

# CII HR Excellence Award presented to Rane Group

The Planning Commission member, Mr. Arun Maira, presented the CII Significant Achievement in HR Excellence Award to the Rane Group at the third CII National HR Conclave 2012 held in New Delhi on October 4.

The Award is an initiative that identifies and recognizes companies for excellence in HR practices after a rigorous fact-based assessment process conducted by a team of certified external assessors.

On receiving the Award, Mr. R. Venkatanarayanan, President HR, Rane Group, said: "We are very happy to be acknowledged by CII with the 'Significant Achievement in HR Excellence' Award, as it is an endorsement of the

maturity of HR and the HR practices at the Rane Group. We will continue to improve and innovate to further strengthen our people practices keeping in mind the people philosophy of the group to focus on aligning aspirations and inspiring to take on challenges, as we accelerate our journey of profitable growth."

The Rane Group has identified key areas of focus to gear up for the next phase of growth keeping the group people philosophy at its core: focus on nurturing a culture of innovation, employee engagement to promote and sustain a stable employee

relations climate, identification and development of leadership talent, leveraging the multi-generational workforce to tap opportunities and increased usage of technology and tools to promote collaboration.

Among the most significant of the group's HR practices are the four-level Professional Development Architecture (PDA) which is used to identify high performers and groom them for future; Rane Advanced Management Program (RAMP) to enrich the talent pool by enhancing managerial bandwidth and leadership depth; and the Performance As-

essment and Development System (PADS) aimed at creating a high performance culture by working on Individual Development Plans (IDPs).

The commitment of the senior management in the talent development process has gone a long way in nurturing a strong employer brand. There is a constant strive to deliver on the employer brand promise of creating an exciting workplace founded on the principles of values, fairness and transparency.



**Mr. R. Venkatanarayanan, President HR, Rane Group, receiving the Award from Mr. Arun Maira, Planning Commission member**