

Building a collaborative culture

BEST FOOT FORWARD This company believes in creating an environment that encourages employees to grow and succeed together

How do you spot and attract talent?

In the current business landscape where everything is replicable, talent needs to be selected with care and nurtured to bring out the best in them. We have periodic assessments, career conversations and opportunities provided to internal talent. Our employee value proposition supports our aim to be an employer of choice and helps attract talent from outside as well. We look at lateral hiring as per needs

The best way to retain and nurture stars?

The best way is to recognise, develop and differentiate. Talent management is both an art and science and we aim to be objective, courageous and meritocratic in our design and implementation.

We believe in making managers and employees accountable for their future plans, raise the bar and provide a combination of stretch and development options using observable behaviours and tools to ensure we are transparent and fair in our approach.

Met Avenues, our internal job posting portal, provides an opportunity for our employees to evaluate a mul-

briefcase

ASHISH KUMAR SRIVASTAVA was appointed as director of human resources in July 2013. He has got over 20 years of professional experience in the fields of human resources management, administration and communications. His experience pans across manufacturing, service and financial industries. Prior to this, he was in Mauritius as the head of human resources for IBL Group, a conglomerate with a presence in Africa, Asia and Middle East. He also served in companies such as HSBC etc.

Ashish Kumar Srivastava,
director-human resources, PNB
metlife india insurance co ltd



titude of offerings in diverse functional and locational areas

What kind of a workplace environment do you strive to create?

We strive to create a collaborative and happy setting. We aim to create an environment that supports the values we abide to – be the best, put customers first, make things easier and succeed together

What specific attributes/values do you look for in candidates being interviewed?

While experience, exposure and education are the

starting points, it is the candidate's attitude, aptitude and agility that determine how successful he/she will be in a given role.

In a dynamic environment, role and responsibilities are not fixed and hence, one needs to be able to adapt to different assignments, projects, technology or even location.

While hiring we, therefore, look for someone who will hit the ground, adapt himself instead of only running because the role one is hired for is certainly not the last role he/she will manage

What skillsets are important

when hiring for your company? Everything we do in our company revolves around our values. It is, therefore, critical for us to find employees who demonstrate these values every day.

Succeeding together: This finds prominence in our hiring strategy. As much as we look for individual competence, we also seek out candidates who have the ability to work in teams and cross functions to ensure joint accountability and harmony.

Putting customers first: As this is at the heart of all our strategies and policies, we expect to see this in our employees and potential hires too

Are you hiring at the moment? Yes, we are on an organic growth trajectory and scouting for talent with diverse skillsets for strategic positions

Positions most difficult to fill? Today, India Inc boasts of a large talent pool. However, some jobs are surely more challenging than others – especially in case of upcoming areas like digital and advanced data analytics

Coordinated by Rozelle Laha