



> Mervyn Raphael, managing director, People Business delivering the inaugural address

EXCELLENCE IN MANAGEMENT

THE FIRST EDITION OF GREAT MANAGER AWARDS PRESENTED BY PEOPLE BUSINESS IN PARTNERSHIP WITH TIMES ASCENT SET A PRECEDENT BY ALLOWING THE FAMILIES OF WINNERS TO SHARE IN THEIR MOMENT OF JOY AND PRIDE

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For most of us in the corporate world, our professional lives and fates revolve around our managers. Managers can make or break the careers of their subordinates. And so it has rightly been said that people leave managers and not organisations. In this context, People Business in partnership with Times Ascent decided to honour organisations which have fostered managerial excellence and managers who have set the bar higher for effective management and leadership. The event began with the

lighting of the lamp and the felicitation of esteemed panelists including Dr NS Rajan, member – Group Executive Council and group chief human resources officer at Tata Sons; Dr Chandrasekhar Sripatha, president and global head of HR at Dr Reddy's Laboratories; Nishith Mohanty, group president and CHRO,



"Our objective of recognising and contributing to the development of global managers in the Indian ecosystem has received the right impetus. I am very excited that the journey has begun with the culmination of the first edition of the Great Manager Awards."

■ **MERVYN RAPHAEL**, managing director, People Business

In his keynote address, Dr NS Rajan spoke about the importance of values and a purpose, "The best part of this day is that the families are here. This award is not for past performance but for expectations in the future from you. You are the chosen ones who are pushing the envelope. There is a world outside where people are languishing. So it's important for you to have a larger purpose and allow that to guide you. Learn more than you earn, though it is tough. You want to impart rather than imbibe but great leaders are great learners. Create your own value framework. Each of you is here because you have passion but passion without compassion is useless. Ask if you can invest in others and create a win-win ecosystem. Deserve before you desire."

Thereafter, 35 awards were given away by the panelists in two categories – companies with great managers and great managers who exemplified seven different qualities. It was wonderful to see the spouses and children of the awardees joining in the on-stage festivities.



> The rapt audience

Manipal and Geethaa Ghanekar, CHRO – Lifestyle Business, Raymond Ltd. Mervyn Raphael, MD, People Business shared a few insights about great managers:

- They are able to garner their teams during challenging times
- They are able to create self-belief and confidence within their teams to make a difference
- They are consensus builders who create win-win situations
- They leverage diversity
- They are highly competent and great learners

Dr Chandrasekhar Sripatha delivered the closing note, "Such events should not end! Sometimes there is so much cynicism about awards. So hats off for staying credible in the world of awards. Credibility will happen when awardees become living testimonies of what they've been awarded for. We may soon have a manager-less world as people want to manage themselves. So you need to do more to earn the willingness to be managed. Managers must come with a new bouquet of offerings. Stay on your toes and don't rely on HR alone." It was truly an evening of joy and recognition.

THE WINNERS TOOK IT ALL



- Srikrishna R from IndiGo
- Dorothy S from Manipal Health Enterprises Pvt. Ltd.
- Luke Ellison from JSW Severfield Structures Ltd.

MANAGERS WHO WALK THE TALK, EXEMPLAR IN INDIVIDUAL CREDIBILITY:

- Yogesh Kumar Bhatt from Manipal Global Education Services Pvt. Ltd.
- Abhilasha Vyas from Sapient
- Benoy Mecheriyal from All State Solutions Pvt. Ltd.
- Deepak Gondalya from Emcure Pharmaceuticals Pvt. Ltd.
- Pemba Bhoia from Raymond Ltd.

OVERALL CATEGORY WINNERS, SUMMATION OF THE ABOVE FIVE CATEGORIES:

- Miliyana Pinto from Manipal Health Enterprises Pvt. Ltd.
- Shyam Dnye from SKF Bearings India Ltd.
- Rajiv Ganju from Luminous Power Technologies
- Sameer Aurangabadkar from Infosys Ltd.
- Zameer Ahmed Delhve from All State Solutions Pvt. Ltd.

MANAGERS WHO GET THE BEST OUT OF THEIR PEOPLE, WHO DEVELOP THEIR PEOPLE:

- Divijay Vinayak Chavan from Lupin Ltd.
- Mandar Damodare from Visible Alpha Solutions India Pvt. Ltd.
- Sanjana Yadav from InterGlobe Technologies
- Rajalakshmi Bhat from Infosys Ltd.

MANAGERS WHO BUILD GREAT TEAMS, WHO GET EVERYBODY ON-BOARD:

- Swapnil Guru from Lupin Ltd.
- Vijay MSS from Bicocon Ltd.

LARGE COMPANIES WITH GREAT MANAGERS:

- Bicocon Limited
- Infosys Limited
- InterGlobe Technologies
- Kotak Mahindra Bank Limited
- Luminous power Technologies
- Lupin Ltd.
- Manipal Education and Medical Group
- PepsiCo India Holdings Pvt. Ltd.
- Raymond Limited
- Sapient

MANAGERS WHO SHOWED THE WAY IN CREATING AN ALIGNMENT WITH THE ORGANISATION'S VISION:

- Farhan Shah from InterGlobe Technologies
- Khyatee Chhabra from Sapient
- Aditi Kumari from IndiGo
- Seema Bhalerao from Raymond Ltd.

MEDIUM-SIZED COMPANIES WITH GREAT MANAGERS:

- Allstate Solutions Private Limited
- Claris Lifesciences Limited
- Edwards Lifesciences India Private Limited
- Emcure Pharmaceuticals Limited
- Himatsingka Seide Limited
- JSW Severfield Structures Limited
- Phillips Carbon Black Limited
- Pepe Jeans India Private Limited
- Raychem RPG Limited
- Uniparts Group

GREAT MANAGER AWARDS IN SEVEN CATEGORIES:

MANAGERS WHO EXCEL IN DRIVING RESULTS:

- Navin Joshi from Fiat India Automobile Pvt. Ltd.
- Mahima Gupta from Sapient
- Sunil Bhalerao from JSW Severfield Structures Ltd.
- Vimal Soni from Edwards Lifesciences India Pvt. Ltd.
- Gautam Mohan Swaroop from Dr. Reddy's Laboratories Ltd.

