



MADRAS SCHOOL OF SOCIAL WORK

(An Autonomous Institution affiliated to the University of Madras)

Accredited by NAAC With "A" Grade

PG DEPARTMENT OF HR & OD

Bhavishya Forum Inauguration

The HROD Forum inauguration happened over Zoom and was live streamed over Youtube. Around 89 participants including the Chief guest, special guest, department faculty and students of first and second year, attended the online program.

Welcome & Introduction:

Nataline Marietta invited the gathering to join together in the invocation as the college song was played, after which Vaishnavi the elected president of Bhavishya 2020-2021 addressed the gathering formally as she heartily welcomed the Chief guest, Mrs. Kalpana Ganesh (HR Head of FLSmidth, India), special guest, Ms. Gayathri Anadha Murugan (Senior Executive at TATA Electronics), Dr. Raja Samuel, Principal of Madras School of Social Work, Dr. Subashini, Dean of Self-finance, Madras School of Social Work, Prof. Sivaranjini, Head of the Department of HROD, faculty of the department, and the students of HROD.

Following the welcome address, Prof. Sivaranjini took delight in introducing the department of HR and Organizational Development and Bhavishya, the forum of HROD. She highlighted the fact that the department was focused on building up students who will play an important role as Human Resource managers and personnel as they equip students to be strategic change makers and enhance the smooth running and development of organizations that they will be part of in their future careers. Prof. Sivaranjini also went on to emphasize that Bhavishya was a platform that will enable the students to widen their imagination, creativity and innovation as they strive to be HRs who will influence organizations tremendously.

Revealing of the Theme for Bhavishya 2020-2021 : “ EFFECTUS TALPA”

The Theme for the forum year 2020-2021 was introduced by a short video that was played over the zoom meeting. The video was enacted and made by the students of the of both first and second years as they enacted the idea of the theme “*Effectus Talpa*”. A brief outline of the video was about employees and students having huge aspirations to be the best HR managers and OD specialists in their field of interests. But with the outbreak of the COVID-19 pandemic, there is fear, uncertainty and confusion that has crept into their minds replacing the confidence they had in their dreams. But video concludes that Bhavishya 2020-2021, is there to address these negative emotions and give them back the assurance that adaptability to the situation can help us regain their confidence back.

Ezrela Azaraiah gave a further detailed explanation on how “*Effectus Talpa*” is going to be the best theme for this year and what it means during this time of pandemic which has affected work environments drastically. She underlined that *Effectus Talpa* also known as the chameleon effect focused on adaptability to change, flexibility and a 360-degree panoramic perspective of unforeseen situations. Just as chameleons change their colors to the environment they are in, one must be able to change approach according to the different situation, circumstances, and people they come across. And just as the continual growth of chameleons the field of HR with the aid of Organizational Development continues to diversify and expand. A 360 degree panoramic view like a chameleon also

emphasizes that HRs must have not only a wide angle of situations but also consider all necessary aspects that will enable them to make strategic plans and decisions to ensure the best of all outcome and productivity. So, the chameleon may not be the strongest of the species to survive but the one to adapt well. With such a precise thought to end her explanation Ezrela closed her introduction to the theme.

Statement from the Chief-guest:

Mrs. Kalpana Ganesh, Chief-guest for the day addressed the gathering with three main facts about resilience, resilient people, a resilient organization, and resilient HR.

Resilient people are highly energized, networked, and communicative people who are constantly collecting and bouncing off ideas. They are continuously looking for opportunities to feed their innovation and innovate others. And most importantly they possess confidence. Confidence that is fed by the permission and validation of an idea and the curiosity to keep inventing.

A resilient organization is always looking at opportunities to conserve and focus on their resources, resources that will provide them the inflow of cash. They focus on people. And especially during times of uncertainty there is so much learning they gain that they begin re-inventing process that will prove to be lean and agile for the future.

Resilient HR have rather a Triangle that works well as an *Effectus Talpa* for them. The first angle is the onboarding of employees, the second is the Talent management and the third being people and organizational development, sustains the organization by constant re-invention of people and their competencies. The foundation of this triangle is employee relations which includes industrial relations and with a triangle like this in place, HR become a central piece of importance in an organization's adaptability to change especially during uncertain times. A closing thought with which Mrs. Kalpana Ganesh ended her statement was "Listen to your Talpa, overcome your fears, be fearless, be energized."

