

**“Using Human Resource for Competitive Advantage”**

One Day Networking Seminar at Noida

**Date : 23 – May - 2009**



**Organized By**

**The Human Excellence Network**

**and**

**Tackyon IT Consulting Private Limited**

**Venue : The Radisson, Noida**

Dear Sir/Madam,

Greetings!!

Tackyon is proud to announce the commencement of Human Resource Seminar on "**Using Human Resource for Competitive Advantage**". The program is Training and Networking event for Human Resource Professionals from Different Industries from across the country. With such events Tackyon is developing a non-virtual Network called "**THE HUMAN EXCELLENCE NETWORK**" where we are brought professionals from different domains together.

The event will provide an insight exposure to the issues faced by the industry and would address diverse areas such as Training, Outsourcing, and consulting. Learned and Experienced Speakers from different organizations will Share their HR Strategies and Execution Models from their organizations, and exceptionally beneficial Networking between the Human Resource professionals.

TACKYON is delighted to present its seminar, made for the management and HR professionals:

### **Using Human Resource for Competitive Advantage**

Venue : Hotel Radisson, NOIDA, Date : Saturday, 23 May 2009

**We invite your organization to participate in the Biggest Networking Event (Seminar) with Human Resource Professionals from NOIDA / DELHI and NCR.**

**Main objectives of this innovative seminar on HR management Excellence**

1. **Golden Opportunity for Consulting Companies - Meet 50+ Human Resource Professional from Different Companies from the industry.**
2. Legal Aspects of Employment Practice.
3. Understanding the Numbers for Human Resource Professionals.
4. Managing Employee Compensation Programs.
5. Managing Employee Benefit Programs.
6. Effective Recruitment, Selection, and Retention.
7. Management and Leadership for HRM Professionals.
8. Networking Opportunity with Human Resource Managers, Training Managers and Training Companies from North Indian Region.

**Who Should Attend This Seminar?**

- HR Managers
- Career Development Managers
- Personnel Admin. Managers
- General Managers
- Training Managers
- Line Managers
- Headhunters
- Recruitment Managers

**Industries and Fields that we recommend to attend?**

- Banks & Investment
- IT & Telecom
- Advertising/Media/PR
- Automobile / Airlines
- Real Estate
- Petroleum Sector
- Food & Beverage
- Healthcare & Pharmaceutical
- Tourism & Hospitality
- Consultancy & Training
- Retailers & Manufacturers

We have Limited Seats available, So the Nominations will be on First Come First Serve Basis. You can further reach us on phone numbers mentioned below.

I look forward to hearing from you.

