

Corporate chieftains define good managers

SIDHU WADIA

Academics alone doesn't assure you a jobs. You must learn to be a leader with a futuristic vision.

By Sangeeth Sebastian

THE Indian economy may have emerged relatively unscathed from the global financial meltdown that rocked much of the industrialised world in the last two years, but leading corporate honchos in the country have started scouting for candidates with "courage" and "conviction" when it comes to recruiting fresh talent in post-recession phase.

The idea is to identify youngsters with certain personal attributes that will help the company to weather the bad times, said Devi Singh, director, Indian Institute of Management (IIM), Lucknow.

He was speaking on the sidelines of the Lakshmi Pat Singhania IIM-Lucknow National Leadership Awards to honour innovators and leaders who have achieved global recognition through outstanding contribution and exemplary achievements in their fields. "It is not enough that you are good in academics alone. Companies have now started looking for candidates with leadership qualities," he said.

A candidate's extra-curricular activities such as community service, trekking expedition and interest in adventure sports will all play a major role when it comes to winning some brownie points in the job market. "We have recovered relatively faster from the recession. The companies are now looking for candidates who can take themselves forward with a vision and by showing adequate interest in what they are doing," said the IIM director.

According to Hari Shankar Singhania, president, JK Organisation, one of the leading industrial groups in the country with an annual turnover of Rs 12,300 crore and has exports to over 70 countries across six continents, "sincerity," "culture," "character" and "morals" are some of the key attributes. "Someone with a fearless and ethical behaviour," Singhania said.

A view also shared by Brij Mohan Lall Munjal, chairman, Hero Group, and one of the recipients of the award. "Commitment to value, competence and character are one of the first things that we look for in a candidate," said Munjal.

While most of the qualities required by the companies can be said to be common across the job spectrum, certain areas like the health care sector demands an empathising heart from the candidates.

"Having the right attitude and being compassionate to patients is equally



Union finance minister (left) Pranab Mukherjee hands over a national leadership award to Brij Mohan Lall Munjal of the Hero Group. Also seen in the picture are Hari Shankar Singhania, president, JK Organisation, and Devi Singh, director, IIM Lucknow.



When you seek a healthcare job you must have the right attitude and the capacity for compassion. These qualities are as important as your domain expertise when you go out in the job market.

DEVI SHETTY, Chairman, NHCS

important as his/her skills or proficiency in domain knowledge when it comes to getting a job in the health care industry," said Devi Shetty, Chairman and Senior Consultant Surgeon, at Narayana Hrudyalaya Institute of Cardiac Sciences, Bangalore. Being a country, which adds 28 million babies, around the population of Australia every year, it is important

that the doctors and nurses we recruit have all these vital attributes, he added.

Moreover unlike other sectors, which with advancement in technology, often require less number of skilled workers, the health care sector is one area where you need more hands as we need more specialists in treating new diseases, Shetty said.

Minister for External Affairs Pranab

Mukherjee, who gave away the award to the winners, assured business leaders that the economy would climb back to 8.75 per cent in 2010-2011. Though the year 2009 started with a lot of difficulties with the correct policies we have been able to bring the economy back on track.

The awards comprising a trophy and a citation are given to business leaders in various categories including Business, Science and Technology and Community Service. There is also a young leader award under the three different categories. Following are winners of the leader and young leader award in the various categories. Business: Brij Mohan Lall Munjal, Chairman, Hero Group and, Vikram Akula, founder and chairperson, SKS Microfinance; Science and Technology: M. Vijayan, president, Indian National Science Academy and Ashish Lele, scientist with National Chemical Laboratory; Community Service: Devi Prasad Shetty, founder, Narayana Hrudyalaya and Priti Pravin Patkar, founder and executive secretary, Prerna ATC.

The awardees have been chosen on the parameters like excellence of work, high personal values, ethics, innovation and establishing balance of disparate forces operating their respective fields. Some of the former recipients of the award include Ratan Tata, industrialist N.R. Narayana Murthy, founder, Infosys, Kumar Mangalam Birla, industrialist K. Kasturirangan and G. Madhavan Nair, space scientists.