



DISHA

ANNUAL HR CONCLAVE



THE *J*OURNEY SO FAR

T.A. PAI MANAGEMENT INSTITUTE

Disha



RECREATING HUMAN ELEMENT







from

THE TAPMI FAMILY





WATCH your **THOUGHTS** for they become your **WORDS**
watch your **WORDS** for they become your **ACTIONS**
watch your **ACTIONS** for they become your **HABITS**
watch your **HABITS** for they become your **CHARACTER**
And watch your **CHARACTER** for it becomes your **DESTINY**

what we **THINK** we **BECOME**





Disha

The Genesis.....

Disha 2013.....

Inaugural Address.....

Onimia : Panel Discussion 1 & 2.....

Sophos : Guest Lectures.....

We The People.....

Vrondi.....







The Genesis

EVERY STORY HAS A BEGINNING

*D*ISHA meaning '**direction**' in Sanskrit, is the Annual HR Conclave of TAPMI. The idea of holding the first ever HR Conclave of TAPMI took shape in 2009 thus leading to the genesis of "DISHA". The HR Forum of TAPMI, annually organizes a two-day mega conclave, focused on the critical corporate function of Human Resources. Every conclave has a unique theme highlighting the focal point of the discussion. One of the very few annual HR conclaves hosted by any top B-school in India, DISHA has become an avenue where industry experience meets academic rigor and creates a whole new learning experience. Senior corporate dignitaries from India's top notch companies grace the event at the scenic campus of the institute and discuss, debate and reflect on various aspects of Human Resource Management and enlighten the students with their rich knowledge and experience.





Timeline

2009

“ HR : DRIVING ORGANIZATIONAL EXCELLENCE ”

2010

“ HUMAN RESOURCE MANAGEMENT— RECESSION AND BEYOND ”

2011

“ ORGANIZATION OF THE FUTURE ”

2012

“ LEVERAGING TECHNOLOGY FOR EFFECTIVE HRM ”

2013

“ RECREATING THE HUMAN ELEMENT IN ORGANIZATIONS ”






Disha 2013

TAPMI witnessed the 5th edition of its annual HR Conclave “Disha”, held from 31st of August to 1st September 2013.

The two day mega conclave focused on the critical corporate function of Human Resource Management. With this year’s theme focusing on “Recreating the human element in organizations” a lot of emphasis was laid on identifying the various ways by which human element can be reinvented in organizations. Mr Raj Narayan, Senior Vice President, Human Resource of Titan Industries graced the occasion as the chief guest and inaugurated Disha 2013.





sophos

Vronchi

onimia

WE THE PEOPLE

Organization ethics innovation **team**

leader work system Development

human resource

Relationship people

Management trust Exclusive strategy revolution empowerment

dynamic skill groundbreaking goals

Ideas best practices ignite solution
Learning reinvention



Inaugural Ceremony





“
DECLARING
DISHA
OPEN...”

