

HR EXCELLENCE AWARDS



In Association With

THE ECONOMIC TIMES

WINNERS

HRD India Awards



STRATEGY

How to Save Business
in this Pandemic



CASE STUDIES

Sustainable investments
for High returns



The Strong
HRD INDIA
Family

HRD India engage in the following services:



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- Advisory Solutions to SME/MSE
- CEO Coaching & Leadership mentoring
- Campus to Corporate
- Training & Leadership development
- Reward Framework
- HR Audit
- Jobber

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The logo for Torsa features the word 'TOSA' in a bold, orange, sans-serif font. Below it, the tagline 'VALUE CRUSHING SOLUTIONS' is written in a smaller, green, sans-serif font.

The logo for senrysa features a stylized, flowing orange and blue wave-like graphic above the word 'senrysa' in a lowercase, blue, sans-serif font.

The logo for LASER features a stylized 'L' made of two overlapping shapes, one red and one blue, followed by the word 'LASER' in a bold, red, sans-serif font. Below it, the tagline 'POWER & INFRA' is written in a smaller, black, sans-serif font.



FOREWORD

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We at HRD India, believe that our success is integrated with the growth of our clientele and our growing community. We started informally apprehending and comprehending the market in various types of business. Later on, we realised the necessity to empower young and talented resources by whetting their knowledge in professional acuity.

Since then, we have enlightened and encouraged our young talents to strengthen their perception in professional sharing for future perspectives.

We are also involved in supporting industries for implementing HR and we regard that HR should be the promoter of positive organisational culture and to integrate it to meet the existing and future challenges. For this, we nurture a truly unique entrepreneurial culture and supporting a dynamic workforce.

Being one of the most trusted and renowned name in the HR fraternity, our core value and guiding principles of HRD India is based on the quality of service we dedicate towards our clients. With a strong hold and presence of more than a decade and across a wide spectrum of industries, HRD India has not only been able to help organisations in achieving their HR excellence journey but also has been able to understand, evaluate and contribute in the ever-changing corporate world for the sole reason of making the industry more efficient and employee oriented, ultimately leading to proper growth and sustainability.

One of the core principles of HRD India believes in dealing with the problem instead of stalling because of it, as a result the team of HRD India were able to maintain their performance standards even in the pandemic period. All the challenges that were faced by the team were looked upon as a stepping stone to evolve ourselves towards a much stronger and efficient work culture and dedication towards our clients.

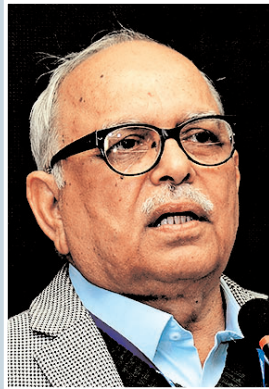
We, at HRD India truly believe that human capital is one of the most fundamental and critical aspect that forms and sustains an organisation. With a portfolio catering to different sectors like Manufacturing, IT/ITES, Entertainment, FMCG etcetera, we have been able to provide an unmatched value of service to our proud clients in terms of aligning human capital with the financial capital of the organisation.

The night of January 30, 2021 marked as an exceptional award night hosted and excelled by HRD India in J. W. Marriott, Kolkata. With the presence of people from all around the HR fraternity and different industries, the sole motive of this glamorous award night was to recognise and felicitate those individuals who have been excelling and having an unmatched presence in their field and industry.

With a total attendance of more than 200 people, we were able to felicitate around 50 awardees physically and around 30 awardees digitally, marking the night as a grand success. The message that we communicated through this award night was that we, at HRD India recognise and are proud of the contributions that these people have been able to maintain their industry and the society at large, ultimately pushing India's corporate worlds to new and better heights globally.

MESSAGES

RECOGNISING ACHIEVEMENTS



B P PANDEY
Chairperson
HRD INDIA

India now has a new aspirational class, which is full of energy and enterprise and has the ambition drive to move forward and become world-beaters. HRD India Award ceremony 2021 recognises the year's most innovative and impactful achievements of industry leaders across various categories, while seeing to highlight the innovative approaches and behaviours that drive success. It has celebrated the rapid transformation of the industry through the application of new sourcing approaches and digital technology by recognising the achievements of leaders in various categories.

Despite the challenges of the pandemic, our champions continued to embrace the multi layer transformation journey which they are taking to set foundations for even greater long-term momentum and success. This honour is ultimately a tribute to their ingenuity, teamwork and commitment to excellence.

I would like to thank ET to bring a premium forum where elite marketers, brand custodians, creative honchos are under one roof. I am fortunate that HRD India has a remarkable journey which will continue to echo its vision and mandate to achieve greater heights with innovative solutions that will drive the wheels of the industry from forefront. These awards are a testament of everyone who are practically being the partner of choice for clients also for the employees as it is said — "Brains, like hearts, go where they are appreciated."

