

## Session VI-Parallel Session

### Cultural Adaptability in Organization

Mr. Surendra Raj Singhvi, CHRO, Ghorahi Cement



Mr. Singhvi began his session with interaction with the participants. He covered the topics of Cultural Adaptability with theoretical Knowledge and his personal anecdotes ranging from the moment he started working in India and coming to Nepal to work with Ghorahi Cement. He mentioned that knowing about the culture is one of the most important aspects even before we transfer our knowledge and skills. He further added that it is important to know about the facilities that an employee has been given by the company. He emphasized that he had done his homework and studied the facts and figures before coming to Nepal for work. He elaborated on five important aspects of the topic stating that firstly it is important to have cultural awareness of the particular place; then the cultural knowledge of the organization; Vision, Mission and Values of the organization— where he found out the particular value that the employees had, which was integrity in each individual; Cultural Sensitivity; and then he focused on the aspect of Cultural Adaptability. He spoke about engagement and involvement of the employees in an organization and

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