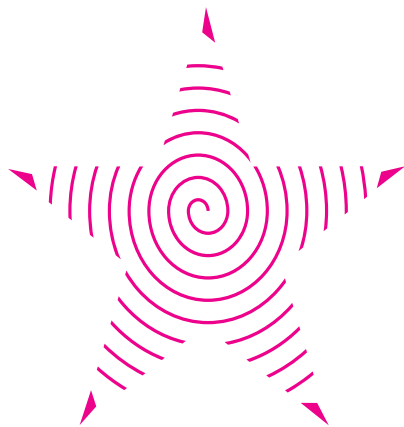


*“ An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage ”*

*- Jack Welch*



# BML MUNJAL AWARDS

Excellence in  
Learning & Development

— Eighth Edition, 2013 —



## *In Search of Learning & Development Excellence*

As global boundaries are shrinking and competition intensifying, a silent transition is undergoing in the way organizations manage their Human Capital. To effectively manage this transition, organizations are increasingly focusing on capability building through learning & development in all areas of operations. Thus dependence on skills & competencies of Human Capital for sustainable growth is far greater than ever before.

The annual BML Munjal awards for 'Excellence in Learning and Development' recognize innovations made by organizations in area of exceptional skill development. They are given to companies that have consistently used training, learning & development as a source of competitive advantage & as a business strategy for their success.

These awards were conceived seven years ago and have now become one of the most sought after recognition in the area of Learning and Development. The awards are organized by Hero Corporate Service Limited, a Hero Group company.

Two awards are given for training, learning & development performance - one each in public sector & private sector.

## *The Goals*

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

## *The Jury*

- **Dr. Anand C. Burman**, Dabur India Limited
- **Mr. Sanjiv Goenka**, RPG Group
- **Mr. Bhargav Dasgupta**, ICICI Lombard
- **Ms. Kalpana Morparia**, JP Morgan India
- **Mr. Analjit Singh**, Max India Limited
- **Dr. Vinayshil Gautam**, IIT Delhi
- **Mr. Sunil Kant Munjal**, Hero Corporate Service Limited

## *Previous Winners*

Year	Private Sector	Public Sector
2006	Jet Airways	NTPC
2007	Infosys Technologies Ltd. & Satyam Computer Services	SAIL
2008	Mindtree Consulting	NHPC
2009	HSBC	Indian Oil Ltd.
2010	Tata Steel Ltd.	ONGC
2011	Tata Power Ltd.	PNB
2012	HDFC Bank	BPCL

Invitations are being sent to the companies that figured in each of the two merit lists: BT 500 List of Most Valuable Companies for 2012 and the Business World Real 500 for 2012. Apart from this brochure/advertisements are also being sent inviting applications from various organisations in the public and private sectors in manufacturing, services, trade and other categories as well.

The Companies are being requested to fill in the attached questionnaire (as part of the application form) listing HR and business metrics covering various areas of training, learning and development and business performance. The last date for the submission of the questionnaire is 09th Feb., 2013. The data provided by the companies shall be analysed by a panel of cross functional experts drawn from various sectors. Wherever required, additional data/presentations shall be requested by the panel. This panel shall make a shortlist from which the jury will select the final winners.

**Venue** : The Grand,  
New Delhi

**Date** : April 4, 2013 (Thursday)

**Schedule**

- 2000 hrs : Awards Ceremony
- 2045 hrs : Cultural Event
- 2115 hrs : Dinner

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## *Methodology*

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## *Award Presentation Ceremony*

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The Eighth Mindmine Summit '**Today's India: Economics or Politics?**' will be held on **April 4 and 5, 2013** at **The Grand, New Delhi**.

As we approach 2013 Summit, the prognosis is bitter-sweet. The global and Indian economy continues to falter; yet the government is displaying surprising boldness and political resolve. As the interplay of political and economic forces is growing with every passing week, the 2013 Summit will examine the tenacity of this new-found enthusiasm and resolve.

A diverse set of eminent speakers will debate and analyse whether economic realities will force the government to remain pragmatic, or whether populism be the order of the day in the run up to the 2014 elections. Through an eclectic mix of interactive plenary sessions, Mindmine Exchanges and debates, the 2013 Summit will provide a ringside view of the political, business and societal theatre as it unfolds.

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## *Mindmine Summit 2013*

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## *The Inspiration*

The Award is named after 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 has used the attributes of training, learning and development and nurtured strong family values, people relationships and responsible citizenship, coupled with humility and efficiency in work while continuously listening to customers and providing value to all stakeholders.

