

## Leadership Talk

*Speaker: Dr. Renu Khanna, Founder and CEO, Humex*

*Date: 5 March 2022*

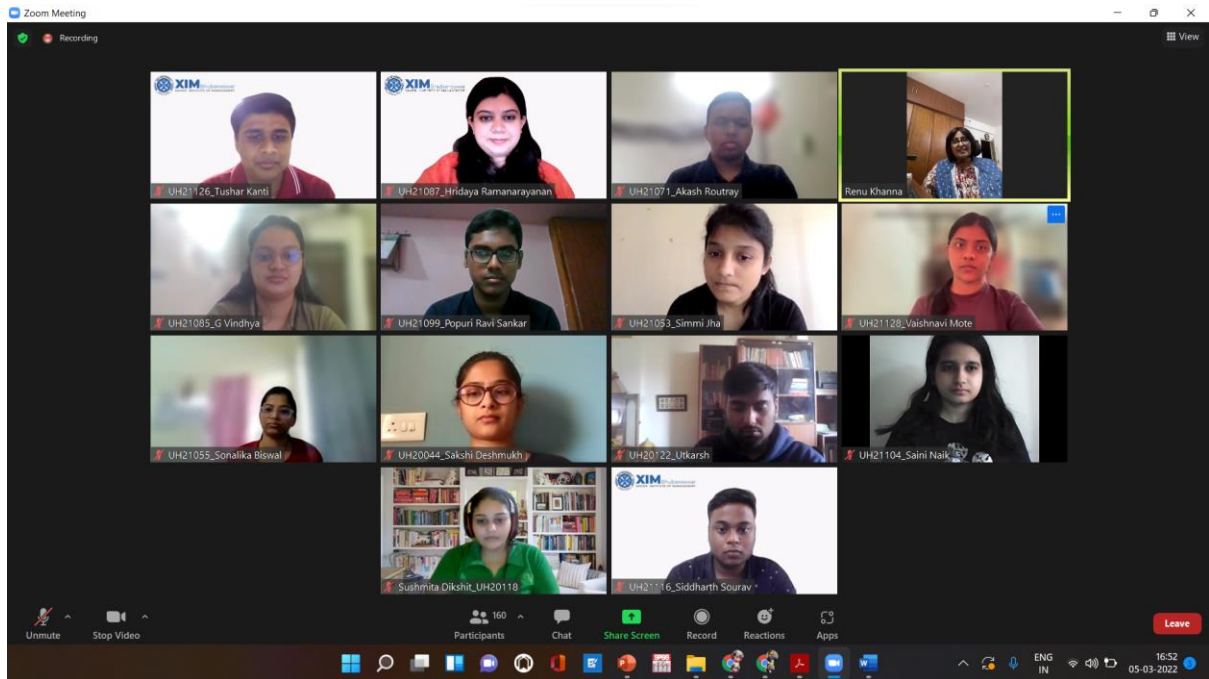
*Theme: Managing Self in the New Workplace*



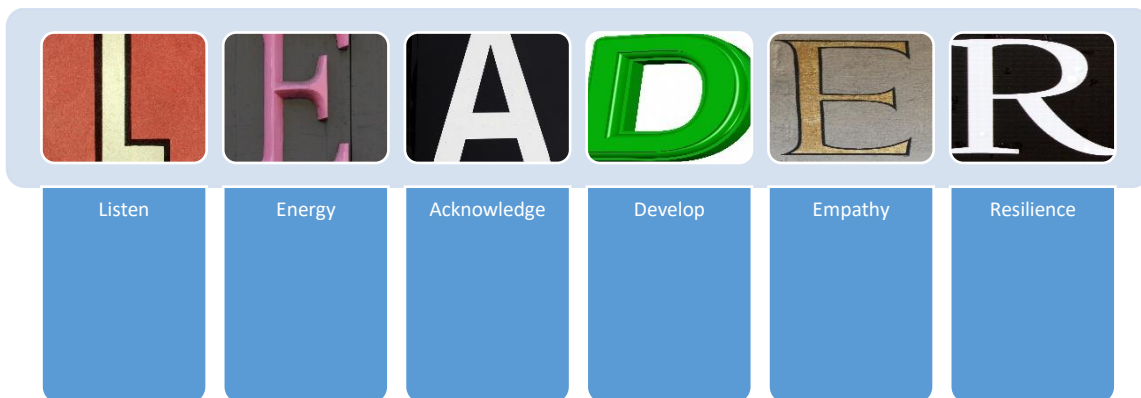
The first and second year students of Xavier School of Human Resource Management (XaHR), XIM University, Bhubaneswar, attended a Leadership Talk on the theme – *Managing Self in the New Workplace* on March 5, 2022, delivered by our esteemed speaker – Dr. Renu Khanna, Founder and CEO, Humex. The talk revolved around Leadership, Culture and Value systems of the organisation.

