

Learning people management from startups

EVENT: HR Summit 2015

ORGANIZED By: TiE

The TiE HR Summit 2015 held on the 11th of December focused on “issues faced by startups at various stages of their growth, whether in the Angel/Seed Funded stage or in the Scaling up stage”. The summit commenced with an impactful keynote by P. Rajendran, Jt. MD, NIIT who talked about the founding NIIT in 1982 when the learning exclusively revolved around terms like ‘faculty’ and ‘curriculums’ and their endeavor to change this. This was followed by a session on reputation management.

Thereafter, a session on new HR technologies featured leaders from Naukri.com, QuestnTechnologies, KNOLSKAPE, Radiowalla Network and People Matters wherein leaders shared the stages of HR technology adoption that each company was at and the subsequent advantages and limitations. Interesting questions followed

from the audience about futuristic technologies and digital readiness of organizations.

The next session discussed how to put a startup team together and zeroed on the practices for nurturing valuable employees by providing them with extra flexibility during changes in personal life.

After networking lunch, the VP of Sustainability Initiatives, Lemon Tree Hotels, talked about the culture of taking care of employees with communication disabilities by mandating sign language training for the whole staff. She shared that this generated an inclusive dividend as these employees are then empowered to contribute fully in their capacities.

Next there was an exciting panel on innovation culture in which panelists from GE, PayTM, Aon Hewitt and University of Chicago Booth School of Business discussed the importance of trusting employees with innovative ideas and providing them full project ownership. 🍌