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Mentors Note

People have worked in groups and collaborated to achieve common goals for millennia. Bringing together a group of people to complete a task produces better results and strategies for businesses.

Modern companies require skilful managers and leaders who can assemble a group of talented employees and help them unlock their potential. The human resources department's make sure that employees in all departments feel valued, appreciated, and cared for in their workplaces.

MDIM (Management Development Institute – Murshidabad) is one of India's major business schools, emphasising the importance of identifying intellectuals who can contribute to such demanding business environments.

MDIM's student-led, one-of-a-kind HR club, "HrUdbhav," is continually looking for ways to ease the transition between business and student thought processes. The HUMAN ELEMENT, VIPAS, ASK THE EXPERT, Webinars, and other events have been organised by the club on a regular basis. It's been an exhilarating experience so far, and as a mentor, I'm rightly proud of each and every club member's commitment and diligence. I have the same amount of certainty in the group's arrivals. I wish the team fortune in their future endeavours and am appreciative to mentor team HrUdbhav.

Dr. Niharika Gaan
Area Chairperson (OB & HR) and Assistant Professor Human Resource Management

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SUCCESSFUL LEADERSHIP MANTRA
IN POST–PANDEMIC WORLD

Businesses are steadily rebounding from the pandemic's most difficult days. Leaders are now reevaluating their primary mission and the best approaches to motivate their staff in the next chapter, given the unique circumstances. The pandemic has switched focus to employee wellness and mental health, among other things, and this incentive now extends far beyond company performance. What can leaders do to lead their teams to success in the coming year while handling such issues?

Listen and adjust
A recent Leadership Monitor 2.0 survey by Heidrick & Struggles of leaders in Asia revealed that 82% of Indian leaders experienced a lot or a great deal of change in leadership style and company culture in the past fifteen months. More and more often, we are seeing leadership strategies start with empathy and an intrinsic desire to hear and appreciate diverse viewpoints. Equally significant, leaders must be sincere in their readiness to respond based on what they hear, however hard that may be. The optimal guide for leaders should include a logical and sound strategy, tailor-made to accommodate the evolving needs of the market. However, to lead teams favorably leaders should exhibit both empathy and a sound strategy. Leaders should drive towards creating innovative approaches to optimize how tasks are completed with the importance of the physical and virtual offices and how talent is cultivated and compensated.

Hearing diverse perspectives available.
The urgency with which many organizations are preparing diversity and inclusion (D&I) plans has increased as a result of a mix of equal opportunity campaigns and more comprehensive reporting. Workers, consumers, investors, and the general public are putting pressure on corporations to take action. To be successful in this area, leaders must view diversity as a competitive advantage that promotes better thinking and, as a result, more solid results. Here are five crucial concepts for leaders to remember in order to establish such an inclusive culture.

SUCCESSFUL LEADERSHIP MANTRA IN POST–PANDEMIC WORLD

The first is purposeful leadership, followed by personal change, representation, broad involvement, and systemic alignment, which entails updating institutional practices, processes, and procedures to eliminate bias and special treatment.

Develop agility as an organizational strength
The Leadership Monitor 2.0 survey also revealed 62% of APAC leaders felt that they had a great deal or a lot of organizational strength to thrive over the next year. Utilizing agility as their strength, leaders can start bringing about simple transformations in employee mindsets by communicating extensively about the precise business-critical need for agility. After that, they can build the business case for organizational coordination regarding the steps to be taken. Then, they should explain how agility relates to their specific structure and help attain their organizational goals. It also helps change mindsets when leaders represent developing agility themselves and diligently support others doing so.

In the post-pandemic world, leaders were especially concerned about capturing new markets while curbing burnout in employees. Agile organizations need determination at all levels to innovate and remain competitive, and leaders must create an empowered team for evolving industrial conditions. Such teams will be willing to question assumptions, move away from comfort zones, incorporate fresh working styles and accept failure.

