

HRV Post

Weekly Newsletter from HR Vidyalaya Corporate Services LLP

MEN IN BLUE

—
**WISHES TO
INDIAN (MEN)
CRICKET TEAM**

Top Post

As we are Based out of Chennai, can we wish Yellow
(Chennai Super Kings jersey colour)

NO

Having a Sportsmanship, can we greet –
the Team which plays well, will Win

Not for today

Then what should we do

As an Indian, **Greet – Pray – Wish** - the
Men in Blue (India), to WIN the ICC
Men's World Cup Cricket 2023



Pic courtesy: cricketworldcup.com (thanks)

Disclaimer

The views, opinions and information provided in this Newsletter are in no way to be considered legal or consultative advice. We do not make any warranties (Anandan Subramaniam – Author)

Team India Show them what you can do out there tonight.... Good luck!

Change is inevitable and Change is Constant

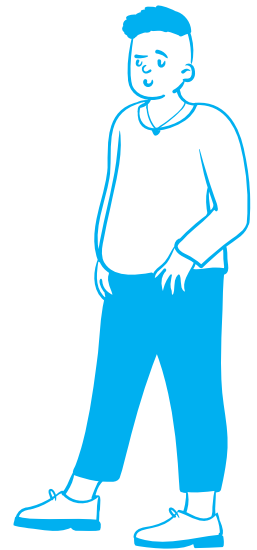
How an Organization has to deal with it?

Wellness becomes Wellbeing.

Yes, Employee wellness (which were there until recently) has changed, and is changing, in some Organizations, to Wellbeing. Have you not changed yet?

Wellness in Organizations

1. Is part of regulatory legislations.... More so in manufacturing industries.... That too in dangerous and hazardous units
2. It is basically workplace health initiatives to support workers
3. In the name of Wellness, Organizations has the following programs (most prevalent):
 - a. Regular Health Checks (mandatory)
 - b. Health screening (may non-mandatory)
 - c. Medical Insurance Coverage
 - d. Fitness Programs
 - e. Yoga Programs, etc.



What is Wellbeing in an Organizations?

Organizations are practicing Five dimensions on Wellbeing, for persons engaged in a workplace:

Physical	Social	Financial	Community	Mental
Initiatives which brings healthy and quality life for workers. It will ensure the person to perform duty without any fatigue or physical stress	An initiative which will enhance the competency of each individual to connect with other person (peers, colleagues, client, customers, etc)	Creating awareness and bringing ability in each individual to plan for their economics and protect their future and their family's.	Belongingness. An initiative which will enable the workers feel & engaged with the connections (like them and feel safe)	Being content and happy, having positive emotions, etc. Also, the skill to tackle / cope with negative emotions in workplace