DR R.C NATARAJAN

DIRECTOR
TAPMI



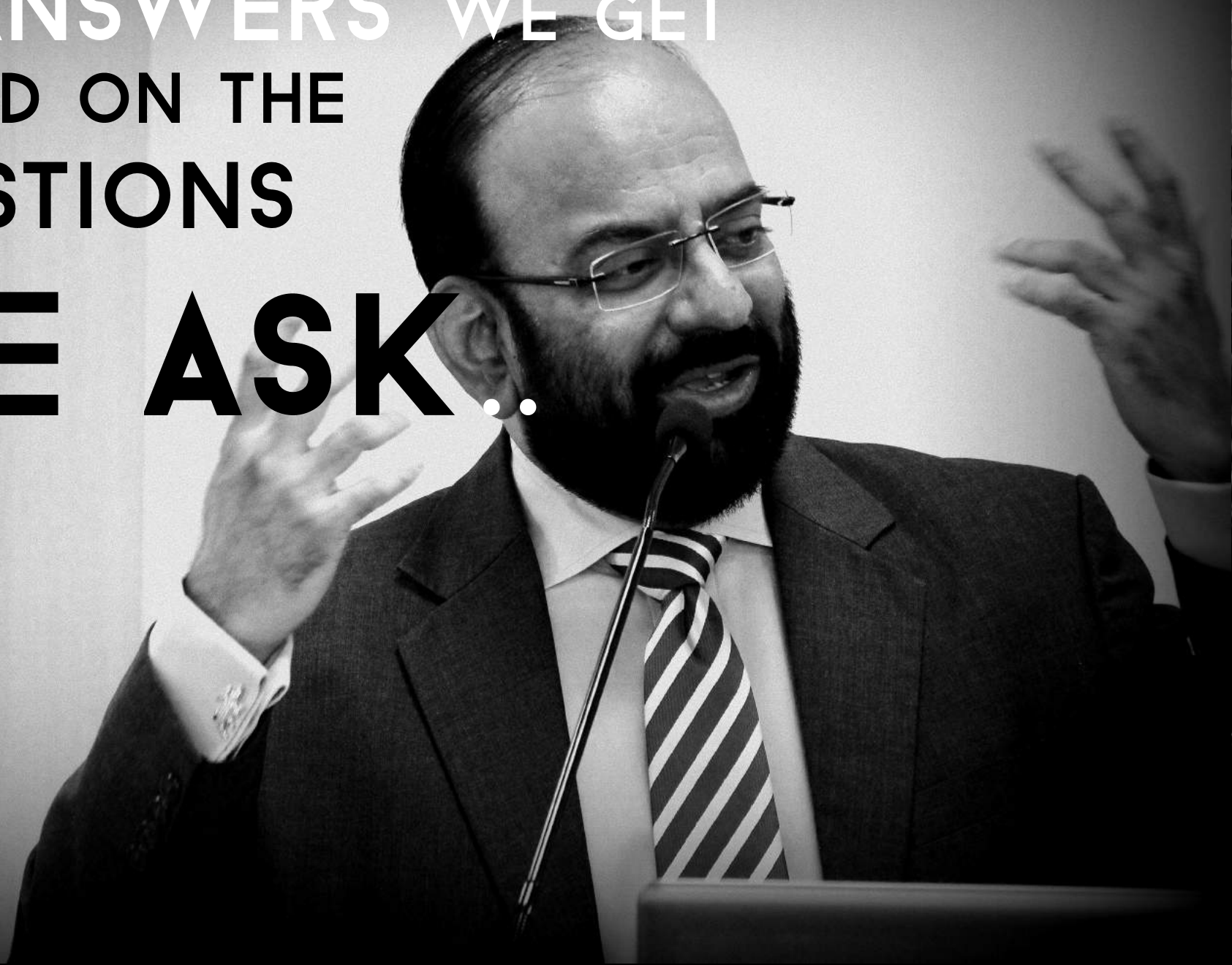


“ THE ANSWER
LIES IN OUR
HANDS AND..... ”

MR. RAJ NARAYAN,
SENIOR VICE PRESIDENT, HUMAN RESOURCE
TITAN INDUSTRIES LTD.
CHIEF GUEST, DISHA 2013



THE ANSWERS WE GET
DEPEND ON THE
QUESTIONS
WE ASK...





OFFICIAL HR PANEL DISCUSSION EVENT

recreating the **human element** in the organization



PANEL 1

DOES **HR ANALYTICS**
HOLD THE KEY TO THE FUTURE OF
PEOPLE MANAGEMENT ?

PANEL 2

DO TECHNOLOGY DRIVEN HR INITIATIVES HAVE A
HUMANIZING/ DEHUMANIZING
EFFECT ON EMPLOYEES ?





THE CONTENTIOUS

BELL curve!..."



MR SIDHARTH TULI

HEAD HR,

L&T HYDRO CARBON

MODERATOR OF PANEL DISCUSSION -1



MR BIJENDER VATS

ASSOCIATE DIRECTOR-HR

MSD, INDIA

PANELIST

1ST SEM

“

ANALYTICS

INEVITABLE FOR EVOLUTION..



