

A NEW ROLE MEANS A NEW ORGANIZATION AND A NEWER SET OF PEOPLE – SURAJIT BANERJEE, HR, M3M



Surajit Banerjee, President, HR, M3M Group. He will be responsible for managing Human Capital at M3M. His role entails leading the organization in areas, such as, encouraging progressive 'People Practices' and creating a 'hi-performing' talent pool, organizational development through strategic people practices, building organizational capability around a competency framework, performance management, and functional job analysis to serve business goals. Team RealtyMyths got an opportunity to interact with him, know him and understand his perspectives. Below are the excerpts.

What is your new role at M3M and how do you look forward to use your expertise to help the brand grow?

The role is centred around growing Human Capital in a structured manner and building processes to deliver cutting-edge specialised competencies. Additionally, it involves leading the organization in areas, such as, encouraging progressive 'People Practices' and creating a 'hi-performing' talent pool, organizational development through strategic people practices, building organizational capability around a competency framework, performance management and functional job analysis to serve business goals.

What challenges you expect in the new role?

A new role means a new organization and a newer set of people. There is initial tentativeness amongst internal stake-holders in embarking on this hugely exciting but challenging journey. Once overcome, it would release humongous energy within the organization.

What do you think about the current scenario of recourses? Is real estate a great sector to work for?

Yes, it definitely is. As they say – "When the going gets tough, the tough gets going!!" There is actually so many areas that have not been explored in the area of People Capability-building.

Achievements in the previous role you want to discuss?

Managing critical interface and difficult conversations in an organisation progressively transforming was an interesting challenge, one had to deal with.

If you didn't start out as a HR personnel what did you start out to be?

Though clichéd, enjoying the dynamics of complex People behaviour for me has been an ever learning process. I have found it quite fascinating. If not this role, I would have taken up something which would have required a lot of People understanding, nurturing and influencing.

Describe your typical day – what does your work/life balance look like?

The initial part of the morning is around planning for the day, examining pending issues and apportioning time for workshopping new ideas. Thereafter, activities normally overtake you!

What's the hardest part of your job? What do you do to keep calm?

Keeping the heart and the mind apart. Once you can do that, you tend to be reasonably calm .

Which other personality in the industry do you admire and why?

I admire most of my seniors and several of my juniors who have sustained their momentum in this rough journey. I promise you, it has not been easy.

What do you consider your greatest achievement?

Being acknowledged by my fraternity, for being straight, clean and apolitical.

What has been your biggest disappointment?

Seeing people stop learning and consequently stop growing.

Do you love reading? Which book you think changed your life?

Yes I do, but can't point to any one book. I try and do some reading every-day.

Many people regret not having enough time for the things they like. If you could add six hours onto every day, what would you do with the extra time?

Honestly, I do not have any regrets. I sincerely believe that Almighty has been kind. If I had more time, I would connect more with people.

What do you want to personally and professionally accomplish in the next five year?

Author a significant transformation.

What advice can you offer to others who are on similar career path?

Learn and enjoy, every moment of what you do. Believe in people. Believe in personal relationships and trust.

Rate your brand on the current status (1-10) and why?

No comments!!