

## **HR MEET 2010**

### **IPSAR**

**'Leadership, Innovation and Training: Challenges before HR Manager in 21<sup>st</sup> Century'. Held on 26<sup>th</sup> September 2010 at IPSAR HOUSE Auditorium, Cuttack.**

The **Human Resource Meet 2010** was organized at IPSAR with a galaxy of Business/Industry experts as resource persons. The meet began with lighting of lamp by the Director and the guests. Director C.A. (Dr) J.K Mishra delivered the inaugural address throwing light on various aspects on the theme 'Leadership Innovation and training' before the Hr Managers in the 21<sup>st</sup> century. He centered that change was inevitable that could withstand resistance. The phenomenon was applicable to human being as well in any organizational set up. He drew the attention to bring about a change about in the recruitment system. Only change leaders would survive. Further leader was an entrepreneur and he had to innovate or else perish.

The technical session-I began with Mr. Suraynashu Bhargav, Head HR (Training and OD), Jindal. He laid emphasis on the training aspect. He said the purpose of life was sustainability. People failed because of lack of passion to learn. Change is needed so as training. The objective of training, he spelled out was filling the gap between the need and the existing reality, potential for future perspective and for career development. Investment in training is important. It was also true that often the desired results did not come. In this context measurement was the key to development. The speaker asserted that by assessing each level could yield actionable results.

The speaker followed next was Mr. Ansuman Narayan, Mager HR Recruitment, Jindal. He spelled out how recruitment was a key factor for success of industry. On people behavior he took the help of ice-berg model to explain further. Mr Narayan spoke elaborately about job designing, recruitment and selection, succession planning, reward management competency mapping in the current and future perspective.

Mr. Bimal Mishra, Senior General Manager and State Head, RSP Group next. He was a strong advocate of industrialization of Orissa and spoke at length on the aluminum sector. We could not perpetuate poverty in the name of environment. It was also that development must not be destructive. Tribal development and location of industries can go hand in hand.

Mr. Manas Satpathy, HR Head HDFC Standard Life Insurance was the last speaker of the session. He began his presentation with a live situation - Common Wealth games 2010, urging students to look at the mess that posed a big question of what could they have done if in charge? Lack of leadership was clearly visible. The speaker focussed his attention on the insurance sector and the private players in the arena. He said government required resources' on the long term for development of infrastructure. The potential in insurance sector was high as only three percent of Indians are insured. This sector had huge capacity to create employment—that was required. He opined that for HR, human is raw material and leadership was always a challenge. Ethics and values had important place he concluded.

Prof. A.K Mishra wound up the session by suggesting that leaders had to be creative backed by values. He had to be visionary, a coach and facilitator.

Likely discussion followed where the students enthusiastically participated.

Dr.M.K Patra faculty member while summing up the presentations proposed vote of thanks.

The post lunch session (II) began with presentation by Mr.G.S.R Murthy, Asst. General Manager, SIDBI. He linked up HR to societal issues like hunger, poverty, universal primary education, gender equality, child mentality, maternal health care, climate change even terrorism, corruption was the bigger challenge he lamented.

Innovation had great place in scheme of things. In this context came the factors like jugged or frugal engineering. In his presentation he covered a large area including talent management employee engagement, business ethics leadership.

Learning and motivating generation next. In the context of leadership he cited Gandhiji –The power of being one.

Mr.Rabi Tripathy, AGM, Reliance Retail was the last speaker. His was down to earth in his presentation. He viewed that leadership emerged from behavior. Mind set had to change as per requirement. Leadership understood the needs of innovative thinking. He emphasized that students must involve themselves in community service which will expose them to live problems and solutions there of. Further he said success achieved must be left behind. One must like the place where he she lived, belong to the organization he /she works in.

The presentation followed discussion and question answer session involving students. Mr. Biswarup Singh faculty member proposed vote of thanks. Prof. A.K Mishra presented the memento to the guests.

Mrs Sumitra Biswal, Faculty member co-ordinated the programme. Faculty members, students of MBA, PGDM, MFC and BBA attended to seminar.