### *Talk Summary*

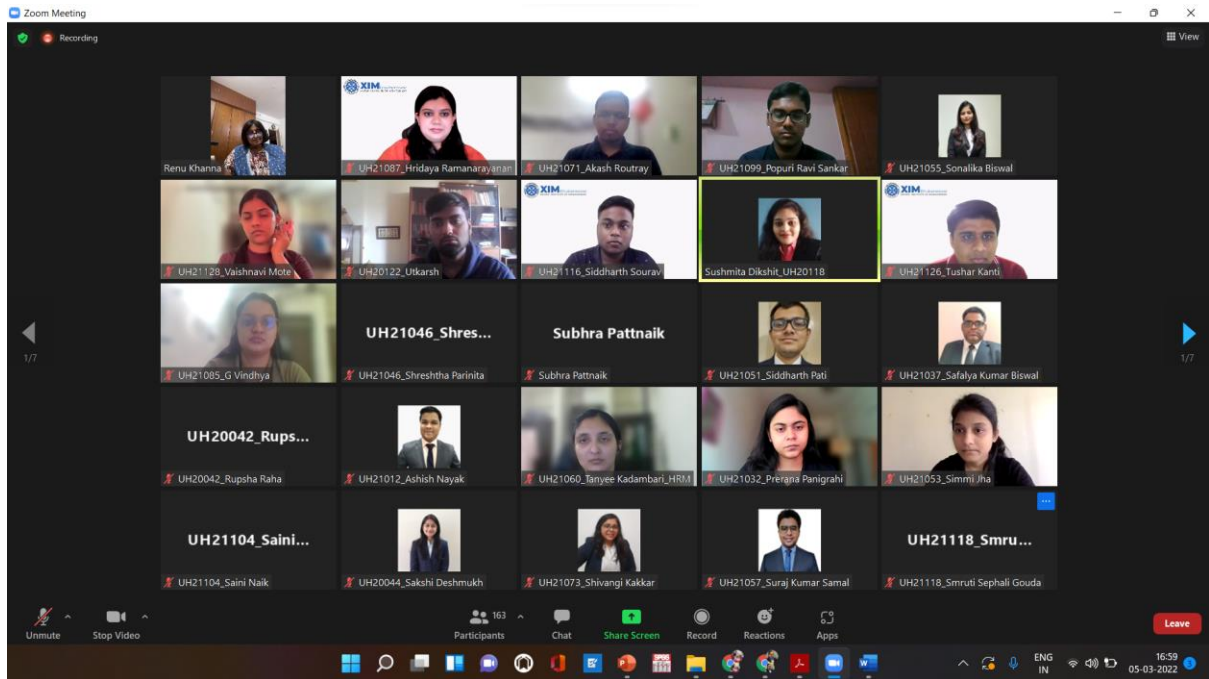
Dr. Renu explained that all organisations are now moving towards a new workplace. The Hybrid workplace, we are seeing a shift from a brick and mortar workplace to a virtual or hybrid setting.