INSPIRING & MOTIVATING



**DR SIDDHARTHA
PANDEY**

CEO
HRD INDIA

We now live in a cognitive age, where collaboration, creativity and social interaction are the key, not only to an organisation's vibrancy and success but to its very survival. HRD India reputation is the most treasured asset and the foundation on which we have built our company. It has such values that it always make HRD India to keep transcending. Every minute at present transcends the previous minute with boundaries of accuracy and perfection.

HRD India core values are the central motivation forces behind any thought, action or decision; and thus, they are realised in corporate strategy, operational management, corporate governance, and business strategy. We have expanded to "the corporate commitment", "social participation", "environmentalism", and other levels of corporate social responsibility.

Dedicated to the above features with some of the most forward thinking and disruptive thoughts HRD India took an opportunity not only to honour, but also to thank the leaders for their excellent performance during the pandemic year. The intention is to give worthy individuals the recognition they deserve, using their example to inspire others to achieve similar successes.

I would like to thank and extend my gratitude to all the sponsors and ET for being a wonderful partner of this gala event. Also, thanks to all others for their exceptional work and paramount dedication throughout the event.

In the middle of difficulty lies opportunity.

> **Albert Einstein**

expert
comments

MESSAGES

EXTENDING GRATITUDE



P K BHOOT
Chief Editor

Great achievements are nurtured with the cooperation of many minds with a common vision working towards a common goal. Police Public Press in association with RAU and HRD India has achieved that demotic goal with the thought of coming together is a beginning, keeping together is progress and working together is success.

Police Public Press facilitating the degree of honour with a mindful thought that in behavioural economic term, when we offer commendation, we are acknowledging that the recipients have met a vocational ideal. If we are facilitating that behaviour with extolment or appreciation, we offer a confirmation that their behaviour is desirable, and do so in a manner that recipients find meaningful in doing the things.

Our gratitude goes to RAU for their strong efforts and support in promoting the complex personal development of the professional by facilitating them with the degree of certificate. Police Public Press extends gratitude to HRD India for their unwavering support and unrelenting guidance that helped in leading our path to success for this event. Thanks to the benevolent support from ET too, along with RAU who has widely recognised and warmly saluted the winners.

RAU generosity has been instrumental in making a difference and I firmly believe that RAU will keep being an opportunity to honour the prominent achievements of our professional in the next coming years.

Conclusively, I want to wish all of you a happy and fortunate coming year.

MESSAGES

ACCEPTING CHALLENGES



**PRIYANKA
PANDEY**

Director, HRD

Growth is a typical measure but this year we are more interested in hearing how businesses have changed to meet the challenges – and opportunities – of the pandemic. I relished the challenge and having to think out of the box. It was an opportunity to pull together a number of skills and techniques to organise a bespoke mega event. I do feel we have been trailblazers with this event as no one has done anything quite like this after the pandemic.

We have entered the Age of Convergence, an era in where every discipline is competing to play the lead role. Fortunately, we are also entering the Age of Relationships, an era in which creating, nurturing, and leveraging stakeholder relationships is of critical importance to all organisations and all those who occupy the C-suite. The HRD India awards have always been about engagement, credibility, and relationship building. Now more than ever, we need to be able to demonstrate our credentials in these areas, and the peer reviewed endorsement of our abilities that HRD India provides is increasingly valuable.

Our thankfulness goes to all the winners for their strong efforts and admits the hard and honest work of their professionalism toward their job. Regardless of their majors and spheres of interests, these individuals have something essential in common – they love their job and do their best to serve the society, and thus these individual are truly the role models for the young generation. I am sure that every one of you will be progressing in the future and thus contribute to the common well-being of the whole community. A warm gesture extended from my end to all sponsors, colleagues, and all the people involved to make this mega event successful last but not the least to The Economic Times for their value added service.

“Competing at the highest level is not about winning. It’s about preparation, courage, understanding and nurturing your people, and heart. Winning is the result.”

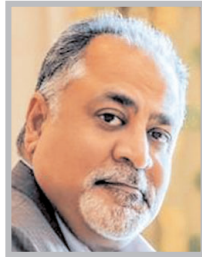
To handle yourself, use your head; to handle others, use your heart.

> **Eleanor Roosevelt**

expert
comments

AWARDEES

LAUDING ACHIEVERS



LAL BHATIA

I am most privileged to receive this honorary doctorate from a University that plays such an integral part in developing the potential and talent of tens of thousands of students who come from so many parts of the world. Thirty-five years ago, when I received my first degree, I never dreamt I would be penning this acceptance letter. Whatever the title, an award not only honours the recipient, but it also honours the struggles he or she has gone through to rise to the level of becoming

worthy of that honour with the dogged perspective to continue to help others. This recognition proves right what my late mother used to say. She said one should do what he or she believes in, and if you do it long enough and well enough — it gets noticed. I am particularly humbled that the Royal American University took note of a business strategist not directly related to the university. I also realise how sometimes more than knowledge, education or information, our values connect. I share similar values to that of the University, that of ambition, drive and making a difference. This brought me to thinking: Although things may or may not be perfect, if you do the best you can do, then it is enough. I hope to continue to make a positive impact. With these thoughts in mind, I proudly but humbly accept this Honourary Doctorate which you have so kindly bestowed upon me.



