

## Ascent presents ASIA PACIFIC HRM CONGRESS 2012

The 11th edition of the Congress, as an additional feature this year, will be hosting a 'Compensation & Rewards Summit' on 7th September, 2012 chaired by Anita Ramachandran, MD, Cerebrus Consultants. The theme for the summit is 'Rewards: Staying Competitive in a Changed world'.

While rewarding staff for achievements is nothing new, it has never been more important than it is today. The past few years have seen a seismic shift in the way employees of varying ages and experiences view benefits. What was attractive to people five years ago could be something your employees turn their noses up at today, and what works for the older generation might not be enough to keep the seemingly demanding and fussy Gen Y leaders of tomorrow at their workstations. To be able to attract the best potential candidates for any given job, a company's compensation and benefits package has to be competitive enough to draw in talent who might otherwise head towards competition, but it also must offer a solid wage plan. No organisation wants a top performer to use dissatisfaction with pay as a reason to leave.

The summit will have practitioners sharing inputs and practices. This conference will provide insights on ways to build and maintain a successful compensation and rewards strategy.

Some of the speakers at the event are: Shyam C Raman, senior VP - group HR, The Murugappa Group; Devi Mani, country manager - compensation & benefits, Hewlett-Packard; Kishore Sambasivam, director - total rewards, SAP Labs India Pvt. Ltd; Samir Gadgil, head - compensation & benefits, Wipro Ltd; Leena Sahijwani, director - compensation & benefits, GE India Industrial Pvt. Ltd; Shamita Chatterjee, head - C&B, Infosys Ltd; Ravi Dasgupta, VP - group HR, Biocon Ltd and many more.

**Date:** 6th & 7th September, 2012

**Venue:** Vivanta by Taj, Bangalore

**Theme:** HR - Building Future Leaders

**For more information on the conference, registration and sponsorship details, contact:**

**Tel:** +91 22 26611394 **Mobile:** +91 9821622111

**E-mail:** secretariat@asiahrcongress.com

**Websites:** www.asiapacifichrmcongress.com

www.asiahrcongress.com

# People matters

Leading People Building Organizations

Vol. III, Issue 8, August 2012

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**CHAIRMAN**

**DR. Y. V. VERMA**

CHIEF OPERATING OFFICER  
LG ELECTRONICS INDIA PVT. LTD.

Topic: "Do or Die Leaders - in future challenging environment"

6th & 7th September, 2012 | Vivanta by Taj, Bangalore

"HR - BUILDING FUTURE LEADERS"

SUB THEMES: • Compensation & Benefits Trends • HR Leadership • Translating HR Strategy into Action • Building Future Leaders in the Organization

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**KEYNOTE ADDRESS BY : 6th September, 2012**

**RACHELE FERRI**

Global Sr. VP - Talent Strategy & Employer Branding  
Universum Global

Topic: "Why Employer Branding Matters"



**AWARDS & KEYNOTE ADDRESS BY : 6th September, 2012**

**DR. GANESH NATARAJAN**

Vice Chairman & CEO  
Zensar Technologies

Topic: "Engaging Employees Through Vision Communities"



**WORKSHOP BY : 6th September, 2012**

**S. V. NATHAN**

Director - US India Talent  
Deloitte Consulting India Pvt. Ltd.



**KEYNOTE ADDRESS BY : 6th September, 2012**

**DR. ADIL MALIA**

Group President - HR  
Essar Group



**KEYNOTE ADDRESS BY : 7th September, 2012**

**LEENA NAIR**

Executive Director - HR & VP - HR (South Asia)  
Hindustan Unilever Ltd.



**WORKSHOP BY : 6th September, 2012**

**DR. G. M. MAKHIYA**

Doctor; Theta healing practitioner  
(Theta healing Institute of Knowledge U.S.A.) & Life Coach

& Many More...



## COMPENSATION & REWARDS SUMMIT

REWARDS: STAYING COMPETITIVE IN A CHANGED WORLD

7th September, 2012 | Vivanta by Taj, Bangalore



**CHAIRPERSON**

**ANITA RAMACHANDRAN**

Managing Director  
Cerebrus Consultants



6<sup>th</sup> September, 2012

The Jury will evaluate each entry & will decide an winners in each category. The decision of the Jury is final & binding.

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A FUN AND JOY AT WORK PRODUCTION

The Organizers will have the final say & reserve a right to alter / change the Programme design without assigning any reason whatsoever.

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# HR Asia

ASIA'S MOST AUTHORITATIVE PUBLICATION FOR HR PROFESSIONALS

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*HR - BUILDING FUTURE LEADERS*

6th & 7th September, 2012 | Vivanta by Taj, Bangalore

SUB THEMES: > Compensation & Benefits Trends > HR Leadership > Translating HR Strategy into Action > Building Future Leaders in the Organization



## COMPENSATION & REWARDS SUMMIT

**REWARDS:** *Staying Competitive in a Changed World*

7th September, 2012 | Vivanta by Taj, Bangalore

For more information on the Conference; Registration & Sponsorship details contact :

402, 4th Floor, Savoy Chambers, Near Juhu Garden Santacruz (West), Mumbai

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E-mail : [secretariat@asiahrcongress.com](mailto:secretariat@asiahrcongress.com)

Website : [www.asiapacifichrmcongress.com](http://www.asiapacifichrmcongress.com) / [www.asiahrcongress.com](http://www.asiahrcongress.com)

## MIND THE GAP - FIVE FACTORS FOR EFFECTIVE CHANGE MANAGEMENT

### 1. GAP ANALYSIS

Know where you are, where you want to be and clearly understand and define the gap. Develop a selection of possible solution pathways, each with pros, cons and risk assessments;

### 2. CAPABILITY ANALYSIS

Measure the variation of skills to understand how your team and resources rate against various

benchmarks;

### 3. LEADERSHIP ANALYSIS

Do your leaders, managers and supervisors have the necessary skills/attitude for leading the change? How would you know if they do, especially when many will say they do when they actually may not?

### 4. ACTION ANALYSIS

preferences and help them shift to the right mindset.

*Tim Wade will share more insights on this subject at The Asia Pacific HRM Congress.*

Sometimes, fear can dominate, thus overwhelming the drive for action and result in a series of second guessing. Ego-defence mechanisms also crop up. This leaves the leader to be the sole source of decision-making and that can also slow down progress. Hence, analyse successful implementations and the key reasons for failed implementations;

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ASCENT  
LIVE CHAT

**Industry expert:** Rajendra Ghag, EVP, head HR & admin, HDFC Life

**Topic:** How can I prepare myself for a successful job interview?

**Date:** August 8, 2012 **Time:** 3pm-4pm  
**Log on to** [Chat.ItsMyAscent.com](http://Chat.ItsMyAscent.com) **today!**



**Tim Wade,**  
motivational  
speaker,  
Tim Wade  
Motivation &  
Productivity

### 5. MINDSET ANALYSIS

When strategies fail, executive teams usually determine to fix one, or both, of two things: communication and training.

Depending on their mindset, individuals will filter messages in different ways. We need to identify their mindset and character