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## EVENT REPORT SHAKESPEARE, THE MODERN LEADER

**EVENT:** ItsMyAscent.com presents "Leadership lessons from the tragedies of Shakespeare"

**WHEN:** 6th December, 2011

**WHERE:** Times of India, Mumbai

**FACILITATOR:** Rajeshwar Upadhya, leadership and CEO coach and director, Par Excellence

In a quest to help participants decipher the self-destructive elements that leaders invariably become heir to and, preemptively taking steps to neutralise those propensities, [www.ItsMyAscent.com](http://www.ItsMyAscent.com) in association with Par Excellence conducted a session on 'Leadership lessons from the tragedies of Shakespeare'.

*Out, out, brief candle! Life's but a walking shadow, a poor player that struts and frets his hour upon the stage and then is heard no more: it is a tale told by an idiot, full of sound and fury, signifying nothing.* - Macbeth Quote (Act V, Scene V).

Shakespeare looks deeply into what it takes to be a leader, and how leaders need

to act under demanding and extreme circumstances. And today's corporate world is no exception. Why do leaders fail? What actually leads to leadership derailment? India Inc is loomed with such questions and the answer is simple - because we can't always have successful leaders. The objective of the session was to use the Shakespearean tragedy as a template to derive personal insights, which are otherwise

masked by speed and a lack of awareness as well as to develop plan of actions for preventing derailment of leaders. Rajeshwar Upadhya, leadership and CEO coach and director, Par Excellence gave an entirely new dimension to the session by using Shakespeare plays such as Hamlet, Julius Caesar and Macbeth and examples from contemporary business environment including Indian and global leaders to understand an archetype of failure so as to learn from those and not fall prey to it.

Shakespeare, of course, is most famous for his heroic tragedies, and Indian leaders are now going all out to learn some great corporate lessons out of these - at least, it was evident in the enthusiasm displayed by the participants.

- Sheetal Srivastava

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## India sees net addition of a million jobs in the last five years, a study reveals

According to the TeamLease study, India continues to be one of the most resilient economies that have registered nearly 10 per cent income growth in the last five years. The country has surely gained from its growing young population (demographic dividend) that has the potential to quadruple our GDP and catapult us into the developed economies league over the next decade. This can be achieved if the billion people can be transformed into a productive workforce.



### KEY FINDINGS:

- 1 Even as the financial crisis continued to chain-react into unexpected geographies, India added an estimated 1.14 million jobs in 2010 - about as many jobs America added in the last 10 years. Hiring sentiments have risen steadily as businesses have put increasing faith in a resilient economy;
- 2 4.91 lac jobs were lost since 2008 in the global meltdown. At a 6 per cent rate of job loss, the unorganised sector lost far more jobs compared with the 0.3 per cent job loss rate in the organised

sector. Sectors such as garment exports that employ a blue-collar workforce numbering millions bore the brunt of this loss;

- 3 India needs to invest an approximate 10 per cent of its GDP back into equipping its workforce to actually reap the famed demographic dividend and also significantly reform the education-vocational system.

To read the full report, click "Global Research" on [www.ItsMyAscent.com/CareerAdvice](http://www.ItsMyAscent.com/CareerAdvice)

# Back in action



The company also has an initiative called 'Green Channel Hiring', which is aimed at hiring ex-employees. In Q1 FY '11, over 3000 alumni applied to through this channel.

Edenred has something called as the 'E-lumni program' through which it stays connected with their alumni employees. "We have a group for E-lumni members whom we keep updated on company information, share newsletters and also run various referral programs and contests for them to participate in. This programme helps our former employees to know the various events and successes of the organisation, and in turn, the organisation to know their whereabouts and achievements," notes Sandeep Banerjee, MD & CEO, Edenred India.

When rehiring an alumni employee, are employees' benefits reinstated as when they originally depart the organisation? "When rehiring alumni, the policies and benefits are based on the role and level at the time of leaving and his/her compensation structure in the current job. These are decided after internal evaluation and discussion with a potential re-hire. The benefits provided to them are at par with others performing a similar role in the organisation," says Gurjar.

