

EVOLVING ROLE OF HR

HR PROFESSIONAL

OR

STRATEGIC BUSINESS PARTNER

HR MEET 2014, KATHMANDU, NEPAL

Abha Maryada Banerjee (www.abhamb.com)

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HUMAN RESOURCE LEADERSHIP

LEADER 'THE NOUN'
LEADER 'THE VERB'

THE CUT & PASTE HR LEADER

NORMAL PATTERN IS PROCESS DRIVEN

THE HR STRATEGY-INTERNAL CUSTOMER

THE IMMEDIATE GOALS

THE TEAM

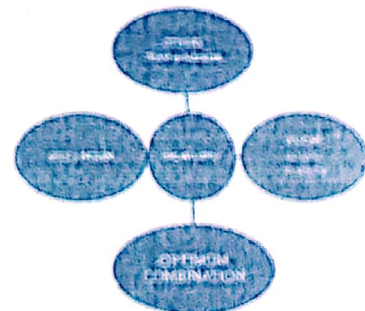
THE RESULTS

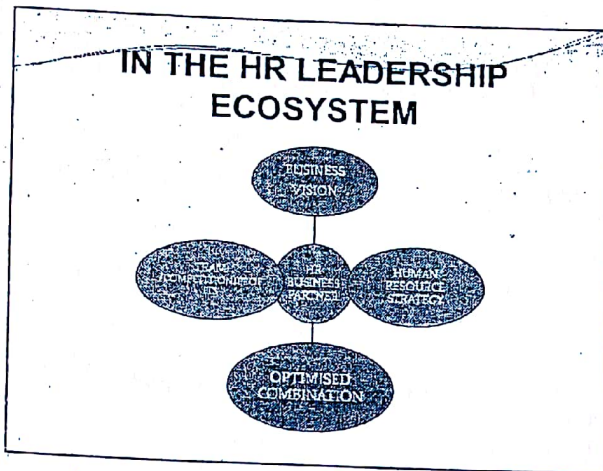
THE NEXT GOAL

THE BIG VISION

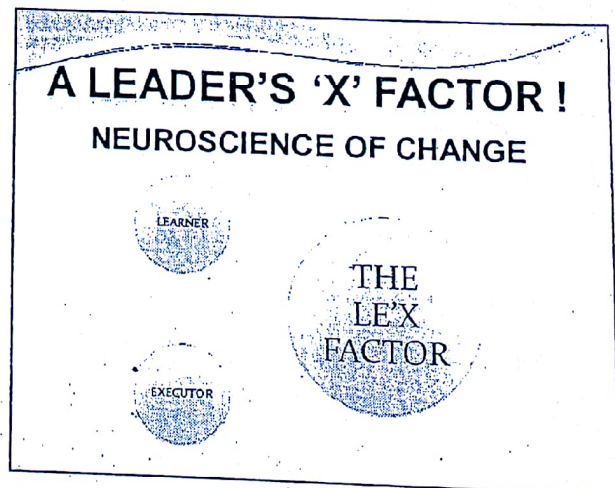
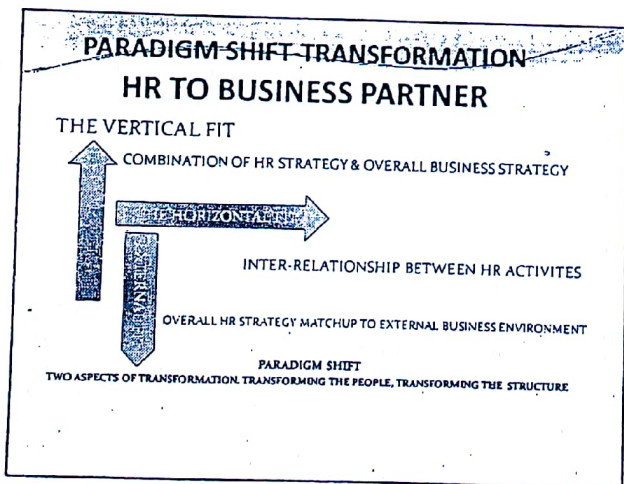
BUSINESS STRATEGY, COMPETITION, BOTTOMLINE
EXTERNAL CUSTOMER

IN THE HR 'ECOSYSTEM' A CAUSATOR OF EFFECTS





- ### 'HR' CREATES THE EFFECT
- HOW? IS IN THE NEW HR BUSINESS LEADER STRATEGY !
- E – ESSENTIAL
 - F – FEASIBLE
 - F – FELT
 - E – EMPOWERMENT
 - C – CONCERNING
 - T - TRANSFORMATION of People



THE LE'X FACTOR

LEARN=Looking Earnestly And Regularly into NEEDS!

SENSE THE 'NEEDS' OF YOUR PEOPLE AS A 'PART' OF THE TEAM



THE BIG RULE: **MASTERING NEEDS**



YOU HAVE THE SAME HUMAN NEEDS

THE LE'X FACTOR

EXECUTE: Effective 'X Ray'd' Empowerment covering 'Uniform Thoughtful Expectations'



PERSONAL COMMITMENT TOWARDS 'DEVELOPING AND EMPOWERING PEOPLE'



BUSINESS STRATEGY 'ENHANCER'

COMPETITION MUST ENGAGE

Competitiveness is not building a strategy..
It is having an organization that will deliver the strategy better than the competition..

Organization is not a structure..
It is a set of capabilities...

HR is not a practice..
But an integrated set of practices put together to create capabilities, allowing business strategies to be executed...

ABHA MARYADA BANERJEE

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'SPIRITUAL WISDOM' IN THE CORPORATE CONTEXT

CORPORATE DEVELOPMENT THROUGH SELF MANAGEMENT

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