Statement from the special guest:

After a brief introduction of the special guest by Mathurubini, Ms. Gayathri Anand Murugan, the special guest for the morning swiftly started off by saying "With confusion comes clarity". Ms. Gayathri Ananda Murugan shared her experiences which were based on the reality of the industry. By this she emphasized that more than focusing on theoretical knowledge to gain practical knowledge that will enhance our career experience and growth, one must focus on the task given at hand more than anything as it will lead automatically to the goal. She reminded the students that as HRs there is plenty of learning from peers and situations in the workspace. As HR Executives they must learn to live with ambiguity as it is an essential skill to thrive in the workspace today. Her sharing was very valuable to the students as they move from the classroom environment and adapt to a work culture. Three final thoughts she left the students with was that as HR aspirants they must always try to break the conventional methods and help in adapting to ways that will be easier and more efficient to use. Secondly, HR must design think and thirdly to practice inclusive leadership style. This will help work groups and the organization to be more dynamic, diversified, and innovative.

Interactive Session:

After the Chief and Special guests had addressed the gathering there was quite an interesting interactive session where students raised their questions based on adaptability to the new online work culture and the transition from a classroom culture to the work environment. The questions

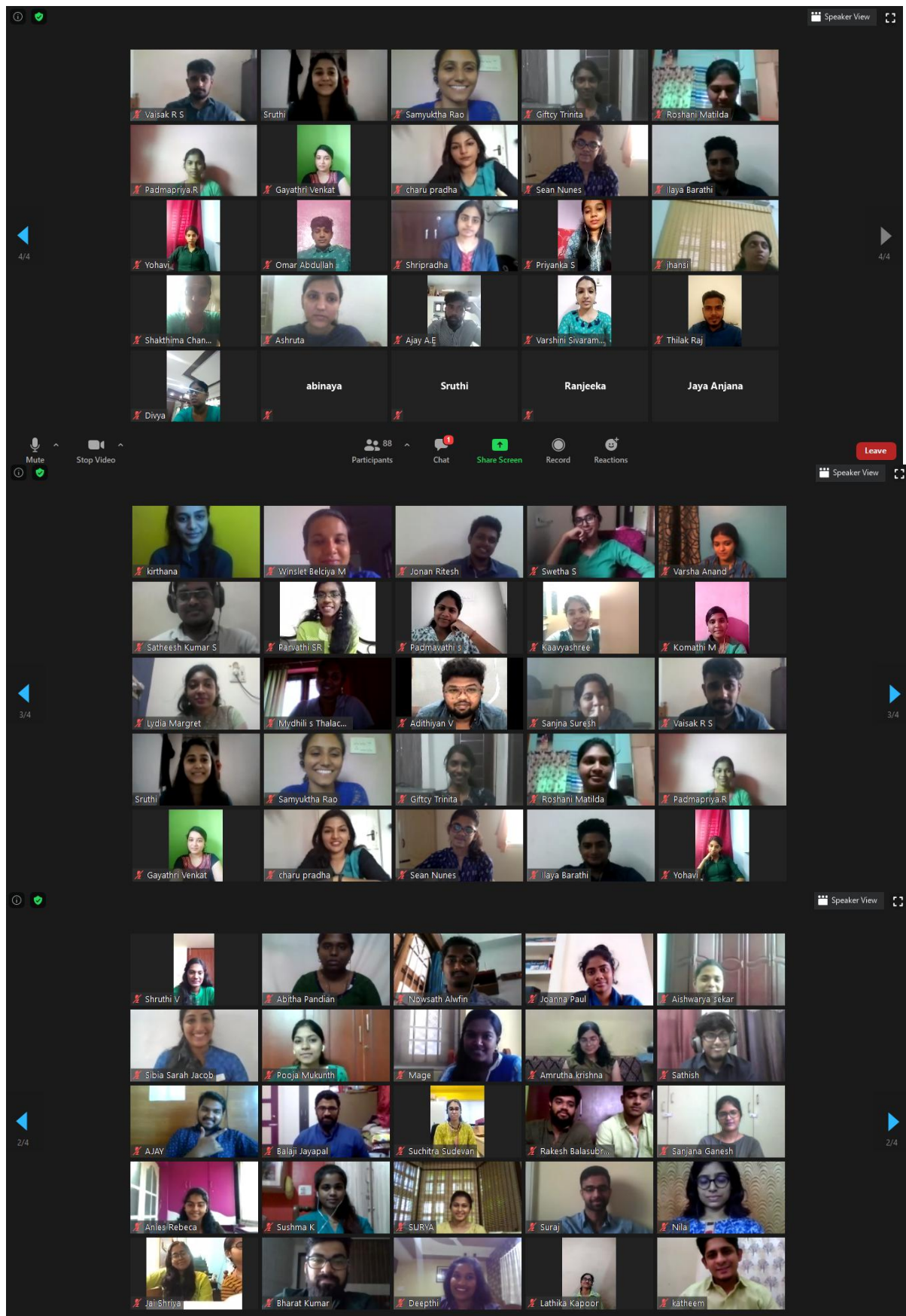
were addressed by Mrs. Kalapana Ganesh and Ms. Gayathri Ananda Murugan with real time examples and their experiences in their workspaces.

