

# CELEBRATING MANAGERIAL EXCELLENCE

The Great Manager Awards (GMA) 2019 celebrated and honoured individuals and companies demonstrating managerial excellence

The Best Boss – we have all heard this phrase in our careers, but what is it that makes them better than the average supervisors? There may not be a single all-encompassing answer to this question, but there sure is a way to reward the managers who go beyond their briefs and convert talent into performance. The fourth edition of Great Manager Awards (GMA) 2019 presented by People Business, was aimed to reward the sheer hard work, dedication and commitment by India's best managers and the companies who fostered managerial excellence.

With a nationwide hunt conducted by People Business, GMA identified companies with great managers, and individuals who outshone in their fields of expertise. Addressing the gathering, Mervyn Raphael, MD, People Business said, "Three key learnings from this year's awards are – the ability to manage change, learnability and ability to adapt, and diversity." People Business is a strategic HR consulting firm which provides services such as leadership assessment and development. They also provide services in employer brand management, organisational culture (in partnership with Hofstede Insights) and talent assessments.

This year, a new category was introduced – 'T.A. Pai Young HR Leader' – as part of the Great Manager Awards in collaboration with T. A. Pai Management Institute to recognise and honour HR leaders under 45 years of age. ZingHR was the Tech Partner for

GMA 2019 Awards. Prasad Rajappan, Founder & MD- ZingHR addressed the audience on how technology is helping managers to be more effective and create business impact.

The evening also witnessed an insightful panel discussion

### HR LIFETIME ACHIEVEMENT AWARDS

Name	Company
Gautam Chainani	JSW Group
Nishith Mohanty	Manipal Education and Medical Group
Prince Augustin	Mahindra & Mahindra Limited
Raj Narayan	Titan Company Limited



With the awards getting bigger and aspirational, we have seen more participation as various sectors have engaged this year

**MERVYN RAPHAEL**  
MD, People Business



on "Will your next manager be an AI Engine?" The discussion was focused on how AI capabilities are reaching new heights and whether AI will replace humans. Or will a hybrid model come into picture and drive the future? Participating in the discussion were Prince Augustin, Executive Vice President - Group Human Capital & Leadership Development, Mahindra & Mahindra Limited; Raj Raghavan, Senior VP and Head HR, IndiGo; Jayant Paleti, Cofounder, Darwin Box; Manmohan Kalsy, Chief Human Resources Officer, United Breweries; and Madhu Srivastava, Group Chief Human Resource Officer, Vedanta Group.

Talking about the dominant trends, Vedanta Group's Srivastava believes that technology and AI will play an important role in everything that we do from mining, safety operations to HR and finance. The panel also discussed how some easy jobs are being taken over by the robots but certain jobs that involve empathy would still need involvement of humans.

"This is a proud and emotional moment for me and family" Deepak Mishra, United Breweries receiving the Young HR leader Award.



(L-R) Madhu Srivastava, Manmohan Kalsy, Raj Raghavan, Prince Augustin and Jayant Paleti

### T.A. PAI YOUNG HR LEADER AWARD

Name	Company	Category
Prajakta Kanaglekar	Flipkart	Young HR Leader
Rashma Nathani	Nanavati Super Speciality Hospitals	Young HR Leader
Supriya Sawant	CitiusTech Healthcare Technology Private Ltd.	Young HR Leader
Sudipta Saha	Otis Elevator Company India Ltd	Young HR Leader
Latha Iyer	Herbalife Nutrition	Young HR Leader
Jana Venkata Ramakrishna Bhriugu Joshi	Marriott International	Young HR Leader
Bikram K Nayak	SAP Labs India	Young HR Leader
Avijeet Kundu	L&T-NxT	Young HR Leader
Ashutosh Sharma	Rehau Polymers Pvt. Ltd.	Young HR Leader
Deepak Mishra	Pearl Global Industries Ltd	Young HR Leader
Renjith PR	United Breweries Limited	Young HR Leader
Vikram Mishra	Manappuram Finance Ltd.	Young HR Leader
Rhiju Bhowmick	MAYFAIR Hotels & Resorts Ltd.	Young HR Leader
Yogesh S	Nayara Energy Ltd.	Young HR Leader
Sriram R	Tech Mahindra Ltd.	Young Millennial HR Leader
Manoj K Chaudhary	IndusInd Bank	Young Millennial HR Leader
Vinay K Trivedi	Edelweiss Financial Services	Young Millennial HR Leader
Akshat Surana	ToneTag	Young Millennial HR Leader
Shreya Ganguly	Adani Group	Young Millennial HR Leader
Vinita Kulkarni	Tata Steel Ltd.	Young Millennial HR Leader
		Young Millennial HR Leader
	Thermax Limited	Young Millennial HR Leader