"Employee benefits are essentially related to the skills and knowledge that a potential employee brings to the organisation. So, it's about the role that they would opt for and get selected for that determines these factors," feels Ambe. A relationship with a talented workforce should be continuous and last beyond the employment period. So, while staying in touch with your past in your personal life doesn't make any sense, it's certainly not a bad idea to do so in your professional life.

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sign specs, component software code, test plans and results, or other outcomes required in programme delivery of existing or new applications. A Gen Y virtual forum was also kicked off recently, which has current IBMers and non-IBMers including alumni connecting on various topics of interest to the generation.

The Infosys Global Alumni Network is open to its former employees across all locations. Through this portal, the employees can follow up on their retrials and final settlements. Also, from time to time, the organisation shares information with these employees about the latest happenings within the company. A total of 28,090 alumni have registered so far. "Our goal is to unite our former employees

Employee benefits are essentially related to the skills and knowledge that a potential employee brings to the organisation

worldwide and present them with possibilities to glean perspectives and partner for collaborative outcomes. We would like to provide them with a chance to reconnect with Infosys in many ways - as clients, consultants or just good friends," states Nandita Gurjar, senior vice president and group head of human resources, Infosys.

You may have seen your boss harbour preferential treatment towards his favourite team member a number of times, right? It could be in terms of letting them leave work early or in the form of giving better work and lesser pressure.

treatment towards a particular employee creates a huge negative influence on the team members and their performance. This is an open secret but no one confronts it," feels Giridharan VK, founder director, B-CUBE Technology And Consulting Pvt Ltd.

## Boss' pet?

Several superiors display a biased behaviour towards their "favourite" subordinates, right? **Yasmin Taj** delves further into this menace called preferential treatment

Moreover, when it comes to annual appraisals, you see them have the cake and eat it too!

If you have noticed that a co-worker is the blue-eyed one for your boss, you are not alone. Preferential treatment towards only certain employees can have negative repercussions. "Such

Preferential treatment should be an absolute 'no-no' in an organisation, asserts Murali Santhanam, VP-HR, Cavinkare. "When a manager notices preferential treatment practices, it is imperative to call it out. It brings down team morale, creates disgruntled teams and instills a

feeling of inequity. However, spending more time with one team member who requires support and help to improve performance should not be seen as preferential treatment by the team," he adds.

But there are many experts who believe that what really looks like preferential treatment to many might really not be it. According to Kuldeep Gahlaut, VP and HR, Ashiana Housing Ltd, "At most times, preferential treatment to a specific person within an organisation is a perception of other employees. Even when such treatment exists, it is generally based on high performance, high potential, functional and critical expertise."

So, what is the ideal way to react when an employee sees preferential treatment being meted out to another colleague by the superior? Should one beat the boss' pet or become one? Santhanam

feels that noticing preferential treatment is more often than not a perception.

Giridharan VK advises that building a healthy professional relationship with superiors will go a long way in gaining respect and dignity. Having face-to-face discussions also help. "Those who receive preferential treatment without performance, merely by being boss' pets, will be certainly compromising on their self-esteem," he avers.

Hence, when someone else receives preferential treatment, don't get mad - get introspective. Also, do not 'hide' yourself, because if nothing else, your performance will itself speak for you eventually!

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### GET IN TOUCH

We encourage feedback from our readers. For editorial queries/suggestions, contact: **VIREN NAIDU** (viren.naidu@timesgroup.com / 022-6635 3679)  
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## Indian employers show signs of robust hiring

The Manpower Employment Outlook survey of 4,556 employers across India indicates that the hiring activity will be robust in the next three months. The seasonally adjusted net employment outlook of 41 per cent indicates Indian employers report the most optimistic hiring intentions among the 41 countries where the survey is conducted. When compared to the previous quarter, net employment outlooks strengthen in six out of seven

industry sectors. The services sector (49 per cent) and mining and construction sector (47 per cent) represent the brightest hiring opportunities for job seekers in the next three months.

