

Improving Effectiveness - In Conversation with Ramesh Shankar S, Executive Vice President & Head - HR, Siemens, South Asia, Mumbai

INTERVIEW
SAMSMRITI – The SAMS Journal
ISSN 0976-304X
Vol. 12(1), January- June, 2018
pp. 62-64



RAMESH SHANKAR S
*Executive Vice President & Head - HR, Siemens
South Asia, Mumbai*



K C MISHRA
*Principal
Sambhram Academy of Management Studies
Bangalore*

Mr. Ramesh Shankar S has been a HR Practitioner for the last 36 years in the Corporate World and has experience working in Steel, Automobile, FMCG and Engineering Sectors. He is of the opinion that experience need to be valued and he has enormous experience: "*there can be two perspectives to improve effectiveness, one performance basis and another learning and development*".

He says "Life is a journey. Every day is like the page of a book. We need to read every page of the book and move on to the next page. Most of us tend to turn back and not move forward. While, it may be useful to learn from the mistakes of the past, it is more important to focus on shaping our future. If we keep turning to the back pages, we may never move forward and read the whole book in our lifetime"

We thought of taking the best from him through the process of extracting answers to specific questions from diverse domains. The Budding Managers in B-Schools today need to be trained by various ways and one such way is listening to experienced Corporate Icons and Mr. Ramesh Shankar is one among them.

Questions are not confined to any specific domain but are interwoven to help the Budding Managers to take cue for themselves.

K C Mishra (KCM): What are your three biggest strengths and three biggest areas of growth?

Ramesh Shankar S (RSS): My strengths are values, honesty and hard work. My weaknesses are that I am apolitical, not good at networking and have strong likes and dislikes

KCM: When did you ask last time someone for feedback on you and what did you do with it?

RSS: I did it a year back through a 360 degree tool; working on my development through it

KCM: What are you truly passionate about?

RSS: I am passionate about nature, writing, reading, and travelling

KCM: Recall a challenge that was significant, but one that you consider a true challenge and outcome was exhilarating?

RSS: The challenge of opening a green field plant and then closing it down within three years without retrenching a single employee

KCM: Did you have challenges that helped organizational growth immensely

RSS: Yes many, including developing people- managers in the organizations

KCM: How you became an achiever and transformed your life?

RSS: Hard work, commitment and value driven

KCM: Can you elaborate your feelings when you were at the peak of your career and even vice versa.

RSS: Exhilarating at peak and reflective at through

KCM: What is the next right step?

RSS: How can I give back to society?

KCM: Please highlight how to learn to live better in real life.

RSS: Hard work, have role models and be willing to learn from mistakes

KCM: All talk of self transformation but what exactly is that please spell out in simple terms; how does it lead to organizational transformation?

RSS: Organizations are a summation of individuals; if individuals change, organizations transform

KCM: Do you accept the Managers of today to manage the whole gamut of affairs have to self transform themselves and they really do that?

RSS: Everyone tries his or her best; we have to support them in this journey

KCM: Like Genuine Non-Alignment what is Genuine Management and who practice such Genuine Management; please answer with examples.

RSS: Everyone tries; there are many Indian and multinational organizations which make a serious attempt

KCM: All have conscience but why not we heed to it on various occasions and do wrong?

RSS: Because greed exceeds needs of ours

KCM: In silence only we can hear the sound of the movement of the earth and that will be the real message for us; why is the technique unaware to most of us or many of us?

RSS: Because we refuse to listen to our conscience

KCM: We are individualistic; can a nation/an organization grow if its citizens/members behave like this?

RSS: We have to always believe that larger good is more important than individual good