



Confederation of Indian Industry

Gateway Gazette 2018

CII-SR Development Initiatives

Monthly E-Newsletter

FEB-2018

"Gateway Gazette" CII-SR Development Initiatives Monthly E-Newsletter, Designed to showcase various initiatives taken up by CII in the development and social space to motivate and encourage you as well to initiate a step of your own or collaborate with us. It also helps you to keep a track on various Corporate Social Responsibility, Affirmative Action, Education, Skills and Job Creation activities and capacity building programs.

Stay in Touch!



CII-SR Development Initiatives

From the Chairman's perspective

Community Development offers an opportunity for governments, nonprofit groups and Indigenous communities to learn more about the actual conditions that Indigenous people identify as important to change. This connected approach emphasizes the development of abilities of communities to administer their own affairs. The Community Development method has proven to be sound, and it is essential to remember that there is not one identified way to begin projects or enlist communities. The main requirement of this is that planning and implementation should include a majority of community members and occur where they live instead of being implemented by staff from a far off centralized agency. This approach also provides a novel opportunity for communities to define their own successes.

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Mr P Ravichandran

Chairman CII
TN State Council &
President,
Danfoss Industries Pvt. Ltd

Expert's TAKE

The high levels of inequality and persisting demand supply gap of goods and services in our country either in urban or rural areas across various customer segments make a live laboratory to explore and improve upon entrepreneurship. There is situation in the country where we found that there is correlation between deprivation of knowledge and research, resulting into low level of entrepreneurship drive within the society. India with its large open markets and to bring entrepreneurship into main stream, the need of the hour is to generate knowledge about the existing and emerging business opportunities and build awareness by using all form of networking method so that an environment can be created, where the word entrepreneurship attain the main focus at household level in the country.



Mr Gautam Mazumdar

Associate Faculty
Entrepreneurship
Development
Institute of India

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About CII & Development Gateways

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes. CII is a non-government, not-for-profit, industry-led and industry-managed organization, playing a proactive role in India's development process. CII DEVELOPMENT GATEWAYS, a set of three uniquely designed online platforms that will dedicatedly connect relevant stakeholders with appropriate social and developmental engagement capacities and opportunities. The online portals will cater to CSR, Affirmative Action and Education needs of various stakeholders like Industry Leaders, Key Social Enterprises, Member Companies, Corporate Foundations, Institutes, Mentors, Students, Trainers, among others. It's a one stop solution to address the current development issues in an effective way by bridging the gap among all the stakeholders.



CII CSR Gateway



CII AA Gateway



CII EDU Gateway

Spotlight Corner

Effective Business Presentation Skills for Better Business Impact

20 February 2018, Chennai

CII-SR organized a one day workshop on “Effective Business Presentation Skills for Better Business Impact” at Chennai. The workshop was designed based on today's highly competitive and dynamic business scenarios that demands the professionals to have the “ability” to make high impacting presentations. While, without doubt, many Executives, Managers and other Professionals are quite

when the presentations might not have yielded the desired results. As a solution, we organized the event that benefitted 35 delegates across the sector and designations.



Two Day Workshop on Communication for Task and Relationship Management to Meet Industry Needs

22-23 February 2018, Chennai

In the corporate world we communicate to maintain relationships and also implement tasks. How well can we communicate, manage information and keep focus, showshow an individual identity amidst a clutter of information and communication, can contribute in the excellence of that particular work. Keeping in the need of the same, CII-SR organized Two Days Workshop on Communication for Task and Relationship Management. The program benefitted 25 individuals from various corporates who looked in to focus on their verbal and non-verbal aspects of communication with sufficient practice time for summarizing, discussing and presenting using descriptors which will help better communicative patterns when participants are back at work



Industry Walk Through - Skill Mission to Bharat Heavy Electricals Ltd & CEEYES Engineering Industries (P) Ltd

23 February 2018, Trichy

CII-SR organized an Industry Walk Through with an objective to sensitize the participants about the need for skilled employees and the relevance of industry-integrated training. This will help them appreciate the overall emphasis on making Indian a skilled nation.

The participants were taken to Bharat Heavy Electricals Ltd & CEEYES Engineering Industries (P) Ltd, Trichy. This skill mission helped the participants to gain hands-on experience of how industry operations are executed, the visit bridged the gap between theoretical training and practical learning which helped the participants to plan the training modules in their relevance space. The visit also provided an opportunity to network with other participants from other industries. The visit impacted 25 delegates.



