



Attendees at the summit

## THE LEARNING GAME

The recently held CLO summit provided a platform for evangelising and promoting organisational learning and development amongst the training, leadership and organisation development community

The importance of learning and knowledge development for employees in any organisation is paramount. 'The Chief Learning Officers Summit India Powered by Ascent' was held recently in Mumbai. The summit catalysed the creation and effective dissemination of next practices across corporates, institutions, NGOs, government bodies and practitioners through effective interaction, debate and research. The two-day summit witnessed the participation of corporate learning executives, professional trainers, HR professionals and academicians. The theme 'Organisational Learning: Impacting Business. Changing the Game' reflected the ambitious and important objective at hand for the learning and

key to the future of organisational capability. Every major company in the US has a strong focus on learning and development. In India, that's not the case." Said Dr. A K Balyan, MD & CEO, Petronet Lng, "Modern organisations use their resources, money and time to continuously impact the learning of their employees. Some of the drivers for organisational learning are complexity, chaos and change." He also said that with technology and best work practices available to everyone, organisations must focus on knowledge management and try and link knowledge with the performance.

### A few learnings derived:

- 1) The emerging differentiation between "HR" processes and the specialised role that the CLO needs to play given the evident needs for organisational development, training, re skilling and management capability development should be gauged.
- 2) CLOs need to think like business managers and create business impact by understanding the business issues and what is needed to address them.
- 3) The larger skilling agenda should be executed for India and not just for individual organisations.

### EVENT REPORT

development function and professionals in order to make a meaningful contribution to the organisation.

Some of the eminent speakers present were Prabhat Pani, CEO, Ginger Hotels - Taj, Vikram Bector, chief learning officer, Deloitte, Prithvi Shergill, head HR, Accenture and many others. Kumaar Bagrodia, executive coach and founder, LeapVault in his welcome speech said, "It is the chief learning officer who holds the

- Sheetal Srivastava