

Leadership Talk

Speaker: Dr. Arup Varma, Professor at Quinlan School of Business, Loyola University, Chicago

Date: 24 July 2019

Theme: Human Resources: A New Leadership Frontier

The first-year students of School of Human Resource Management, Xavier University had the wonderful experience of attending a Leadership talk on the theme – *Human Resources: A New Leadership Frontier* on July 24, 2019, delivered by our esteemed speaker – *Dr. Arup Varma, a Professor at Quinlan School of Business, Loyola University, Chicago*. While the talk was full of rich insights drawn on the personal experiences of Dr. Varma, it was lively, interactive, with moments of fun and laughter.



Talk Summary

Dr. Varma explained how HR extends beyond being a mere support function. He said, “Human beings are not a resource, we’re much more than that. Even if we were considered to be a resource, we are THE RESOURCE”. Hence, “being human to deal with humans” is the crux of being a successful HR professional. Empathy is the biggest asset that a HR professional can have. Managing people in organizational context is not enough; it is also about showcasing their relevance in the societal and environmental backdrop. He impressed on students that a smile can change the day if a person and compassion can drive people towards reaching their highest potential.

Key Takeaways

- ✓ Redefine leadership: Do a little good wherever you go.
- ✓ Establish your identity: Be proud of your background and share it in all forums.
- ✓ Understand yourself: Know your strengths/limitations, likes/dislikes, and take care of yourself. Love yourself.
- ✓ Understand people: Talk to people about what they want to do or what is it they do not want to do. Understand their likes, dislikes, fears, and strengths.
- ✓ Prioritize Emotional Quotient (EQ) over Intelligence Quotient (IQ)
- ✓ Understand cultures: Find and emphasize commonalities; celebrate differences
- ✓ Be prepared to walk alone, if needed.
- ✓ Don't hesitate to be different from the crowd.

Dr. Arup Varma, is Professor of Management at the Quinlan School of Business, Loyola University Chicago, having joined them in 1996. He holds a PhD from Rutgers University, New Jersey (1996), an M.S. in Personnel Management & Industrial Relations from XLRI, Jamshedpur (1984). Dr. Varma's research interests include performance appraisal, and expatriate issues. He has published over 100 articles in leading journals, including Academy of Management Journal, Personnel Psychology, Journal of Applied Psychology, and the International Journal of Human Resource Management. He has won multiple awards for teaching, research, and service, including the 2017 Alumnus Award for Academics from his alma mater, XLRI. He has been invited for guest lectures in numerous countries around the world including Cuba, China, Guatemala, Mexico, Panama, Peru, Poland, Singapore, Switzerland, and the U.K. In 2018, he was based at the Indian Institute of Management, Lucknow, as a Fulbright-Nehru Academic and Professional Excellence scholar, where he studied "Performance Appraisal of Expatriates."



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