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Chairman's Message

Dear Members,

Let me begin by wishing you, your family, and your team a wonderful New Year!

It is in fact a privilege to communicate through the first edition of ERA e-newsletter.

Thanks to the relentless efforts put in by the OB & Secretariat and the contributions from members to make this possible.

Befitting the ERA theme for the year, the newsletter is a step in that direction with the hope to encourage industry and member information dissemination, event updates, knowledge sharing, etc. through the columns. We must make this a well participated initiative.

The quarter gone by witnessed the AGM and also SGM which approved required amendments in the constitution. The amendments have been filed with the RoS for approval. I am sure it will open a whole new window for memberships and I request the members to talk to prospective members and strengthen our association.

More initiatives like the Recruitment Certification Programme are underway. To make our association more vibrant and value-based, I request all members to participate and support the initiatives and various events organized.

To begin the New Year, Gujarat Chapter has announced a Regional Convention on January 31, 2015, at Ahmedabad on the topic "BRIDGING THE EMPLOYABILITY GAP". I request the member firms to participate and make it a grand success.

Looking forward to your suggestions and active involvement in ERA initiatives & activities.

Best Wishes,
C.M. Mathew



Spotlight on Sponsor: www.jobmantras.com

JobMantras.com is aimed at professionals (IT & Non-IT), in India and overseas, across **all** functions, verticals, and levels. The specific focus is on professionals aspiring for a minimum annual CTC of Rs.10 lakhs. JobMantras aims to offer an economical, value-added, easy-to-navigate portal for Recruiters. It shall be offering special subscription rates for ERA Members. Currently JobMantras.com provides the facility to post vacancies and receive CVs directly from candidates. JobMantras.com has plans to reach out to over 10 lakh professionals in its focus segment in a short while.

Our Founder Members



Late Shri Satish Doshi
Sampoorna Computer People



Nirmitt Parekh
3P Consultants



K Pandiarajan
Ma Foi Management



Subhash Bhatia
Datamatics Staffing Services



Mario Lobo
Personnel Search Services



Late Dr. O.P. Mehra
Omni Consultants Intl.



Tarun Bali
ABC Consultants

ERA Executive Council Members of FY 2014-2015



C.M. Mathew
Chairman



Parvathy Krishnan
Vice Chairperson



Aditya Jain
Hon. Secretary



Sachin Jog
Hon. Treasurer



T. Sreedhar
Immediate Past Chairman



Prakash Kewalramani
Ethics Chairman



Harjeet Singh
Convener
Mumbai Chapter



K. Umasanker
Convener
Tamil Nadu Chapter



Dipesh Muchhala
Convener
Gujarat Chapter



Prakash Nahata
Convener
East India Chapter



Santosh Kumar
Convener
Karnataka Chapter



Kiran Balivada
Convener
AP Chapter

ERA Secretariat Team



Dilip Sharma
Associate Director



Parag Chavan
Asst. Mgr. - Accounts and Operations



Kiran Jadhav
Office Assistant

Recent major decisions/initiatives of the management

- The recent recommendations of the Apex Committee, such as New Membership Categories - with new fee structure, new selection/election process for Executive Council Members and tenure of 2 years for Executive Council members, were adopted by the Executive Council with certain changes. The same were approved at the AGM 2014 and the SGM 2014. The amended ERA Memorandum and Articles of Association has been filed with the Registrar of Societies, Karnataka, for their approval. Post approval, the amendments will come into force.
- A "Recruiters Certification Program" is being put together.



ERA Events

Some important events, apart from Chapter Meetings, held so far in 2014-15:

Chapter	Date	Event Type	Venue
Andhra Pradesh	26-Apr-14	"Predictions of HR Trends in 2014" by Mr. Satya Vinjamoori	Cucumber Consultants, Secunderabad
Mumbai	07-Jun-14	Seminar on Crowdsourcing by Mr. Suneil Stanly	Venues and Avenues, Mumbai
Karnataka	03-Jul-14	Session on "Safe Working conditions for Women" by Nelson Cordeiro	Elgiva Business Solutions, Bangalore
Andhra Pradesh	17-Jul-14	Talk Session by Mr. Mathew on "Changing Business Models in Recruitment Consulting Industry"	Cucumber Consultants, Secunderabad
Karnataka	07-Aug-14	Talk on "Demystifying SMAC – Social, Mobility, Analytics and Cloud" by Mr. Guruprasad T S Rao	Vidya Deep College, Bangalore
Tamil Nadu	09-Aug-14	Training: "Executive Talent Acquisition Program - 2014"	T Nagar Social Club - No.1, Chennai
Mumbai	12-Sep-14	Seminar on "Less Time More Result" by Mr. Anil Thomas	Dr. P.N. Singh Centre for HRD, Santacruz (E), Mumbai
Andhra Pradesh	19-Sep-14	Workshop: "LinkedIn for Recruiters - Beginners Session"	Grand Edifice, Sebastian Road, Secunderabad
Mumbai	27-Sep-14	Seminar on "Reject the Rejection" by Mr. Anil Thomas	Dr. P.N. Singh Centre for HRD, Santacruz (E), Mumbai
Andhra Pradesh	20-Nov-14	"NLP for Recruiters" by Srinivas Murthy Panamgipalli	Cucumber Consultants, Secunderabad
Rest of Maharashtra	20-Dec-14	Training: "Competency-based Interviewing" by Dr. Radha Iyer	Hotel Shree Pancharatna, Pune

