



GREAT PLACE TO WORK®

CONFERENCE, 2010



Creating a Fair, Consultative and Collaborative Workplace

15th July, 2010
Intercontinental The Lalit, Mumbai

23rd July, 2010
Royal Orchid, Bengaluru

Hospitality partner for Great Place to Work®
Institute, India in Bengaluru.



HOTEL
ROYAL ORCHID

July 2010

WHY THIS CONFERENCE?

Always wondered what's uniquely different at great workplaces?

Do you want to learn more about the elements of great workplaces and hear directly from leaders of best companies?

This fast-paced, interactive 1-Day seminar is a perfect introduction to the Great Place to Work® Institute's perspective on what it means to be a great workplace. You will learn to apply the models and methodology the Institute uses to assess workplaces around the world to your own organization, examine the motivation and business rationale for investing in creating a great workplace, and hear directly from Best Workplace's leaders who already know it's worth the investment.

During the conference there will be opportunities to troubleshoot with your peers in facilitated round-table discussions, and reflect on your learning.

KEY LEARNING OBJECTIVES

- To deeply appreciate that building a great place to work® requires a collaborative effort by organizational leadership and all managers; it is not just the HR function's mandate
- To understand the key drivers of a great place to work® and the differentiators between the best workplaces and other workplaces
- To develop an understanding of how the best workplaces deal with rapid growth and economic downturn and in what ways are their responses different from most organizations
- To understand which are the people practices that an individual can influence to create a great workplace culture in his team

TOOLS & METHODOLOGIES

- Research presentation by Great Place to Work® Institute, India
- Case studies/presentations by and interaction with leaders of some of the best workplaces
- Networking with speakers and other participants
- Structured focus group sharing of best practices on pre-determined themes



Great Place to Work Institute®, India is an affiliate of The Great Place to Work® Institute, Inc.

It is committed in its effort to help organizations across all sectors achieve lasting improvements in their workplace relationships. Measurable business benefits and better corporate performance are the results of creating a great workplace.

BENEFITS

A uniquely comprehensive cross-dimensional view of ways to taking your organization on the journey to becoming a Great Place to Work[®], both during times of rapid growth and serious downturn.

By thoroughly understanding:

1. Creating a “fair” organization by creating an environment of equity, impartiality, non-discrimination and justice

2. Creating a “consultative and collaborative” organization by genuinely seeking inputs and ideas from employees to implement, and involving employees in issues and decisions that concern them, their work, their work environment and the organization's business

- Participants would understand Great Place to Work[®] framework - they would know how to participate in the study and appreciate what it takes to be a Great Place to Work[®]
- Participants would know the high leverage areas in the model, and therefore, plan to focus efforts on aspects that would deliver significant results
- Participants would get unique insights based on unparalleled access to GPTW data base of a large number of companies across industries
- Participants would have access to creators of great workplaces and have first hand opportunity to learn from them – in particular, know what the great workplaces do differently during rapid growth phase and during economic downturns
- Participants would be able to share unique and effective people practices of their organizations with each other & create a larger database of effective people practices
- Participants would understand how, within their own organization, to transform the workplace culture of one's own team & make one's team/function a Great Place to Work[®]

Register

Save with our four-for-the- Price-of-three Team Offer!

ATTENDING WITH YOUR TEAM WILL INCREASE THE VALUE OF YOUR COMPANY'S INVESTMENT EXPONENTIALLY.

Register by 15th June and save 10% WITH OUR SPECIAL EARLY-BIRD SAVINGS OFFER!

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Fax : (022) 2432 8534

Email : ashaikh@greatplacetowork.in; events@greatplacetowork.in

For teams of 5 or more, please call +91 9820115741 OR +91 9920739202

Email: ashaikh@greatplacetowork.in



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SPEAKER FACULTY FOR MUMBAI

MORE THAN AN EVENT. It's a meeting of some of the TOP Industry leaders

SEGMENT A

On Creating a “fair” organization



Mr. Kenneth F. Koval

Vice President Operations, India, FedEx Express Corporation.

He will speak about how to create a transparent and fair organization on the basis of strong non-discrimination practices and effective appeals

- Why is guaranteed fair treatment an integral part of the employer brand in FedEx?
- What does FedEx do to build credibility for their justice delivery process?
- How to structure an effective fairness process within an Organization
- Linking fairness to all people processes e.g. recruitment appeals process
- Link between creating a great workplace and providing great customer service



Mr. Visty F. Banaji

ex- Godrej Industries, Executive Director & President (Group Corporate Affairs).

