

that it is HR's responsibility to make it a point to engage people in the organization. He provided examples of few best practices that he and his previous company had applied on their employees. He ended the session by stating that we should have the habit of transforming that too today and become a "Winner."

Innovative Tools for Managing HR

Mr. Jayan Nyachhyon, Managing Director, Himal Tents Pvt. Ltd.



Mr. Nyachhyon started his session with a video clip on "Think Different" as the topic's focus revolved around innovation. He mentioned about the Evolution of HR where approach patterns was mainly a subject to be focused upon. He elaborated on Darwin's Theory on Change. He took the participants to a virtual Google Tour. He briefed on the foundation of Google's Culture and Google HR Mantra. He shared the Cisco Survey regarding the thought process of the young graduates and employees. He shared a story of Akbar and Birbal where one common villager uses the best tool to convince the Prince who was not at all happy with whatever means or whoever tried to convince him. Tools could be different in different scenarios, but it needs to be used and implemented. Motivation can act as a great tool to make a difference in the lives of others such as a

'Smile.' He suggested the participants to go through Maslow's Hierarchy Theory in relation to motivation as well as recognition. Poor motivation can hinder the development of an employee.

He shared a story of Mahabharata where the *Panch Pandavas* had been observed by Guru Dronacharya for their approach and focus and the conclusion was that we being HR Professionals have to have a holistic approach. We have many tools available, and we need to know which one is the most important. Mr. Nyachhyon shared few HR Tools that we could incorporate in our organizations. He concluded his session by elaborating on the following statement "*If you do not take care of your employees, someone else will.*"