In-Sync with Industry Certified Faculty Enrichment Program for Teachers from Engineering & Polytechnic Colleges An initiative by CII-Southern Region

23-24 February18, JK Fenner (India) Ltd, Madurai

CII-SR organized a Faculty Enrichment Program; In-Sync with Industry, an Emerging industry-academia collaborative framework in India shaped by recent developments in the area of Skill Development, Employability and Entrepreneurship. Understanding the need for demand-driven education models in College Education with options for work-integrated learning and how teachers become the primary champions of implementing new ideas and initiatives has structured the framework of this program. The program also gives an opportunity to the teachers to take up self-study and research projects to keep themselves updated about the new developments in the industry and emerging job markets for college students.

The program was organized on 23-24 February18, JK Fenner (India) Ltd, Madurai benefitting 25 faculties from various institutions.



Whats Trending

30th CII Regional Work Skill Competition 14-16-March-2018 : ATI (CTI Campus), Guindy, Chennai

Confederation of Indian Industry (CII), Southern Region, is organizing the 30th Regional Work Skill Competition, at the Regional Level (South) from 14-16-March-2018. The Work Skill Competition is organized every year to encourage workers from industry and create an opportunity to recognize their skill excellence through structured and recognized competition: in select trades, to promote skills development programs in the Industry and importantly to benchmark Indian Skills at International Level. There are two categories for participating in the competition and are: up to 22 years of age (as on 31.12.2017) and above 22 years of age (as on 31.12.2016). And we are happy to convey that we are organizing the competition under the following 15 trades.

Write to us to know more on the Regional Work Skill Competition. You can create a brand value by supporting us through Sponsorship.

You can reach us at Ms Sandhya/Ms Riya at sandhya.tg@cii.in / riya93.cii@gmail.com to know more.

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Two day Workshop on “CERTIFIED HR ANALYTICS AND METRICS PROFESSIONAL (CHAMP)”

14-15-March-18, Chennai

CII-SR is organizing Two Day Workshop on ‘CERTIFIED HR ANALYTICS AND METRICS PROFESSIONAL (CHAMP)’ on the 14th & 15th March-18, Chennai. This programme will help the HR Professionals in identifying those key aspects of their employee data which should be measured and analyzed in order to meet the organizations overall goals. By the end of this programme, the participants will be able to identify and work with different metrics. They also will understand the

Two Day workshop on CERTIFIED HR ANALYTICS AND METRICS PROFESSIONAL -CHAMP



Today the business environment is getting more competitive and there is a greater need for HR professionals to support business in their decisions by the usage of clear business data and their ability to link business outcomes with HR data from HRIS systems and internal HR data generated by the company. A HR professional should be able to support the business better decision making. Converting HR data into critical metrics to support business outcomes, create dashboards is now an advanced HR leader or HR generalist.

A growing number of advanced HR professionals are using metrics and predicative analytical tools to drive higher and higher to organizations. Are you getting ready for this revolution? Do not get left behind. Be on the forefront by preparing your knowledge and skills in HR Analytics.

UNIQUE BENEFITS TO THE PARTICIPANTS

- Get a comprehensive, information packed courseware during the program.
- Network with other professionals with same background and interest.
- Brand yourself as a certified psychometric testing professional
- Increase your earning potential as a freelance professional by becoming a certified psychometric testing professional.
- Unique "risk free" money back guarantee.

BY ATTENDING THIS WORKSHOP YOU'LL LEARN

- Understand the process of creating and using HR Analytics.
- Support and design HR metrics and HR strategy Map to strategic outcomes.
- Use correlation, regression and advanced business analytics to drive business outcomes.
- Use metrics and quantify key outcomes in recruitment, Compensation and performance management.
- Build value for HR departments by showing links between HR and Business outcomes.

COURSE OVERVIEW

MODULE 1: Introduction

- What is HR Analytics
- Origin and evolution of HR Analytics
- Benefits of implementing HR Analytics
- MEC model of HR Analytics

MODULE 2: Identification

- Linking HR to Business drivers
- Values and Culture
- Key Strategic Themes
- Introduction to the Balanced Scoreboard – The HR aspect

MODULE 3: Quantification

- First generation – Cost Determinants
- Second generation- Lead and lag Indicators
- Lead indicators for compensation
- Lead indicators for recruitment
- Lead indicators for performance management
- Lead indicators for Learning and Development

MODULE 4: Reporting

- Creating charts and graphs
- Creating Pivot Table
- Creating HR Dashboards

MODULE 5: Analysis

- Implementing Trend Analysis
- Implementing Predictive analytics
- Using Regression and Correlation
- Benchmarking process

FACULTY

Nitin Sanker has around 2 decades of experience in HR, Training and Consulting in Bahrain, Thailand, Singapore, UAE, Indonesia, Malaysia, and USA. He works with companies on Training and HR Process Design. This involves competence mapping, competence centric tools. He has helped many organizations in the usage of six sigma process models like PCMM & ISO 9006 to improve their HR process.