The Investiture Ceremony:

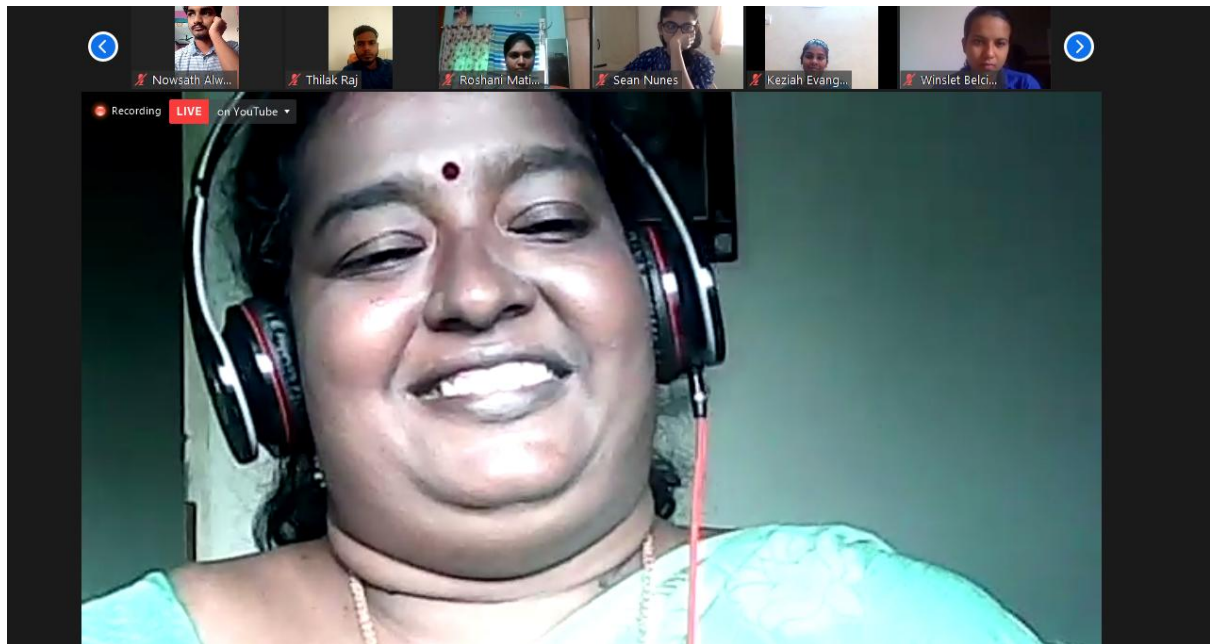
Prof. Sivaranjini introduced the elected core committee and lead team members, and they were officially appointed as office bearers of Bhavishya 2020-2021.

The Inauguration came to an end with the heartfelt vote of thanks proposed by Varshini Sivaramakrishnan.

