

KIIT SoM National HR Conclave 2010

Speakers:

Mr. Chandra Shekhar Verma

Chairman
SAIL

Mr Chandra Shekhar Verma took charge of the office of Chairman, SAIL on 11 June 2010. Prior to this assignment, Mr Verma was Director (Finance) of Bharat Heavy Electricals Limited (BHEL), India's largest engineering and manufacturing enterprise in the energy-related/infrastructure sector. His prudent financial management and strategic deployment of scarce resources had strengthened the competitive position of BHEL.

As Director/Finance of BHEL since September 2005, Mr Verma also had the distinction of spearheading the joint venture initiatives of the company with various state GENCOs. His efforts resulted in the signing of four such agreements with Tamil Nadu, Karnataka, Madhya Pradesh and Maharashtra that would leverage the sale of 7 supercritical thermal power plants of BHEL. He also played a key role in the finalisation of various technology agreements of BHEL with Alstom, Siemens, GE and Sheffield Forgemasters.

Spanning nearly 29 years, Mr. Verma's career profile also covers stints as Director (Finance) of ITI Ltd., as Group General Manager of Indian Railway Finance Corporation, and as General Manager of Delhi Stock Exchange (DSE), besides experience of working in a Financial Institution for about nine years.

Fellow Member of the Institute of Company Secretaries of India (FCS) and of the Institute of Cost & Works Accountants of India (FICWA), Mr. Verma is a Commerce post-graduate with a Master's degree in Business Administration and Bachelor's degree in Law & Legislatures. He has received many awards during his career, including 'Best CFO Award' of CNBC-TV 18 in the infrastructure sector for the year 2008-09 and 'Top Rankers Excellence Award for Best Professional' for the year 2008. During his tenure in BHEL, the company received the first prize in 'ICWAI National Award for Excellence in Best Cost Management Practices'.

SAIL, which has been recently accorded the status of 'Maharatna' by the Government of India, is currently preparing for divestment of 10% of its equity in two tranches and is implementing a Rs. 60,000-crore modernisation & expansion plan in its plants and mines. With Mr. Verma at its helm and his vast knowledge and experience in support, SAIL is poised to attain greater heights.

Mr. Dharmarajan

Head HR
L&T ECC

Mr. Dharmarajan is a post graduate in Personnel Management and Industrial Relations from the Tata Institute of Social Sciences.

He has over 30 years of experience in Human Resource Management and Industrial Relations. Starting his career as a Management Trainee with Johnson and Johnson Ltd he continued for 7 years in Corporate and Plant Personnel Functions. He then joined Unilever Group as Personnel Manager for the Lipton Factory at Tiruchi. His next assignment was with Britannia Industries Ltd, as the Regional Personnel Manager for South, based in their factory at Padi, Chennai. After 9 years in this position, he moved to the Corporate Office of Britannia at Bangalore, to head the HR function for the Company. He then took up a challenging assignment with RPG Group, where he spent 6 years as Vice President - HR

for the Transmission Sector and played a key role in the turnaround of KEC International Ltd from a loss making company to a profitable world leader in Transmission Business.

In August 2008, he joined L&T as HR Head for their Building and Factories Operating Company, based in Chennai.

His professional destiny, as he likes to put it, has been to deal with Performance Improvement at all levels of the organizational pyramid - ranging from IR interventions such as Productivity Bargaining Agreements, VRS etc. to Balanced Scorecard, Employee Engagement Programs, Leadership Development OD initiatives including Vision Building and driving a cultural transformation process for delivering Business Strategy.

He has been actively involved in many Employer's Bodies, such as EFI, GMCI, IMC CII etc. He is a visiting faculty in Business Schools, Engineering colleges and other programs.

Mr. S. Ramesh Shankar

Director HR
ABB

Born in Trichy, Tamil Nadu and brought up in Kolkata, Jabalpur and Chennai due to father's government service. He graduated in Chemistry and finished his post graduation in Personnel Management from the University of Madras. Currently he is pursuing a 'Fellowship in Management' from XLRI, Jamshedpur.