Nitin has over a decade of experience as a HR process consultant and trainer. (over 500 Corporate Training and Public Workshops. Some of the companies for whom he has done Training and Consulting are Satyam, Cognizant, GE, Kolam, Gati, Infot Enterprises, Dr. Reddy Labs etc.. He has trained over 1500 HR Professionals in HR who now are heads HR in companies like Deloitte, Mphasis, Aztech, Intelligroup, Apollo, Polaris, TCS, Dell, Rane, Core objects, Nokia etc.

Nitin's consulting work encompasses some of the leading companies in India, Middle East and South East Asia in the areas of Quality and HR consulting. Some of the organizations he works regularly with include Infosys, Satyam, Blue Dart, Dr. Reddy's etc.

BENEFITS OF CERTIFICATION

- Global stamp opens opportunities.
- Enhances professional confidence.
- More remuneration compared to non-certified professionals.
- Strengthens resume.
- Helps in hiring, promotion & job security.
- Professional accredited HR professional valued by business communities.
- Demonstrates employee's commitment to HR.
- Gives employee better trust and confidence in the HR department.
- Distinguish credentials among peers.
- Convey readiness for higher HR roles.

Who should attend

- Human resource executives and managers
- Top level HR professionals who frame their organizational HR policies
- HR Generalists in Organizations



Certification from
middle earth

You can also participate. Write us at sandhya.tg@cii.in to make your seat reserved.

Online Webinars & Trainings

Online Session on New Companies Act 2013 With special reference to CSR

1500- 1700 hrs, 29th March, 2018, Live from CII SR

Companies Act, 2013 has had a major impact on corporate compliance and disclosures. In spite of close to three years since its introduction, corporates are yet to settle with this law due to the numerous changes which are being introduced in this Act almost on a daily basis. In these sessions, we are attempting to throw light on the major changes which were introduced vide this Act and their impact on corporates. Corporate Social Responsibility including CSR (Policy) Rules, New Companies Act 2013 – An overview Roles & responsibilities of CSR Committee

CII
CONFEDERATION OF INDIAN INDUSTRIES

Online Session on New Companies Act 2013

WITH SPECIAL REFERENCE TO CSR
1500 - 1700 hrs, 29th March, 2018, Live from CII SR

TOPICS

- Understanding the provisions required to be done by corporates and their officers.
- Understanding the recent changes which have been introduced in the Act and preparing for implementation of these changes.
- Aligning the philosophy of the company with that of the Act to be on the path of good corporate governance.
- Planning the day to day operations to work in better synergy.

TARGET

- Company Secretaries / Compliance Officers
- Corporate Board, CFO/Financial Heads
- Directors
- Key Managers of Personnel
- CSR Professionals and Participants

REGISTRATION
(Inclusive Fee: 1000/-)
(Exclusive of Tax)

ABOUT FACULTY

Ms. Neeta Chitambar, M.Com, F.C.S., FICCSI, IIR is a fellow member of the Institute of Company Secretaries of India holds a post-graduate qualification degree in Corporate Governance (PGD CGM), a specialized course in Corporate Governance offered by ICI only to its members along with a post-graduate degree in Commerce. She has around 10 years of experience in several matters. She has worked as Company Secretary of a listed company belonging to a MNC group of Power and Steel companies and independently handled secretarial and compliance related work for the entire group.

For further details, you may please contact Mr. Ganesarayanan / Ms. Vidhwanth at 044-32444455.
Email: icci@ciiconline.org / icci@ciiconline.org

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A WALK THROUGH 2017



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Catalog watch

Resources

Corporate Social Responsibility
David Crowther & Guler Aras



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Corporate Social Responsibility
and Sustainable



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Case Studies

SANITATION & WOMENS HEALTH



How to enable eco friendly dignified menstrual practices
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SUSHANTI CHILDREN HOME

Project: **SUSHANTI CHILDEN HOME**



2016 - 2018

Case study of Non-Governmental Organisation, Bachpan Bachao Andol which is against the child labour in India
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Peek Through

CII Flagship Projects

Research And Education Into Indian Heritage Through CSR



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Livelihood Development Project – Irula Tribals



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For further details and to partner on the CII Development Initiatives, you may please contact Ms Riya at 044-42444555, Extn: 548
Email: riya.pillai@cii.in

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