VIKAS BAGREE, Canopy Groups

Mr Vikas feels very much blessed to receive this achievement award and is feeling overwhelmed for the kind of recognition he has received for his job. He believes that "In midst of every crisis, there lies an opportunity," and the people have adapted to the new situation and have performed well. There was a crisis in the beginning but slowly people have accepted and moved forward in their lives focusing on the long-term goals and achieving them. The HR industry is doing well, and

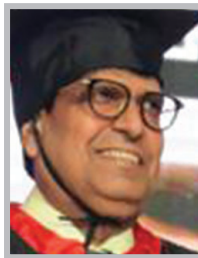
this opportunity has brought significant changes and is reshaping according to the future needs. Work hard and let success make the noise" — is his mantra to become a successful leader. "Communication and commitment are very important while climbing the ladder of success, it helps you stay focused throughout the journey," he shares. He feels that customer is like a god, and more importantly after sales support, customer feedback and the relationship you establish will take you a long way in your career. Integrity, accountability and quality are very important in the business world. He believes that business should always maintain their benchmarks, set the standards high and continuously improve because once it stops improving it won't survive long in the market. Business should always align with the market demand and shall make necessary changes to survive and move forward. "The one who stands out from the crowd is the one who thinks out of the box; the current business world needs out of the box thinking, to develop new strategies and plans to implement them," he adds.

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SUMIT KR SHAW

I would like to extend HRD India my sincere gratitude for their generosity in giving the Make in India Innovation of the Year award to Car Service. As one well said quote goes, "The strength of your achievement is rooted in the depth of your passion" and with that passion we know that our growth and success is dependent on having devoted and capable team members which make a great impact. This award has brought motivation and gratification, reminding us that hard work does pay off. Car service has its own uniqueness to be recognised by HRD India at the award events — high performance experts in our own successful entrepreneurs — is a highlight we will remember over and over with appreciation. I hope we will maintain the same level of diligence in our work in the forth coming years.



SAJJAN BANSAL

True stars rise to the top not by chance but through purpose and passion. Thank you so much for this honour. I am truly humbled to be in the company of people who have inspired me, who have helped shape my thinking, who have helped me realise the potential of our profession to truly make a difference. Thanks to the RAU, I would like to acknowledge HRD India and give my gratitude to Mr PK Bhoot for facilitating with this honour of certificate.



AMIT KUMAR MODI AND PRITI MODI

To make your experience the most perfect one, Unplugged Courtyard is your panache address of the city for everything you are looking at. Spread over a total area of 6500 sqft, Unplugged Courtyard is fun, modern and reflects an urban chic vibe. The ambience of this courtyard is as hard to title down as its scope. Without controlling its skill to switch from a relaxed daytime hang-out to a refined nightfall space, the environs mirror multi-faceted creativity. It would be most appropriate to say that the interior design of this courtyard is in absolute consonance with the architecture of its shell creating just the right vibe of an unmistakably 'laid-back' space. The USP of the place lies in its majestic and mystical open area, courtyard and open terrazaa which transport you straight to relaxed holidays. Unplugged Courtyard represents food industry in new India of today, one that expects global standards of hospitality; in an ambience that is as sophisticated as it is luxuriously decadent, with the essence of a fun bar, backed by excellent food and service.

Anything's possible if you got enough nerve.

> JK Rowling

expert
comments

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NITESH SHARMA

Leaders stand out by the nature of their commitment and the integrity of their character. It's indeed a great privilege for me to receive this token of appreciation from RAU. I am very much thankful to PK Bhoot and my gratitude towards HRD India for honouring me for excelling in the meadow of my journey. I will keep my enthusiasm up in my future work as well. Certificate like this are the boosters for professional leaders like us.



GK MORE, MD Torsa Machines

"There are always new, grander challenges to confront, and a true winner will embrace each one." In a year when everyone was forced to change their daily routines, it's amazing that Torsa Machines has responded by innovating new solutions that make patron lives safer, superior, and more productive. When our business makes the decision to nominate in the Awards it is embarking on a process that sets our team thinking about its business process and how to improve these.

Benefits flow across the organisation, staffs are motivated and our clients as well as customer are appreciative. It really attributes to the amount of effort that the team puts into their job every day and really making a difference while working with a passion and a purpose to achieve business goal. "Every year I am so impressed by each winning company's dedication to quality in solutions that benefit the overall customer experience – while driving ROI for companies that use them. Each recipient is a verifiable leader in their arena." Our motive toward serving the society has been in line with our business goal and this make HRD India notify our feat in a stage where business and society dignitaries were present. In 2021 we will strive to do even more and to elevate the standards of Torsa machines which be globally acclaimed. We are honoured to be recognised by The HRD India Awards for our strategic efforts and thrilled to be in the company of such a respected group of honorees.