### KEY FINDINGS:

- 1 Employers in the finance, insurance and real estate sector (+44 per cent) report considerable improvements of 10 percentage points in comparison to the previous year, and an improvement of 16 percentage points over the previous quarter;
- 2 With net employment outlooks of +44 per cent, employers in South, East and

West regions report the most robust hiring plans, with employer optimism in the North region trailing only slightly with a similarly booming outlook of +40 per cent;

- 3 Hiring intentions for the first three months of the new year are strongest in India, Brazil, Taiwan, Panama and Turkey;
- 4 Employers in India are anticipating a vigorous hiring pace in the next quarter. This trend is being led by the IT, banking and manufacturing companies, especially multinationals and large national corporations, which are planning to hire aggressively in the first quarter of 2012.

### JUST ARRIVED

India Inc is discovering the value of a ready talent pool and open to re-hiring its former or 'alumni' employees. While on one hand, it brings back a "familiar" pool of employees; on the other, it gives such employees a chance to prove their mettle once again, discovers **Sheetal Srivastava**

**Anjuman-I-Islam's Kalsekar Technical Campus**  
**SCHOOL OF ARCHITECTURE**

Approved and Recognised by: All India Council for Technical Education (AICTE) & Council of Architecture, New Delhi; Directorate of Technical Education, Government of Maharashtra and Affiliated to Mumbai University.

**FACULTY RECRUITMENT**

Applications are invited from eligible candidates for the following posts:

1. PROFESSOR
2. ASSOCIATE PROFESSOR
3. ASST. PROFESSOR

Educational Qualifications & Experience, Pay & Allowances etc. are as per Council of Architecture and Mumbai University norms. Deserving and high profile candidates' salary may be further negotiable.

1. Applicants who are already employed must send their applications through proper channel.
2. Applicants should account for breaks, if any, in their academic career.
3. The application forms for these posts can be downloaded from the college website.
4. Qualified and eligible candidates may apply / mail their resume alongwith attested photo copies of testimonials and a recent color photograph to the following address, within 15 days from the date of this advertisement to:

The Director, Anjuman-I-Islam's Kalsekar Technical Campus,  
Plot No. 2 & 3, Sector - 16, Khandagaoan, Near Thana Naka, New Panvel - 410206.  
Email: aiktc.newpanvel@gmail.com Website: www.aiktc.org

**Mr. G.A.R. Shaikh** Gen. Sec., Anjuman-I-Islam  
**Dr. Zahir I. Kazi** President, Anjuman-I-Islam

**VPM's Maharshi Parashuram College of Engineering (Proposed)**  
Hedavi-Guhagar Road, Velneswar, Tal. Guhagar, Dist. Ratnagiri PIN-415729

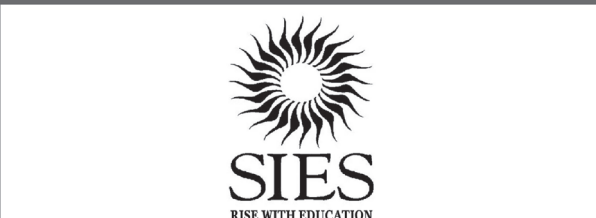
### APPLICATIONS ARE INVITED FOR THE POST OF DIRECTOR FROM THE ACADEMIC YEAR 2012 - 2013

Vidya Prasarak Mandal, Thane (VPM), a 75 year old institution runs schools and colleges in Thane city. Now diversifying its educational endeavor in rural area of Konkan in Ratnagiri District. It has been proposed to start State-of-Art Engineering College, at Velneswar.

This post is open to all. However, candidates from any category can apply for the post. Reservation for women & disabled persons will be as per Govt. rules. Candidate having knowledge of Marathi will be preferred. The qualification and pay scale for the post of Director are as prescribed by the University of Mumbai / DTE / AICTE, from time to time.