Upcoming Event

Chapter	Date	Event Type	Venue
Gujarat	31-Jan-15	Regional Convention. Topic: "BRIDGING THE EMPLOYABILITY GAP"	H T Parekh Hall, Ahmedabad Management Association, Ahmedabad

Photographs of some events conducted in 2014-15



Training: "ETAP - 2014"
9th Aug, '14 at Chennai



Tech Talk: "Demystifying SMAC"
7th Aug, '14 at Bangalore



Discussion: "Labour Law Compliance"
27th Sep, '14 at Ahmedabad



Seminar: "Crowdsourcing"
7th Jun, '14 at Mumbai



Training: "NLP for Recruiters"
20th Nov, '14 at Hyderabad



Training: "Competency Based Interviewing"
20th Dec, '14 at Pune

Recruiters Certification Program

To promote Recruitment as a career and create trained/competent manpower for the Recruitment Industry, ERA is working on "Recruiters Certification Program". A core team is already on the job to study and conclude on this initiative.

Members Section

a) Winners of the Essay Competition - April, 2014

- Organized in the remembrance of Late Shri Satish Doshi on his 4th Death Anniversary held on 26th April, 2014
- Theme: Recruitment Industry – The Opportunities and The Challenges

1st Prize: Ms. Chaitali Pandya

Organization: R. K. Placements

Location: Jamnagar, Gujarat Chapter

[Download Essay](#)

2nd Prize: Mr. Amit Tandon

Organization: Empyrean HR Solutions Pvt. Ltd.

Location: New Delhi, North India Chapter

[Download Essay](#)

3rd Prize: Ms. Devyani Dalvi

Organization: Buzz Corporate Services Pvt. Ltd

Location: Thane (West), Mumbai Chapter

[Download Essay](#)

b) Winners of the National Level Contest - July, 2014

- Answer the questions (1) Why am I a Recruiter ? & (2) What benefits do I give my client and candidate?

1st Prize: Ms. Rashmi Nambissan

Organization: Cucumber Consultants

Location: Secunderabad, Andhra Pradesh Chapter

[Download Essay](#)

2nd Prize: Mr. Dwaipayan Choudhuri

Organization: Trustklub Consulting Pvt. Ltd.

Location: Kolkata, East India Chapter

[Download Essay](#)

3rd Prize: Ms. Savita Bhat

Organization: United HR Solutions Pvt. Ltd.

Location: Ahmedabad, Gujarat Chapter

[Download Essay](#)

Noteworthy Contribution: Mr. Ravula Vijay Aryan

Organization: Live Connections Placements Pvt. Ltd.

Location: Hyderabad, Andhra Pradesh Chapter

[Download Essay](#)



c) New Members who joined in 2014-15:

Sl. No.	Chapter	Name of the Organization	CEO
1	Mumbai	Corporate Dossier	Mr. Soum Chakraborty
2	North India	IFAN Global India Pvt. Ltd.	Mr. Naveen Trehan
3	Mumbai	Sambe Software Pvt. Ltd.	Mr. Amit Saxena
4	Mumbai	Beyond Talent Management Pvt. Ltd.	Mr. Barkat Charania
5	Mumbai	Quick Foxx Consultants	Mr. Shangril Chaitanya
6	Tamil Nadu	Lane Consultancy Services	Mr. Venkatesh R.
7	Mumbai	Stop Search and Placement Management Consultants Pvt. Ltd.	Mr. S. A. Angadi
8	Tamil Nadu	TransGNX Career Solutions	Mr. S. Karthik Shetty
9	Mumbai	Zenith HR Solutions	Mr. R. Nagarajan
10	Mumbai	Sinclus Engineering and Consulting Pvt. Ltd.	Mr. Shailendra Nigam
11	Tamil Nadu	Rujas Management Consultants	Mr. Jagadish Balakrishnan
12	North India	iCresset Talent Solutions	Mr. Saurabh Sinha

d) Members: Achievements and Contributions

- Our Hon. Secretary, Mr. Aditya Jain, CEO, AddRec Solutions, Ahmedabad, has opened a new office in Dubai
- Our Member firm, Conscript HR Advisors, has been rated as one of the "Top 5 Most Promising HR Recruitment Companies - 2014" by siliconindia:
<http://www.siliconindia.com/HR-Recruitment-Companies/conscript-hr-advisors-catid-34-cid-580.html>
- Our Member firm, Emphyrean HR Solutions., New Delhi, has been rated as one of the "Top 5 Most Promising HR Recruitment Companies - 2014" by siliconindia:
<http://www.siliconindia.com/HR-Recruitment-Companies/emphyrean-hr-solutions-pvt-ltd-catid-34-cid-578.html>
- Our member, Mr. Amit Tandon, MD, Emphyrean Partners, received 2nd Runner Up Trophy at CEO's Got Talent. The show was held in New Delhi on 15th November, 2014. CEO's Got Talent has been produced by Fremantle Media (Producers of India's Got Talent)
- Links to Mr. Amit Tandon's blogs on Recruitment Industry:
 - i) Interviews are a Waste of Time
<http://amitandon17.blogspot.in/2012/06/interviews-are-waste-of-time.html>
 - ii) Recruitment Firms Do Rank Their Clients!
<http://amitandon17.blogspot.in/2012/04/recruitment-firms-do-rank-their-clients.html>

