



*It's what you learn after you  
know it all that counts.*

*Harry S. Truman*

Harry S Truman



# BML MUNJAL AWARDS

Business Excellence through  
Learning & Development

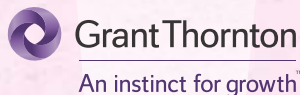
Thirteenth Edition, 2018

Last date of submission of application : **December 15, 2017**  
Award Presentation : **April 19, 2018 (Thursday), New Delhi**

Supporting Partner:



Knowledge Partner:



Supporting Partner:



# The idea behind the Awards



In today's dynamic and competitive business environment, organizations are running the extra mile to develop and retain human capital. One of the key challenges for companies is to accelerate training and development activities in cross-functional areas of business and foster a knowledge-driven culture that is both sustainable and easy to replicate across all locations. Therefore, organizations are coming up with novel ideas and approaches to develop strategies that are best suited to meet their need for talent development.

The annual BML Munjal Awards for 'Business Excellence through Learning and Development' recognize organizations that have successfully created and implemented innovative strategies for learning and development, using people development as a tool to achieve Business Excellence. The awards also recognize organizations that have used their training initiatives to create competitive advantages and enable growth for their companies.

The BML Munjal Awards are one of the most sought after recognitions in the area of Learning & Development. The awards are organized by Hero Corporate Service Private Limited.



## Goals

- Recognize & Promote excellence in the field of Learning & Development
- Create a platform for sharing of best practices by participating organizations



## Inspiration

The Awards are named after the Hero Group Chairman and Padma Bhushan Awardee Dr. Brijmohan Lall Munjal, a leader who has built a business conglomerate worth billions of dollars from scratch.

He attributes the Group's success to a continuous focus on training and Learning & Development resulting in business excellence. This philosophy has been further strengthened by nurturing strong family values, people relationships and responsible citizenship, coupled with humility and efficiency at workplace.

### PAST WINNERS



# 2018 - Entries are invited for 6 categories of Awards



**Manufacturing  
(Public Sector Undertaking)**



**Manufacturing  
(Private Sector)**



**Services  
(Public Sector Undertaking)**



**Services  
(Private Sector)**



**Sustained  
Excellence\***



**Emerging Stars\*\***

\*Only winners of BML Munjal Awards (except of past 2 years) are eligible for this category. A different methodology will be adopted for this exclusive category leading to winners entering in Hall of Fame.

\*\*Privately held companies in emerging sectors like e-commerce/m-commerce & other emerging fields and have been in operation for at least 3 years and less than 7 years as on March 31, 2017.

## How will you benefit from participating?

- Your chance to be in the forefront of companies championing business excellence through learning and development
- Be part of an award program that is established and is in its Thirteenth year
- Recognition by an esteemed panel of judges
- Companies participating will get a guide sharing the latest best practices of various companies (on a no-name basis) in the Learning & Development function
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## Fees & Costs

There is no entry fee. But the applicants will have to make their travel arrangements, if shortlisted for final presentation.

## PAST WINNERS



# 2018- Award Process Snapshot

	<b>Call for Entries</b>	Invitations are sent to organizations that have consistently figured in top industry rankings of reputed publications. Forms are also invited from various reputed organizations of the public and private sectors .							
<b>STAGE 1</b>	<b>Entry Form</b>	The applicants are requested to fill in the entry form and send to us by email/post. <b>Last Date: 15 December, 2017</b>							
	<b>Shortlisting</b>	Entry forms received shall be collated and screened in association with our knowledge partner Grant Thornton.							
	<b>Assessment</b>	<p style="text-align: center;"><b>ASSESSMENT MATRIX</b></p> <p>Stage 1 : Business excellence outcomes</p> <table border="0"> <tr> <td>Financial success</td> <td>Customer delight</td> </tr> <tr> <td>People focus</td> <td>Contribution to society</td> </tr> </table>	Financial success	Customer delight	People focus	Contribution to society			
Financial success	Customer delight								
People focus	Contribution to society								
<b>STAGE 2</b>	<b>Application Form</b>	Initially shortlisted organisations will be sent a detailed application form for additional data around Learning & Development initiatives.							
	<b>Finalist Selection</b>	A specially constituted cross-functional Expert Panel drawn from reputed organizations will analyse and evaluate the data provided by the shortlisted organisations to arrive at finalists in each category.							
	<b>Assessment</b>	<p style="text-align: center;"><b>ASSESSMENT MATRIX</b></p> <p>Stage 2: Learning and development considerations</p> <table border="0"> <tr> <td>Alignment with business goals</td> <td>Performance improvement</td> </tr> <tr> <td>Internal communication and transparency</td> <td>Impact on client experience</td> </tr> <tr> <td>Commercial success</td> <td>Internal collaboration</td> </tr> <tr> <td>External partners and experts leverage</td> <td>Employee participation</td> </tr> </table>	Alignment with business goals	Performance improvement	Internal communication and transparency	Impact on client experience	Commercial success	Internal collaboration	External partners and experts leverage
Alignment with business goals	Performance improvement								
Internal communication and transparency	Impact on client experience								
Commercial success	Internal collaboration								
External partners and experts leverage	Employee participation								
	<b>Site Visits</b>	Site visits would be conducted at the works of the finalists to authenticate the submitted information and verify the institutionalization of the initiatives.							
	<b>Selection of Winners</b>	The finalists will be evaluated by an eminent jury in an interactive presentation session. The Jury would deliberate and finally decide the winner in each category. The presenters are expected to give concrete linkage of business excellence achieved through Learning & Development and this will be considered during the evaluation by the Jury.							

