

RELIANCE

*Progressive India
Winning Talent
Towards Superior Business
Performance*

Saagarika

HR Meet, February 2011

RELIANCE

Our Culture & Organizations..

"To succeed, organizations integrate traditional system into the modern outlook and form a hybrid strategy for management"

Base	Our Culture	Impact
Family System	Characterized by hierarchical family system	Influences organizations & managers
Management Style	Saam (Association), Daam (Attraction), Dand (Direction), Bhed (Delegation)	Influences the working style of managers
Environment	External Locus of Control	Influences the work environment

RELIANCE

We Are Strongly positioned across all the high growth sectors.....

Reliance ADA Group

Power Natural Resources Communications Media & Entertainment Financial Services Infrastructure

12 Million Shareholders 100 Million Customers Net Assets US\$ 29 Billion

Net worth of US\$ 14 B Market Capitalization US\$ 81 Billion

Among Top 3 business groups in India

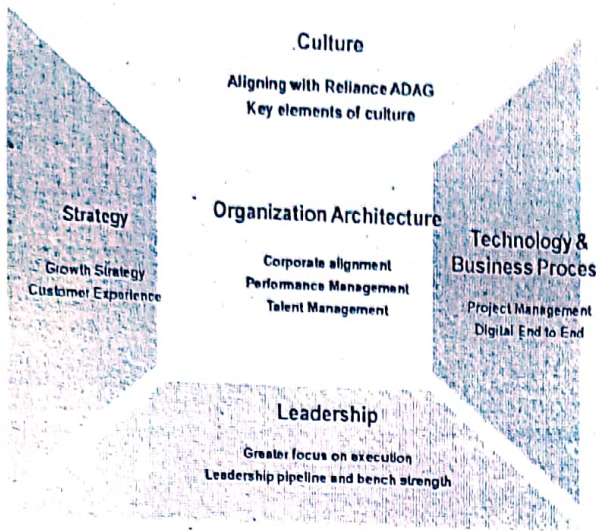
RELIANCE

Challenges We Are Facing Today.....

- ▶ Globalization
- ▶ Restructuring, Mergers, and Acquisitions
- ▶ Rapidly changing business environment
- ▶ Shifting workforce demographics
 - Diverse workforce
 - Multi-generation workforce
 - Baby Boom generation retirements
- ▶ Developing leaders at all levels
- ▶ Economic uncertainty
- ▶ Growth and productivity pressures
- ▶ Increases in complexity and risks
- ▶ Continuing need to innovate through technology



We Identified Our Key Capabilities For Immediate Reflection



Diagnosed Our Organizational Strategy

Growth Strategy

- Are our strategic choices clear? Do we communicate these well?
- Do we know which customer segment and geography to grow in?
- Do we align on them? How do we ensure that each employee is driven to achieve the goals?

Project Management Expertise

- How do we ensure projects are completed within cost and in time?
- How do we ensure a single version of truth with respect to the status of projects?
- How do we address known delays?
- How do we effectively manage cash flows?
- How do we hold multiple stakeholders accountable?

Develop Leaders' Bench Strength

- Do we have the leadership bench strength to effectively manage growth, overcome unknown challenges and develop a strong brand?
- Are leadership capabilities a forte of the collectives?
- Do we have an engine to churn out leaders in line with business requirements?

Customer Centricity

- How to increase non-core revenues in view of unpredictable revenue stream?
- How to manage demand especially heavy weekend skew?
- How to drive differentiation in face of intense competition?
- How to provide a differentiated branded experience to the customer? Thereby increasing loyalty?

And focused on our Four Pillars..

Four Pillars	What we did...
HR Operating Model	Design a revamped HR operating model with clearly defined roles at the Corporate and Business Unit levels that would contribute to effectiveness and cost and time efficiency
Performance management	Develop a renewed performance management philosophy involving use of scorecards and best in class review mechanisms that would result in greater results-focus and enable effective feedback
Work Force Planning and Recruitment	Assess and redesign recruitment and selection strategies and processes that
Organisation Culture Assessment	

This helped us achieve.....

- Increased Market Value
- Less Employee Turnover Ratio
- High Revenue Growth
- High Employee Productivity & Engagement
- High Employee Loyalty & Efficiency



HR MEET

2011

Objective

- Empower HR Managers
- Strengthen HR community
- Create an idea

Beneficial to

- Line Managers
- HR Managers
- Sales Managers
- Marketing Managers
- NGO/ NPO persons
- Bankers
- Management Executives
- Businessman
- Journalists
- Consultants
- Doctors
- Engineers
- College students

Program highlights

- Experts from Nepal and abroad
- Participants from various sectors
- Free spiritual session

Why to attend

- Stay pointed on latest HR trends
- Networking opportunities
- Learn from the experts

REGISTRATION FEE

Rs. 5,500/-
Exclusive of VAT

Venue: Hotel Everest Plaza
Date: January 27-28
Time: 9:00 AM onwards

HR Manager Of The Year 2010

Not only HR Meet is the perfect platform to discuss HR issues and strengthen and empower the HR community, it also provides deserving HR Managers throughout Nepal to be felicitated amid a prestigious crowd. We are calling in nominations to apply for the prestigious title of HR Manager of the Year 2010 to be awarded during HR Meet 2011.

