

SKILL DEVELOPMENT WORKSHOP ON ASSESSING READINESS FOR BUSINESS PROCESS REENGINEERING

DEPARTMENT OF SOCIAL WORK
LOYOLA COLLEGE (AUTONOMOUS), CHENNAI- 600034

LOYOLA HR ALUMNI FORUM, CHENNAI

Jointly organize the webinar on

Assessing Readiness for Business Process Reengineering

Date: 18th October 2021 Time: 6.30 – 7.30 PM (IST)

Virtual Meeting Platform: Google Meet
(meet.google.com/mtw-cenu-ikp)



Chief Guest
Mr. Francis Jeyaraj
Director
PROHRD Human Capital and Innovation Management
Kuwait

You are Cordially Invited !!!

Faculty Coordinator: Dr.J.M.Arul Kamaraj LHR Alumni Coordinator: Mr.Bertam Godwinpaul

Student organisers: Mr.Da Paul Gilsen, Ms.Divin Fanta, Ms.Jayasheela, Ms.Utsa, Mr.Arul Ronald, Mr.Vijay Sairam

18.10.2021

ORGANISED BY
LOYOLA HR ALUMNI FORUM
&
DEPARTMENT OF SOCIAL WORK
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INTRODUCTION:

The skill development training workshop for the students specializing in Human Resource Management was organised 18th October 2021 from 6.30 pm- 7.30 pm. The Topic of the training programme was *Assessing Readiness for Business Process Reengineering*. The resource person was **Mr. Francis Jeyaraj**, Director PROHRD Human Capital and Innovation Management, Kuwait.

PARTICIPANTS:

The Second year students of HRM specialization and First year students who are allotted HRM specialization were the participants for the programme. The Alumni and staff were also present for the workshop.

SHIFT	CLASS	TOTAL NUMBERS
Shift 1	First Years	10
	Second Years	14
Shift 2:	First Years	10
	Second Years	04
Alumni		10
Staff		04
Total Participants		52

IMPORTANT TAKEAWAYS:

The students were trained in the following aspects:

- **Business Process Reengineering-** the practice of rethinking and redesigning the way work is done to better support an organization's mission and reduce costs
- **Change-** may come in the form of a merger, a shift in technology, the launch of a new strategy, or a change in organizational leadership
 - **Constant Change-** an inevitable part of organisations. Factors include: Having a change sponsor; Creating a shared need; Creating a shared vision; Mobilizing commitment; Changing systems and structures; Monitoring progress; Making change last
 - **Successful Change-** requires the ADKAR (The **Awareness** of the need for change, **Desire** to participate and support the change, **Knowledge** on how to change, **Ability** to implement required skills and behaviors, and **Reinforcement** to sustain the change)
 - **Change with Alignment-** Positioning key results and greater accountability. The alignment should have four stages has Experiences, Beliefs, Action, and Goal.
- **Change Curve** - a popular and powerful model used to understand the stages of personal transition and change. It helps HR to predict people how to react to the changes. It has nine stages starting from Anxiety, Happiness, Fear, Threat, Guilt, De-motivated, Hostility, Gradual Acceptance, and Moving Forward. This Change curve is widely used in business and change management.
- **Leading Change Model** - Eight-stage process for leading change by Dr. John: Creating urgency ; Create a coalition; Develop a vision and strategy; Communicate the vision; Empower action; Get quick wins; Leverage wins to drive change; Embed in culture.
- **Kinds of Organizational Change-** There are three types of change have been categorized according to their degree of complexity and their potential for resistance to change, Developmental change, Transitional change, and Transformational Change.
- **Forces of Change-** Forces can be analyzed in terms of both internal forces within the organization and external forces in the environment.
- **Methods for Overcome Resistance** -To develop a trust climate for change, develop a plan, identify the need for change and how employees can be affected by it, Be positive and support and carry out employee engagement.

CONCLUSION:

The resource person narrated the concepts with model examples, and clarified the doubts of students related to the topics discussed. The clarification session was coordinated by Mr. Arul Ronald 1st year student (Shift 1), and the vote of thanks was given by, Ms.Utsa 2nd year student (Shift 2).

ANNEXURE