ANALYTICS *&* ARMY

PREDICTING PERFORMANCE



DR. (COL) P. S. JAMES

AREA CHAIR-HR.

TAPMI

PANELIST



MR. RAJ NARAYAN,
SENIOR VICE PRESIDENT, HR
TITAN INDUSTRIES LTD.
PANELIST

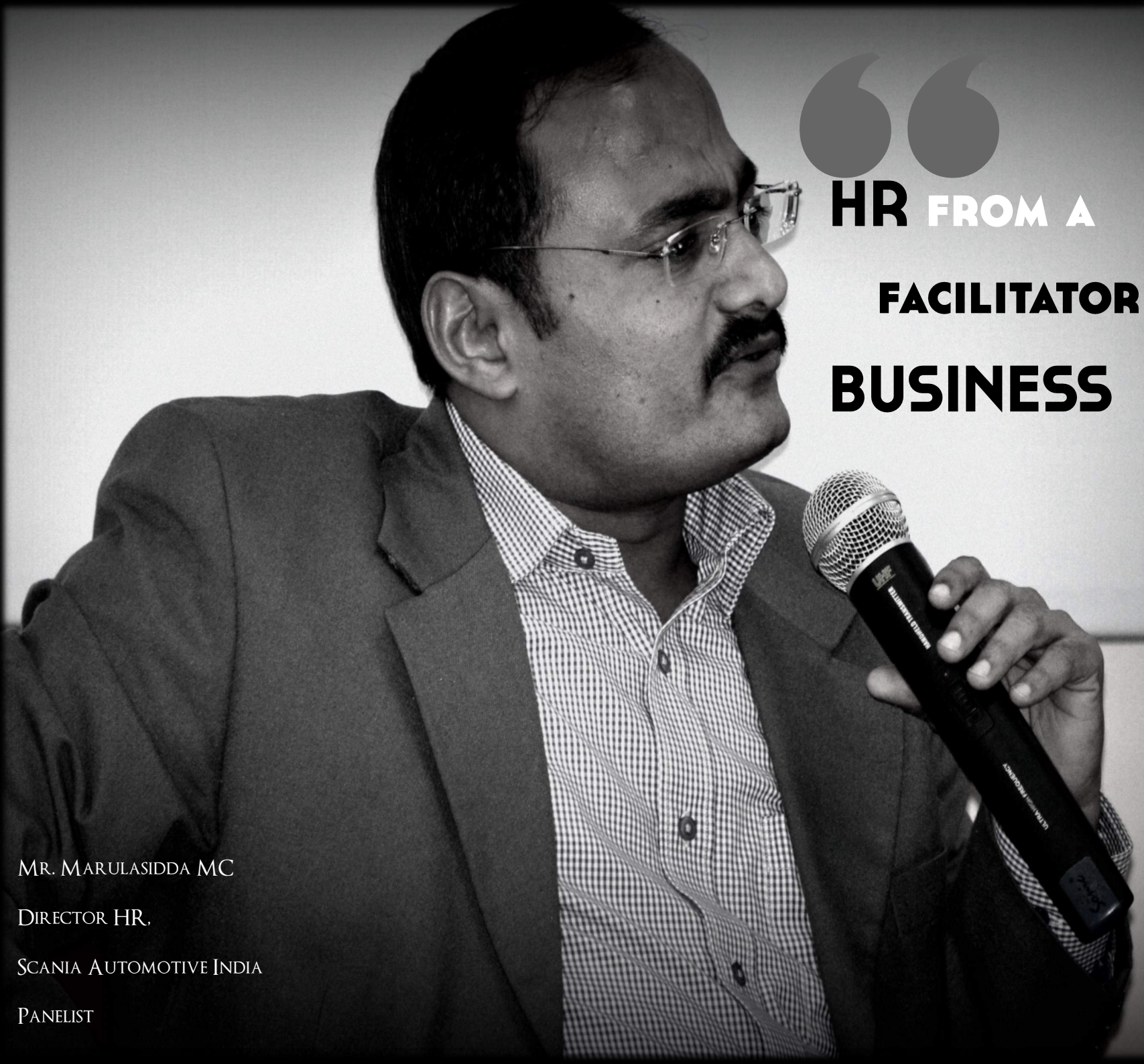
“WHAT IS measured
CAN BE valued...”

