

LEADX

10th January 2021

Conducted by School of Human Resource Management Alumni Committee

Details of the Speaker:

- Name: Arnab Pal
- Educational Qualification:
 - B.E –Mechanical Engineering (BMS College of Engineering 1998-02)
 - PGDBM, Marketing and HR Strategy, (XIMB, 2003-05)
- Present organization: Walt Disney Company
- Designation: VP and Lead HRBP

About Event:

- Date: 10th January, 2021
- Time: 4:30 pm
- Duration: 1 hours
- Online Platform: Zoom
- Batch Addressed: 2020-2022
- Theme: Importance of culture in an organization

Feedback:

- **Students:** Right from the start, the batch of 2020-22 showed a lot of enthusiasm for the event, and kept it very interactive. The speaker was able to provide a lot of insights about the current world of HR to the batch, and the session proved to be a huge opportunity of learning for the entire batch. The students shall definitely look forward to more such events.
- **Alumni:** The alumnus also had a very positive reaction towards the entire event. The students were very inquisitive and asked quality questions to the speaker, which he was rather pleased about. He also answered the questions in a very practical manner, which ensured every student was able to understand the realworld situation quite clearly.

Special highlights of the event:

- The speaker highlighted stereotypes related to HR professionals, and how being an HR goes much deeper than just handling people. The speaker also helped us understand how HR is a necessary yardstick of Organizational culture which is pre-determined at the peak of the hierarchical pyramid

- He discussed how there are various HR functions involved in each and every stage of the employee life-cycle.
- The speaker also gave an insight into how the role of HR are changing in the current business scenario w.r.t recruitment and the new standards that are evolving in various countries.
- He highlighted that organizations and leaders who get recognized as legends are the ones that which drive a particular culture which typically is an extension of their own brand sighting the examples of Jack Welch, Elon Musk and Steve Jobs.
- The speaker explained how a good understanding of the business that the individual is currently employed in is imperative to becoming a good HR professional. He also highlighted a few industry specific problems and how the policies adopted can differ from one industry to another.

Things that were discussed in brief:

- The speaker provided a broader idea of what an HR's role is in an organization as a yardstick of culture.
- The speaker highlighted how the workforce differs from one industry to another, and thus the organization culture and the HR's role also differs.
- The speaker focused on the importance of being innovative self-introspection to solve real-world problems.
- Helped the students create a road map for their future, in terms of maintaining networks with the current batchmates to turn back to be shown as mirror when stuck in a professional bottleneck.