We invite all eligible HR Managers to fill up the forms and submit it and request all the CEOs and line managers to encourage their HR Managers who meet the eligibility criteria to apply for the same. For eligibility criteria please log on to www.growth sellers.com/hrmeet2011.

growth sellers
...HR solutions and more...

Growth Sellers Consultancy Pvt. Ltd.
Bhaktapur, Bhatara Badi, Tel: 9720849, GPO Tel: 2605, www.growth sellers.com

HR Manager of the Year-2010 award

POST REPORT

KATHIMANDU, FEB. 24

KUMAR Joshi, HR Manager of Everest Bank, has been felicitated with HR Manager of the Year-2010 award. Joshi was jointly awarded by Janak Raj Shah, president of Management Association of Nepal, and Nita Rana, winner of HR Manager of the year-2009, amid a programme here on Thursday.

The fourth edition of the

HR Meet organised by Growth Sellers Private Limited was aimed at boosting Nepali HR community. This year's event was organised with the theme — Learn from the Leaders. Mahabir Pun, winner of the prestigious Magsaysay award, had inaugurated the programme.

According to Growth Sellers, the event saw a participation of more than 200 individuals from various organisations including corporate

houses, INGOs, financial institutions and academic institutions, among others.

Barry Maher from the US, Sanjay Muthal, listed among 50 influential HR leaders in India and member of the advisory board of World HR Congress, Sarangika Ghoshal listed among Asia's top 50 influential leaders and president; and LP Bhanu Sharma, spiritual educator and teacher were present at the meet as resource persons.



Everest Bank HR Manager Kumar Joshi (left) poses for a photograph after receiving the HR Manager of the Year-2010 Award in Kathmandu on Thursday. POST PHOTO

Feb 25, 11 Fri, The Kathmandu Post

मानव संसाधन सेवा फागुनमा

अर्धपूर्ण राजावास्तवता

काठमाडौं, ५ माघ : मानव संसाधन विकाससम्बन्धी सेवा 'एचआर मिट' को चौथो संस्करण आगामी फागुन १२ गते हुने भएको छ। ग्रोथ सेलले फन्डलेन्सो प्रालिको संयोजकत्वमा भेला हुने लागेको हो। भेलामा दुईजना अन्तर्राष्ट्रिय ख्यातिप्राप्त विश्वले प्रस्तुति गर्ने कार्यक्रम रहेको आयोजकले जानकारी दिएको छ।

ग्रोथ तथा अन्तर्राष्ट्रिय विकासार्थ एक अर्थात सेवा प्राप्त मानव संसाधनको क्षेत्रमा विश्वव्यापीरूपमा भइरहेको गतिविधि तथा उपलब्धताको जानकारी प्राप्त गरेका मानव संसाधन र आफ्नो

नेतृत्व थियारा गर्न चाहने जो कोही एचआर मिट २०११ मा सहभागी हुन सक्नेछन्। भेलामा अमेरिकाका ब्यारी मेहर र भारतका सञ्जय मुखलले गैरसरकारी संस्था र अन्तर्राष्ट्रिय गैरसरकारी संस्था र कर्पोरेट तथा विन्तीय क्षेत्रलगायतका क्षेत्रमा आफ्नो नेतृत्व स्थापित गर्न चाहने करिब दुई सय ५० जनासँग अन्तरसंवाद गर्ने कार्यक्रम छ।

अमेरिकाका ब्यारी प्रभावकारी शिक्षा र विक्री व्यवस्थापनमा प्रख्यात भिजे हुन्। यसैगरी, सञ्जय मुखल भारतका ५० प्रभावशाली मानव संसाधनविज्ञमध्येका हुन्। ग्रोथ सेलले यत्न २००८ देखि हरेक वर्ष एचआर मिट आयोजन गर्दै आएको छ।

Jan 20, 11 Thurs, Annapurna Post

HR bosses' meet on February 24



A press meet organised by Growth Sellers Pvt Ltd in Kathmandu on Sunday.

Himalayan News Service

Kathmandu, February 6

Growth Sellers Pvt Ltd is organising the fourth edition of HR Meet on February 24. The annual event will bring together human resource professionals from different organisations, who are likely to deliberate on industry issues and share their experiences. The event will culminate into presentation of the 'HR Manager of the Year 2010' award.