With kindest regards,

**Talees Rizvi**

**Head Business Development**

**Tackyon IT Consulting Private Limited, NOIDA**

**[talees.rizvi@tackyon.org](mailto:talees.rizvi@tackyon.org)**

**[www.tackyon.org](http://www.tackyon.org)**

**Mobile: +91 93 106 34007, +91 9971309745**

**Phone : +91 120 3274660**

**FAX: +91 120 4202410**

		<b>Agenda</b>
<b>Session</b>	<b>Brief of Session</b>	
<b>Opening Session</b> <div style="text-align: right;">9:30am – 9:45am</div>	<ul style="list-style-type: none"> <li>• Opening Note</li> <li>• Lighting Lamp</li> </ul>	
<b>Session 1 : Legal Aspects of Employment Practice</b>  <div style="text-align: right;">9:45am – 10:45am</div>	<ul style="list-style-type: none"> <li>• Legal issues associated with hiring and dismissal practices.</li> <li>• Individual rights guaranteed under law, including leaves of absence.</li> <li>• Risk management and liability, including workplace safety.</li> <li>• Labor Act and Rules.</li> <li>• Role of ethics in implementing HRM policy.</li> </ul>	
<div style="text-align: center;">10:45am – 11:00am</div>	<b>Networking Tea</b>	
<b>Session 2 : Managing Employee Compensation Programs</b>  <div style="text-align: right;">11:00am – 12:00pm</div>	<ul style="list-style-type: none"> <li>• Competitive salary analysis and market dynamics.</li> <li>• Salary administration, incentive, stock options, and deferred compensation.</li> <li>• Budgeting underlying the development of compensation programs.</li> <li>• Design of compensation packages.</li> <li>• Executive compensation strategies.</li> <li>• Compensation theories.</li> </ul>	
<b>Session 3 : Managing Employee Benefit Programs</b>  <div style="text-align: right;">12:00pm – 1:00pm</div>	<ul style="list-style-type: none"> <li>• Overview of retirement benefits.</li> <li>• Competitive benefit analysis 'Benefits communications.</li> <li>• Typical and leading edge benefits offered by employers.</li> <li>• Executive benefits.</li> <li>• Strategies, tools, and techniques for designing and managing benefit plans.</li> <li>• Design and finance of health and welfare plans.</li> <li>• Techniques and programs used to contain benefit costs.</li> <li>• Basics of regulatory compliance and cost containment.</li> </ul>	
<div style="text-align: center;">1:00pm – 1:30pm</div>	<b>Networking Lunch</b>	
<b>Session 4 : Effective Recruitment, Selection, and Retention</b>  <div style="text-align: right;">1:30pm – 2:30pm</div>	<ul style="list-style-type: none"> <li>• Recruitment techniques, Job descriptions.</li> <li>• Assessment, including interviewing, testing, and background investigations.</li> <li>• Legal requirements.</li> <li>• Employee orientation.</li> <li>• Outplacement of staffing needs.</li> <li>• Staffing accountability.</li> <li>• Retention strategies. Diversity in the workplace.</li> </ul>	
<b>Session 5 : Human Resource Development</b>  <div style="text-align: right;">2:30pm – 3:30pm</div>	<ul style="list-style-type: none"> <li>• Goal setting, performance evaluation and performance expectations.</li> <li>• Interventions that help employees and organizations deal with change.</li> <li>• Factors that influence the focus of human resource development.</li> <li>• Consulting role and necessary skills of the HRD professional.</li> <li>• Trends in HRD, learning organizations, teams, diversity, and re-engineering.</li> </ul>	
<div style="text-align: center;">3:30pm – 3:45pm</div>	<b>Networking Tea</b>	
<b>Panel Discussion : Management and Leadership for HRM Professionals</b>  <div style="text-align: right;">3:45pm – 4:45pm</div>	<ul style="list-style-type: none"> <li>• Discerning basic aspects of organizational behavior.</li> <li>• Analyzing corporate culture and style preference.</li> <li>• Developing effective leadership techniques.</li> <li>• Understanding the importance of motivation and performance management.</li> <li>• Planning and implementing organizational change.</li> </ul>	
<b>Closing Session</b> <div style="text-align: right;">4:45pm – 5:30pm</div>	<ul style="list-style-type: none"> <li>• Note of Thanks</li> <li>• Memento / Certificate Distribution to all Participants</li> </ul>	

## Nomination Form

To Register, Please Provide the Following Information

<b>Company</b>			
<b>Address</b>			
<b>City</b>		<b>Zip/ Pin</b>	
<b>Telephone / Mobile/ Email</b>			
<b>Program</b>	Using Human Resource for Competitive Advantage		
<b>Program Date</b>	23 May 2009		
<b>Program Location</b>	Noida		

### Training Fees (Per Delegate) in INR

Enrollments	Fee	Service Tax @ 10.30%	Total
1 Delegate	4000.00	412.00	4412.00
2 – 5 Delegates	3500.00	360.50	3860.50
6 + Delegates	3000.00	309.00	3309.00
Students – MBA (Endorsed by Respective Institute)	2500.00	257.50	2757.50

Early Bird Discount 5% on Nominations before – 5<sup>th</sup> May 2009

S. No	Nominee Name	Contact Number / Email	Designation
1			
2			
3			
4			
5			

### Payment Details

<b>Mode of Payment</b>	<input type="checkbox"/> Cheque	<input type="checkbox"/> DD	<input type="checkbox"/> Tick Mark
<b>Cheque / DD Number</b>			
<b>Amount (INR)</b>			
<b>Date</b>			
<b>Bank</b>			

Please Make All Payments in Favor of "TACKYON IT CONSULTING PRIVATE LIMITED" Payable at NOIDA

<b>Authorized Signatory</b>	Mr./Mrs./Ms
<b>Designation</b>	
<b>Telephone / Mobile / Fax</b>	
<b>Email</b>	

Date:

Place:

Company Seal

Authorized Signatory

**SEND Hard Copies by  
Courier and FAX, email  
THE FILLED FORMS TO**

**Manager, Tackyon IT Consulting Private Limited,**  
33, Sri Ram Trade Center, Sector-58, (Opp. U Flex Chemical Division, C-5-8, Sector -57), NOIDA – 201301  
Mobile : +91 9310634007, 9971309745 Telephone nos.: +91 120 3274660, Fax: 0120 - 4202410  
Email: conference@tackyon.org, URL: www.tackyon.org

- ✓ Please Make All Payments in for mof
  - Demand Drafts: In favor of "Tackyon IT Consulting Private Limited" . Send the DD to Tackyon IT Consulting Private Limited, 33 Sri Ram Trade Center, Sector 58, Main Road, (Opposite U-Flex Chemical Division, C-5-8, Sector -57), NOIDA Phone: 0120 3274660
  - Bank Transfer or CASH Deposits in ICICI BANK: Account No: 628105019403, Account Name: "Tackyon IT Consulting Private Limited". – Information of Payment Should be mailed to [talees.rizvi@tackyon.org](mailto:talees.rizvi@tackyon.org)
  - Personal Cheques will not be accepted after 15 May 2009.
- ✓ Nomination Forms should reach us by courier and Fax – 0120 4202410

The confirmation Email will be sent to all the participants that shall serve as Entry Pass to the seminar.

