

ACADEMY OF HRD

2016

April

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Academy of HRD

**EFFECTIVE
COMMUNICATION
SKILLS**



**GROOMING AND
STYLING**



1. Communication Skills
2. Grooming & Styling
That suits your
"Roles, Goals & Personality"
On 8th April, 2016

**The Academy of Human
Resources Development
is Organizing a one day
workshop on
Communication &
Grooming/Styling**

**Program fee: Rs.1200/- (inclusive of taxes
@ 14.5%) for both the programs**
For Registrations & More Details
Contact
Academy of HRD
Ayana Complex, 2nd Floor, Thaltej
Hebatpur, 100ft Road,
Opp. Suvarnavilla Bungalows
Ahmedabad-380059, Gujarat, India
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www.academyofhrd.org



The program on Communication Skills and Grooming/Styling was a success with participants feeling empowered with understanding the importance of effective communication and grooming.



NEWSLETTER



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LET OUR STUDENTS
SPEAK
FOR US

**The Newsletter of March'16 was really good.
Appreciation to the person who has made it.
Piyush Das, Fellow Student**



The Beginning @ 3~20...

By Hardip Baria, Fellow Student

The countdown began on 2-Feb-2016 with an email pop-up from AHRD inviting an interaction, rather, interview, for admission @ AHRD for fellowship programme. The schedule was simple, yet I had Goosebumps!! and sleepless nights looking forward to an enriching journey of my life.

The day, 3-Feb-2016, will always be etched in my memory as I appeared for interaction @ 11:30 AM with HR stalwarts Dr. Rajeshwari Narendran, Director –AHRD and Dr. D M Pestonjee at AHRD. The inspiration from Dr. Rajeshwari Narendran, and Dr. D M Pestonjee led to my successful start. As it was

said, like connecting the dots... & YES!! I got selected for my fellowship @ AHRD.

The first day of session on 20-Feb-2016, with opening address by Dr. Rajeshwari Narendran with a prayer from my fellow colleague Mr. Ketan Bhatt soothed my nerves. But I was eager to know more. Then came the pinnacle moment when Dr. T V Rao entered the room with a smile for an opening session on Organizational Development. The experience was no less engaging than reading a thriller. You get the theme within 30 seconds, but, the impact of first 10 seconds drives you to these crazy ideas of reading till the last page. The main theme of the session of organizational development covered history behind HRD in India and contribution by Late Dr. Udai Pareek, Dr. T V Rao, Dr. D M Pestonjee and many other veterans. The inception of organizational development and the evaluation stages of organizational development in India, the current state and way ahead. Later, Dr. Rajeshwari Narendran with her classic exercise of "Pigeon Case" brought an insight of the way of thinking. A deliberation and discussion concluded the session followed by a sumptuous lunch made the start of the programme joyful.

The whole idea was slowly sinking in and I realized the uphill tasks ahead. There was a workshop on "Big Data and HR - HR Analytics Reinvented" for 2 days on 26th and 17th 2016 by Mr. Sumeet Varghese, Founder of YourHrBuddy. The session was designed in such a way that it included all basic points and understanding related to the subject matter. Starting from HR Matrix (Cause and Effect Model) to Dashboard, Google – Project Oxygen (Business Case) to Barry and Sammy Video. Aspects of HR Analytics and a classic Wince case with R console software helped to understand regression analysis and mathematical model. In fact, it helped me to develop an attrition model at my organization. The learning and networking with fellow colleagues helped me to firm up my resolve towards fellowship.

When you get a chance to meet Mr. D M Pestonjee in person to discuss about the fellowship and knowhow, you definitely don't want to miss it. A session on one of the Sunday within the same week with Dr. D M Pestonjee drew a few things to my attention. Like,

- 1) Don't be over ambitious while undergoing the fellowship programme
- 2) Publish, Publish, Publish à See your name on Print
- 3) Simple, Straightforward and Manageable research

Some of the books he suggested are "Training instruments in HRD & OD" by Dr. Udai Pareek and Dr. Surbhi Purohit, "First hand-book of Psychological & Social Instruments" by Dr. T V Rao and Dr. Udai Pareek. In between, I have tried reading the book "Future of HRD" by Dr. T V Rao and also visited IIMA library along with my fellow colleague Mr. Manoj Sharma.

The title "Beginning @ 3 ~ 20" is very apt at this juncture as I feel that the beginning of my real learning started on the 3rd Feb 2015 with interview and carried on with the first session on 20th Feb 2016. I met wonderful people during the first contact classes (although I have not attended all sessions). Especially, Dr. Rajeshwari Narendran, Ms. Shanthi and Ms. Merlin who have supported me and guided me to initiate the first step towards the exploration of my learning.

The journey has started and I must say that it is started very well. Awaiting to explore more learning, sharing with guidance of all around me.

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The Academy of Human Resources Development is an international center for research and higher studies, attracting national and international scholars and practitioners to visit, learn and contribute to the building of theories and practices in the development and management of Human Resources in India.
Dr. Rajeshwari Narendran- Director
Academy of HRD, Ahmedabad

Associate Partners:

Metamorphosis Institute of Transformation

METAMORPHOSIS helps every individual and organization to achieve higher EFFEC-TIVENESS, higher PERFORMANCE and higher SUCCESS both in life and at work through their training, coaching, consulting, events, and publishing support.

Best Year Yet! is a transformational, goal-oriented programme with a proven track record of success, transforming the lives of individuals and the fortunes of organisations, both large and small for over 30 years.