He will touch upon several aspects of creating a fair organization, with a special emphasis of challenges of creating a fair organization in Indian Organizations.

- What is fairness? The dharma of fairness – a philosophical, conceptual and contextual definition of fairness
- Conflict of interest – role of HR leaders and senior managers in typical organizational situations which might involve conflict of interest
- Principles of natural justice – Can a manager decide on matters where he is an interested party?
- A practitioner's view on dealing with fairness issues



Gurmeet Singh

Area Director of Human Resource.

He will speak on how Marriott has institutionalized people practices to create a fair organization.

- Marriott's guarantee of internal fair treatment (GIFT)
- How fairness with employees lead to great customer service
- Fair way to deal with employees in a downturn

SEGMENT B

On creating a “consultative/collaborative” organization



Mr. Ajay Kaul

CEO, Domino's Pizza India.

He will speak on how to build a collaborative organization, where despite strong need for standardization and procedures, there is tremendous enthusiasm and desire among employees to provide ideas and suggestions to improve operations and their own work environment.

- Creating a fun place to work - link between fun and creating a high performance organization
- The Domino way - business results achieved through employee collaboration
- Building an empowering culture in a highly process driven organization



Ms. Gagan Jyot

Head - HR, RMSI.

RMSI is an organization where more than 90 percent of employees believe that the organization is unique. Gagan will speak on how to build a consultative and collaborative organization by involving employees in creating work processes as well as people practices, policies, benefits that address well both employee needs and organizational imperatives.

- Can employees run an organization? The unique employee collaboration experiment of RMSI. E.g. Employees calculate their own performance bonus.
- Romans Club – Branding of employee collaboration activities of RMSI
- Using employee involvement as a tool to build pride

SCHEDULE FOR MUMBAI

AGENDA AT A GLANCE

9.00 am to 9.30 am: Registrations

9.30 am to 9.45 am: Welcome and Introductory Remarks

9.45 am to 10.30 am: Presentation by Great Place to Work® Institute

Facilitators:

Prasenjit Bhattacharya, CEO, & Aniruddha Limaye, Director

Great Place to Work® Institute, India

Presentation by Great Place to Work® Institute Team Representative, introducing the Great Place to Work® Model and sharing significant findings from the Best Companies to Work for in India, Annual Studies 2009 & 2010 (done in partnership between Great Place to Work® Institute & the media partner The Economic Times) on what is a great place to work® and what differentiates great workplaces from other workplaces.

- Trust as a foundation of great workplaces
- Role of fairness and employee collaboration in building trust
- Statistical research findings on drivers of overall employee perception about working in a great place to work®
- Why is it so difficult to be a fair employer?
- Examples of building fairness and employee collaboration
- Tool kit for managers- what can people managers do to create a great workplace in their own business unit and why it is in their vital interest to do so

10.30 am to 10.50 am: Refreshments Break

10.50 am to 11.30 am: Best Practices sharing & identification of key challenges

Best Practices sharing at each table followed by identification of one key challenge faced by their organization in creating and sustaining a “fair” organization.

11.30 am to 13.00 pm: SEGMENT A - Creating a “fair” organization

Creating a Transparent and fair organization on the basis of a strong nondiscrimination Practices & effective appeals

Kenneth F.Koval, Vice President Operations, India, FedEx Express Corporation

Challenges and Pitfalls in Creating a Fair organization – The Indian Context

Mr. Visty F. Banaji, ex- Godrej Industries, Executive Director & President (Group Corporate Affairs)

Institutionalizing People Practices to create a Fair organization - The Marriott Way

Gurmeet Singh, Area Director of Human Resource

13.00 pm to 13.30 pm: Q & A Session

Facilitated Q & A Session with the panelists on key challenges faced by organization in creating and sustaining a “fair” organization

13.30 pm to 14.30 pm: Networking Luncheon

14.30 pm to 15.10 pm: Best Practices sharing & identification of key challenges

Best Practices sharing at each table followed by identification of one key challenge faced by their organization in creating and sustaining a “consultative/collaborative” organization.