The Awards celebrate the achievements of the Hero Group patriarch by rewarding companies that have successfully used similar attributes.

## *Other Details*

### *Participation Fee*

There is no participation fee.

For more information,  
visit: [www.bmlmunjalawards.com](http://www.bmlmunjalawards.com)

### *Entries may be sent to:*

By Email: [bmlmunjalawards2013@herocorp.com](mailto:bmlmunjalawards2013@herocorp.com)

### *By Post:*

#### **Rakesh Kumar**

General Manager  
(Human Resource)  
Email: [rakesh.k@herocorp.com](mailto:rakesh.k@herocorp.com)

#### **Ajay Arora**

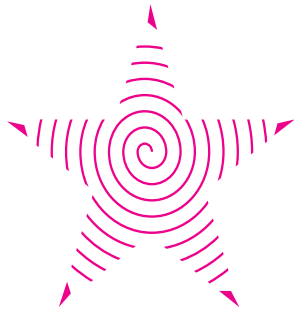
General Manager  
(Strategic Planning & Projects)  
Email: [ajay.arora@herocorp.com](mailto:ajay.arora@herocorp.com)

Hero Corporate Service Limited

264, Okhla Industrial Estate, Phase-III, New Delhi-110020

Tel : 011-47467000

Fax: 011-47467070



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## **APPLICATION FORM**

Last Date for Submission : 09th February 2013

Company's Name: \_\_\_\_\_

Name and Designation (Authorised person filling the questionnaire): \_\_\_\_\_

Address: \_\_\_\_\_

Tel/Mob: \_\_\_\_\_ Fax: \_\_\_\_\_ E-mail: \_\_\_\_\_

Official Website: \_\_\_\_\_ Year of Incorporation: \_\_\_\_\_

Sector Type (Public/Private): \_\_\_\_\_ Products/Services: \_\_\_\_\_

1. Indicate your business size in terms of:

	FY 2010-2011	FY 2011-2012	Increase/Decrease (%)
Sales turnover (Rs. Crores)			
Profit before tax (Rs. Crores)			
No. of Products/Services			
No. of Branches/Locations			
Names/No. of Geographical Markets			

2. Indicate your size of Human Resources in terms of:

	FY 2010-2011	FY 2011-2012	Increase/Decrease (%)
Total Manpower (Nos.)			
Part-time Employees			
Full-time Employees			
Male-Female Ratio			
No. of New Joinees			
No. of Separations			
Attrition Rates			
Average Length of Service Per Employee			
Salary Bill (Rs. Crores)			
Average Salary Per Person Per Year (Rs.)			

3. Indicate the size of learning, training & developmental efforts and investments:

	FY 2010-2011	FY 2011-2012	Increase/Decrease (%)
Size of Training & Development Team(Nos.)			
Training & Development Infrastructure/Capital, Operational Expenses (Rs. Crores)			
No. of Training & Development Man-days Per Employee Per Year			
No. of Employees Covered in Training & Development Activities			
No. of Workshops/Training Programmes Conducted			
Size of In-house Faculty/Trainers			
Training Cost as % of Revenue			
Training Cost as % of Salary			
Cost Per Man-day of Training (Rs.)			

4. Indicate your innovative learning, training and development initiatives launched in 2011-2012, including new practices, systems, use of technology, job rotation/enlargement/enrichment schemes, knowledge management, skill development, satisfaction surveys, succession planning, New initiative i.e. Quality circles, TQM etc.
5. Give examples of the impact of these initiatives on business in terms of improved competitiveness, productivity, value addition, higher sales, higher profits, improved level of customer service, employee satisfaction, reduced attrition, supply of talent from within the organisation etc.
6. Any awards of recognition received during the FY 2011-12.
7. Any other relevant information which you wish to share.

I certify that the information provided above is true to the best of my knowledge and belief.

Date: \_\_\_\_\_ Name: \_\_\_\_\_

Place: \_\_\_\_\_ Designation: \_\_\_\_\_

For more information, visit [www.bmlmunjalawards.com](http://www.bmlmunjalawards.com)

*Entries may be sent to:*

By Email: [bmlmunjalawards2013@herocorp.com](mailto:bmlmunjalawards2013@herocorp.com)

By Post:

**Rakesh Kumar**

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**Ajay Arora**

General Manager  
(Strategic Planning & Projects)

Email: [ajay.arora@herocorp.com](mailto:ajay.arora@herocorp.com)

Hero Corporate Service Limited

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