



# HR Management India

## How to find and keep the right employees?

Human Resources play a major role in market entry and market expansion, and often decide the success or failure of your business in India. We provide you with important tips on „success factors in personnel“ and show how Indian culture influences your business there.

**14<sup>th</sup> July 2015 in Maastricht**

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## Agenda

10.00 bis 10.20 **Welcome Notes**

*Toon Laurensse | Founder and Managing Director of Dutch Business Partners*  
*Chairman Elect Vipin Moharir | NICCT*

10.20 bis 11.05 **How culture impacts your business?**

- Cultural dimensions: The most important characteristics
- When is a “Yes” a “Yes” and a “No” a “No”?
- How do I recognize and create liability?
- How important are timelines?
- Is no news is good news?
- How to communicate/motivate the right way?
- How important are feedbacks?
- Successful practices to manage employees
- Comparing HR practices in India with other Countries

*Sujata Banerjee | Management Across Cultures | Berlin*

11:05 bis 11:50 **Break out session**

- Managing India effectively
- Impact of managerial styles
- Evaluation of questionnaire – focusing on problem situations in India

*Deepmala Datta | Head - Human Resources M+V Marketing & Sales Pvt. Ltd. | New Delhi*

11:50 bis 12:05 **Coffee Break**

12:05 bis 13:20 **What to focus on when you hire for India?**

- Importance of screening & assessments, specially for leadership positions
- What competencies should you hire?
  - expat vs. local
  - technical vs. general administration
- What will be your hiring budget for leadership?
- Salary trends & expectations

*Deepmala Datta | Head - Human Resources M+V Marketing & Sales Pvt. Ltd. | New Delhi*

**How to manage and motivate employees from far?**

- Importance of policies
- On-boarding your talent
- Constant communication and control aspects
- Agreements vs. performance evaluations as per role

*Torsten Gosch | Senior Manager Business Development | Maier + Vidorno GmbH*

13:20 bis 13:35 **Lessons learned: How to project the lessons learned on individual cases?**

13:35 bis 15:00 **Lunch and Networking**



### Location

Château Neercanne  
Balkon van Nederland  
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### Registration

Please register by email or fax until **7. July 2015**.

The participation fee is € 50,- p. P. excl. VAT.

For members of NICCT and EXPORT SOCIETEIT LIMBURG the event is free of charge. Due to the expected interest and the limit of space available, we recommend a prompt registration.

Surname | Given Name

Position | Department

Company

Street

Zip Code | City

Telephone

Email

Date | City and Signature