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HOW CAN LEADERS MAKE MORE INFORMED DECISIONS?
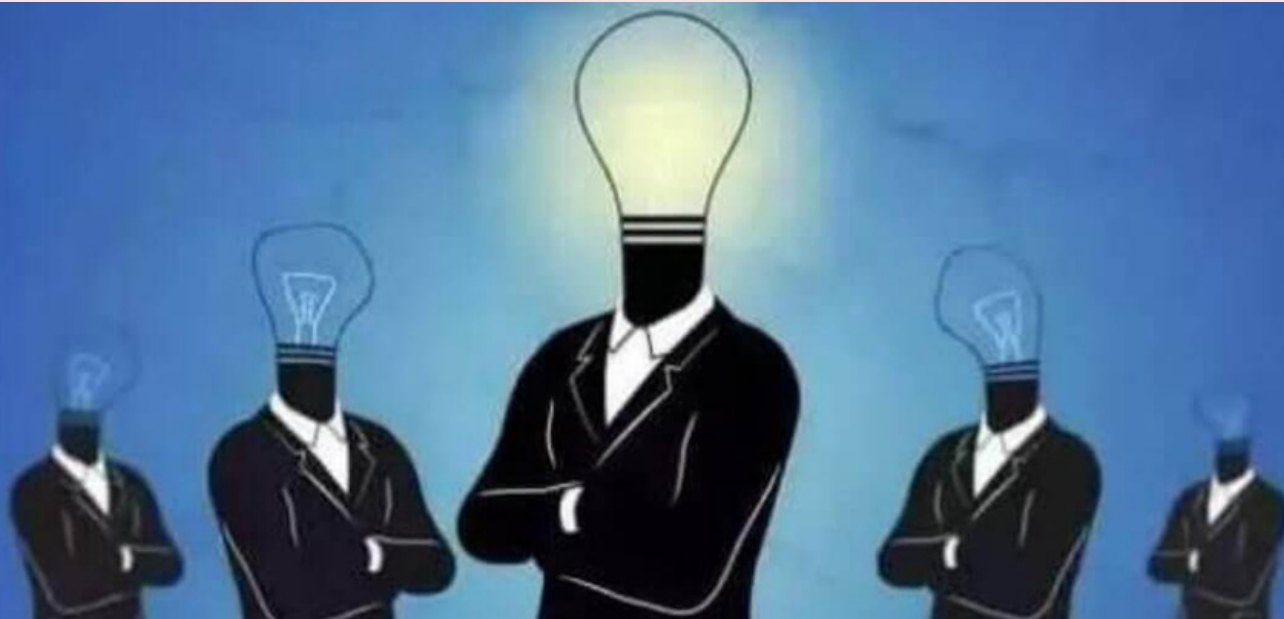
Every day, the ordinary person makes thousands of decisions, the majority of which have few long-term consequences. Business executives' decisions, on the other hand, can influence whether a company thrives or fails in the long run.

To stay on the correct track in today's fast-paced and complicated corporate world, executives must constantly update their decision-making procedures and practices.

A good leader is open-minded and considers other people's ideas and points of view. "Taking a narrow-minded approach to decision-making might stifle your development as a leader, and you might miss out on a decision that would benefit both you and the firm."

Understanding your authority and function as a leader, your team's expectations, and the types of decisions you'll be making will help you decide which style to utilise and when. Leaders who are upfront about how they make decisions and why they use different strategies depending on the type of decision can earn trust and respect.

The use of a process or checklist can help C-suite executives improve their decision-making abilities.

Collect a variety of alternatives. Quality selections are made when you have the most possibilities. Options have the ability to eliminate fear.

Make a worst-case scenario list.

You can make the call with a degree of confidence when you emotionally digest the absolute worst-case scenario.

Keep your guiding values in mind. You can make decisions more readily and rapidly when you have a clear sense of ethics.

Recognize that inaction is a viable alternative. There are times when doing nothing is the best option. That's not the same as being paralyzed.

Another crucial step that many leaders forget is reviewing the legal implications of their actions before making them.

HOW CAN LEADERS MAKE MORE INFORMED DECISIONS?