“

HR FROM A

FACILITATOR TO A

BUSINESS partner

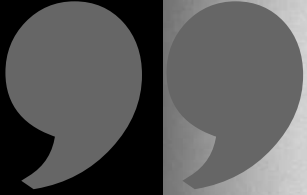


MR. MARULASIDDA MC

DIRECTOR HR,

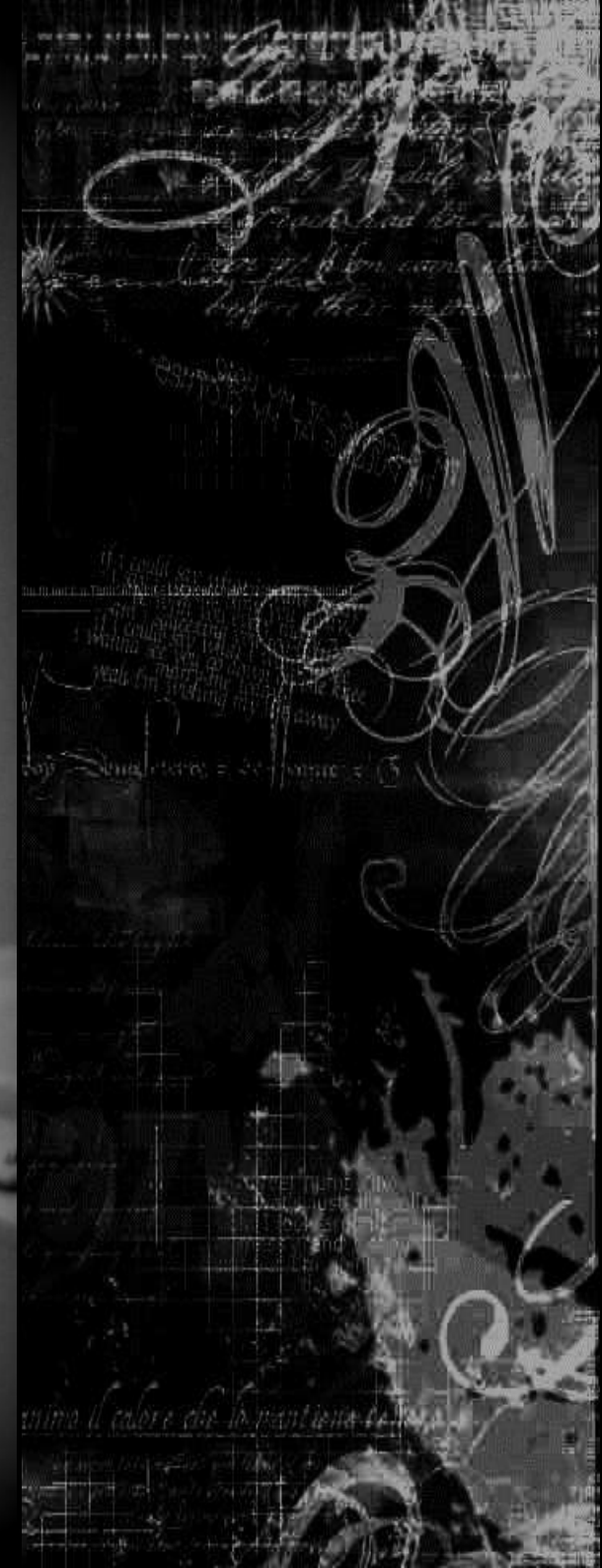
SCANIA AUTOMOTIVE INDIA

PANELIST



BUILDING CAREER BLOCK BY BLOCK...