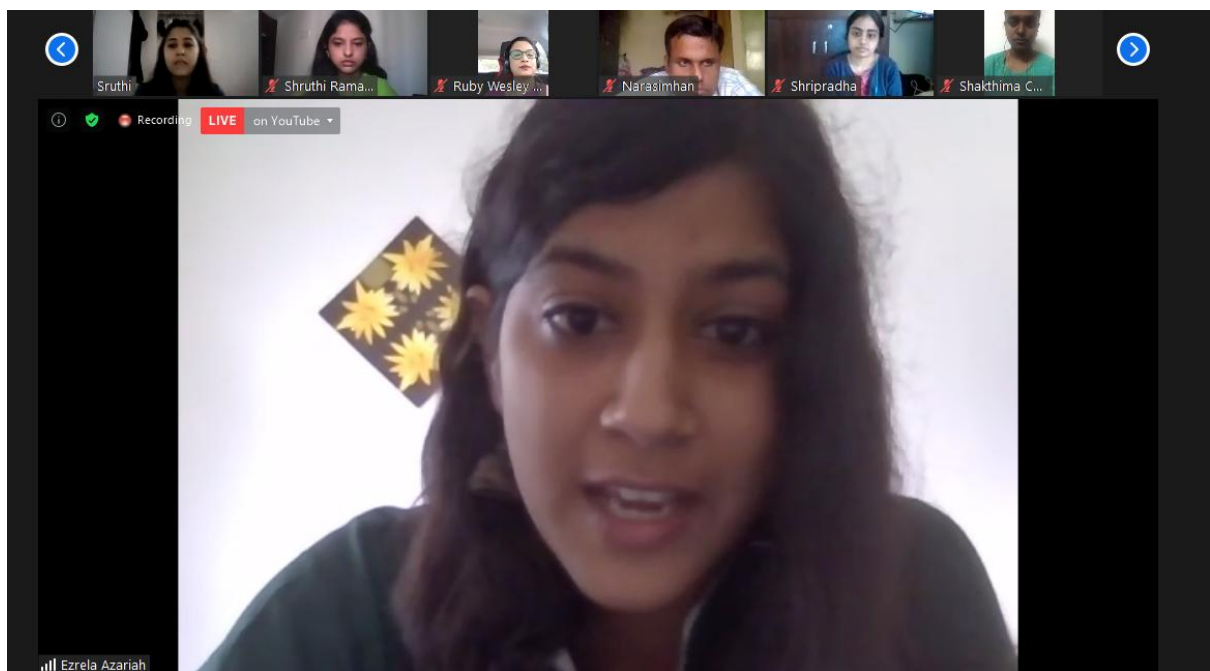
Screen Shots of Bhavishya 2020-2021 Inauguration :



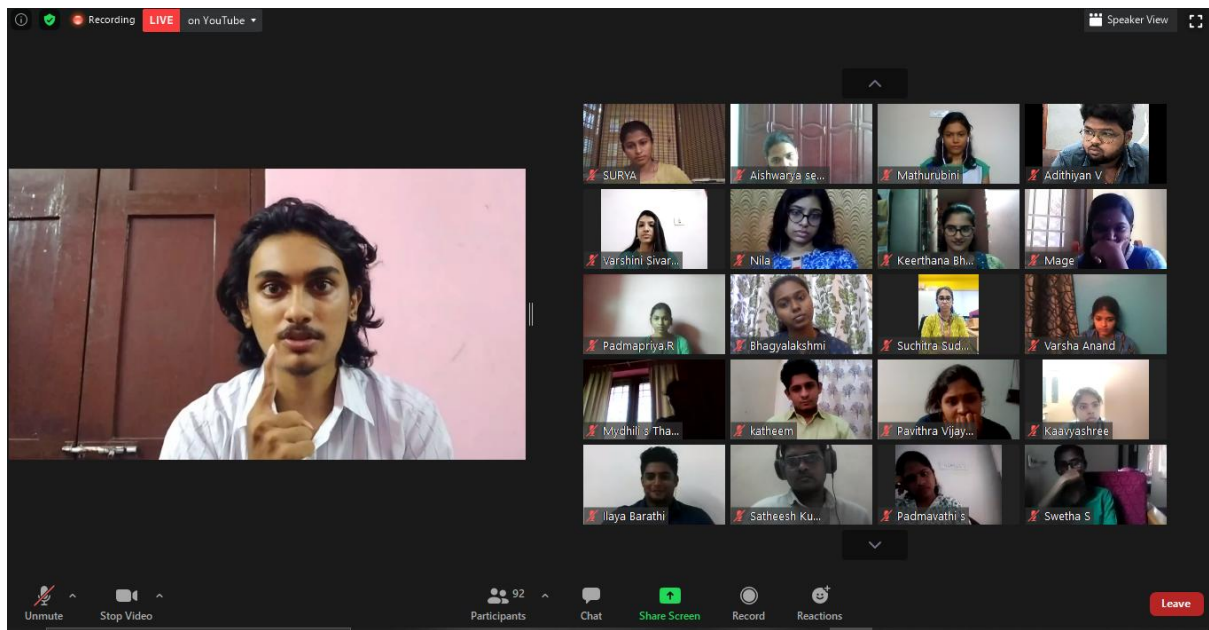
Department and Forum introduction by the Head of the Department, Prof. Sivaranjini.



