



BHAKTI NEWSLETTER (V EDITION) (MAY 2014)

FROM CMD'S DESK.....



On 12th April, 2014, I was invited as a speaker to the HR Summit 2014 which was held at PDPU, Gandhinagar. It was conducted by AIESEC Ahmedabad and HR Milestone. About 60 Corporate professionals attended this program.

There were eminent speakers who discussed about Gen Y - how they affect the work place, how Gen Y is perceived by Gen X employers, Challenges with Gen Y in work place. India has the largest, youngest population. But it is also the most unemployable. Out of 40 million registered people, only 0.2 million get jobs annually. 80% of the Indian workforce does not possess identifiable marketable skills. Very few are considered "employable" by multinationals. There are available jobs. There is available you. Then, where is the problem? HR Summit 2014 pondered over the problem.

I, being Head of an HR Consulting Group having a recruitment consulting organization as an inclusive company; stressed that the gap between the demand and supply can be minimized by a concept of FINISHING SCHOOL. Training is necessary for the exposure of certain skill sets which are essential in today's corporate environment, in order to help them transition easily from the campus to the corporate world. The retrained individuals will be able to tackle the hurdles faced at the market. This is quite similar to the Corporate Social Responsibility which Bhakti Consultancy has derived - The Triple Eye. III means Institute - Industry - Interaction.



CAREER SHAPERS – A WING OF BHAKTI CONSULTANTS

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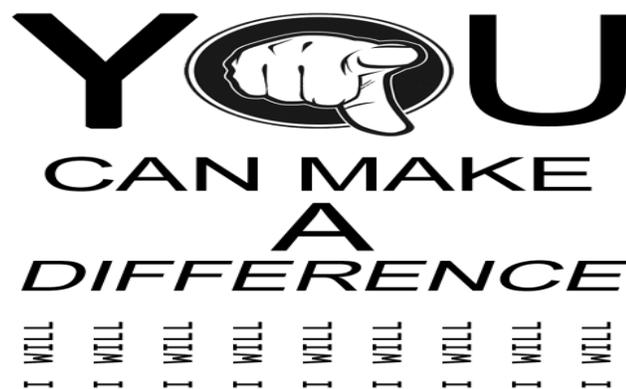
'Education is the weapon with which one can change the world' said Nelson Mandela. I saw this imbibed spirit in the young student endeavors. The academic encounters that these students have faced in the past five years (Graduation 3 years + Post Graduation 2 years) have honed their skills and moulded them into distinctive professionals. These students have to make their contribution towards the society, act as social engineers and pave the path for development. They have to face the challenges thrown at them with aplomb and must convert the challenges into opportunities on many occasions. They need to show the same fervor in their co-operative efforts so that they work efficiently as a team.

I also talked about the challenges faced by my organization, attrition trends of Gen Y, how should HR prepare itself for coming generation and how should Gen Y prepare itself to face industry? It was a nice interactive session where 300 youngsters were eager to walk into the un-treaded path. I wished at the end of my speech that Gen X and Y should complement each other. The gap between the decision makers and decision followers should be minimal. The conference had an amalgamation of different ideas, strategies and conversations. It was a real pleasure to network and guide the curious minds.

I advised all to take this as a step forward to interact more and look towards the FINISHING SCHOOL concept where I and my Organization can help and support the employability index. Mentoring workshops can be further organized to resolve the burning issues of this big problem of today. Bhakti Consultants work relentlessly towards providing the students with a plethora of options available in their field. We don't leave any stone unturned to achieve outstanding results. Through Triple Eye, I had several finishing schools and career counseling workshops conducted. The society has been very kind to me. I would like to give back to the society by bridging the gap between youth and the corporate.

You can make a big difference.

Every morning when we wake up, we must ask a question to ourselves, "What can I do to make a difference?" Each one of us must and should make a difference. There is so much work to be done. Every one of us makes a difference - from the youngest to



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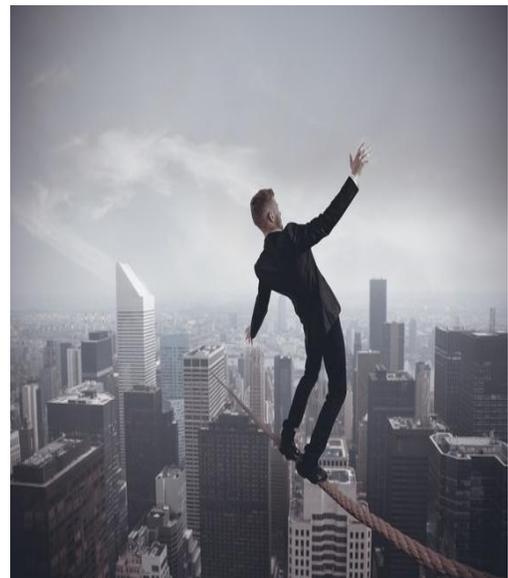
the oldest. We regard ourselves as responsible citizens. We pay our taxes and our bills on time; we exercise our franchise and fulfill our democratic duties; we try to obey all traffic rules; we steer clear of breaking the laws of the land; we try not to interfere in other people's affairs. But, this is not enough. Do something more. The opposite of love is not hate but indifference, or apathy- to the needs of those around you. We need to contribute our share to the welfare of the world. A lot of us tend to believe that the little that we can do, counts for nothing, against the vast canvas of the world's misery and suffering. But, just as little drops of water together make the mighty ocean, so too, little acts of kindness and compassion can and will make a difference. When we start living and working for others then our lives too will become richer, more rewarding and more meaningful.

Emotional Quotient : How to manage Personal Issues at Professional Space

When there is personal distress, whether to hide or confide is a difficult choice for an employee. He might disclose too much and a colleague / boss may end up knowing more about them. Such scenarios could also end up costing him/her in the form of decrease in responsibilities, stalling of promotions etc making him all the more vulnerable.

Putting together a support system is very important to manage things at the right time. When the employee has identified that the personal problems are seeping into his workplace and affecting his work, the first thing to do is schedule a one on one discussion with his supervisor to show willingness to improve. The discussion should not focus on the solutions to personal problems but address the declining performance or inappropriate conduct.

It is essential that employees take control of the situation when they start seeing such indications. Employees must not let their personal crises affect their careers. The management also should take care of the employee's need and provide the necessary support. The manager should analyze the intensity of the employee's issue at hand accordingly strategize, provide temporary resources like flexible work time, employee assistance programs etc in order to retain him. This will improve the employee's morale, increase productivity and commitment at work.



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HR Summit 2014



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At IIM With Head of DGR



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Events at Bhakti



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