

DMA 10th Mega HR Conclave

"From Engagement to Inspiration"



L to R: Dr. Ekta Saxena; Mr. Rajan Pandhi; Mr. Pranav Kumar Sinha; Mr. Vijay Chadda; Mr. K.S. Bhullar; Mr. Rajiv Kapoor; Mr. K K Muthu, Past President, DMA and Mr. Rakesh Sharma, Past President, DMA

Today's new age organizations which are fast emerging as an employer of choice are looking beyond the traditional employee engagement ways and are focusing on inspirational leadership to actively engage their employees. There has been a significant paradigm shift in the engagement models of the organization in today's times.

When employees are not just engaged, but inspired, that's when organizations see real breakthroughs. Inspired employees are themselves far more productive and in turn, inspire those around them to strive for greater heights. Keeping this in view DMA organized

it's **10th Mega HR Conclave - "From Engagement to Inspiration"** on 31st January 2019 at Hotel Fortune Select Global under the dynamic leadership and guidance of **Mr. Rajiv Kapoor**, Executive Director-Group HRM, Minda Industries Limited as **Conclave Chairperson**. The programme was co-ordinated by **Dr. Ekta Saxena**, Vice President, DMA and **Mr. Rajan Pandhi**, Director, DMA as Conclave Conveners.

The glittering function began with lighting of ceremonial lamp. **Mr. Rajiv Kapoor** has set the tone of Conclave began with welcome address & an overview on the agenda quoting various examples including that of Indian Army where leadership has been able to truly inspire their troupes even to an extent of laying down one's life for the nation. He shared that engagement in an organization needs to come from the top down. Employees don't leave jobs. They leave managers. Sometimes starting is the hardest part but if you can incorporate small, genuine actions regularly it should go a long way into turning your work environment into a more engaged and happy one.

The Conclave was designed in three tracks covered the three experience sharing sessions by esteemed speakers from "Best Employers of India".



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In the first experience sharing session, as Key-note Speaker, **Mr. K.S. Bhullar**, Advisor – Group HR, ANAND Automotive Private

Limited specified the foresight and action of the management in which they were able to balance between Diversity & Inclusion.

Mr. Vijay Chadda, Chief Executive Officer, Bharti Foundation as an eminent speaker explained the work being done by Bharti Foundation in the education sector. He cited the example some of the teacher's working with them who went beyond call of duty and kept

inspiring the students and parents by their deeds. **Mr. Pranav Kumar Sinha**, GM & Head (PMI), NTPC Limited as an eminent speaker laid the emphasis on the "Walk The Talk" concept in his organization & its commitment towards people growth.



L to R: Mr. Ahmad Sabih Kidwai, Ms. Ruchira Garg and Mr. Vishal Manchanda

In the second experience sharing session, **Ms. Ruchira Garg**, Director-Employee Experience, Adobe, has shared the practices like Acknowledging the innovation, patents with the name of employees, cascading objectives, Dinner with founder, Fellow@ adobe, outstanding young engineers award which sets Adobe as engaged employer inspiring the staff to stay to become an enriched professional.

Mr. Vishal Manchanda, National Head-Learning & Development & Employee Engagement, Indus Towers Limited and **Mr. Ahmad Sabih Kidwai**, Director

Learning Solutions - Greater India, Schneider Electric have talked about how alignment with the philanthropic arm of their organization is inspiring individuals & how its taking up the engagement level. Also, mentioned about employees taking up individual assignment & organization funding and supporting them.



In third and last Session, **Ms Meenakshi Cornelius**, Head HR, JLL India IFM, **Mr. Rajesh Tripathi**, Vice President, GHCL Limited, **Mr. Kulpreet Sawhney**, Head HR Common Functions, MOAI, Ericsson and **Mr. Yogesh Saigal**, Vice President-Talent Acquisition, EBEX (shared services for the Essel Group) shared how their respective companies were striving to reach from Engagement to Inspiration.

L to R: Ms. Meenakshi Cornelius addressing the participants. Sitting: Mr. Yogesh Saigal, Mr. Rajesh Tripathi and Mr. Kulpreet Sawhney

All the sessions have engaged the participants till the conclusion of the conclave, and it touched upon every aspect of engagement which leads to an inspiration to give more productivity on each day, various speakers have shared their best practices with the challenges.



Participants at the conclave

The Conclave came to an end with the vote of thanks proposed by Dr. Ekta Saxena. The conclave was very well co-ordinated by Mr. Rajan Pandhi. Each participant took away many inspiring stories of success from the Best Employers of India with implementable ideas for their organization.