A lot of the litigation I encounter, especially in the field of employment law, stems from CEOs making hasty and ill-informed choices.
For example, seeking legal advice before announcing layoffs might help lessen the likelihood of legal issues.

Fear of making the wrong decision, concern that the conclusion will not be popular, or inability to make a decision at all are just a few of the obstacles that executives face when faced with crucial decisions.

Leaders that are open about how they make judgments and why they pick different methods depending on the situation can gain trust and respect from their followers.

Leaders who are overconfident and don't seek out different perspectives, on the other side, might cause problems. When a corporate leader expresses his or her opinion before seeking feedback from others, other team members are more likely to be hesitant to make other suggestions. As a result, creativity and innovation may be inhibited.

In the end, the best decisions involve a mix of knowledge, intuition and a willingness to take a bit of risk—some of which has to be developed over time through experience.
It is the insight that allows them to effectively cut through all the data-noise so that they can recognize the 'crux of the matter and make good strategic and tactical decisions."

Reskilling is a technique to ensure that employees have the access to proper skill development programs to thrive and help the company reach new heights of success.

THE BIG SHIFTS DRIVING WORKPLACE EVOLUTION OF THE FUTURE
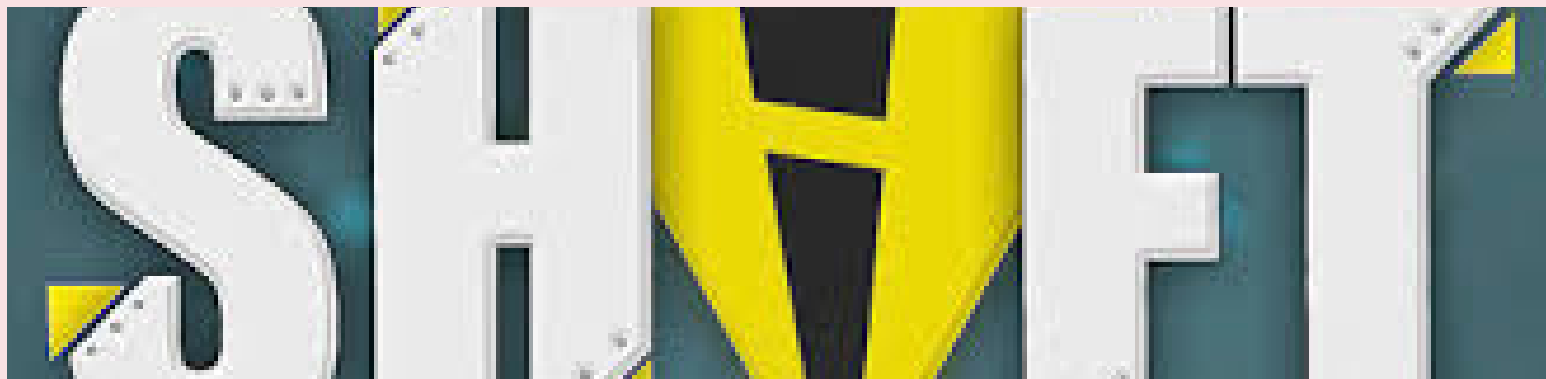
 A dynamic equilibrium exists in the relationship between work, workers, and workplaces. The work culture before Corona was no different than what prevailed in the second industrial revolution. The pattern always remains the same. Until the pandemic came, our conversations mostly revolved around how machines would put humans out of work. During the pandemic, we all experienced the VUCA (volatility, uncertainty, complexity and ambiguity) world first hand. Post-pandemic, we were forced to question what the workplace meant and if it was needed at all.
Fueled by our current situation, the workplace of the future will have three major shifts.

Shift 1: Mental Health will also matter now
Showing any emotion at the workplace was considered a weakness and was termed as "unprofessional". We will now be in the age that celebrates emotions and relationships. The world will appreciate leaders who are comfortable with their vulnerabilities. Vedanta, the world's leading oil and gas and metals company put employees' well-being ahead of productivity and offered psychological aid along with online meditation and fitness sessions.
Happiness makes money. Google, in its Project Aristotle, found out that when members can speak their minds out without fearing ridicule, the team can be very innovative and creative.

