



Centre of Excellence  
for Competitiveness for SMEs



Confederation of Indian Industry



Productivity &  
Economic Value



## National HR Circle Competition 2017

Compete, Learn, Excel

9 – 10 November 2017, IHC, New Delhi

Human capital, not financial capital, is today's scarcest resource. Large sum of money is being spent on technology upgradation, but the real backbone of the organization, its people, must be considered part of the equation for success. When employees are made a part of the equation of change, their support, enthusiasm, understanding and acceptance of new skills through education and training adds to the overall success of the organization. The importance of involving, developing and educating employees through a proper HRM system in place is reflected from the rule of thumb that "technology makes up 10 percent of a business, while business processes, employees and culture make up 90 percent".

HR is beginning to play a central role to drive strategic actions. These actions are increasingly able to mitigate negative outcomes of today's business uncertainties and help their organizations create a stable and engaged workforce that will take them through and beyond. At the heart of today's successful enterprise lies an exception HR leadership that settles for nothing less but overall excellence in every facet of their function and much beyond.

CII's continuous thrust towards strengthening the Quality movement in India through initiatives like Quality Circle Competition, TPM Circle, Energy Circle etc have already witnessed tremendous improvement in perception about quality, quality of manufacturing and energy efficiency.

Motivated from such past initiatives & movements, CII in its continuous endeavors to encourage, support & applaud the efforts of industry in setting up world class HR practices & enhancing employee productivity has conceptualised and is organising First CII National HR Circle Competition on 9 – 10 November 2017 at New Delhi.

Industry, Institutions & HR service providers will compete & share their success stories on HR practices, initiatives & HR innovation. The objective of the Convention is to provide a platform to the practicing companies to share their success stories & help others internalize the concept in a right way the first time. As it is rightly said seeing is believing.

The Winning Organisations of the Competitions will be awarded with a prestigious Trophy & Certificate of Recognition.

## OBJECTIVE OF THIS COMPETITION

- Recognise industry, institutions & HR Service providers for their significant contribution and/or innovative work in the field of HR excellence
- Showcase significant HR programmes and initiatives developed by organisations and HR service providers
- Encourage and thus raise the standards and overall competence of the HR community
- Raise awareness of the necessity for sound HRM in the business community, Industry including manufacturing, service/hospitality sector etc
- Learn, share and foster high - performance HR practices and ideas & create a benchmark of excellence in HR practices

## COMPETITIONS & RECOGNITIONS (CATEGORIES)

Competition Theme is "Increasing Competitive Edge of the Company through Innovative HR Practices".

Organisations can apply under following mentioned category/s of competition to share and showcase HR excellence of their organisation.



## FOCUSED COMPETITION CATEGORY

1. Management of Change & Excellence in HRM
  - a. Top 3 awards in Large Manufacturing Sector
  - b. Top 3 awards in Medium & Small Manufacturing Sector
  - c. Top 3 awards in Large Service / Infrastructure / Educational Sector
  - d. Top 3 awards in Medium & Small Service / Infrastructure / Educational Sector
2. Most Effective Recruitment, Engagement & Innovative Retention Strategy
  - a. Top 3 awards in Large Manufacturing Sector
  - b. Top 3 awards in Medium & Small Manufacturing Sector
  - c. Top 3 awards in Large Service / Infrastructure / Educational Sector
  - d. Top 3 awards in Medium & Small Service / Infrastructure / Educational Sector
3. Performance Management, Training & Development
  - a. Top 3 awards in Large Manufacturing Sector
  - b. Top 3 awards in Medium & Small Manufacturing Sector
  - c. Top 3 awards in Large Service / Infrastructure / Educational Sector
  - d. Top 3 awards in Medium & Small Service / Infrastructure / Educational Sector



## PARTICIPATING ORGANISATION CATEGORY

Large Industry	Manufacturing Sector
	Service / Infrastructure / Educational Sector
Medium & Small Industry	Manufacturing Sector
	Service / Infrastructure / Educational Sector

Participating organisations will make presentations as per the set guidelines and evaluation criteria under the mentioned category of competition. The presentation for quality of projects and usage of various tools to achieve excellence in HR will be judged by a panel of Jury of Experts.