## Terms and Conditions

1. Fee includes Tea/Snacks and Lunch on the day of Seminar.
2. The programs are non-residential and from 9:30 am to 5:30 pm.
3. The Seminar is subject to alterations/cancellations/changes etc. at the sole discretion of Tackyon IT Consulting Pvt. Ltd.
4. All special offers are subject to alterations/cancellations/changes etc. at the sole discretion of Tackyon IT Consulting Pvt. Ltd. without any prior notice whatsoever.
5. There will be no refunds if the nominee cancels nomination.
6. In case the program is rescheduled due to unforeseen/unavoidable reasons, participants would be given an option of alternative date.
7. Please Make All Payments in form of
  - a. Demand Drafts: In favor of "Tackyon IT Consulting Private Limited". Send the DD to Tackyon IT Consulting Private Limited, 33 Sri Ram Trade Center, Sector 58, Main Road, (Opposite U- Flex Chemical Division, C-5-8, Sector – 57), NOIDA Phone: 0120 3274660
  - b. Bank Transfer or CASH Deposits in ICICI BANK: Account No: 628105019403, Account Name: "Tackyon IT Consulting Private Limited". – Information of Payment should be mailed to [talees.rizvi@tackyon.org](mailto:talees.rizvi@tackyon.org)
  - c. Personal Cheques will not be accepted after 15 May 2009.
8. Nominations will be accepted on first come first serve basis.
9. Nomination Forms should reach us by courier and Fax – 0120 4202410
10. Nominations will be deemed to be complete only when the payments have been received in full and realized by Tackyon IT Consulting Private Limited.
11. Please Confirm your presence over the phone/email 0120-3274660, [talees.rizvi@tackyon.org](mailto:talees.rizvi@tackyon.org)
12. The confirmation Email will be sent to all the participants that shall serve as Entry Pass to the seminar.
13. A certificate of participation will be given to all fully paid participants.
14. Tackyon IT Consulting Private Limited reserves the right to close the number of nominations for a particular program.
15. All disputes are subject to NOIDA Jurisdiction only.

### PAN & Service Tax Number

1. Income Tax PAN: AACCT1549C
2. Service Tax No.: 688-ST/CER-20/Lko-II/2004-2005

<b>Place:</b>		
<b>Date:</b>	Company Seal	Authorised Signatory

## Glimpses of Training Events – NOIDA



**Seminar on Human Resource Excellence in Current Economic Scenario,  
19 December 2008, Radisson MBD Hotel, NOIDA**



## Our Speakers



**Mr. Hari Nair**  
Vice President - H R  
Sona Koyo Steering Systems Ltd



**Mr. Narendra K Gupta**  
Head HRM & Admn  
Geo Miller & Co Pvt Ltd



**Mr. Anand Rajaganesan**  
HR Director, OE Vertical,  
HCL Technologies Ltd



**Mr. Sandeep K. Puthal**  
Group HR Head,  
Vipul Ltd



**Dr. Arun Sacher**  
Professor, HOD  
Amity University, Noida



**Mr. Raj Gupta**  
Head - Human Resources  
Xchanging

## Certificate Distribution



## Glimpses of Training Events – Hyderabad



Seminar on Human Resource Excellence in Current Economic Scenario,  
24 January 2009, Hotel Taj Banjara, Hyderabad