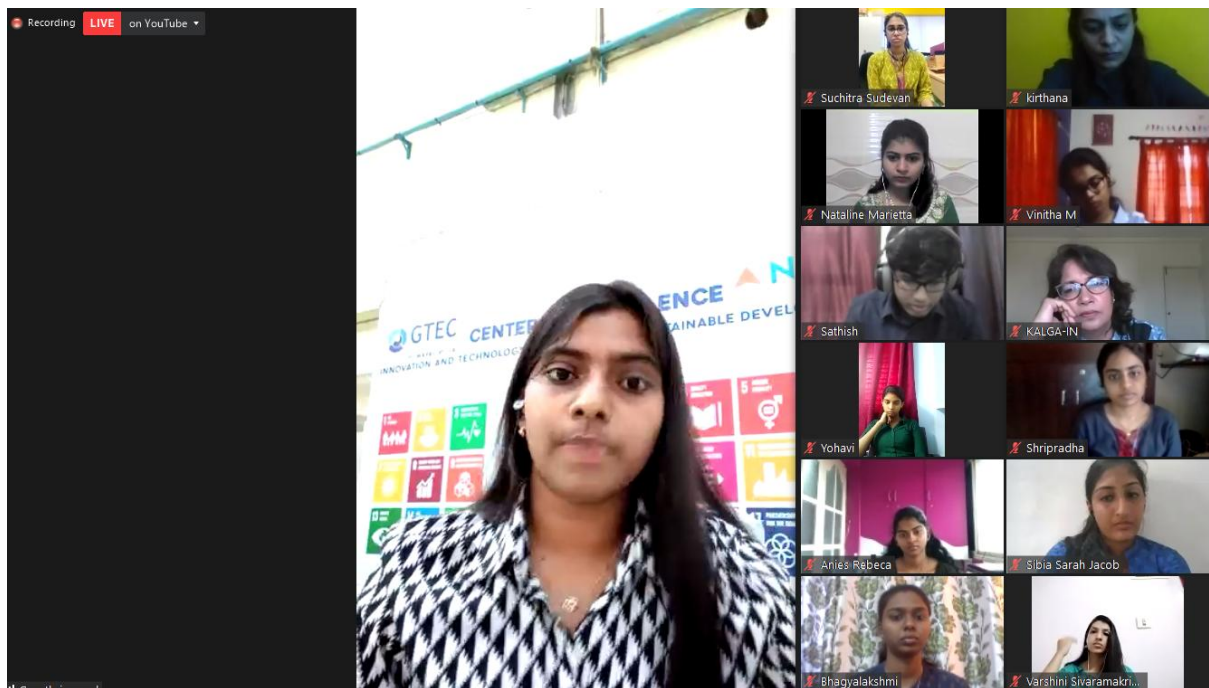
Theme revealing by Ezrela Azariah



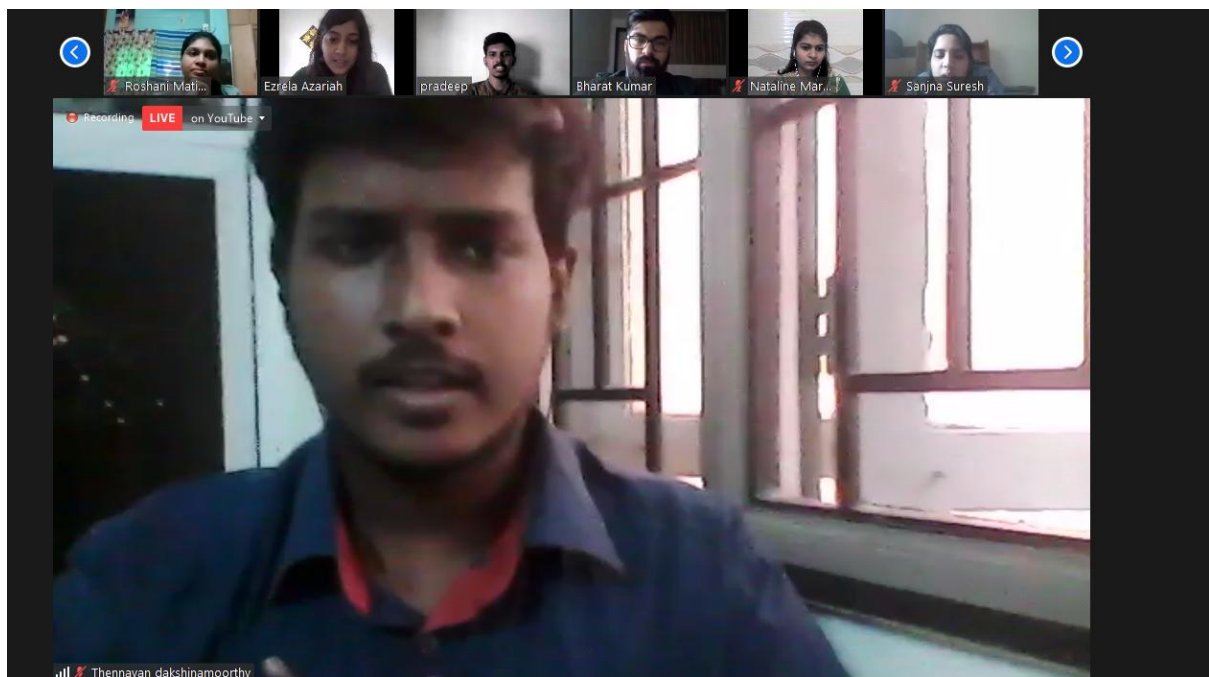
Theme revealing Video

