



ALL MANAGERS ARE HR MANAGERS



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GRATITUDE



THE MOST IMPORTANT SKILLS

- People Management
- Sales



PEOPLE MATTER... ONLY PEOPLE MATTER!

- Every Industry Is A Knowledge Industry
- Service Driven Culture
- Happy Employees -> Happy Customers





CLASSIC HR AREAS - AWARENESS

Resource Planning

Recruitment

Induction

Competency

Development

Career Progression

Performance

Appraisal

Compensation

Exit Management



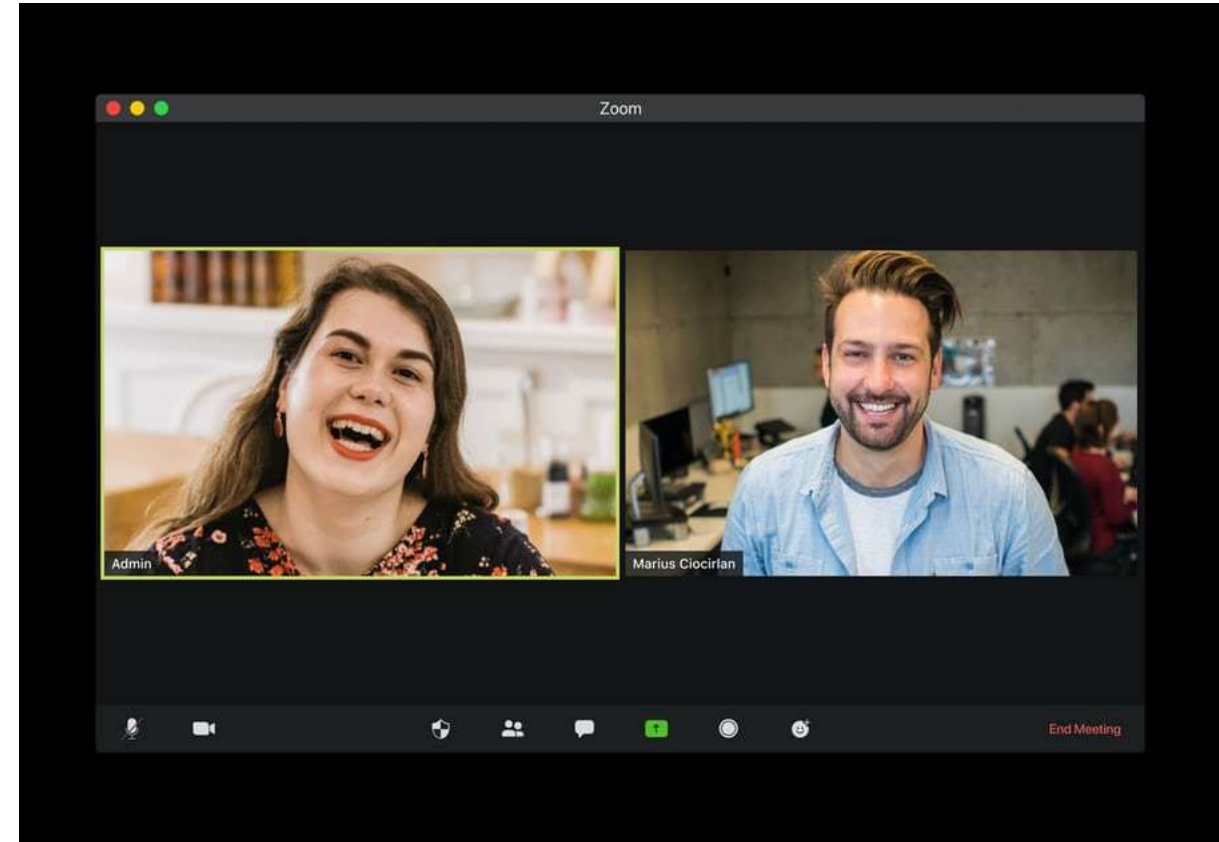
INDUSTRY EXPECTATIONS



- People Leadership
- Ability To Attract Talent
- Lead Global & Distributed Workforce
- Leverage Digital Tools & Technologies
- Influence Youth & Millennials
- Learning, Un-Learning & Re-Learning
- Collaborate With HR – Traditional Functions

DIGITAL

- Digital Organizations - Automation, AI
- Self Service HR Portals – Recruitment, Leaves, Expenses, Performance Appraisals, Exit
- Hiring – Match-Making, Video Interviews, Onboarding, Induction
- Ongoing Performance Evaluation
- Real-Time Feedback
- Learning – Online Courses



GLOBAL WORKFORCE

- Global Teams
- Work From Home
- Work From Anywhere
- Freelancers
- Gig Economy

Challenges

- Trust
- Motivation
- Control
- Culture
- Ownership
- Values

YOUTH

- Traditional Hierarchies Do Not Matter
- Designations Do Not Matter
- Respect – Expertise, Aspirational
- Company's Purpose & Causes Matters
- Culture Matters



CASE STUDY: ATTRACTING TALENT

- Video JD
- LinkedIn Connect
- LinkedIn Search
- Direct Discussions
- Negotiations
- Concerns / Queries
- Constant Interaction