Applicants who are already employed must send their applications through proper channel. Applicants are required to account for breaks, if any, in their academic career. Basic accommodation facility will be provided by the Management. Application with full details should reach within 15 days from the date of publication of this advertisement to

**The Chairman, Vidya Prasarak Mandal, Dr. Bedekar Vidya Mandir, Naupada, Thane (W) 400602**  
e-mail: vpm@vpmthane.org www.vpmthane.org  
Tel. No. 022-25426270



K. A. Subramaniam Road, Matunga, Mumbai - 400 019.  
Tel: 2401 0051 Fax: 2404 3232. E-mail: siesvs@bom7.vsnl.net.in

**Invites Application for the post of HEADMASTER / HEADMISTRESS ASST. HEADMASTER / ASST. HEADMISTRESS**

**for its SIES HIGH SCHOOL, Matunga (Linguistic Minority Institution)**

The qualifications and pay scales are as prescribed by the Department of Education, Government of Maharashtra from time to time. This is an open post. The appointment is subject to approval from the appropriate authorities.

Interested candidates and those who are employed should send their applications through proper channel giving details of their bio-data including date of birth, qualifications, teaching experience and should account for breaks in service if any in their academic career, enclosing authenticated certificates and marksheets, superscribing on the envelop as "Application for the post of Headmaster/Headmistress-Secondary section" addressed to the **Honorary Secretary, South Indian Education Society, K.A. Subramaniam Road, Matunga, Mumbai 400 019** or e-mail to [carers@siesedu.net](mailto:carers@siesedu.net) within 15 days from the date of publication of this advertisement.

Candidates called for interview will attend the interview at their own cost.

**Bharatiya Vidya Bhavan's SARDAR PATEL INSTITUTE OF TECHNOLOGY**  
Munshi Nagar, Andheri (West), Mumbai 400 058.  
Website: [www.spit.ac.in](http://www.spit.ac.in)

### APPLICATIONS ARE INVITED FOR THE FOLLOWING POSTS FROM THE ACADEMIC YEAR 2011-12

Cadre	Subject	Total Vacant posts	Posts reserved for			
			OPEN	SC	ST	DT/NT/ VJ
Professor	Electronics Engg.	3	2	1	-	-
	Electronics and Telecommunication	1	-	1	-	-
	Computer Engg.	2	1	1	-	-
	Information Technology	2	1	1	-	-
Associate Professor	Electronics Engg.	3	2	1	-	-
	Computer Engg.	1	-	1	-	-
Assistant Professor	Information Technology	2	1	-	1	-
	Electronics Engg.	2	-	1	-	1
	Computer Engg.	2	1	-	1	-
	Information Technology	1	1	-	-	-
	Electronics and Telecommunication	2	-	1	-	1
MCA	Engineering Drawing	1	-	1	-	-
	Communication Skill	1	-	1	-	-
	Training and Placement	1	1	-	-	-

Cadre	Subject	Total No. of posts	Posts reserved for	
			OPEN	SC
Professor	Master in Computer Application	1	1	-
Associate Professor	Master in Computer Application	1	1	-
Assistant Professor	Master in Computer Application	2	1	1

The posts for the reserved category candidates will be filled in by the same category candidates (Domicile of State of Maharashtra) belonging to that particular category only. If ST candidate is not available then SC candidates can be considered for selection and vice-versa on year to year basis appointment as per the rule of interchangeability. Reservation for women and disabled persons will be as per rule. Candidates having knowledge of Marathi will be preferred.

The qualification and pay-scale for the posts of Professor, Associate Professor and Assistant Professor are as prescribed by the University of Mumbai, A.I.C.T.E. and D.T.E. from time to time.

Applicants who are already employed must send their applications through proper channel. Applicants are required to account for breaks, if any in their academic career. The details of the qualification, pay-scale and allowance will be supplied on request from applicants.

Candidates belonging to reserved categories should send two Xerox copies of their application along with the attested copy of the caste certificate to the Deputy Registrar, Special Cell, University of Mumbai, Mumbai 400 032.

Applications with full details should reach the **PRINCIPAL, Bharatiya Vidya Bhavan's Sardar Patel Institute of Technology, Munshi Nagar Andheri (West), Mumbai 400 058** within 15 days from the date of publication of this advertisement. Applications can also be downloaded from our website. [sd-principal@spit.ac.in](mailto:sd-principal@spit.ac.in)