ADMIRAL VERMA

"Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning and focused effort."

The successful event of January 30, 2021 is an archetype of that where HRD India awards have brought a gracious moment for the business leaders and social influential. Bouncing thoughts of each other is a great way to turn a good idea into a great idea! Keeping an open mind is a key because the best ideas are born out of collaboration. The HRD

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India collaboration with The Economic Times went above and beyond our expectations and I am really pleased with the success of this grandeur event. This mega event showcases the dynamic merger of business with technology, where it's going and how it can help you. This platform provides a great opportunity to network with peers from a broad mix of media, business, academia and tech, clinch new things that we can apply to our business, and gain a renewed motivation for our work.

I appreciate HRD India efforts for facilitating the unsung heroes which exhibit true heroism and it shows that valor lies in the hearts of exclusive individuals like them. Unsung heroes understand the responsibility that comes with freedom of action. In a time of such unprecedented change and uncertainty, isn't it comforting to have some things remains the same? That is the appreciation for all the people who have made this affair successful and I pass on good wishes to the hands behind this and wish that HRD India organises this successful event every year with grace and honour.



AMIT SARAOGI, Anmol Feeds Pvt Ltd

I feel very honoured receiving this award. I have always believed that to succeed one must take the reins in their own hands. When I started my business, I did not have anyone beside my family to help with a meager capital of Rs 5 lakhs. Not only that, but no one also even helped me with the planning and execution of my business plan.

I was on a mission to create agripreneurs 20 years back and for not a single day I have wavered from my vision. Through Anmol Feeds, we have been able to impact the lives of more than 50,000 farmer families, directly and indirectly. We have also been able to impact the socio-economic growth of several other families who come from a modest background. Two decades ago, these were professions only pursued by families of farmers and today there are several educated youths who are chasing these professions. The very fact that we have been able to bring about this change in attitude is a career high point for me.

I always believed that patience and persistence pay. It is difficult to tread many uncharted businesses moving away from traditional ones. As entrepreneur I envisioned about the big picture while relentlessly focusing on the immediate action points. I believe in spending a little time planning and a lot more time doing on ground. As an entrepreneur a line by the great Steve Jobs always inspired me, "Your time is limited, so don't waste it living someone else's life." A lot of ideas float around, but very few have the potential to do something about it right now, not tomorrow and never wait for the opportune moment or procrastinate. Entrepreneur should lead the way, create job opportunities, ensure livelihood and not just remain a dreamer.

Roadblocks are definitely opportunities for one to evolve and better themselves. We have all experienced with our lives the famous adage, 'Failures are the pillars of success', and here the situation is similar. We have built this business over the years and every venture has its own roadblocks and policy challenges. We are seeing this as an opportunity to learn and unlearn every day.

Success isn't about how much money you make.
It's about the difference you make in people's lives.

> **Michelle Obama**

expert
comments

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SUBHASH SETHI, SPML Infra Limited

"I believe in giving back to the society," shares Subhash Sethi. His organisation focused on uplifting the nearby communities with their CSR activities. The values of him and the organisation are the same, they strive to make it a better society to live in. They have consistently helped the government schools and communities near the site areas. They have also contributed to the environment by planting trees in several areas which is also their standard protocol: 'Strive To

Make The Place Greener'. Sethi felt honoured about receiving the award and his work being acknowledged and rewarded.

Since his early life in Guwahati, he had seen people struggling for access to water. This moved him to the extent that he made it his ambition to not let people suffer for water. Today, the organisation is the 20th largest company in the world which provides water and he himself is ranked 50 on the world's water dealers list.

He feels the pandemic has indeed redefined the jobs and has evolved it for the good. He believes 2020 was the year of peace, reconciliation and thinking. People were running behind wealth and all of a sudden, the world came to a standstill. The pandemic brought people closer irrespective of whichever part of the world they are in.

According to him, 2021 is a year of growth and opportunities for SPML, since the Government of India has identified water a key necessity for each and every human being. The 'Har Ghar Nal Ka Jal' with a separate ministry and mission to provide water to everyone in India will definitely help the organisation to grow.



KUMAR SAHA, Senrysa Technologies

Senrysa has traversed more than a decade with scalable solutions across industry sectors and our products and technology are robust and environment agnostic and we take pride to have built and implemented solutions for billions of lives, thereby contributing to the society. I am delighted to receive this award and want to share this with my prolific team at Senrysa who, with their sheer determination and unified efforts, have helped us translate our vision to reality. I am

thrilled about the renewed focus for HR in 2021 which will open doors for HRs to find innovative ways for creating meaningful employee experience and well-being, including mental health, diversity, financial progress, equity and inclusion and use of technology as major transformational driver.

I made a point – not to take no for answer, because I am a firm believer that if you are determined to achieve something, you will find the way. We need to constantly challenge our self and keep setting new benchmark. A large contribution of the growth journey is dedicated to my talented team who have worked alongside me with selflessness towards a common goal.