- Article by Mr. Prakash Nahata, CEO, Anthroplace Consulting Pvt. Ltd., & ERA Convener - East India Chapter: "Cracking the internal hiring code"



We hire for our clients all the time and mostly with good success. However one sphere that flummoxes us all is hiring for ourselves.

Internal hiring is a challenge for all recruitment firms. I thought it would be pertinent to share some of my experiences and observations in this regard.

- 1) Only the best can hire the best. We usually leave internal hiring in the hands of the recruiters who otherwise may not be considered our best... rather, many times it's the recruiter who can't recruit for clients that well who are given this chore. At times even receptionists are made to do this on the side. I have seen good results when I gave the responsibility to my best guys. However one can't indefinitely allocate such people as they don't find it challenging enough and more importantly no incentives or visibility with clients... so it can at best be done on an emergency need basis with them. Other times we need to put a decent resource on this job.
- 2) Like attracts like: I have found that references of my top resources have generally and by far produced best internal hiring results. We now have strong internal reward system for referrals.
- 3) Flexi timing can attract great talent: We need to really think if our 9 to 6 mindset really works in the changed times... most of our clients are not fixated on time slots... so why should we be?
- 4) Cross domain is a great hiring option: We have seen much better retention and in fact good revenue also from cross domain hires. An MBA in logistics may be just cut out for recruitments and as a bonus his degree specialisation will make it difficult for him to switch to a corporate.
- 5) LGBT is a great hiring strategy if you have the guts for it. Our world is full of prudes and most companies will not hire them actively... so retention is not a challenge and if performance is good... you have best of both worlds. These people have an innate skill of communicating with people that society neglects and most of them are deadly over phone and email. God does play fair.
- 6) A sincere college student working to pay for his/her education is usually a solid hire... provided we allow time and holiday flexibility.
- 7) Some other things that have worked for us in the past: Everything else being same, we would choose a person with weaker looks over better looks; weaker economic condition over stronger financial position; who stays near than who stays afar; who doesn't have a student loan over someone who does; and who has had a happy childhood over someone who hasn't had. Every single facet has been tested and documented in our organisation for the last 12 years: as we take our internal hiring seriously. You are free to adopt from this or overlook the same.

If client hiring is like scaling Mount Everest, internal hiring is nothing lesser than landing on the moon.
Happy Hiring!!



Tribute

ERA takes this opportunity to pay tributes to our Founder-Chairman, Late Shri Satish Doshi, and our Founder-Member, Late Dr. O.P. Mehra, whose invaluable contributions to our association and the Recruiting fraternity will always be remembered and appreciated.



About Sponsor of this issue



JobMantras.com - The Career Management Website for Professionals

Dear Recruiter,

Reach out to over 10 lakhs + Professionals who are seeking challenging assignments!!!

Greetings from JobMantras.com!

www.jobmantras.com is a niche Career-Management website for Professionals. The site has been conceptualized and developed by professionals having passion for Recruitment and extensive Senior Management experience in the Corporate & Recruitment World.

Salient Features of jobmantras.com:

1. Aimed at professionals (**IT & Non-IT**), in India and overseas, across **all** functions, verticals & levels and aspiring for a minimum annual CTC of Rs. 10 lakhs;
2. In the next 2 months, we aim to reach out to over 10 lakh professionals in our focus segment of professionals having annual CTC expectation from Rs. 10 lakhs upto Rs. 3 Crores;
3. From July 2015, we will offer Resume Database Access & Search;
4. We plan to start our pricing model by mid-2015
5. We will be offering special pricing rates for ERA Members

The site is currently under Beta-Testing and has the facility to post vacancies and receive CVs directly from candidates.

A number of value-added features have been lined up for incorporation in the website in the next few months.

We aim to offer an economical, value-added, easy-to-navigate portal for Recruiters.

We invite you to register your organisation on www.jobmantras.com, post your vacancies and receive CVs directly.

For any queries, kindly do write to us at crm@jobmantras.com

Happy Recruiting!!!

Team-jobmantras.com

Invitation for Sponsorship and/or Advertisement

Members interested in sponsoring and/or advertising in our E-Newsletters may please contact ERA's Associate Director, Mr. Dilip Sharma @ dilip@era.org.in

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Website : www.era.org.in

LinkedIn: <http://in.linkedin.com/in/ERAIndia>

Facebook: <https://www.facebook.com/pages/Executive-Recruiters-Association/777372845627548?ref=bookmarks>