## PAST WINNERS

**MARUTI SUZUKI**

Way of Life!

**JET AIRWAYS**

**State Bank of India**  
THE BANKER TO EVERY INDIAN

**सेल SAIL**

**एनएचपी सी NHPC**

**MiaaTree**

**TATA TATA CONSULTANCY SERVICES iqor**

## Eminent Jury Panel in Past

Mr. A Didar Singh, FICCI
Mr. Ajay Shriram, DCM Shriram Consolidated Ltd
Mr. Analjit Singh, Max India Ltd
Mr. Anand C Burman, Dabur India Ltd
Mr. Arun Bharat Ram, SRF
Mr. Arun Kumar, KPMG India
Mr. Arun Maira, Planning Commission
Mr. Ashish Kumar Chauhan, BSE Ltd
Mr. B Ashok, India Oil Corporation Ltd
Mr. B P Rao, BHEL
Mr. Bhargav Dasgupta, ICICI Lombard
Mr. D K Sarraf, ONGC
Mr. David Jones, Grant Thornton India
Mr. Deepak Parekh, HDFC
Mr. Hari S Bhartia, Jubilant
Mr. Hemant Nerurkar, Tata Steel
Mr. Janmejaya Sinha, BCG Asia Pacific
Ms. Jyotsna Suri, The Lalit Hotels
Ms. Kalpana Morparia, JP Morgan India
Mr. M Damodaran, ING Group of Netherlands
Ms. Mallika Srinivasan, TAFE
Ms. Padmaja Ruparel, Indian Angel Network
Mr. R C Bhargava, Maruti Suzuki India
Mr. R S Sharma, ONGC
Mr. Rakesh B Mittal, Bharti Enterprises
Ms. Rekha Sethi, All India Management Association (AIMA)
Ms. Renu Karnad, HDFC
Mr. S K Roongta, SAIL
Mr. S Ramadorai, National Council on Skill Development
Ms. Sangita Reddy, Apollo Hospitals
Mr. Sanjiv Goenka, RPG Group
Ms. Shobana Kamineni, Apollo Hospitals
Ms. Shobhana Bhartia, Hindustan Times Group
Mr. Sunil Kant Munjal, Hero Corporate Service
Mr. Sunil Kaushal, Standard Chartered PLC
Mr. Sunil Mehta, PNB
Mr. T V Mohandas Pai, Manipal Global Education
Mr. T V Narendran, Tata Steel
Mr. Tarun Das, CII
Mr. Venkatesh Kini, Coca Cola India
Mr. Vikram Limaye, IDFC Ltd
Mr. Vishesh Chandiok, Grant Thornton India
Mr. Y C Deveshwar, ITC
Mr. Zarin Daruwala, Standard Chartered Bank



# MINDMINE INSTITUTE

Mindmine Institute is an independent think tank set up by the Hero Enterprise. From time to time, the institute conducts a number of initiatives to stimulate intellectual discussions and generate thought leadership on issues of importance to businesses, society and India in general.



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In the words of **Mr. Prakash Javadekar**, Union Minister of Human Resource Development, (Chief Guest, **BML Munjal Awards 2017**). 'If the evolution happens at a very fast pace, it also seems like disruption. Today, the evolution and changes in the global marketplace are happening so rapidly that we tend to believe its disruption.

In a way, disruption is evolution and the new normal. We need to encourage emphasis on training, learning and development in its true spirit."

### 2018 - Awards Rules & Regulations

For rules & regulations, please check our website:  
[www.bmlmunjalawards.com](http://www.bmlmunjalawards.com)

Awards will be given away at a glittering ceremony to be held in New Delhi on April 19, 2018.

### PAST WINNERS



# Some moments of the past award ceremonies



Other details:

For more information Visit [www.bmlmunjalawards.com](http://www.bmlmunjalawards.com)

Entries may be sent by E-mail to: [bmlmunjalawards@herocorp.com](mailto:bmlmunjalawards@herocorp.com)

Last date of submission:  
**December 15, 2017**

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