Roadblocks are cornerstone to think out of the box. Business owners and business have to be flexible, evolving and adaptive to what is happening around them. Advance planning does help, and having an action plan is the key. This situation is just a phase to be dealt with

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and as we move to next normal, we expect to launch new products in the pipeline and expand geographically.



HEMANT BANSAL, Fanatixx: The Creators' Guide

Anyone who has incredible creative mind and a style for composing can without question produce a capable piece. The genuine undertaking starts when the writers means to get their writings published in books and being appreciated by many. Be that as it may, considering with the developing number of authors, the business has set out certain compulsory norms to single out the best from the crowd. Meeting the measuring stick can be all in all an extremely difficult undertaking for penmen; however, they end up putting forth steady attempt to make it to a striking stage. To back off things for such writers especially the beginners, a youthful eager business person Hemant Bansal found FanatiXx-a brand of brands that helps writers/ authors to accomplish their publishing dream. It consists of five different units namely, FanatiXx Publishing for Authors to bring their own dream to reality; Spectrum of thoughts Publication, a bridge of platform from newbie to published co-author; Books club, a unit specially dedicated to all the publisher for their Print on Demand and Distribution department, Spectrum Awards, everyone needs recognition; this is something you can motivate yourself with and last but not the least *Khule Aam Bol*, a stage to all the artist who want to speak out their emotions, their passion and enjoy the guilt free volume of being heard.



DEVESH GOEL

Thanks to HRD India, we're leaders. At Shri Maa, we realised that our employees are our greatest asset, and we are delighted to that our dedicated service and commitment to the employees let us to win the award of Great Place to Work For. It is our employees who uphold our corporate principles, demonstrate our vision of working for a better future for people, deliver on our customer promise and make us the passionate organisation we are today. Our achievements are shaped by the strength of the foundations we set and the commitment to excellence. We know that achievement and success aren't by accident. Breakthroughs come after spending what seem like hours of hard work and trying new ideas. The success of our organisation is a direct result of our employees, stakeholders, customer's efforts and dedication. Our commitment to and personal and professional integrity is the differentiating factor that sets us apart from our competition. It is with great pride and admiration that we congratulate HRD India for classifying this gala award event. Today, we not only celebrate you and your individual and collective contributions but also our success, and we look forward with great expectancy to many more good years to come.

Confidence comes not from always being right
but from not fearing to be wrong.

> **Peter T. McIntyre**

expert
comments

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RAM CHANDRA AGRAWAL, CEO-Vishal Water World Pvt Ltd

I want to take a moment to extend my sincere thanks to ET & HRD India, for awarding Aquatica as 'The Best Resort of the Year'. Aquatica is a unique blend of Indian hospitality and entertainment. It offers a sense of privacy and peace, the ideal escape in calm countryside from the pressures of a busy schedule. Our facilities include:

- **Water park to enjoy thrilling water rides**
- **Resort with 57 well-appointed rooms**
- **Banquet hall and party lawns to hold corporate and family functions**

Receiving this award is a great honour for Team Aquatica. This award particularly recognises our work, and it gives an amazing feeling of getting awarded for the efforts that we put in. It brings more self-belief and dedication towards our work. Thank you.



ANKUSH TYAGI

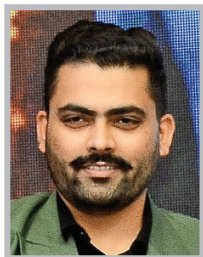
This award is a recognition of effort, a sign for even greater motivation. Before entering into entrepreneurship, I was a commercial pilot. Life as a pilot groomed me into a certain way of life. When we started in 2018, real estate was at its worst phase and there was an enormous trust deficit, and consumers were even more wary of new entrants. Our figures are 30% higher than our nearest competitors.

Our rate of construction doubled after the pandemic. This is because we wanted to maintain the trust of our consumers. We were able to achieve this because I assured my employees that there would be no loss of jobs or reductions. In order to take care of my people, they cannot be treated as a number.

There will be lot of consolidation, lot of developers will go out of business. There are developers whose projects got stuck. They did not adequately value consumers' money and consumers lost trust. Only companies that have not compromised their values will grow. The litmus test has been done.

I believe HR is the heart of the organisation. Anyone initiating their career should prioritise human values more than preconceived notions of career growth.

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**SHIVAM TYAGI**

This has been an acknowledgement for the work me and my team has done. We know that we are on the right path and I see this as an encouragement and recognition for my team's efforts primarily.

I come from a village background, I have worked right from the farm fields to the multinationals in India and in abroad. So, this gave me insight on how to get work done from people in any walk of life. I believe in staying true to my morals like transparency, commitment

and integrity. Finally, what sets me and our employees apart is the hunger to learn and evolve and create something extraordinary.

People will have to adapt to the shifting expectations of everyone — from their co-workers to clients. Everybody will have to take more ownership of their work, and work more independently than ever before. This is not a roadblock, rather an opportunity to transform and come out of rigid structures.