MTHR Global Mumbai based (More Than HR Global), a leading Knowledge Community Pan India since 2002 is a not for profit body which continues to bring the best in Learning and Networking.

MTHRG is respected for its 3 'I's': Inclusion (It encourages all stakeholders of society connected with Human Capital to participate), Innovation (Its events and offerings are ever changing) and Indianness (bringing the best from across the world in an Indian context).

MTHRG CxO Forum, is India's only HR



AN EVENING TALK ON WHAT HR & BUSINESS CAN LEARN FROM EACH OTHER

Speakers:

**Manoj Kumar Sharma, Head – HR,
Adani Power Ltd**

**Anil Nair, GM – L & D and Head – Marketing,
Zydus Cadila**

*Under the joint auspices of
Academy of Human Resources development
Metamorphosis Institute of Transformation
Best Year Yet*

Date: Friday, 29th April 2016 Time: 5.30 p.m. onwards

Registration 5.30 to 6.00PM

Panel discussion from 6.00-8.00PM

followed by Light Dinner.



An Evening Talk on “What HR and Business can learn from each other” was organized by Academy of HRD in conjunction with MTHR Global on 29th April, 2016. The speakers at the event were Mr. Manoj Sharma, Head- HR, Adani Power Ltd & Mr. Anil Nair, GM-L & D and Head- Marketing, Zydus Cadila. The event was attended by HR luminaries of Ahmedabad. The sharing of knowledge happened in full swing with more than 100 attendees.



NEWSLETTER





Ms. Ellora Panda is a Workforce Learning Specialist, Speaker, Writer, Editor, Blogger, Talent Development and Engagement Specialist, Ellora Panda is an HR professional.

Transitional Change –AM I READY ?

When I left my job to opt out for things that I had been very passionate about, the myriad of expressions and point of views that I encountered from people, friends, well-wishers has been varied and vivid. I still recall these statements ...so What Next? Do you think leaving at the peak of your career is a wise decision that you have taken? What would you do now? Again start from the scratch? What if you fail...how would you pass your time - sitting at home and doing nothing?

That set me thinking – Am I on the right track?

And today when I look back, I see myself scaling to those heights of growth and progress which I had never thought of. Changing tracks, taking up a new vocation or choosing new field, we do come across many obstacles, blocked by a rigid mindset of people around us or even our own, criticism and multi-point of views. Being a woman and playing multiple roles in different contexts, it becomes very important for us to realize where exactly one's life's call is!!

I recall as a young mother, leaving my kid at home and going to office meant that guilt of not being an efficient mother . That thought was so overpowering !! When I was an hands-on mom and had delightful company of my little daughter, that thought of sitting at home and doing no productive work would haunt me. As a process of growing up, discovering each stage of life, roles and career, today I realize - it has been a saga of realization, acceptance and learning. In transitional phases when change is very imminent, a few things that I consciously worked upon helped me both internally and externally to walk ahead.

I did the following:

Creation of Vision Board – Working on my vision helped me a lot and made me realise that visioning for one own self is so important. Organizations have their: Mission/Vision MV statements. **It is equally a compelling need to create a vision statement for one self...it is needed for one's survival.**

Ecosystem – Connecting to one's own ecosystem both internal and external is relevant. In transitional phases, emotional landscape would keep on dynamically changing and coping with one's own emotions while responding to the situations is desirable. I found carrying a lot of heavy baggage with me ...only to realize letting go and dropping them would help me to move forward. Working with one self, understanding one's thoughts and managing emotions helped me to condition my internal ecosystem. And when I moved from my old pattern to the new I experienced a lot of joy and a sense of fulfilment...

To read more

<http://academyofhrd.org/assets/files/writeupahrd1.pdf>



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VENUE	DATE	PROGRAM DETAILS	FACULTY
India Habitat Centre, New Delhi	13-14 May, 2016	ADVANCE CERTIFICATION IN EXPERIENTIAL TRAINING	Dr.Rajeshwari Narendran Mr. Joydeep Acharya
Academy of HRD	13th May, 2016	WORKSHOP ON BODY LANGUAGE AND INTERPERSONAL COMMUNICATION	Ms. Shanthi Sarvagyam
Academy of HRD	14th May, 2016	WORKSHOP FOR KIDS ON ETIQUETTE AND GROOMING	Ms. Shanthi Sarvagyam
IIM, Ahmedabad	2-3 JUNE, 2016	CORPORATE SOCIAL RESPONSIBILITY	Ms.Jayanthi Ravi, IAS Mr. Shridhar Iyer, National Director CSR, Ernst & Young Prof.CGopalakrishnan, Former Director, Nirma School of Management. Dr.Shailendra Mehta, Chairman Board of Management & Distinguished Professor (Strategy) Auro University Ms. Aradhana Lal, VP-Sustainability Initiatives, The Lemon Tree Hotel Company Mr. Pratyush Panda, Head-CSR, ACC Ltd Mr. Harinesh Pandya, Secretary– Janpath Network Mr.Amir Ullah Khan, Director, Aequitas Research & Policy Advisor, Gates Foundation Mr.Apoorva Oza, CEO Aga Khan Rural Support Program Mr. Jitendra Routray, Head– CSR, ReNew Power
IIM, Ahmedabad	4 JUNE, 2016	ACTION LEARNING- LEADING WITH QUESTIONS	Mr.Ron McLuckie

NEWSLETTER

