

UNLOCKING HUMAN CAPITAL TO DRIVE PERFORMANCE

QUOTE-UNQUOTE:

Q. When and where did the idea to address such a sensitive issue stem from?

A. The idea developed over a period of time, as I have been a consultant all my life. Since, past 25 years I have been working and providing solutions to corporates across the globe, be it India, the US or even Middle East. It really doesn't matter where one works; the problems are the same everywhere. Through this book we are trying to address 20 most important HR issues, which are not rocket science. Utilisation of common sense to address these issues, and right practice can harness positivity at the workplace creating the much-needed balance.

Q. How would working executives gain practical insights from your book?

A. Well, the basic take away would be the simple solutions provided in the book to tackle the situations at the workplace. Half of the problems the corporates face these days are strategic in nature. Corporates want solutions, and that's exactly what I am offering through the book, based on observations. Apart from that, one has to understand the arenas they are involved in at professional level. The problems one faces should not be swept under the rug but should be faced for timely recovery. Also, it's for the organisations to understand that the people would perform at the end of the day and the complex issue like that of managing people has to be dealt with in a very sensitive and skilled manner.

Q. What inspires you to write and address such issues?

A. It is my father Prof. KK Anand. This book is dedicated to him as he has always inspired me to write. He had been the professor of Organisational Behaviour IIM-A. Apart from that he had been a Management Consultant all his life. He has written many books addressing various subjects related to corporates across the globe.

OVERVIEW:

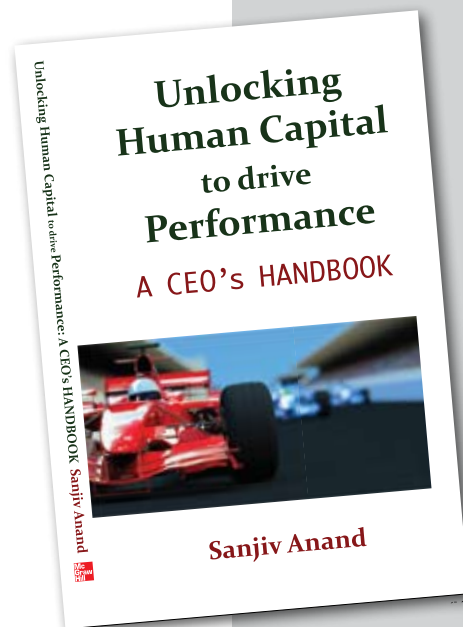
It is believed that unlocking human capital will be the biggest competitive edge for any organisation in the next decade. The book is clearly intended to help top management make insightful people-related decisions.

The suggestions made by the author will be useful in dealing with the everyday HR challenges. The solution is to use your best judgment, use the best external and internal advice you can get, be strong, put your hand on your heart, and do the right thing. After all they are all human beings with families and without them, your company will have no soul.

AUTHOR PROFILE

Sanjiv Anand is the Managing Director, Cedar Management Consulting International, LLC, New York. A Balanced Scorecard thought leader, for over 25 years he has worked with CEOs and Boards worldwide in the development of their strategies and the transformation of their businesses. He has an MBA from NYU Stern and an AMP from Harvard Business School.

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