I am an optimist. Residence will be among the biggest sectors in 2021. People have started realising the value of their homes and conceptualising it beyond just shelter. People need comfort, they need integrated workspaces and every amenity accessible safely and nearby.

I always believe you need to take care of your people. Your people will take care of you.

**SOUMYA R CHOUDHURY**

Receiving this award has always been special. The year 2019 was the first year when I received this award from HRD India. This year it's more special as it is in association with ET. The best thing that can happen to anyone is that their work getting appreciated. So, I am overwhelmed! Resilience is one of the most critical things. we need to use this time of disturbance to grow and upskill ourselves. We have seen Covid acting as a catalyst to digital transformation. We have always given importance

to human touch. Even today, it is really important at workplace and we are trying to incorporate the same into the digital world by conducting frequent virtual meetings, informal catchups, wine and dine sessions. Flexibility is not limited and should not be limited. The pandemic has proved that change, flexibility, resilience and agility is needed at all levels in an organisation.

Due to fast growing insecurity among employees w.r.t. their life and jobs during the time of distress, the first thing that needed attention is communication (regularly and repetitively). We got our employees engaged into upskilling and reskilling activities that made them feel inclusive to the organisation. They were enrolled in yoga sessions, all infrastructural needs were met, we organised multiple webinars and one to one catch-up where we emphasised more on active listening to employees, know their problems and concerns and address them.

HR is all about being passionate and acting as being a business advisor. Young HR professionals should know that they will be making impact in other people's lives; so behave and showcase yourself accordingly.

Good employees make mistakes and good leaders allow them to.

> Unknown

expert
comments

AWARDEES



MANMEET SINGH

I am overwhelmed with the award that has been facilitated to my team. I am thankful to my HR team and Talent Management team who have helped me reach this feat.

I am looking forward to more innovations and technological advancements in HR. With the technological advancement, the demand for new skills will rise and according to the World Economic Forum's Future of Jobs Report, as the adoption of tech-

nology increases, 50% of all employees will need reskilling by 2025.

We witnessed a temporary pause last year, and then what followed was a series of changes in the work culture, remote and hybrid (partly in the office, partly remote) work arrangements came into picture. Pandemic literally brought office into our homes — from reporting to submissions, from meetings to training — everything was limited to laptop screens. If you talk about the HR Industry, it became all about agility, creativity, and flexibility. We had to transform brick-and-mortar offices into virtual workplaces almost overnight and ensure seamless execution without risking security. I would say it has all evolved for good, today; we are more skilled, efficient, ready for challenges and technically equipped.

"Know your workforce" is very crucial for HR; once you know about the capabilities of your workforce, you can not only assign them the right task, but you'll also be able to push them to the best of their abilities. As an HR, you live in the world of intricacies and the only way you can deliver excellent results is when you pay attention to details.

Whenever we learn or adapt to changes, we do face challenges, but gradually it becomes part of our routine. That's what happened when we shifted to virtual workspace. I believe that virtual work culture has promoted innovation and efficiency and help us to connect better. Data has always been crucial in decision making; a strong understanding and interpretation of data can save you from a lot of uncertainties.

We believe that "the contagion of good vibes is inevitable." We have a separate recreational space within the office for employees to relax, think and discuss ideas, and easy communication channels and weekly discussions; our organisation's culture creates an environment that nurtures excellence and growth on an individual level as well. We are always open to new ideas, experiments and innovation. Unlike other companies, the performance evaluation isn't just limited to KPI or KRA here; rather we focus more on KPO.



TULIKA KUMAR

HRD India is one of the most positive consulting group for nurturing and mentoring young talents to meet the challenges in today's HR world. The HRD India coach them in such a way the leaders think strategically and analytically.

The HRD India whose CEO is Dr Siddhartha Pandey organised a glittering award ceremony at JW Marriot Kolkata to felicitate such leaders who irrespective of the pandemic tirelessly worked to

AWARDEES

reach out to the masses. It was not only glitters and paparazzi but as very rightly said by Dr Siddhartha Pandey the CEO of HRD, "The gratitude we show is a constant reminder to them the difference they are making to the society-the difference they may not realise they are making in the throes of crisis." Mayur Ramgir — 'Your actions define your character, your words define your wisdom, but your treatment of others defines REAL you' and HRD India celebrated this spirit!!

Rajat Vohra & Kaustav Mitra, General Manager-India & HR Manager-India, Newell India (Reynolds Pen India Private Limited). As an organisation with over 100 years of history, we have always believed that employees are the soul of a company. Without them, a company is just a stack of inventory with no pulse. They're the ones who determine our future. They have and will always be our priority which is why we have ample policies for their safety and well-being. In terms of recruitment, we have a robust system in place which identifies young talent and provides them with the environment to show their skills.