Mr. Shankar started his career in 1981, as a Management Trainee in SAIL, Bhilai and left as Senior Manager in 1995. He then joined the Eicher Group in 1995 and continued till 2005 working in cities like Indore, Delhi and Chennai in various HR and business roles. He was with Britannia in Bangalore from 2005 to 2008. He has been in the HR function all along except for two line roles as Business Head and Head of an Eye Hospital in Eicher.

He enjoys music, loves to travel, go for long drives, admires nature and loves holidaying with family.

He has presented papers in various national and international conferences and published papers in three books. Currently working as Senior Vice President & Country HR Manager with ABB in India.

Mr. Aquil Busrai

Chief Advisor-HR, Jindal Steel & Power Limited

Thirty six years is the time Aquil Busrai has spent in Human Resources, working with blue chip companies like Unilever, Motorola, Shell and IBM. He obtained his MBA from XLRI where he was awarded the J M Kumarappa Gold Medal for ranking First. He later passed LL. B and an Advanced Diploma in Training and Development.

A University rank holder, he was awarded the Bharucha Gold Medal for academic excellence. He is currently pursuing two Ph D degrees. Mr. Busrai has worked in various HR roles with Unilever in India and Kenya and was Executive Director HR for Motorola operations in South Asia and its Software Groups operations in Asia Pacific. He joined Shell Malaysia in 2002 as Director Human Resources, Shell Malaysia and Managing Director of Shell People Services Asia Sdn Bhd. He returned to India from Kuala Lumpur in 2006 and joined IBM India Limited as Executive Director Human Resources. Mr Busrai has been actively associated with Management movement in India having been the President of Delhi Management Association; Vice Chairman for All India Management Association's Northern Region and Northern Region President for National HRD Network. He is on the advisory Board of several education institutes and industry forums like CII. At the November 2006 Convention of National HRD Network, he

was awarded the “Pathfinder Award” for being selected as “Outstanding Seasoned HR Professional”. He is a Fellow of All India Management Association and President of National HRD Network. Mr Busrai is a keen student of non-verbal communication and is authoring a book on 'Body Language'. He is an ardent wild life enthusiast and a serious wild life photographer.

Mr. Emmanuel David

Group HR Head
Ramky Group

An XLRI alumnus, he has over 25 years of experience in varied facets of Human resource management, at strategic levels in companies like British Gas, Volvo, Oberoi, Eicher Good Earth and Hindustan Motors. He is an expert in building organizations from scratch and change management. Mr. Emmanuel David has played a key role in acquiring and developing talent, implementing best HR practices in the Group. He is also responsible for the overall supervision of Ramky Group and their Corporate Communication & Social Development Initiatives. He has been awarded with the prestigious 'BG Group Chairman's Safety Award' for his outstanding contribution during the Surat floods in British Gas. Apart from his responsibilities at Ramky, he currently serves as the Secretary, NHRD Chapter, Hyderabad.

Commodore D.K. Mohapatra

VP-Global L & D,
Suzlon

Commodore Dilip Mohapatra is Vice President, Global Learning & Development of Suzlon Group of companies. Prior to his current assignment, he was with the Tata Group as, Group Vice President and Director, Tata Management Training Centre as well as VP L&D & HR sourcing at TCS.

He started his career as a commissioned officer in the Indian Navy. During his 28 year stint with Indian Navy he rose to the rank of Commodore. He holds two masters degree, an MSc in Physics from Utkal University and an MMS from Osmania University. He has been awarded a “Vishist Seva Medal” by the president of India for his distinguished services rendered to the Navy. He has also been awarded the National L&D Leadership Award in 2009 for leadership excellence.

