

EVENT REPORT

ECONOMY: BUILDING FOR THE FUTURE



(L-R) Rekha Sethi, director general, AIMA; Ravi Venkatesan, director, Infosys Ltd; Aquil Busrai, CEO, Aquil Busrai Consulting at the event

“There is a significant amount of talent crisis in India, especially at the mid-and senior levels. To overcome this challenge, organisations must invest in people-capability and bet on young professionals. Firms must be ready to invest on young talent and give them challenging and leadership roles,” said Ravi Venkatesan, director, Infosys Ltd during the keynote address at the All India Management

Association (AIMA) conference on ‘Managing Human Resources in a Globalised Economy: Building for the Future’. “There is a need for HR to adapt to the changing social, economic and political trends. HR professionals must come out of their pre-defined roles and actively participate in running the business,” added Venkatesan. He also spoke at length on why only a few

multinational firms are successful in India while others flounder.

While talking about ‘Aligning HR Strategies & Business Strategies to Manage a Globally Competitive Workforce’, R R Nair, former HR director of Unilever subsidiary Companies said, “Integration between HR and business must happen at three levels – operating, executive and strategic.” Ashok Reddy, managing

director and co-founder, TeamLease Services said that the onus of imparting knowledge in employees through relevant programmes also falls on the HR function. Today, the demand for skilled workers is on the rise and the knowledge imparted in schools is not sufficient to meet the needs of the corporate world; hence, there is a need for HR to address these issues.

The conference

EVENT : All India Management Association (AIMA) conference

WHERE : Bangalore

WHEN : March 2012

THEME : Managing Human Resources in a Globalised economy: Building for the Future

KEYNOTE : Ravi Venkatesan, director, Infosys Ltd
ADDRESS

discussed issues around identifying and developing talent in rural areas, diversity at the workplace, global movement of workforce, etc. According to Aquil Busrai, former executive director HR IBM and CEO, Aquil Busrai Consulting, transnational workforce could soon be a reality. “Cost arbitrage, which is an advantage for India, will be replaced by quality arbitrage. Talent movement across boundaries would put forth several talent management issues. Though accessing people from different

backgrounds and training people with multicultural background would be difficult, dealing with them will become a must-do for businesses to succeed,” added Busrai.

The conference also deliberated on themes like ‘Training, Knowledge & Skills: Investing wisely into our future’ and ‘Talent Management in Challenging Times’. It emphasised the need for organisations to think and act differently to remain successful and productive in the future.

- Priya C Nair