15.10 pm to 15.30 pm: Tea / Coffee Break

15.30 pm to 17.00 pm: SEGMENT B - creating a “consultative / collaborative” organization

Building A Collaborative organization – A Look at The Domino’s Way

Mr. Ajay Kaul, CEO, Domino's Pizza India

Building a consultative and collaborative organization by involving employees in creating work processes

Ms. Gagan Jyot, Head - HR, RMSI

17.00 pm to 17.30 pm: Summing Up

By Great Place to Work® Institute Team Representative – What can I, as an individual manager, do to make a difference? – Ideas, which individual managers can use, to create a great workplace culture within their own teams, their own domain or sphere of influence.

SPEAKER FACULTY FOR BENGALURU

MORE THAN AN EVENT. It's a meeting of some of the TOP Industry leaders

SEGMENT A

On Creating a “fair” organization



Ms. Nandita Gurjar

Senior Vice President & Group Head – Human Resources, Infosys Technologies Limited.

She will speak on broad contours of how to build and sustain a fair organization by establishing suitable people practices and policies, and through applying same yard stick on critical issues across all levels of the organization.

- a. Role of role modeling by leadership – Is what is fair for the goose is fair for the gander?
- b. Fairness versus employee populism – why fair decisions are more important than just popular decisions
- c. Challenges of retaining the trust of employees in a large organization
- d. The business benefits of being perceived as a fair employer



Mr. Puneet Jetli

Senior Vice President & Global Head of People Function, MindTree Limited.

He is transitioning into a new role within MindTree. He will speak on how to create an enabling performance management system and through it, build a fair organization.

- a. Ensuring fairness in mergers and acquisitions
- b. Role of communication and transparency in fostering fairness
- c. Building an employer brand on fairness as a value



Dr. Pallab Bandyopadhyay

Director, Human Resources, Citrix

He will speak on how to create an egalitarian organization with fair and effective performance management and rewards & recognitions systems/practices.

- a. Trust and the value of fairness in building trust
- b. Dealing with politics and favoritism at senior management
- c. Rome was not built in a day, but burnt in a day – how to build a culture of fairness, and 10 ways to destroy it

SEGMENT B

On creating a “consultative/collaborative” organization



Mr. Vikram Shah

President and Director, NetApp, India.

He will speak on how to consult and collaborate with employees, involving them in decisions and actions relating to their work, work processes as well as people practices and policies that impact them to create engagement and effectiveness.

- a. Getting employees to speak up loud and not whisper
- b. Encouraging all to ask the tough questions and answering them
- c. Leveraging technology to listen to one and all



Mr. Manoj Varghese

Director, People Operations, Google, Japan & Asia Pacific Region.

He will speak on how to build an organization that enthuses and involves employees to become a constant source of ideas and suggestions for improving operations and people practices that serve both the organization's interests and employees' interests well.

- a. What is Googliness? Why are employees so passionate about Google?
- b. 20 percent - Why it is not the 20 per cent free time, but the Google mindset that leads to path breaking products through employee collaboration
- c. How to collaborate with the best and the brightest?
- d. Role of employee collaboration in creating the Google employer brand

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PRICING/OFFERS

PRICING

Conference Fee

@ INR 8,000 (Per Delegate)

The Fee covers All Conference Material / Documentation, Breakfast, Refreshments and Lunch.

The program is Non-Residential

Split Nominations accepted

SPECIAL OFFERS

STUDY PARTICIPANT

20% discount on conference fee for upto 3 delegates from any organization which has participated in “**India’s Best Companies To Work For**” Study of Great Place to Work® Institute, India

GROUP REGISTRATION

Save with our **4 for the Price of 3 Team Offer!** Group of **3** bookings for the conference at the same time from the same company gets you the **4th** delegate **‘FREE’**

EARLY BIRD

Register & Pay by **15th June, 2010** & **SAVE 10%** per participant

Nominations / Cancellations: Split nominations and substitutes accepted. If for any reason Great Place to Work® Institute, India conferences decide to amend this conference, we are not responsible for covering airfare, hotel or other costs incurred by registrations.

Indemnity: Should for any reason outside the control of Great Place to Work® Institute, India conferences, the venue or speaker change, or the event be cancelled due to an act of terrorism, extreme weather conditions or industrial action, Great Place to Work® Institute, India conferences shall endeavor to reschedule but the client hereby indemnifies and holds Great Place to Work® Institute, India conferences harmless from and against any and all costs, damages and expenses, including attorney’s fees, which are incurred by the client. The construction, validity and performance of this agreement shall be governed in all respects by the laws of India to the exclusive jurisdiction of whose Courts the Parties hereby agree to submit.

Our goal is to deepen, enrich, and explore the issues involved in becoming a Great Place to Work®

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