Internationally-renowned professionals such as Barry Maher, Sanjay Muthal, L P Bhanu Sharma are slated to

speak on the occasion.

Maher is an American motivational speaker and sales management professional whose clientele consists of ABC Network, AT&T, Hewlett-Packard and Johnson & Johnson among others. Muthal is considered to be one of the most influential leaders of India.

L P Bhanu Sharma, the principal of Apex College, said while the government should be directly involved in the development of the human resources, in case of Nepal, the private sector has been more active.

Nepal is already in a low-

position in terms of human resource development. Thus, it is crucial that government gives more emphasis on this, said Mohan Ojha, managing director of Growth Sellers.

He also said that the upcoming HR Meet 2011 will provide a platform to human resource professionals to share their ideas and experiences under a single roof with experts.

Sharma will be presenting a paper on the topic 'Spiritual Approach of Stress Management' in the HR Meet.

"The workplace triggers stress that leads to depres-

sion. Thus, tackling workplace is in everyone's interest," Sharma said, citing World Health Organisation (WHO) report, which has stated that by the year 2030, 45 per cent of the world's population will suffer from depression.

Janak Shah, president of Management Association of Nepal (MAN), also echoed Sharma's opinion regarding the need of government participation in human resource development.

Shah was one of the jury members in last year's 'HR Manager of the Year 2009' award.

[7th Feb, 11 - Monday, TH]



HR Manager of 2010 awarded

KATHMANDU (REPUBLICA): Kumar Joshi, human resource (HR) manager of Everest Bank has been awarded as the HR Manager of the Year 2010.

sultancy organized the fourth edition of "HR Meet 2011" on Thursday with the theme "Learn from the leaders". It has been organizing the event



2010 by Growth Sellers Consultancy, a human resource services provider. Joshi has been working as HR Manager for five years. Dr. Janak Raj Shah, president of Management Association of Nepal and Nita Rana, HR Manager of the year 2009 gave away the awards to Joshi.

since 2008. According to Mohan Ojha, chairman of the company, the program was attended by more than 200 participants from various organizations including NGO/INGOs, corporate, financial and academic institutions. The event also witnessed participants from India and Germany.

(Feb 26, 11 - Sat - Republica)

HR manager of the year

Himalayan News Service
Kathmandu, February 24

Growth Sellers today felicitated Kumar Joshi of Everest Bank as HR Manager Of The Year 2010.

Joshi was felicitated jointly by president of Management Association Of Nepal Dr. Janak Raj Shah and HR Manager Of The Year 2009 Nita Rana. Joshi has been working in the capacity of HR Manager for the past five years with Everest Bank.

The patented annual one-day event of Growth Sellers 'HR Meet 2011' has been taking place every year since 2008 and this is the fourth edition of HR Meet. This year's theme for the one-day workshop, inaugurated by Magsaysay award winner Mahabir Pun, was 'Learn From The Leaders', where 200 participants took part. Barry Mather from USA and Sanjay Muthal and Saagarika Ghoshal, L P Bhanu Sharma addressed the meet.

[Jan 21, 11 - Fri, Aabhiyan]

ग्रोथ सेलरको 'एचआर मिट'

ग्रोथ सेलर प्रलिले
आगामी फेब्रुअरी २४ मा

growth sellers
HR solutions and more

मानव संसाधन सम्मेलन (एचआर मिट) गर्ने भएको छ। यस वर्ष आयोजना हुने सम्मेलनको नारा 'नेतृत्वबाट सिक्' भन्ने रहेको छ। सम्मेलनमा ब्यात्रसायिकीको व्यवस्थापनमा ब्यातिप्राप्त व्यक्तित्व तथा 'फिलिड ट' र 'लास' प्रस्तुतको लेखक वेरी महेर, भारतका मानव संसाधन क्षेत्रका उत्कृष्ट ५० मध्येका एक सञ्जय मुखल, आध्यात्मिक प्रशिक्षक एवम् एपेक्स कलेजका प्राध्यापक एलपी भानु तथा दक्षिण एशियाली मुलुकका विभिन्न व्यक्तित्वहरूको प्रशिक्षण दिने कार्यक्रम छ।

सम्मेलनको उद्देश्य मानव संसाधनबारे जेतता फिलाउनको सशक्तीकरण गर्नु तथा विचार आदानप्रदान गर्नु रहेको सम्मेलनको दिनेको छ। एचआर व्यवस्थापक, पत्रकार, कन्सल्टन्टको व्यवस्थापन अधिकृत, वैड्कर, गैरसरकारी सङ्घसंस्थाका कार्यकारी चिकित्सकलगायतलाई यो सम्मेलन उपयोगी हुने सम्मेलनको कम्पनीले एचआर म्यानेजर अफ द इयर २०१० को मन्तव्यबाट दतासमेत बुला गरेको जानकारी दिएको छ।

