Samir Agarwal, Principal, BCG; Mr. C. Mahalingam, Executive Coach and HR Advisor to corporate (he was with firms like IBM, Phillips India and Meritor Fuelite formerly); Mr. Soma Valliyappan, Life Member, NHRD; Ms. Vidya Muralidharan, HR, Business Partner, Ashok Leyland and Dr. Karthikeyan, MD, Gemba Consulting.

The panel said that developing emotional engagement with oneself is the first step of nurturing engagement of an employee with the organisation. One of the panellists disagreed with the notion of equating engagement with entertainment and told that engagement should help an employee gain mastery over her task, give freedom to express and explore and create a sense of purpose that is beneficial to her, to the organisation and to the society on the whole.

The panel said that true engagement stems from personal interaction with the employees with respect towards their ideas. The panel also said that any personal development program should be need based and focussed and should not just be a ritual.

The valedictory by Mr. Awadesh Krishna, MD, Global Head- HR , Nomura marked a wonderful finishing to the proceedings of the day. He said that Human Resource Management is as much as a science as any other domain of management or technology. He pressed on the importance of change and described HR as ‘The Profession of the Century’. He encouraged the young HR professionals to stand up for their profession. He later interacted with all the students personally and cleared queries in topics like the feasibility of inducing change in others, the challenges of being an HR in the corporate world and the role of HRM in public sector enterprises.

The event was concluded with a vote of thanks by Prof. Madoun and Prof. Abhishek of the institute.