



HR Innovation

Aug-2017

Innovation @ HR



ANIL NORONHA
HEAD HR
OMKAR REALTORS & DEVELOPERS

Which area of HR have been most innovative for you *

- Talent Acquisition
- Learning & Development
- Strategic HR
- HR Operations
- Other

If you are to pick one of your best innovation which will that be *

Brief One Liner

Online courses from top B-Schools

Your Innovation impacted *

- Only HR Function
- Only Business
- Both



ANIL NORONHA

Innovation @ HR

Innovation Impact Metrics *

Please select the impact the innovation created in terms of the below parameters (Minimal means nearly negligible, Some Extent means a positive variance of 5% to base, Large Extent means a positive variance of 5 - 25% to base, Major Extent means a positive variance more than 25% to base)

	Minimal	Some Extent	Large	Major
Cost Reduction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Effort Minimised	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Time Reduced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Process Simplified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Approximate duration that this intervention was completed *

- Less than 6 months
- 6 month to 1 years
- More than 1 year

Was the innovation driven by any Business Case *

- Yes
- No
- NA

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ANIL NORONHA

In brief mention about the innovation *

Its a 1 year on line certification program from Harvard that is offered to leaders and top performers

In brief mention about how it impacted HR function

Elevated its profile

In brief mention about how it impacted Business

Builds capability

Do you see application of such practices can be replicated in other organizations as well *

Yes

No

Can't Say

Innovation @ HR



YATENDRA KUMAR
HEAD HR
ESSEL GROUP

Which area of HR have been most innovative for you *

- Talent Acquisition
- Learning & Development
- Strategic HR
- HR Operations
- Other

If you are to pick one of your best innovation which will that be *

Brief One Liner

An Open Door Policy

Your Innovation impacted *

- Only HR Function
- Only Business
- Both

Innovation @ HR



YATENDRA KUMAR

Innovation Impact Metrics *

Please select the impact the innovation created in terms of the below parameters (Minimal means nearly negligible, Some Extent means a positive variance of 5% to base, Large Extent means a positive variance of 5 - 25% to base, Major Extent means a positive variance more than 25% to base)

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Innovation @ HR



YATENDRA KUMAR

In brief mention about the innovation *

At Essel Group, we introduce An open-door policy across all verticals. This a policy in which a manager, HOD, CEO, president leaves their office door "open" in order to encourage communication with the all employees of that company. As the term implies, employees are encouraged to stop by whenever they feel the need to speak.

On the one hand, we want employees to feel comfortable talking with managers at any level in our organization. We want employees to feel and believe that they have options when they are not able to work out a situation or concern with the person they report to in the organizations chain-of-command. On the other hand, we also want to honor and take advantage of the structure for order and decision making that you created in your organization via your job titles and organization chart.

In brief mention about how it impacted HR function

This practice is viewed as a great morale booster by letting employees feel as if they're able to openly speak with their boss about numerous issues face-to-face, rather than by other mean, such as e-mail or voice mail

It also encourage an open communication, feedback, and discussion about any matter of importance to an employee.

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YATENDRA KUMAR

In brief mention about how it impacted Business

The essence of Open Door Policy of our group is open communication in an environment of trust and mutual respect that creates a solid foundation for collaboration, growth, high performance and success across the organization.

This initiatives sends out a great signal to all the employees that their voice is being heard.

On the other hand it also improve the brand image of the group in a great way.

Companies with these types of policies have the opportunity to send a unique message to their employees – that they are open to running their business transparently.

Do you see application of such practices can be replicated in other organizations as well *

Yes

No

Can't Say

Innovation @ HR



**DR. NAGENDRA KUMAR YELLANKI
GENERAL MANAGER – OPERATIONS & HR
KALEESUWARI REFINERY AND INDUSTRY PRIVATE LIMITED**

Which area of HR have been most innovative for you *

- Talent Acquisition
- Learning & Development
- Strategic HR
- HR Operations
- Other

If you are to pick one of your best innovation which will that be *

Brief One Liner

In the process of Learning and Development , Training is the challenging job which I presume. In this process desgined New Innovative Training Programs to all categories of employees and successful in getting the desired out from them

Your Innovation impacted *

- Only HR Function
- Only Business
- Both



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DR. NAGENDRA YELLANKI

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Innovation @ HR

DR. NAGENDRA YELLANKI

In brief mention about the innovation *

Taking the real life situation and exactly what is happening in the work spot has been identified and the same has been converted into a Story and the same case was given to the group of employees to give their reactions and discussed points and final inference as an individual and group. Then based on those inputs the discussions carried out and made them to understand the problem, solution and non value added activities.

In brief mention about how it impacted HR function

As we are talking about Human Resource which is nothing but a source to be energised and Human potential to be reinforced to achieve the organisational objectives, the innovative training methods helped me to reach the desired goal and helped in HR function.

In brief mention about how it impacted Business

Production Increased, Non Value added activities removed and Value added activities came in place and Quality decisions implemented and finally understanding among the work force was very smooth and Inter personal relations at good stake

Do you see application of such practices can be replicated in other organizations as well *

Yes

No

Can't Say