

XPLORATE – SESSION I, 2021
CONDUCTED BY HR ALUMNI COMMITTEE

Innovate and Excel by Staying Curious

Name: Ms. Surbhi Gupta

Educational Qualification:

- B. Tech
- PGDBM, Human Resource Management, XIMB-HR Batch of 2011-13.

Organizations:

- ABFRL
- Lava
- HCCB

Current Organization: Hindustan Coca Cola Beverages

Current Designation: Head Talent Acquisition

About the event:

Date: 16th October 2021

Reporting Time: 2:40 pm Sharp

Duration: 2 hours

Dress Code: Formals

Batch addressed: Batch of 2021-23

Topic: “Innovate and Excel by Staying Curious”

Feedback:

Student's feedback:

- The batch was very interactive and participated in the activities planned by the speaker. It was a huge learning opportunity for the batch and they learnt from the experiences of the speaker, how hard work, facing challenges head-on and always remaining curious will open the doors of success for them.

Speaker's feedback:

- The speaker found the session very engaging. She also took note and appreciated the interesting and diverse questions asked by the students. All the answers were very practical and included her personal experiences.

Highlights:

1. The session started with the speaker briefing about her career journey right from her undergraduate days till her current leadership position in the organization.
2. Next, she conducted one short interactive session in menti.com to engage the batch and know their expectations from the session
3. She highlighted that being curious helped her to find different ways in solving an issue and to excel in her career. Further it also motivated her to innovate lots of different things in the HR domain.
4. She explained her approach and experience through 3 broader domains Business Focus, Process Efficiencies and Key Milestones.
5. She highlighted how her engineering skills became an aid while innovating new solutions in the HR domain and proved to us that knowledge never goes to waste.
6. She shared few of the challenges faced by her during her tenure in Aditya Birla , Lava International and HCCB. Also ,she shared her experience of how she dealt with it.
7. She clubbed the challenges into 9 broader groups
 - Role Clarity
 - New and Challenging Role
 - Difficult Stakeholders
 - Not able to deliver the project
 - Diverse Team
 - Non supportive team members
 - Organization's Business
 - Lack of ownership and accountability by cross functional team members
 - Personal and Family Expectations
8. The speaker also motivated the batch by sharing some main key learnings from her experiences over the years
 - Take ownership and be accountable
 - Challenge the status quo
 - Be self motivated
 - Be proactive
 - Focus on solution oriented approach
 - Passion for excellence
 - Learn and Unlearn
 - Do the right thing
 - Hard work always pays off sooner or later

9. She encouraged the student to never get bogged down easily and to be passionate about their work
10. She ended her presentation with a quick mentimeter session to understand the student's point of view on the topic.

Things that were discussed in brief:

1. The speaker shared her experiences of taking up the challenging role in Talent Acquisition and how with her hard work and curious mind she brought in Innovation.
2. She explained to us the importance of quality deliverables and asked us to never compromise on providing a qualitative output.