

*“Leadership and Learning  
are indispensable to each other”*

*John F Kennedy*  
John F Kennedy



**Last date for submitting applications**  
December 15, 2014

**Award Presentation Ceremony**  
April 22, 2015, New Delhi

Supported by:



Knowledge Partner:



# The idea behind the Awards

In today's dynamic and competitive business environment, organizations are running the extra mile to develop and retain human capital. One of the key challenges for companies is to accelerate training and development activities in cross-functional areas of business and foster a knowledge-driven culture that is both sustainable and easy to replicate across all locations. Therefore, organizations are coming up with novel ideas and approaches to develop strategies that are best suited to meet their need for talent development.

The annual BML Munjal Awards for 'Business Excellence through Learning & Development' recognize organizations that have successfully created and implemented innovative strategies for learning and development, using people development as a tool to achieve Business Excellence. The awards also recognize organizations that have used their training initiatives to create competitive advantages and enable growth for their companies.

The awards are now in the tenth year and have become one of the most sought after recognition in the area of Learning & Development. The awards are organized by Hero Corporate Service Limited, a Hero Group company.



## Goals

- Recognize & Promote excellence in the field of Learning & Development
- Create a platform for sharing of best practices by participating organizations



## Inspiration

The Awards are named after the Hero Group Chairman and Padma Bhushan Awardee Dr. Brijmohan Lall Munjal, a leader who has built a business conglomerate worth billions of dollars from scratch. He attributes the Group's success to a

continuous focus on training and Learning & Development resulting in business excellence. This philosophy has been further strengthened by nurturing strong family values, people relationships and responsible citizenship, coupled with humility and efficiency at workplace.

Completing a decade of awarding the best

# 2015- Entries are invited for 3 categories of Awards



## Sustained Excellence

This year we are also launching a new category for our esteemed winners of the past years. Winners of the awards in the past will automatically be eligible for this award.

### How will you benefit from participating?

- Your chance to be at the forefront of companies championing business excellence through learning & development
- Be part of an award program that is established and is in its tenth year
- Recognition by an esteemed panel of judges
- Companies participating will get an access to the best practices of various companies (on a no-name basis) in the Learning & Development function

### Fees & Costs

There is no entry fee. However the applicants will have to make their travel arrangements, if shortlisted for final presentation.

## Past Winners



# 2015 – Award Process Snapshot

## Call for Entries

Invitations are sent to organizations that have consistently figured in top industry rankings of reputed publications. Forms are also invited from various reputed organizations of the public and private sectors .

## Stage 1 Entry Form

The applicants are requested to fill in the entry form and send to us by email/post.

**Last Date: December 15, 2014**

## Stage 1 Assessment/ Shortlisting

Entry forms received shall be collated and screened in association with our knowledge partner Grant Thornton.

Assessment Matrix	
Stage 1 : Business excellence outcomes	
Financial success	Customer delight
People focus	Contribution to society

## Stage 2 Application Form

Initially shortlisted companies will be sent a detailed application form for additional data around Learning & Development initiatives.

## Stage 2 Assessment/ Finalist Selection

A specially constituted cross-functional Expert Panel drawn from reputed organizations will analyse and evaluate the data provided by the shortlisted companies to arrive at finalists in each category.

Assessment Matrix	
Stage 2: Learning and development considerations	
Alignment with business goals	Performance improvement
Internal communication and transparency	Impact on client experience
Commercial success	Internal collaboration
External partners and experts leverage	Employee participation

## Site Visits

Site visits would be conducted at the works of the finalists to authenticate the submitted information and verify the institutionalization of the initiatives.

## Selection of Winners

The finalists will be evaluated by an eminent jury in an interactive presentation session. The Jury would deliberate and finally decide the winner in each category.

The presenters are expected to give concrete linkage of business excellence achieved through Learning & Development and this will be considered during the evaluation by the Jury.

## Past Winners



## Eminent Jury Panel in Past

Mr. Ajay Shriram, DCM Shriram Consolidated Ltd  
Mr. Analjit Singh, Max India Limited  
Dr. Anand C. Burman, Dabur India Limited  
Mr. Arun Bharat Ram, SRF  
Mr. Arun Maira, Planning Commission  
Mr. B.P. Rao, BHEL  
Mr. Bhargav Dasgupta, ICICI Lombard  
Mr. Deepak Parekh, HDFC  
Mr. Hari S Bhartia, Jubilant  
Mr. Hemant M Nerurkar, Tata Steel  
Dr. (Ms.) Jyotsna Suri, The Lalit Hotels  
Ms. Kalpana Morparia, JP Morgan India  
Ms. Mallika Srinivasan, TAFE  
Mr. R.C. Bhargava, Maruti Suzuki India  
Mr. R.S. Sharma, ONGC  
Ms. Renu Karnad, HDFC  
Mr. S Ramadorai, National Council on Skill Development  
Mr. S.K. Roongta, SAIL  
Mr. Sanjiv Goenka, RPG Group  
Ms. Shobana Kamineni, Apollo Hospitals  
Ms. Shobhana Bhartia, Hindustan Times Group  
Mr. Sunil Kant Munjal, Hero Corporate Service Ltd  
Mr. Tarun Das, CII  
Dr. Vinayshil Gautam, Senior Advisor, KPMG  
Mr. Y.C. Deveshwar, ITC

## 2015 - Awards Rules & Regulations

For rules & regulations, please check our website  
[www.bmlmunjalawards.com](http://www.bmlmunjalawards.com)

*Awards will be given away at a glittering ceremony to be held in New Delhi on April 22, 2015.*

## Past Winners



**MINDMINE  
INSTITUTE**

*Mindmine Institute is an independent think tank set up by the Hero Group. From time to time, the institute conducts a number of initiatives to stimulate intellectual discussions and generate thought leadership on issues of importance to businesses, society and India in general.*



# Some moments of the past award ceremonies



## Other details

For more information

Visit: [www.bmlmunjalawards.com](http://www.bmlmunjalawards.com)

Entries may be sent by E-mail to: [bmlmunjalawards@herocorp.com](mailto:bmlmunjalawards@herocorp.com)

Or by Post:

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Rakesh Kumar

General Manager (Human Resources)

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**Last Date of Submission:  
December 15, 2014**



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