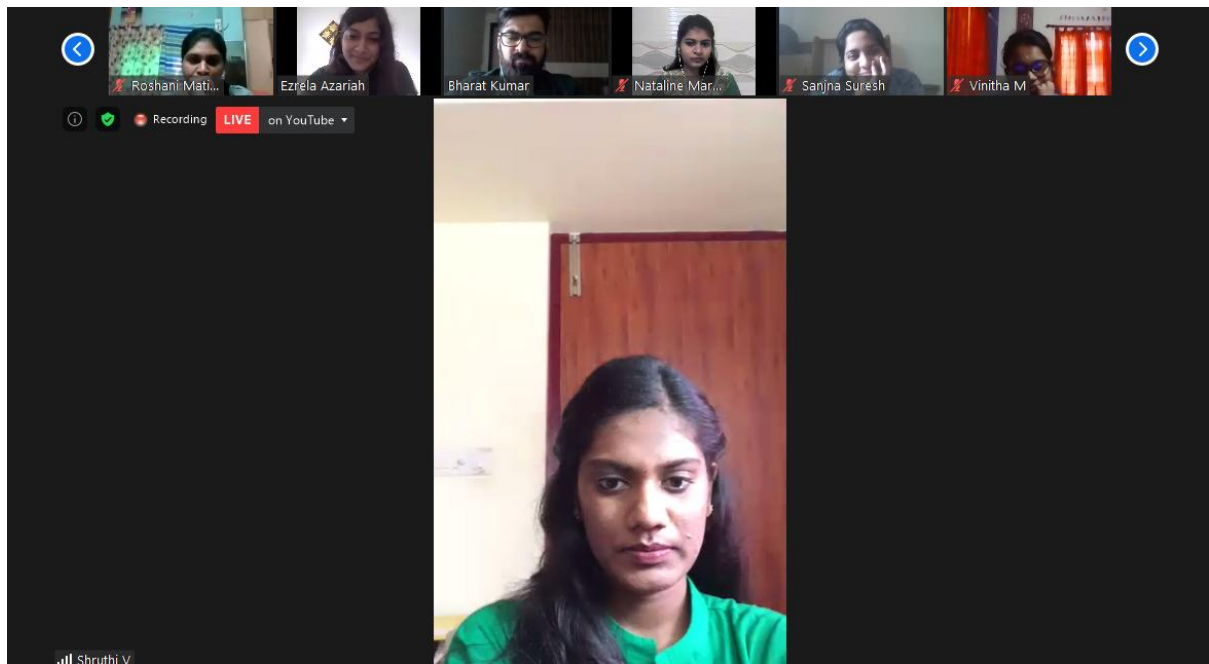


Special Guest – Ms. Gayathri Ananda Murugan



Investiture ceremony and oath taking shots:





Vote of thanks - Varshini Sivaramakrishnan.