

REPORT OF WORKSHOP ON TRANSFORMATIONAL ROLE OF HR IN BUILDING ORGANIZATION CULTURE

DATE OF THE WORKSHOP	: 29th October 2022
TIME	: 4.45 PM - 6.35 PM
VENUE	: M & P Classroom, 2 nd floor, Department of Social Work
RESOURCE PERSON	: Mr. Siva Sankar, AVP, Learning and Organizational Development, Equitas Small Finance Bank
NO OF PARTICIPANTS	: 10

Report:

Aristotle said “Knowing yourself is the beginning of all wisdom” and this workshop was conducted precisely to understand oneself. Ms. Farath Banu was the MC and Mr. Vijay Sairam delivered the welcome speech. The workshop began with a self-introductory session during which the resource person posed the question, “Why did you all choose to study social work?” At the end of the session, the resource person explained that when we ask the question ‘why’, we may not have the exact answers but we need to keep on searching for the reasons for choosing to be whatever we are.

Next, the resource person asked the participants, “What is culture?” to which the students replied that culture is a set of unwritten norms and rules. Every nation or even a house has its own culture. Likewise, every organization also has its own culture. The resource person talked about two incidents. The first one taken up for discussion was the 2008 terrorist attack on Hotel Taj in Mumbai and explained that despite the terrorist attack the employees who had worked in the hotel did not resign their jobs, but they came back to work, not even one employee left the job. This incident made us understand that the culture of a company is much more important than the monetary gains we get through a job. Another incident was about the Taj in the Maldives, where the hotel was completely gutted by the Tsunami. The same thing happened there too. Not even one employee had left the organization despite the devastation. The secret behind these two incidents is that the company prioritized the traits such as respect, cheerfulness, and belongingness among the employees at the time of their recruitment above all other values.

Next, the resource person posted three questions:

1. If there were 5 trillion core club companies, which company's share would the participants purchase?
2. Among those 5 companies which company would the participants trust?
3. There was an addition of the Indian army to the options of 5 companies. Who do the participants think is loyal? And the answers kept changing from one to another.

Moving on, there was a discussion on knowing 'what, how, and why'? The resource person mentioned that answering 'what and how' is usually easy and answering 'why' is quite challenging. Self-reflection on 'why' of things brings clarity to our values. Moving on, there was a discussion on the need for a vision and mission. The resource person stated that a vision without values is risky and values without a vision is moving somewhere without a destination. Only when there is a vision and values converge can there be evolution. Thus, vision is very much important.

The next question posed to the audience was, "Why do we react the way we do?" A situation was presented to the participants and they were asked how they would react to the situation. Everyone came up with different answers. The reason we react the way we do is because of the series of events that happened in our life or because of the things we got to hear from others. Our behavior changes when we experience something in a different way i.e., opposite to our perception. It was said that a human being has three brains - one in the mind, one in the stomach, and the other in the gut. Thus, every human being reacts to each emotion by thinking from each brain.

The final and most important part of this workshop was the Vision Lab Activity for which a worksheet was given to the participants. The students were divided into 2 groups. The 1st section of the worksheet was about identifying the values and priorities posed by the participants. The 1st table contained Empowering Wish List. Participants were asked to choose the top 5 values that would describe them best. In the next column, there were the contents concerning the Restrictive Wish List. Students were asked to pick 5 restrictive values that describe them best. Later, one person from each group was asked to volunteer to stay outside the venue for a while. During this period the other group members were asked to pick the visible values they see in the person who was from their group. Members gave 5 empowering wish lists and 5 restrictive wish lists. After that, they called the 2 volunteer members back. Then the team members gave the 2 volunteer members their team ranking on the values they

possessed which were visible to the team members. Through this activity, the participants were able to know how they think about themselves and how others think about them.

In the 2nd activity, there was a window worksheet in which there were 4 boxes. The first box indicates the public self which is what I know about myself and what others know about me. The 2nd box shows what I don't know about myself and what others know about me. The 3rd box reveals the hidden self which states what I know about myself and what others don't know about me. Finally, the 4th box states the unknown self is what I don't know about myself and what others don't know about me. By filling out this worksheet, the students were able to understand what they need to change and what they are good at and also were able to know about others' perspectives of themselves.

The next activity was master versus victim of a circumstance. Students were asked to reflect on a successful moment in recent times. Each student had to write about a situation and the end outcome was to bring out the situation when the positive qualities displayed while attaining the goal or happiness. Likewise, the students were also asked to reflect on the failure moment in recent times and explain the situation and impact of that situation and the qualities they have exhibited that stopped them from attaining the goals. The next activity was about writing the positive qualities of the role model of each student. After these activities, the resource person asked the students to write the top 5 values that they believed they showed and also 5 strength areas of them.

And the final activity of the worksheet was 'Five Bold Steps' in which the students were asked to write their vision and mission statement. Next, the students wrote about the challenges they faced to attain the vision, the values they had that could support them to achieve the vision, the support they need in the future to achieve the vision, and how they get there with 5 steps. At the end of the workshop, every student was able to construct their vision statement and was able to envision the roadmap to get there.

Through this workshop, the participants were able to understand better about themselves and the significance of asking the question 'why' for better clarity and a greater vision. It was a meaningful hands-on experience for everyone to know about themselves and others' perspectives of them. Finally, a vote of thanks was proposed by Ms. Valentina and the workshop came to a fine close.

Name of the Participants

1. Vijay Sairam V
2. Sibin C
3. Priyanka Hepsiba J
4. Valantina A
5. Arthi K
6. Monisha D
7. Farhat Banu A
8. Hemaya Vardhini S
9. Medha M
10. Srinidhi R