THE INFOSTRETCH APPROACH



- IT Company : Direct Correlation Between People & Success
- Growing Organization - Opportunities
- Learning Environment
- Work Life Balance
- High Investment In Culture – Events, Cricket, CSR
- Great Work Environment
- Innovation – Bucket List, Bonus Leaves
- Highly Digital HR Functions
- Collaboration Between HR-Line



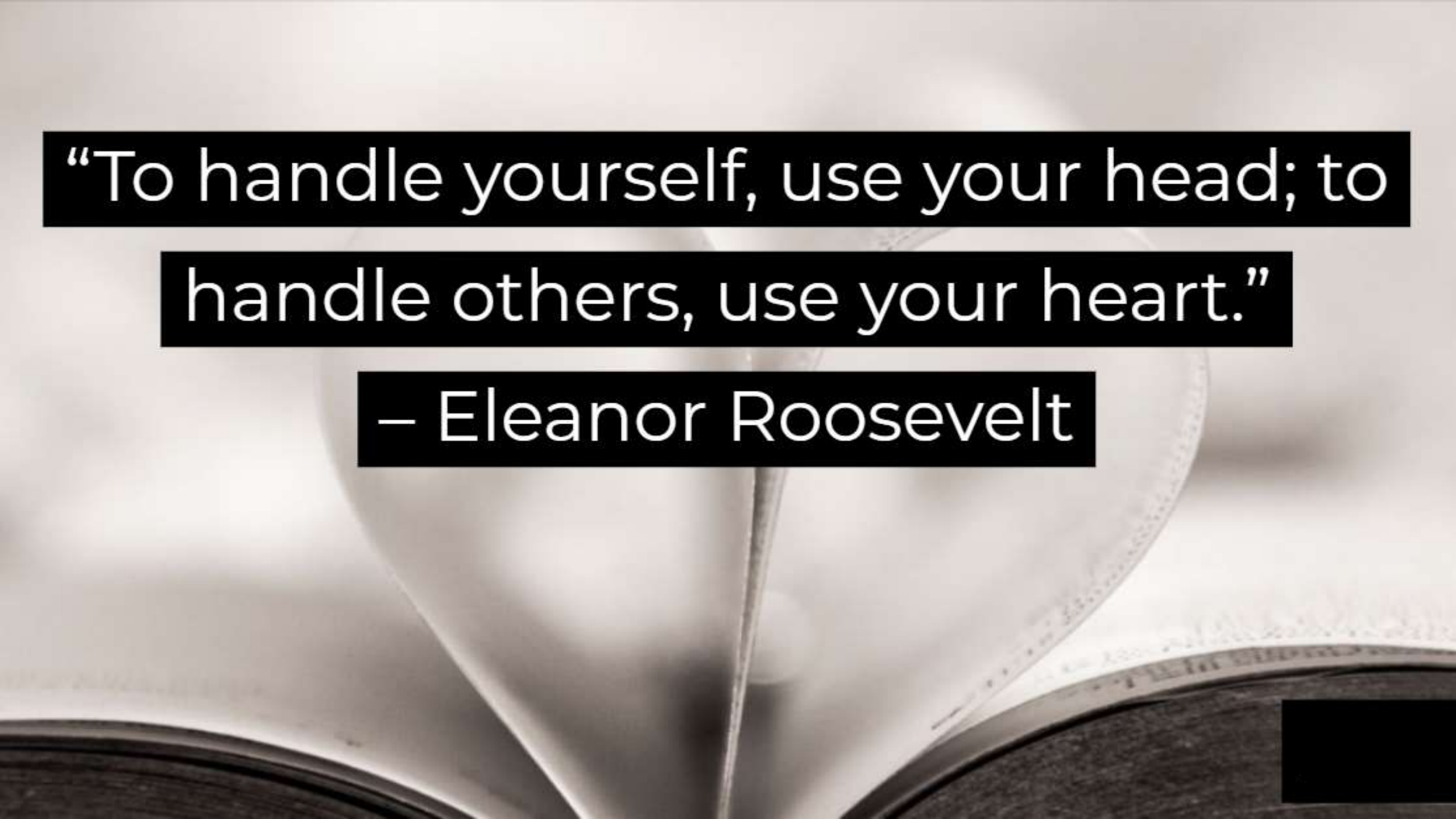
THE ASH APPROACH

- The Human Connect
- Walk The Talk
- Give To Get – Trust, Respect, Transparency
- Clear Expectations & Shared Values
- Ongoing Connect – Daily Stand-Up, **Regular Reviews**
- Invest In Team's Career Progression
- Offline Meetings
- Fun Is A Serious Business



THE ROAD AHEAD...

- Career Is A Series Of Experiences
- Quality Talent – Always At Premium
- Talent Will Choose Companies & Projects
- Purpose, Passion, Causes – Important For Company Branding
- Gamification Of HR – Career Planning
- Lifelong Learning, Constant Reskilling & Training
- Leaders In Demand – Expertise, Influence, Freedom, Nurture People, Relevant, Aspirational



“To handle yourself, use your head; to
handle others, use your heart.”

– Eleanor Roosevelt



THANK YOU

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