According to us, an ideal organisation should have the following characteristics: Employees show affinity towards companies with missions and programs that they can get behind. Communication is the key. Employees should receive constant feedback and have an outlet for sharing their observations and ideas. A flexible work environment could increase an employee's happiness quotient as they could be more productive in the conditions that they find suitable. Team members would want to work in a culture that supports one another. The pandemic didn't dampen our spirits as we had the unwavering support of our employees. In return, we backed them with the same enthusiasm. Here are some of the measures that we took:

- We ensured the financial needs of our employees by paying them a full salary over the entire year.
- Garnered them with special recognition awards.
- Provide them with an online learning platform where employees could choose the course of their choice through which they could boost their skills.
- Organised employee engagement activities directed towards the benefit of the employees.
- Equipped them with the IT support for work-from-home activities.

We strongly believe that the strength of a business lies in their people. Their happiness and well-being transpire into better productivity which ultimately maintains the benchmark of a business. To make that possible in the current pandemic scenario, we suggest that there should be a robust support system that ensures all-round protection for the employees along with policies that align with the safety precautions while also sustaining productivity.

Now that the pandemic situation is relenting, we are looking forward to starting the New Year with the prospect of setting new benchmarks of growth. We will keep striving for excellence with our single-minded approach to meet all requirements of customer/client services and by taking good care of our employees.



DR SURESH KUMAR

I am Dr Suresh Kumar Agarwal, a Lifestyle Medicine Consultant, a Homoeopathic, Yoga, Naturopathic and Unani Practitioner and at the same time a Reiki Master.

Victory has a hundred fathers and defeat is an orphan.

> John F. Kennedy

expert
comments

AWARDEES



At the very outset, I wish everyone a very happy and joyful life. I am very glad that HRD India, under the dynamic leadership of Dr Pandey, has selected my name to be a recipient of the prestigious award of 'Excellence in Integrated Homoeopathy' which was conferred on Saturday, January 30, 2021 at the magnificent JW Marriott Hotel in Kolkata, in the presence of luminaries from the various fields of professions and activities. I thank the organisers and would like to dedicate this accolade to my parents, to my family members, and to all my patients and well-wishers. Thank you one and all. Jai Hind! Jai Jagannath!

DOCTORATE HOLDER LIST



SUSANTA KHATUA

Born and brought up in Odisha, Susanta Kumar Khatua by profession is a Chartered Accountant. But from his childhood, he is fond of the concept of social upliftment, particularly in the rural and poor area. As of now, he is associated with some of the local SHG, orphan houses and with Lion's Club for the last 12 years. "I would like to thank Royal American University for this ultimate recognition," he shares.



NIRMAL C DAS

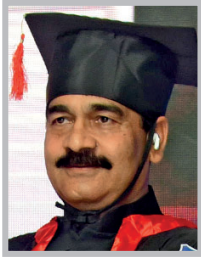
According to Nirmal C Das, education is the most powerful weapon one can use to change the world. Therefore, he opted for teaching as his career. Today, he is the HOD of Education in Panchayat Samiti College, Budhapal under Sambalpur University. "I also work as a social activist in a charitable NGO 'Always with You'. And given my own scholarly background and academic achievements, it would, therefore, be an honour to pursue my PhD in Education," shares Das.



SADHU RAM AGRAWAL

Belonging from Kalahandi Odisha, Sadhu Ram Agrawal thanks Royal American University for honouring him with such a prestigious award in the field of social work. "I would like to congratulate all other people who got recognised in their respective field by the university," shares Agrawal.

DOCTORATE HOLDER LIST



VIJAY KHANDELWAL

Since the last 25 years, Vijay Khandelwal has been the Cabinet Coordinator of Lions Club and has been associated with over 10 NGO's. He has provided innumerable scholarships to students who couldn't afford higher education. Currently he is the president of the Baseball Association of Odisha and Geeta Gyan Mandir (Maharaja Agrasen Bhawan), Cuttack. He is also the chief working president of Akhil Bhartiya Khandelwal Vyasya Mahasabha, Jaipur.



SHAHISTA SAFIQUE

"Being an ordinary girl, I never thought I would make my name Shahista Safique as a brand of beauty. I would like to thank all the audience and the police public press for facilitating me with this honour. I will keep my enthusiasm up in my future work as well. Awards like this are boosters for persons like us," shares Safique.



SANJIB ACHARJEE

Sanjib Acharjee is a businessman who keeps on focusing his strategy every time by learning. In the year 2007, he started a tour operator business named Niljyoti Travel Agency which has now become a renowned travel agency in the north eastern region of India and also a pioneering agency in the state of Tripura. Under his leadership, the business is booming and his company is also empanelled with India Tourism, Govt. of India as Domestic Tour Operator and with Tripura

Tourism, Govt. of Tripura. As his employees, a minimum of 100 families are earning their living now.



VANDANA GUPTA

Vandana Gupta, being a qualified doctor by profession, started her career with practice but always had an inclination towards fashion and is a live example of how one should always truly pursue her passion. When you hear the name Vandana Gupta, what immediately springs up to mind is where fashion meets style and elegance. The brand started in the year 2013 in a small room with a team of merely three people. The main USP always remained to customise for all shapes and sizes.