She further explained about the concept of the “Self” and the impact of a hybrid system on the self. She spoke about the student’s belief systems and feelings which one misses out on in a virtual setting. She highlighted that individuals are a product of their experiences. She spoke about what makes a leader:



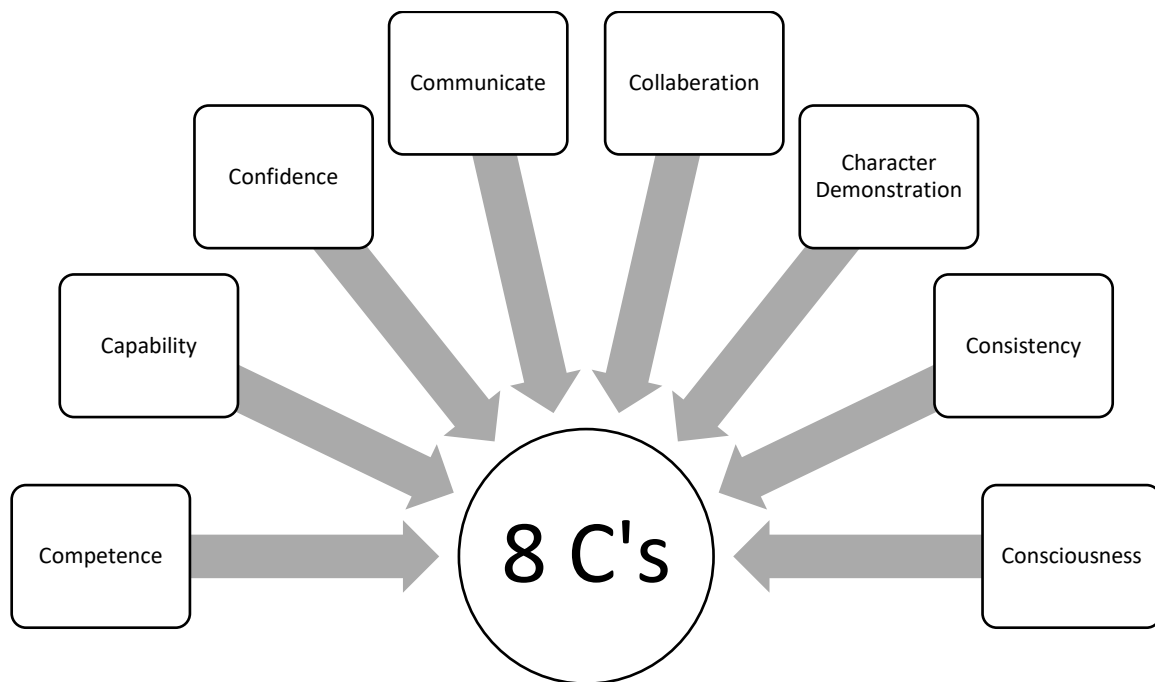
Dr. Renu said we are living in a VUCA (Volatile, Uncertain, Complex and Ambiguity) world. She highlighted that these are volatile, uncertain, complex and ambiguous times; the current situation in Ukraine being a standing example. She further added that in this world we need to be able to adapt at a rapid pace. Next, she encouraged students to keep their mind open and understand very fast. She encouraged students to redefine the system and be creative. She next encouraged students to be more Agile and adapt faster.



Dr. Renu spoke to students about working with Discipline and have Physical discipline in the new workplace. The next concept highlighted was that of mental Discipline. She also talked about Emotional Discipline. She encouraged students to deal with fear and anger; to also have patience in the workplace. She also encouraged students to have a lot of Integrity. Integrity determines if you run a marathon or a sprint in your organisation. Next she encouraged students to have high learnability. She also encouraged students to stretch themselves for the right things, since this is the time in their careers to create a width and later in their life have the chance to have more depth. Finally, she spoke about Excellence in all aspects, she told students to “promise less and deliver more”.



**Further students need the 8 Cs that recruiters are looking for:**



The speaker spoke about Networking and not just on Social Media, to have a strong network. She highlighted that Your Network determines your net worth.

### ***Key Takeaways***

- ✓ Like the head of the family, a leader represents the values of the entire family.
- ✓ Work DIL SE in the new work place ( Discipline, Integrity, Learnability, Stretch and Excellence)
- ✓ Promise less and deliver more, quality of work is of paramount importance
- ✓ Your Network is your Net-worth.

