

# NATIONAL HR SEMINAR ON TRAINING & DEVELOPMENT FOR FUTURE HR LEADERS

Gitarattan International Business School organized a National HR Seminar on “**Training & Development for Future HR Leaders**” on 29<sup>th</sup> September, 2018, to provide a platform to the HR professionals and give them an insight into training and development activities, discuss challenges and learn counter strategies. The seminar comprised of three sessions focusing on three subthemes namely, (a) Training & Development: Present Scenario, (b) Training Techniques for HR functional areas, and (c) Issues and Challenges in Training & Development.



**SESSION 1:** The speaker for the first session “**Training and Development: Present Scenario**” was Prof R.K. Singh, Department of Commerce, University of Delhi. He had discussed at length the evolution and significance of training and development. He explained that out of the total expenditure on training and development in the world, China contributes 48%, US contributes 38% and 14% by rest of the countries.

Moreover, the speaker emphasized on existing frameworks and models of training and development. He also explained how existing frameworks and models of training and development will become redundant in the future. He further added that the shelf life of a business has reduced from 60 years to 18 years. Lastly, he, shared his knowledge on recent trends in the area of training and development, where he focused on technology (including role of robotics and ambient technology) and economic changes.



**SESSION 2:** The speaker for the second session “**Training Techniques for HR Functional Areas**” was Mr. Atul Bhatnagar, Former COO, National Skill Development Corporation. He discussed about the training techniques for HR functional areas. He focused on three major areas, namely, Skill Development, Recruitment, and Performance Management and their Association with training and development. He further explained about the kind of working environment the employees will get in future with the help of VUCA model i.e. Volatile, Uncertain, Complex and Ambitious. He ended his session by enlisting some skills required by the employees like emotional intelligence, cross-cultural thinking etc.



**SESSION 3:** The speaker for the third session “**Issues and Challenges in Training & Development**” was Mr. Vivek Narayan, Former AVP (HR), India Mart. He discussed on integration of technology in HR systems for training. He also explained the process of training and how to make employees less resistant to change with the help of Levin’s model. He concluded his interactive session by making a distinction between Learning and Training.

**Prepared by: Ms. Kanupriya Malhotra**