'एचआर मीट-२०१२' माघ २० मा

गणितज्ञ संवाददाता

माघ २, काठमाडौं। मानव संसाधन विकाससम्बन्धी सम्मेलनको पाँचौं संस्करण 'एचआर मीट-२०१२' आगामी माघ २० गते हुने भएको छ।

सोमबार आयोजित पत्रकार सम्मेलनमा आयोजक प्रो. रोलर्स कन्सल्टन्सीका अध्यक्ष निर्देशक मोहन ओझाले मानव संसाधनका क्षेत्रमा चेतना विकास गर्ने सम्बन्धी आयोजना गर्न लागिएको बताए। सो कन्सल्टन्सीले सन् २००८ देखि प्रत्येक वर्ष आयोजना गर्दै आएको सो सम्मेलनको यसपटकको नाता 'मानव संसाधनमा वदनिंदो परिप्रेक्ष्य' रहनेछ।

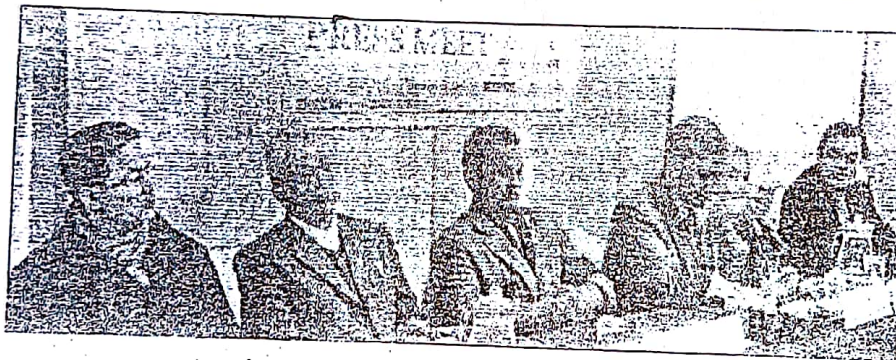
करीव २ सय जनाको सहभागिता रहने सो सम्मेलनमा मानव संसाधनसम्बन्धी समसामयिक विषयमा प्रतिति दिइनेछ। यसपटकको सम्मेलनमा माघ २० गते अर्को



कमशं एशियाका शीर्ष मानव डिस्नी र भारतका सहैव गुप्ताले योत व्यक्तिका रूपमा सहभागीहरूसँग अन्तरक्रिया गर्नेछन्। सो अवसरमा सीजी फाउण्डेशनले उत्कृष्ट मानव संसाधन व्यवस्थापक पुरस्कारस्वरूप रु. ५० हजार उपलब्ध गराउनेछ। उत्कृष्ट मानव संसाधन व्यवस्थापकको छनोट नेपाल व्यवस्थापक संघ (म्याना)ले गर्नेछ।

मानव सानका प्रथम जनकराज शाहले मानवीय संसाधनका अवस्था र त्यसको विकासमा क्याम्पेका चुनौतीका बारेमा थप जानकारी प्राप्त गर्न सम्मेलन उपयोगी हुने बताएका छन्। उत्कृष्ट व्यवस्थापकको छनोटका लागि सम्बन्धित विज्ञको गुणान सङ्कलन गरी आवश्यक आधार र शीमा बनाइने उनले बताए। सो अवसरमा कन्सल्टन्सीले आर्थिक पत्रकार सम्मेलनको रु. २५ हजार प्रथम पदक मिल्ने छ।

HR Meet to be held Feb 3



POST REPORT

KATHMANDU, JAN 16

GROWTH Sellers is organising the fifth edition of HR Meet on Feb 3. HR Meet 2012 will feature two international HR experts, Mark Disney, COO, LCCI ASIA, and Suhail Gupta, Edward de Bono Methods Training, India.

Mohan Ojha, chairman of Growth Sellers, said that the main objective of the meet was to update the people about worldwide activities in the HR arena, generate new ideas and create a common platform to spread HR awareness and have a brainstorming session on HR issues.

Growth Sellers has been set this year's

theme as "Shifting Paradigm of HR". Disney and Gupta from India will interact with over 200 participants from different sectors including financial institutions, NGOs, INGOs and corporate houses.

Ojha announced a cash present of Rs 25,000 annually to the fund of the Society of Economic Journalists from the revenues of HR Meet. Pradip Chapagain received the cheque for Rs 25,000 on Monday. During HR Meet, Growth Sellers will also honour an outstanding HR Manager of the Year with the title of HR Manager of the Year 2011. This year, the CG Foundation is awarding a cash prize of Rs 50,000 to the winner of the HRMoTY and the title is being retained CG Foundation HRMoTY's.