Shift 2: Boundary less Workplace
Post pandemic, communicating digitally has become part of leadership development. Zoom went from 10 million to 300 million daily consumers. While some companies had hit rock bottom, for others pandemic was an opportunity to rise above the masses. Boundary less thinking will enable people to thrive in this new world of work. When businesses build their model around one single product line, they fear the risk of losing everything when consumer behavior changes. Amazon started with selling books and today they are into publishing, logistics, movies and are now playing with space travel and healthcare. When companies move from offline mode to online mode, they continue to think in terms of offline models. For me, that is the biggest barrier a company can create for itself. You always have to be dynamic.
In this post-pandemic world, outsourcing companies will have to invest in technologies that will allow the sensitive data of customers to be encrypted and protected. Even the CEOs were running their business and taking care of the elderly in the same room. Everyone's world was boundary less!

THE BIG SHIFTS DRIVING WORKPLACE EVOLUTION OF THE FUTURE

Shift 3: Intangible will Drive the Workplace

Businesses used to believe that what cannot be measured needs to be ignored. But in the new workplace, the most powerful measures that impact results will be intangible. In an analogous world, the value of an organization came from the building, the land, factories, machines, etc. But now, a company's assets are the ones who walk out of the door every day. Companies need to treat them right so they will want to come back the next day and give their best ideas. During the pandemic, Mahindra launched a series of activities for the well-being of their employees which also involved interactive sessions with their nutritionists. Flipkart encouraged employees to take a "Digital Chai Break" and urged employees to share their photos with each other. The aim was to not only keep the employees motivated to work but also add a touch of personal growth during the tough times. It is a clear example of employees value organizations that value them.

Amazon prioritized "essential" items during the lockdown which led to Amazon not accepting shipments of items that accounted for 58% of its sales.. All of this impacts its employer brand.

The lockdown has proved to the world that we do not need to go to the workplace to get work done. What people actually missed about the workplace were the relationships it gave them. Chit-chat with colleagues, cribbing about the boss, the politics of promotion and rewards are all part of our relationships. Only when our workplace was taken away from us, did we feel the need to fill this void.

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HR Vision

E	F	I	S	D	M	N	V	I	G	G	H	K	L	I
P	T	O	M	W	M	X	N	P	N	R	Z	M	U	J
F	S	A	R	X	V	C	P	W	I	A	O	V	M	S
X	K	V	R	C	E	C	D	V	T	T	N	Y	H	C
Z	X	F	C	N	E	E	Q	B	F	U	Y	R	A	V
J	A	G	T	B	R	D	L	G	I	I	Z	B	M	R
L	K	I	E	N	X	U	R	A	H	T	S	B	C	N
D	V	D	Y	H	B	F	H	A	S	Y	W	X	F	U
E	L	A	C	S	Y	A	P	C	N	V	I	F	K	O
U	Z	H	A	H	U	I	X	H	W	K	E	A	V	I
T	E	G	I	Q	D	S	D	H	O	Q	I	L	L	X
J	O	F	J	I	I	C	S	W	D	Z	L	N	B	Z
E	X	I	T	I	N	T	E	R	V	I	E	W	G	X
S	O	L	Z	Q	V	K	V	F	B	U	E	G	Y	T
W	U	P	K	O	O	Q	A	F	D	X	R	F	W	Z

Find the word in the puzzle.

Words can go in any direction.
Words can share letters as they cross over each other

About the club

HrUdbhav-The HR club at MDI Murshidabad seeks to give a platform for students to understand basic principles and current trends in the field of human resources through a hands-on approach using a variety of efficient methods such as Role Play, HR Summit, Management Games, and Guest Lectures by professionals. This HR group arose from a slew of student suggestions and hard work.
The club is dedicated to the development of all basic HR skills, not just for HR professionals, but for all stakeholders.

The Team

Shikha
Pandey

Manasvi
Bahuguna

Aritri
Sarkar

Deepak
Bhageria

Akash
Sharma

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