## WHO CAN PARTICIPATE IN HR CIRCLE COMPETITION?

Any organisation (Manufacturing or service / Infrastructure / Educational sector) operating in India (Large, Medium & Small Enterprises) can submit their entry for the competition.

## WHO SHOULD ATTEND?

From industry, institutions & HR service provider/consulting organisations.

- CEO/Head/Senior Management
- Entrepreneurs/Businessmen
- Human Resource Head/GM/Managers
- Career Development Managers
- Management Professionals
- Recruitment Managers
- Training Managers
- Manpower Managers
- Administration Professionals
- Plant Head/Production/Engineering/Quality Head
- Personnel Admin. Managers
- Academicians
- Placement Officers
- Consultants

## BENEFITS

- Recognition to your efforts & work done on HR Management
- Understand and apply a practical and systematic approach to Strategic HR Planning to develop strategic and operational HR plans
- Golden experience to meet and interact with numerous HR Professionals
- Learn from real-life case studies and examples of Strategic HR plans
- Be introduced to the latest assessment tools and their applications

A compendium of Best HR Practices (compilation of all case studies) will be shared with the participants.

## TIMELINES FOR THE CII NATIONAL HR CIRCLE COMPETITION 2017

Sr. No	Activity	Date
1	Submission of Competition Application Form & Registration Form with applicable fee	15 September 2017
2	Submission of power point presentation (presentation is to be prepared as per the general guidelines and category specific guidelines mentioned in the Reference Manual)	15 October 2017
3	Live Competitions & Presentations	9 – 10 November 2017, New Delhi
4	Announcement of Winners & Award Ceremony	10 November 2017

## GUIDELINES

1. You are requested to confirm your organisation's participation through the attached Application & Registration Form along with the details asked for at the earliest.
2. Please note that an organization can participate in maximum 3 categories of competitions (one entry per category) separately
3. Two nominations are complimentary with each entry. One of the member of participating organisation should be at least at the level of Senior Manager. The presentation is to be made by a 2 member team.

## ENCLOSURES

1. Competition Application Form
2. Registration Form
3. Reference Manual: CII National HR Circle Competition 2017



Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, playing a proactive role in India's development process. Founded in 1895, India's premier business association has over 8,300 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 200,000 enterprises from around 250 national and regional sectoral industry bodies.

CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, healthcare, education, livelihood, diversity management, skill development, empowerment of women, and water, to name a few.

The CII theme for 2017-18, India Together: Inclusive. Ahead. Responsible emphasizes Industry's role in partnering Government to accelerate India's growth and development. The focus will be on key enablers such as job creation; skill development and training; affirmative action; women parity; new models of development; sustainability; corporate social responsibility, governance and transparency.

With 67 offices, including 9 Centres of Excellence, in India, and 10 overseas offices in Australia, Bahrain, China, Egypt, France, Germany, Singapore, South Africa, UK, and USA, as well as institutional partnerships with 344 counterpart organizations in 129 countries, CII serves as a reference point for Indian industry and the international business community.



Centre of Excellence  
for Competitiveness for SMEs

The CII – Centre of Excellence for Competitiveness for over a decade dedicated its services for building competence of Indian SMEs. With a national footprint this Center acts as a single point of reference for SME development in India.

This Center strives to accelerate SME economic engine through its bouquet of Services in Manufacturing Excellence, Human Resources, Energy, Corrosion and Cost Management. SMEs are assisted in improving their business performance and enhance their productivity, innovativeness and overall competitiveness. The services are rendered pan-India both through open house as well as in-house training programmes. Long term assignments which include demonstrating and leading by examples on the shop floor are conducted both for individual enterprises and in Clusters.

The Center's forte is the Cluster approach. Aimed at facilitating mutual learning, this approach was pioneered by CII about 17 years ago. Till date, about 3000 SMEs have been impacted through formation of about 250 clusters.



Confederation of Indian Industry

**CII - CENTRE OF EXCELLENCE FOR  
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