Honor is simply the morality of superior men.

> H L Mencken

expert
comments

HRD INDIA AWARD WINNERS

Award Category	Name of the Person	Organisation
Lifetime Achievement Award	Mr.Nihar Ranjan	
CHRO of the Year	Dr. Vinay Ranjan	Eastern Coal Field (Govt. Enterprise)
RJ of the Year	Praveen	Radio FM
CEO of the Year for Start-Up in Real Estate with Digital Transformation	Mr Ankush Tyagi	Tand T
HR Ambassador of the Year	Mr. Parthasarathi Mishra	
Mentor of the Year	Mr. Sanjay Bhattacharjee	Indotronix International Corporation
Excellence in Integrated Homeopathy	Dr. Suresh Kumar	(M.Sc, MD (Homeo), Ph.D)
HR Head of the Year	Mr. Manmeet Singh	Tand T
CHRO of the Year	Mr.Vijay Sinha	JSW
Business HR of the Year	Comdt JS Sareen	
CEO with HR Orientation of the Year	Prem Sagar Mishra	Eastern Coalfield Ltd.
Promising Leader of the year	Mr. Shivam Tyagi	Tand T
CHRO of the Year	Mr.Vijay Pande	Atha group
Great Place to Work For	Mr. Kaustav Mitra	Newell India(Reynolds Pen India Ltd)
Employer of the Year	Mr.Gopi K More	Torsa Machines
Organization of the year- Start Up in HR		Tand T
Organization of the year- IT	Mr.Kalyan	
Great Place to Work	Mr Kumar P Saha	Senrysa Technologies
Talent Acquisition and Social Media expert	Mr. Soumya Roy Choudhury	PWC
HR Leader of the year	Mr. Manmeet Singh	Tand T
Public Relation Company of the Year	Mr.Sumit Agrawal	PR Signal
Publishing House of the Year	Mr. Hemant Bansal	Fanatixx
Make In India Innovation of the Year	Mr.Sumit Kr Shaw	Car Service Wale
CSR Organsiation of the Year	Pramod Patwari	Balrampur Chini Mill Ltd
Vocal For Local	Mr.Dilip Kumar Sahoo	Monkey Garage
Great Place to Work For	Mr.Vikas Somani	Shri Maa Group
NGO of the Year		Nirvana Foundation
Resort of the Year	Aquatica	
Great Place to Work	Mr.Devesh Goel	Laser Power &Infra
Start Up of the Year	Mr.Vikas Bagree	Krishna Enterprise
Style Icon of the Year	Mr.Himanshu Prasad	
Best Animantion Company of the Year	Hi-Tech	
Mentor Voice of the Year	RJ Jimmy	Friends FM
Outstanding Services to society and the state at large	Shri. Khalil Ahmed (IAS)-KMC	
Web Software Company of the Year	Capital Numbers	
Women Business Leader of the Year	Shyann	Shamrock Pharma group
Curator & Social Influencer of the Year	Lopa Mudra	
Food Personality of the Year	Priyanka Mullick	
Fashion Designer of the Year	Pooja Kapoor	
Women of the Year	Anushree Chatterjee	
Women Substance of the Year	Madhumita Banerjee	
Boutique Salon of the Year	Tulika Kumar	Athena Retail Pvt Ltd
Social Icon of the Year	Chaitali Das	
Woman HR Leader of the Year	Deepa Roy	
Women With Personality of the Year	Megha Vohra	
Women Influencer Leader of the Year	Payal Varma	
Image Consultant	Mr.Indroneel Mukherjee	Image Consultant
CHRO Of the Year	Dr. Tanaya Mishra	
Women Business Leader of the Year	Nandini Gupta	Met Technologies
Young Woman Achiever of the Year	Sarmista Das	
Woman Achiever of the Year	Ms. Madhuri Kumari	Hospitality Industry
Celebrity of the Year	Sauraseni Maitra	
Photogenic Face of the Year	Ratasree Dutta	
Upcoming Talent of the Year	Ms. Priyanka Chowdhury	Sofia Fashion
Reciter of the Year	Aishwarya Basu	

DIGITAL AWARD

Award Category	Name of the Person	Organisation
HR GURU of the year	R.N.Mishra	
HR INFLUENCER of the year	TILO	
HR ACHIEVER of the year	Aloke Tagore	
GROWING HR PROFESSIONAL of the year	Mounmita	
STUDENT MOTIVATOR of the year	Kriti	
HR-BP of the year	Dhritiman Sengupta	



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www.hrdindia.co.in



PREVIOUS AWARD FUNCTIONS OF HRD INDIA

AWARD FUNCTION 2019 KOLKATA



AWARD FUNCTION 2019 BANGLADESH





HRD India

"If you want creative workers, give them enough time to play." - Anonymous

PROMOTE HR PROFESSIONALS

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