Advantages of Wellbeing..... Persons engaged feel that they,



**BELONG to the
Company**

**Retain themselves
to the company!**

**Can Perform
Better**

**Be ready for the
Future.**

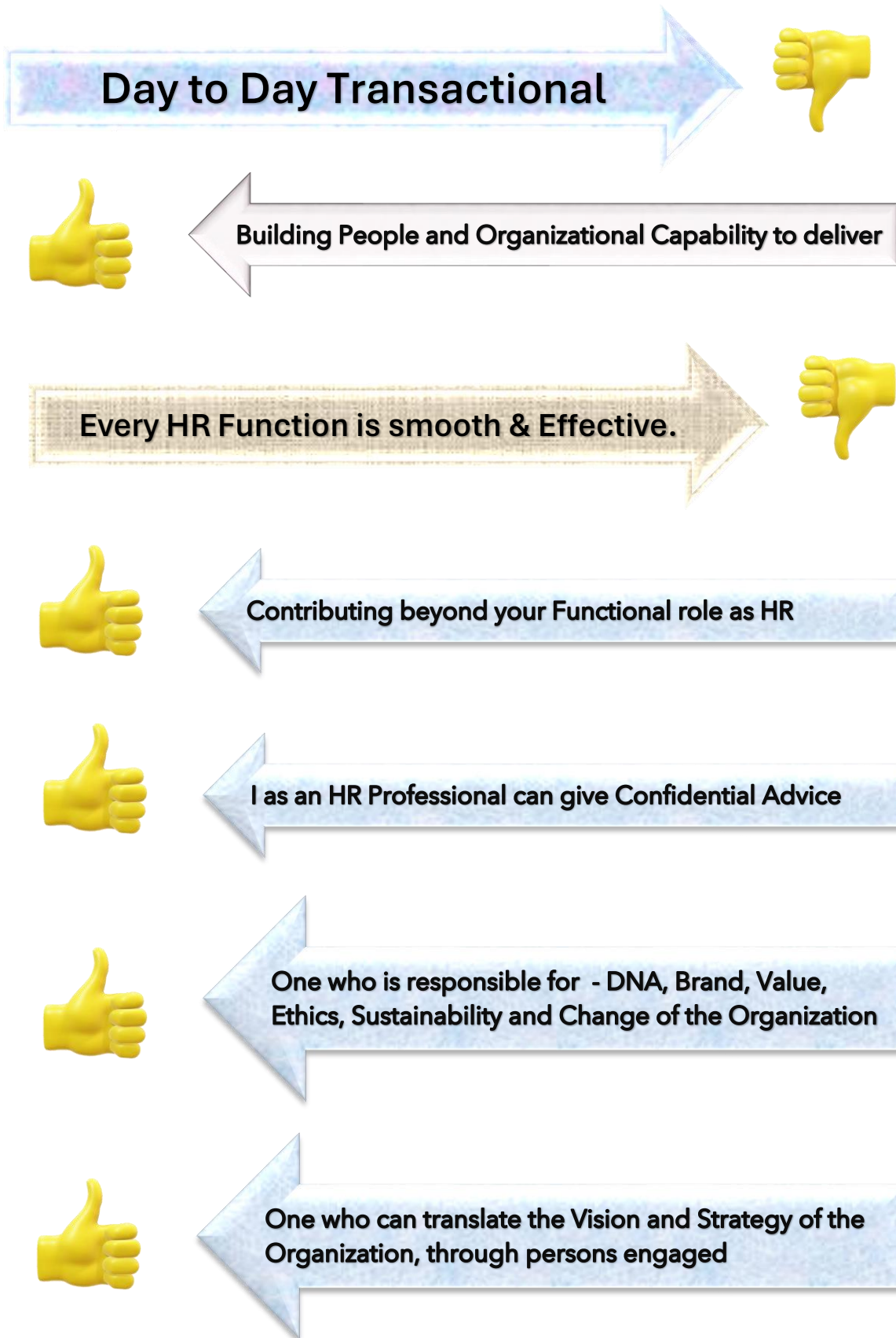
**Are Contented as the
Family being protected.**

**Feel Valued, Supported
and being understood.**

**Feel more
Resilient!**

**Invest ample time
to Community, too!**

What is expected from People Managers (by Employers/CEO's/Management)?



Who can be a (Successful) People Management Professional?

Organization's Cultural Gardener

Integrator of functions of an Organization

Be Accountable for their Deliveries

One who can Align Processes with Business Goals

Create an end-to-end Solutions for any challenge

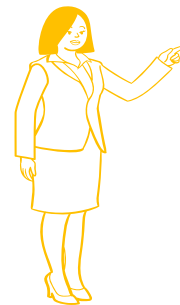
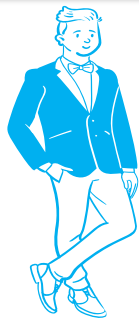
Facilitator to Top Leadership Team

Be Accountable for their Deliverables

One who can have Right Conversation with all in workplace

An Orchestrator of Business Strategy

Make Sure the People Aspect in every Organization's move



Just doing Hire and Fire, you are a Personnel Manager

Do you Engage, Manage, Retain employees - you are a HR Manager

People Managers will Strategize & Align with Organizational Goal... Are you the One?