MR. PRAMOD FERNANDES
VICE PRESIDENT- GROUP HR
MANIPAL TECHNOLOGIES
GUEST SPEAKER



PANEL DISCUSSION 2

DO TECHNOLOGY
DRIVEN
HR INITIATIVES
HAVE A
HUMANIZING/
DEHUMANIZING
EFFECT ON
EMPLOYEES

DR. (COL) P. S JAMES
AREA CHAIR-HR,
TAPMI
MODERATOR





“TECHNOLOGY IS
HERE TO STAY AND
WE CANNOT DO AWAY
WITH IT,
THE EFFECT IT HAS
DEPENDS ON HOW
WE CHOOSE TO USE
IT..”

MR. NARESH KUMAR PINNSETTI
DIRECTOR (PEOPLE & CULTURE)
VESTAS WIND TECHNOLOGY INDIA
PANELIST



“

A CAR WILL TAKE
YOU WHERE YOU
WANT TO GO, BUT
THE QUESTION IS,
WHERE DO YOU
WANT TO GO?..”

MR. MICHEAL FERNANDES
DELIVERY HEAD (INDIA),
PRACTICE LEADER
(TALENT MANAGEMENT)
DIRECTOR (MIDDLE EAST & AFRICA)
PEOPLE BUSINESS
PANELIST



“

**IN EMPLOYEES
WE TRUST!....”**

MR ROHIT KAPOOR
DIRECTOR - HUMAN RESOURCE-
DASSAULT SYSTEMES
PANELIST



“

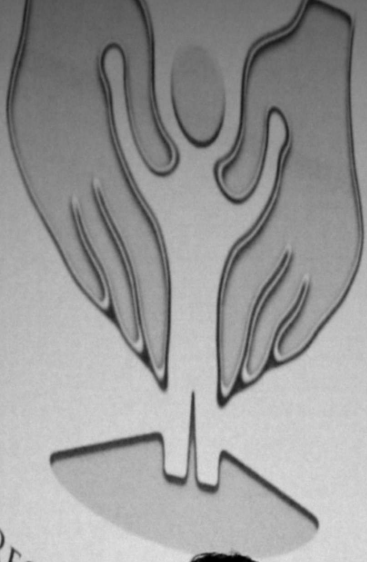
COMMUNICATION IS
THE KEY....
FOR ACCEPTANCE TO
TECHNOLOGY ...”

MS DOLA MUKHERJEE
HEAD -HUMAN RESOURCES
SYNGENE INTERNATIONAL
PANELIST



“.....OBJECTIVES
DEFINE SUCCESS”

MS PALLAVI GUPTA
HEAD -HUMAN RESOURCES
DUN & BRADSTREET
PANELIST



RECREATING THE FUTURE

31ST AUGUST - 1ST SEPTEMBER 2013

THE UNIVERSITY OF
MUMBAI
DISHA
DEPARTMENT OF RECREATION MANAGEMENT



Mr. Manoj Kumar

Mr. Manoj Kumar

Mr. Manoj Kumar

Mr. Raj Narayan

Mr. I. Ch. P. S. Jeyaraj



TAPMI

DISHA
2013



HUMAN ELEMENT

31ST SEPTEMBER

Ms. Pallavi Gupta

Dr. (Col) P. S. James

James Pinchetti

Mr. Dato Mukherjee

Mr. Michael Fernandez

Mr. Michael Fernandez



Speak up
Debate
Argue
Challenge

WE THE
PEOPLE

VRONDI

*A*llmark of great education is the ability to understand

YOUR OPPONENT'S VIEW...."





Thank You

For being part of Disha

“

*T*he world is often unkind to new talent, new creations. The bitter truth we must face is that we thrive on negative criticism, but in the grand scheme of things, the average piece of thought or idea is more meaningful than our criticism designating it. It is these humble origins of great talent that will be the champions of change tomorrow.

”





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