## Our Speakers



**Prof. Gatala Habeeb**  
Dean  
Apollo Hospitals E&R Foundation



**Mr. Shirish Jha**  
AVP, Human Resource  
G E Money



**Mr. Suresh Anubolu**  
Director- HR,  
CA India Technologies Ltd



**Mr. T S Babu**  
Sr. Vice President , HR,  
SEW Infrastructure Ltd



**Dr. Suresh Kumar**  
Sr. GM , Human Resource  
Nicolas Piraman Ltd.



**Mr. B S Madhukar**  
AGM , Human Resource  
Vzag Steel Plant Ltd

## Certificate Distribution



### Participants

- AD2PRO MEDIA SOLUTIONS PVT. LIMITED
  - ADACELL WORKS ENGINEERING PRIVATE LIMITED
  - ADEPT MEDIA
  - ADVANTA INDIA LIMITED
  - AGAVALLI INFRAPOWER LIMITED
  - ALL-E-TECHNOLOGIES PVT. LIMITED
  - AMARPAAL INSTITUTE OF MANAGEMENT, NAINITAL
  - AMITY UNIVERSITY, NOIDA
  - APOLLO HOSPITALS LIMITED
  - APTU IITLAURJ S PRIVATE LIMITED
  - AZINGO SOFT SYSTEM INDIA PRIVATE LIMITED
  - BANK OF AMERICA
  - BILTECH BUILDING ELEMENTS LIMITED
  - BUDDIES HR SOLUTIONS
  - BUSINESS INDIA MAGAZINE
  - BUSINESS STANDARD LIMITED
  - C & C CONSTRUCTIONS LIMITED
  - CA TECHNOLOGIES INDIA LIMITED
  - CASIO INDIA PVT. LIMITED
  - C-DAC (CENTRE FOR ADVANCE COMPUTING)
  - CONSUMMATE TECHNOLOGIES
  - DOMINO'S PIZZA INDIA LIMITED
  - ESTEL TECHNOLOGIES PVT. LIMITED
  - FABER
  - FLEMING LABORATORIES LIMITED
  - FRANKLIN TEMPLETON INTERNATIONAL SERVICES INDIA PVT. LIMITED
  - GALGOTIAS COLLEGE OF ENGINEERING & TECHNOLOGY
  - GEMONEY LIMITED
  - GEO MILLER & CO PVT LTD
  - GVK BIOSCIENCES PVT. LIMITED
  - GVPR ENGINEERS LIMITED
  - HCL TECHNOLOGIES LIMITED
  - HYUNDAI MOTOR INDIA ENGINEERING PVT. LIMITED
  - ICICI SECURITIES
  - INDIGO
  - INOGEN LABORATORIES PVT. LIMITED
  - ISHIR INFOTECH PVT. LIMITED
  - ISS SOFTWARE DEVELOPMENT CENTRE
  - JOIE DE VIVRE RESTAURANT PVT. LIMITED
  - KHD HUMBOLDT WEDAC INDIA PVT. LIMITED
  - KOTAK DIRECT (DIV OF KOTAK SECURITIES LIMITED)
  - LAKSH HUMAN RESOURCES & TRAINING INSTITUTE
  - M2K ENTERTAINMENT PRIVATE LIMITED
  - MAND O
  - MATSOL SOFTWARE TECHNOLOGIES PVT. LIMITED
  - MERCEDES - BENZ
  - MERIDIAN INFRASTRUCTURES PRIVATE LIMITED
  - NAGARJUNA FERTILIZERS & CHEMICALS LIMITED
  - NATIONAL GEOPHYSICAL RESEARCH INSTITUTE (NGRI)
  - NCR CORPORATION INDIA PVT. LIMITED
  - NEOLITE ZKW LIGHTINGS PVT. LTD
  - NESTOR PHARMACEUTICALS LIMITED
  - NICOLAS PIRAMAL
  - NOIDA POWER COMPANY LIMITED
  - NORTH NOIDA POWER LIMITED
  - NRI INSTITUTE OF INFORMATION SCIENCE & TECHNOLOGIES
  - POWER GRID CORPORATION OF INDIA LIMITED
  - PRAXIS I-TECHNOLOGIES PVT. LIMITED
  - PROCESS MAP
  - RADICO KHAITAN LIMITED
  - RITU NANDA INSURANCE SERVICES PVT. LIMITED
  - RST MINNING AND LOGISTICS PVT. LIMITED
  - RUN AWARE
  - SAHARA NEXT
  - SCOPION RECRUITMENT CONSULTING
  - SEW INFRASTRUCTURES LIMITED
  - SHAHI EXPORTS PVT. LIMITED
  - SHREYA LIFE SCIENCES PVT. LIMITED
  - SONA KOYO STEERING SYSTEMS LTD
  - SPECTRAL SERVICES CONSULTANTS PVT. LIMITED
  - SPICE TELEVENTURES (OMNIA BPO SERVICES LIMITED)
  - SPICE WORLD
  - SPLENSOL CONSULTING
  - SRI ARUNODAYA DEGREE & P. G. COLLEGE
  - STERLING & WILSON PVT. LIMITED
  - SURYADUTTA GROUPS OF INSTITUTE
  - SYSCOM TECHNOLOGIES PRIVATE LIMITED
  - TARGET BANGLORE
  - TITAN ENERGY SYSTEM LIMITED
  - UNIFRUIT INDIA PRIVATE LIMITED
  - VIPUL LTD
  - VISNOVA SOLUTIONS
  - VIZAG STEEL PLANT
  - VRS FOODS LIMITED (PARAS)
  - XCHANGING
  - ZINITH ARCHITECTURALS
- In Addition to the above Companies we had**
- Free Lance Consultants
  - Students
  - Lawyers
  - Chartered Accountants
  - Academicians

**Looking Forward to Hear From You....  
Thanks !!**