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It was 01 Sep, 2012. CMS Business School, Jain University Campus Bangalore was agog with excitement; it was hosting an HR Conference on Nurturing India: A Human Resource Super Power- from *Awareness to Action*. The Event which was organized by MTHR Global [www.mthrglobal.com](http://www.mthrglobal.com), witnessed a phenomenal participation of HR professionals from across the country and a host of CEOs and celebrities. The most distinguished among them were Dr Y S Rajan, ISRO Scientist, Dr R Chenraj Jain, President, Jain University Trust, Dr Pallab Bandyopadhyay, Director-Citrix India and Dr Madan Kataria, Founder Laughter Yoga International.

But this Event is memorable for me because of personal reasons. I got to interact with two important personalities, who influenced my thought process. It was around 09:30 in the morning and the HR Summit was yet to take off. I found my good friend Mr Satyanarayana Raju engrossed in a dialogue with a gentleman. More out of

## NURTURING INDIA A HUMAN RESOURCE SUPER POWER

curiosity, I joined by greeting the person, who appeared dapperly dressed. I seized this as an opportunity to tell him about The Education Post and my column The Life Flow. I told him how the Education Post was fast emerging in the country as a leading National Newspaper, specializing in educational activities, events, news and views having wider ramifications on the emergence of India as an Educational Force. He listened to my story like a keen learner, showing utmost regard to every word I said. He also took my column and read it in my presence. There was something unique about his curiosity: his readinesses to make a stranger feel important. I was touched by his humility and his capacity to listen without interrupting. Little did I know then that my day had already begun with a chance meeting with Dr R Chenraj Jain, Founder Chairman- The JGI Group that represents today a cluster of 71 vibrant Educational establishments? The Jain Group is a brand name with about 30,000 students pursuing varied disciplines in 44 campuses and educational hubs of excellence spread across the country.

The person who hogged the limelight in the HR Conference was certainly Dr.



**Dr.Y. S. Rajan, Chief Mentor, ISRO Strategy Group (ISG) & Author**

Y. S. Rajan, Chief Mentor, ISRO Strategy Group (ISG) & Author. I was mesmerized and awe struck to see the amount of clarity and conviction with which he spoke. At the outset, he underlined the aspirations of all Indians for leadership roles. He was quick to note that India post 1991 followed the path of shallow liberalization thereby choosing the soft route for helping the country progress. He highlighted that India needs to have a differently different mindset if she

is to emerge a human resource super power. He was; however, not very positive about India's chance to become an HR superpower unless we as a Nation could learn the art of scaling up. We also need to understand that it is mainly the inner strength that makes a nation superpower rather than one's ability to outsource talent. Any country that aspires for a global slot has to gain the power and vitality for dominance with the help of innovative ideas & indigenously

developed tools and techniques for perpetual self growth. Our educational system is sadly not promoting critical thinking, let alone preparing the young Minds for creating something new and path breaking. He also observed that we a Nation are extremely poor in the field of planning and organizing. We are not clear about what we would do 15 years ahead. Perfection often demands eyes for details and we must sensitize our youth on this. We

are also highly critical of others' mistakes. As a result, our children are not encouraged to take risks in life. We know how to play safe. These are among the major stumbling blocks on the path of India becoming HR Super Power.

However, Dr Rajan admitted that India is a nation of bewildering variety and that is truly our strength. This must inspire us to explore more than what meets the eyes. We need to develop a new paradigm for Nation's growth. It is time to convert our awareness into action. It will not be enough just to walk the talk: we need to run the talk now. The considered views of Dr Rajan finds a reverberation in the following words of a liberal Chinese Thinker- Deng Xiao Ping:

*Observe calmly; secure our position  
Cope with affairs calmly;  
Hide our capabilities and bide our time;  
Be good at maintaining a low profile;  
And never claim leadership.*

The theme of the HR Conference -from Awareness to Action was indeed most befitting. Now is the opportune time to come out of our hoary past and fulfill the dream of nurturing India into a Human Resource Super Power.

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