



25th world gas conference
"Gas: Sustaining Future Global Growth"

From A Leading Organization To Building A Learning Organisation

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Kuala Lumpur



Patron



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A LEADING ORGANISATION

- **ROOTS** - HUMAN RESOURCES
- **SOIL** – INTERNAL ENVIRONMENT OR CULTURE OF THE ORGANISATION
- **STEM** – VISION, MISSION, STRATEGIES, PLANTS & POLICIES
- **ATMOSPHERE** – COMPETITION, SOCIOECONOMIC POLICIES, REGULATIONS, STAKE HOLDERS EXPECTATION, POLITICAL SCENARIO ETC.



THE REAL CHALLENGE

- **HIRING GOOD PEOPLE IS TOUGH.**
- **RETAINING THEM IS TOUGHER.**
- **DEVELOPING THEM IN ALIGNMENT WITH ORGANISATIONAL GOALS & OBJECTIVE IS THE REAL CHALLENGE**

CHALLENGES BEFORE THE INDUSTRY

- **ORGANISATIONS ARE NOT MACHINES**
- **IT IS THE PEOPLE WHO ARE AT THE CORE OF ANY ORGANISATION**
- **BUSINESS ENVIRONMENT IS RAPIDLY CHANGING**

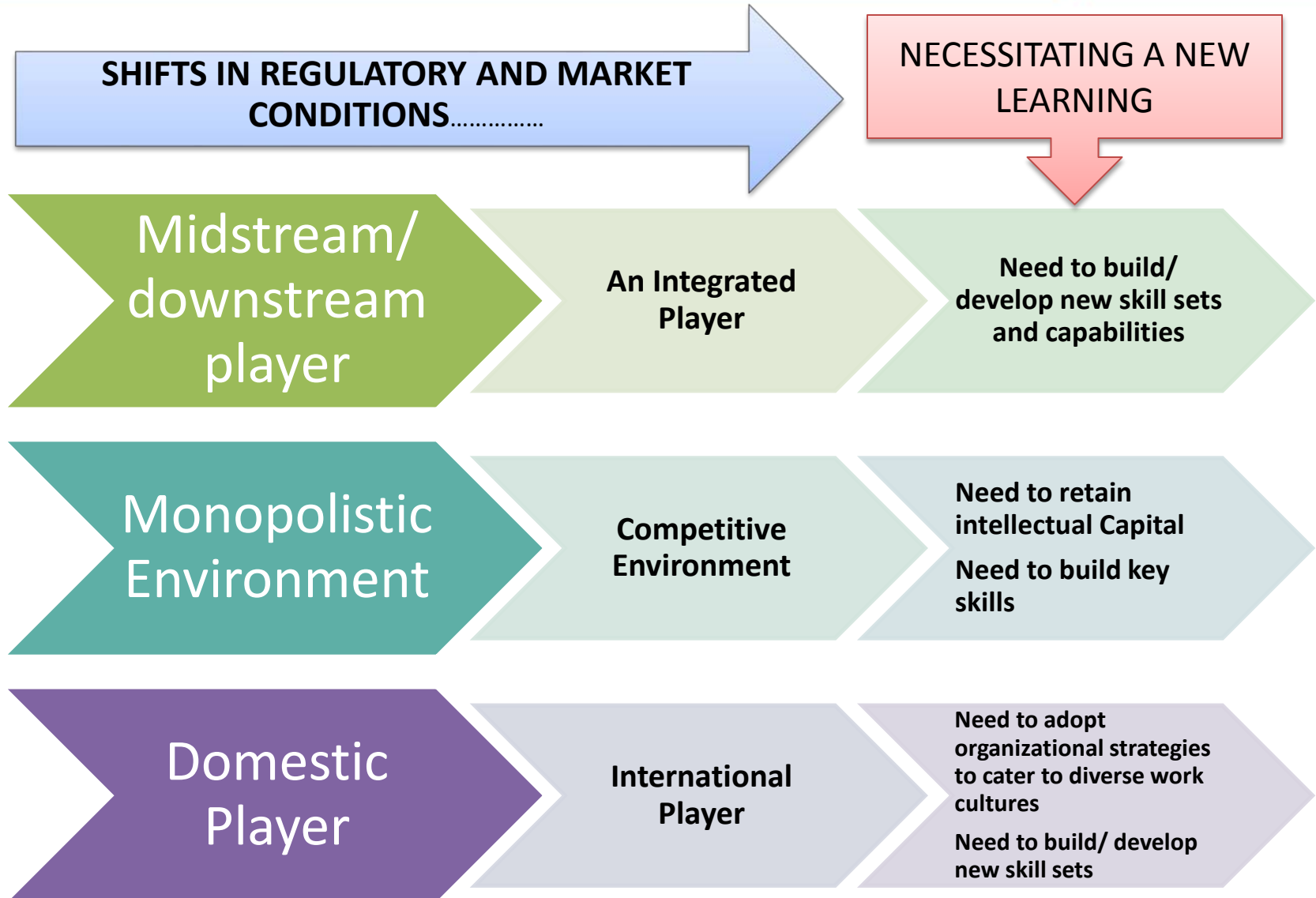
WHAT IS NEEDED TO COPE UP WITH THIS CHANGE IS THE “CHANGE OR TRANSFORMATION OF HUMAN RESOURCE”

- **NEED FOR A MORE SYSTEMATIC AND INTEGRATED APPROACH TOWARDS CREATING AN ATMOSPHERE FOR CONTINUOUS LEARNING & CAREER ADVANCEMENT.**
- **SHIFT FROM ATTRACTING & RETAINING THE TALENT TO MOTIVATING & DEVELOPING THEM.**
- **BRINGING OUT THE “LEARNERS” WITHIN THE “LEADERS”.**
- **FROM A “LEADING ORGANISATION” TO CREATING A “LEARNING ORGANISATION”.**

- **A LEADING NATURAL GAS TRANSMISSION & DISTRIBUTION COMPANY IN INDIA**
- **A NAVRATNA PUBLIC SECTOR ENTERPRISE**
- **10500 KMS OF NATURAL GAS & LPG PIPELINE**
- **4000 EMPLOYEES**
- **ANNUAL TURNOVER - Rs. 40281 Crores (USD 7203 MILLION) (FY 11-12)**
- **PROFIT (PBT) - Rs. 5340 Crores (USD 954 MILLION) (FY 11-12)**
- **WORLD'S NO. 1 COMPANY IN DOWNSTREAM OPERATIONS- Platts Global Energy Awards 2011**

- **LEAN ORGANISATION**
- **PROFESSIONAL SKILL DOMINATED**
- **YOUNG ORGANISATIONS WITH AVERAGE AGE OF 39 YEARS**
- **EXECUTIVE ORIENTATED**

CREATING A LEARNING ORGANISATION



SUSTAINABLE DEVELOPMENT



Capability Building through continuous learning

THANK YOU