### COMPANY WITH GREAT MANAGERS

Allstate Solutions Private Limited
Amara Raja Group
Bharat Aluminium Company (A Part Of Vedanta Group)
Bharti AXA Life Insurance
Birlasoft Limited
BlackBuck
Cairn Oil & Gas- Vedanta Limited
Courtyard by Marriott Chennai
Deepak Phenolics Limited
Epsilon Carbon Pvt. Ltd.
Fullerton India Credit Company Limited
HDFC Bank Ltd.
IGT Solutions Private Limited
IndiGo
Maersk Line
Manipal Health Enterprises Pvt. Ltd.
Publicis Sapient
Satin Creditcare Network Limited
TTK Prestige Limited
United Breweries Limited

### HUNT FOR GREAT MANAGERS

Name	Company	Category
Sekar J	Amara Raja Group	Aligning Organization Vision
Mansi Chauhan	Bharat Aluminium Company (A Part of Vedanta Group)	Aligning Organization Vision
Sheetal Sharma	Indraprastha Gas Limited	Aligning Organization Vision
Arijit Prasad Roy	Bharti AXA Life Insurance	Enhancing People Performance
Jay Shah	Deepak Phenolics Limited	Enhancing People Performance
Kalyan Boggarapu	Elektrobit India Pvt. Ltd.	Enhancing People Performance
Siddarth Iyer	Maersk Line	Enhancing People Performance
Jejneswar Dash	Vedanta Limited Jharsuguda	Enhancing People Performance
Nishanth M S	Bharti AXA Life Insurance	Individual Credibility
Rajesh Mohata	Cairn Oil & Gas – Vedanta Limited	Individual Credibility
Amit Tyagi	HDFC Bank Ltd.	Individual Credibility
Neha Singh	IndiGo	Individual Credibility
Kshitij Mohan	Manipal Global Education Services (MaGE)	Individual Credibility
Reghunath Padmanaban	Publicis Sapient	Individual Credibility
Sarish Paul	AllState Solutions Private Limited	Overall
Praveen Purohit	Cairn Oil & Gas – Vedanta Limited	Overall
Raj Tanwar	Concentrix Daksh Services India Pvt. Ltd.	Overall
Arvind Hingar	Fullerton India Credit Company Limited	Overall
Jay Shah	HDFC Bank Ltd.	Overall
Rohit Rikhye	IndiGo	Overall
Pragnesh Patel	Motilal Oswal Financial Services Limited	Overall
Rohan Vaswani	Nexus Malls (Blackstone India's Retail Portfolio)	Overall
Varun Salaria	Publicis Sapient	Overall
Amaresh Das	Satin Creditcare Network Limited	Overall
Sujit Kispotta	Electrosteel Steels Limited	Result Orientation
Vinod Kumar	Hindustan Zinc	Result Orientation
Raj Panchal	Raymond Limited	Result Orientation
Asim Ali Khan	TCI Express Limited	Result Orientation
R Kranthi Kumar	United Breweries Limited	Result Orientation
Ritubrata Ray	Vedanta Alumina	Result Orientation
Vijay Ingole	Vedanta Limited, Talwandi	Result Orientation
Manoj Kumar P A	Sabo Power Limited	Senior Leader
Niranjan Kumar C	AllState Solutions Private Limited	Senior Leader
Rohit Soni	Amara Raja Group	Senior Leader
	Bharat Aluminium Company (A Part of Vedanta Group)	Senior Leader
Al Muthir Al Kharusi	Cairn Oil & Gas – Vedanta Limited	Senior Leader
Gopalaseshan S	CMS Infosystems	Senior Leader
Rajesh Parab	Colorcon Asia Pvt. Ltd.	Senior Leader
Harsh Joshi	Motilal Oswal Financial Services Limited	Senior Leader
Dinesh Garg	TTK Prestige Limited	Senior Leader
Vicky Dodani	BlackBuck	Team Effectiveness
Hitesh Vaid	Cairn Oil & Gas-Vedanta Ltd.	Team Effectiveness
Gaurav Sarda	HDFC Bank Ltd.	Team Effectiveness
Sumit Nagar	IGT Solutions Private Limited	Team Effectiveness
Kirti Gupta	Maersk Line	Team Effectiveness
Sandhya Pillai	Axis Asset Management Company Ltd.	Women Leader
Kavita Singh	Hindustan Zinc	Women Leader
Archana Sachith	IndiGo	Women Leader
Vidhya D L	Manipal Health Enterprises Pvt. Ltd.	Women Leader
Mansi Khare	Publicis Sapient	Women Leader
Pratikhya Das	QuEST Global Engineering Services Pvt. Ltd.	Women Leader
A Sumathi	Sterlite Copper (Unit of Vedanta Limited)	Women Leader