Dr. R. Sridhar

EDP-HR
ITC

He is a graduate in Mathematics from Loyola College, Chennai (1979); Post Graduate in Industrial Relations and Welfare from Xavier Labor Relations Institute, Jamshedpur (1982) and a Fellow in Management (equivalent to a Ph D) from Xavier Labor Relations Institute, Jamshedpur (2009). His thesis establishes the significance of HR Processes to elicit positive employee attitudes and behaviours, which, in turn, are to impact employee performance and voluntary employee turnover.

In a career spanning 28 years in ITC, he is currently working as Executive Member, HR for ITC's largest and oldest Business, Cigarettes. The focus here, so far, has been on systematizing HR Administration for a rapidly growing situation; capability building, particularly of young HR Managers; and in-house HR research. An industrious student of Business Strategy and Strategy – HR linkages, participate in ITC and external forums to share and learn about these aspects of business.

Mr. R. Rajnarayan

Director - HR
Metro Cash & Carry

Born and brought up in Chennai, he did his schooling in Padma Seshadri Bala Bhavan and Bachelors in Economics from Madras Christian College. He did PG in HR from XLRI, Jamshedpur and has over 26 years of experience in HR, Training, Leadership Development and Business and Project Management. Mr. Rajnarayan has worked with HCL, TNT and SHV Gas (a Dutch MNC which is a leader in LPG Bottling & Distribution).

Currently he is the Director - Human Resources at Metro Cash & Carry, which is part of METRO Group, the third largest Retail & Trading Company in the world. METRO Group is the most international retail groups in the world with a presence in 33 countries with revenues of € 68 Billion in 2009. Metro Cash & Carry is the largest b2b Cash & Carry business in the world.

During his 8 year stint with Metro – C&C he has headed Leadership Training for the company globally. He has also been responsible for Talent Management, Management And Leadership Development for the company.

He likes reading, theatre, watching a variety of sports and travelling.

Mr. Nishith K. Mohanty

Chief HR Officer
Manipal Group

Mr. Nishith did his schooling from Steward School Cuttack. He completed his Pre University and graduation from Madras Christian College, Madras University. After completing PGDM & IR from XLRI, Jamshedpur, he joined HMT Ltd. as a Personnel Officer. At HMT he grew to head HR at Aurangabad. From there he shifted to Good Year Tyre and subsequently to Max India Ltd. as Head – HR. He then joined Britannia Industries Ltd. as Head –HR. He was Head - HR at Bayer India Pvt. Ltd. before joining Manipal Group.

Mr. Saroj Chakraborty

CEO, Emami Foods

After completing Masters in Technology in 1979, Saroj Chakraborty joined Voltas Limited as a Management Trainee where he worked in the supply chain function and spent about two years before joining Glaxo. Six years in Glaxo gave him an opportunity to learn the best of good manufacturing and supply-chain practices. He left Glaxo in 1987 to join Britannia Industries where he spent the next twenty years of his career. While his journey with Britannia began in the technical function, he worked thru' many verticals of responsibilities, ultimately culminating in the Business-head role for the Eastern Region.....from where he moved to head Britannia's International Business. During his long stint in

Britannia, he has conceptualized and implemented many innovations in technical, supply-chain and sales & marketing functions which have gone on to become industry benchmarks.

After working for more than two and a half decades for brands which had almost century-old legacy and MNC investments behind them, he decided to taste the joy and pain of creating a business with the investment of an Indian company behind it and thus, joined Emami Limited as CEO- Foods in 2007 to steer them into foods arena. The brand launched thereof earlier this year is well on its way to becoming one of the most preferred brands in its segment.

During his 31 yrs career, he has done several business courses from some of the most premier institutes in India and abroad.

Mr. Chakraborty closely worked with the foods authorities in India for quite a while and was instrumental in introducing many a changes in the Indian food laws, to move Indian foods industry to be at par with the international codex norms.

Mr. Chakraborty also served the Bengal Chamber of Commerce and Industries, the oldest merchant chamber house, as Chairman of the foods committee for consecutive two years in 2002 and 2003, when he spearheaded many projects including the notable one of increasing acreage and production of wheat in Bengal and developing a system of ensuring remunerative compensation to the marginal farmers.