### ***Q&A session***

*1. How do we balance between the concept of Stretch and Work-Life balance?*

Stretch is not a 24\*7\*365 days activity. Stretching is stretching for the right project, it needs to be done on an individual capacity of a person. Stretch needs to be emotional, intellectual and physical stretching. Stretching at work place is not a regular activity. Also call it Life and Work Balance, Life comes before Work and so we need to look at Life Work integration.

*2. How do you test for individual's values?*

The person you are the personality will not change. Certain things are hardwired in your brain and to bring about a change in the personality is very difficult. You will meet different people

with different personalities but you cannot learn all the behaviours, you need to pick and choose basis the context of the situation.

*3. How has the definition of collaboration changed in the pre- pandemic and the post-pandemic era?*

In the virtual environment the timespan you get for collaboration is very limited, with people spread all over the world. Collaboration in a virtual work is not easy, virtually people are making judgements and perceptions about you. One needs to be careful of the brand that they are creating

#### **About the speaker**



**Dr. Renu Khanna**  
**Founder and CEO**

#### **HUMEX –Enabling Human Excellence**

**Areas of interest:** Organizational Development, Organizational Behavior, Leadership Development, Customer Orientation, Conversations, Woman Empowerment, Parenting, Learning Strategist, Consulting-Coaching-Facilitation

Renu is a **certified coach** from the International Coach Federation. She is also a certified Stress management Professional from International Council of Stress management Professionals (ICSMP) Sydney Australia. She is a well-known **learning strategist** and Learning and Development Guru with over **25 years** of rich experience in ITES/IT, Consulting and Manufacturing organizations.

Renu has been awarded the **Women achiever in IT** for the year 2014 by Interop. She has also been recognized and awarded as **one of the top thirty training and development professionals** by Asia Pacific HRM congress in 2013 and has been the **President of ISTD Hyderabad** chapter from 2008-2010. She is currently on the board of NHRD Hyderabad Chapter.

She is on the board of various institutes and is a member of several committees and has been a **speaker in various forums** such as NHRD, ISTD, PMP, SHRM, CII, ESCI, ICF, AIMS,IEEE and NASSCOM.

She is a regular Guest faculty to various Engineering and MBA colleges and speaks on themes such as **Diversity, Leadership and coaching**.

Renu is a much sought after **Mentor to the learning** fraternity within and outside the organization.

Having worked extensively in areas of **Organization Development, Change Management, Leadership Development, People development, Associate Engagement & Diversity**, Renu has the natural ability to provide learning solutions that align directly with the strategic needs of the business.

She is fond of **research** and has collaborated with Gallup and Wharton on specific projects. She has organized many conferences within the organization both for the employees within and outside. She was a part of the **Leadership council, Diversity council and Green initiative council**.

In her 20 years in Tech Mahindra as Global head for Leadership Development, Renu has led the learning for streams such as people leadership and business leadership. In the area of people leadership she has worked on initiatives like **Global leadership, Building high performance teams, Mentoring and Coaching**. In the area of business leadership she worked on Sales leadership and Delivery leadership. She provided integrated solutions in the area of leadership by focusing on key issues and challenges in business. She led many action learning projects which attempt to look at CXO challenges. She interfaced with HR at the Mahindra group level and led organizational development projects.

Prior to working with Tech Mahindra, Renu worked at **Tecumseh** (previously known as Sriram Refrigeration), a multinational manufacturing company, as head of learning and development. She was instrumental in setting up the learning center and expanding it for workers, supervisors and executives. Her achievements at Tecumseh included bringing a learning focus across the organization and setting up a roadmap for learning in the old and new environment.

Renu has a **Doctorate in Sociology** as a fellow from Indian Council for Social Science and Research (ICSSR) and has **double master's degrees in Sociology and Education**.

She is married to Madhusudan Khanna and they have one daughter, Spanya.

Renu can be reached on [RenuKhanna09@gmail.com](mailto:RenuKhanna09@gmail.com)

Address: D-103,Aparana Sarovar, Nallagandala, KanchiGachibowli, Hyderabad-500107

*Compiled By: Hridaya Ramanarayanan*

*Reviewed By: Dr. Subhra Pattnaik*