

Learning and growing

With India's economy on the fast track, CLOs are the need of the hour

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A Chief Learning Officer (CLO) is responsible for managing the learning and development operations in a corporate organisation. However in contemporary corporate India, there is very little awareness about the importance of this designation within an organisation.

The CLO summit held a few weeks back at the TISS Convention Centre, witnessed the presence of eminent speakers and leaders from the field of organisational learning and development.

Kumaar Bagrodia, CEO Leapvault and founder of the CLO Summit India 2009, feels that a CLO's role is an indispensable one in today's corporate scenario. He says, "Organisations offer both formal and informal training. Formal is in the form of summits such as this and workshops etc. Informal training is through trial and error. A CLO can institutionalise the



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learning attained from the mistakes. He can get a team and a process in place to convert the mistakes into learning."

He feels that employees need to be constantly upgraded for the benefit of the employee as well as the organisation. "A large majority of the working professionals today are young and their priority is career advancement. Therefore, if they are offered learning opportunities at an

organisation, it is a much better incentive than salary packages etc which are similar in most corporate companies. This can greatly reduce white-collar crimes and attrition."

It is a little known fact that many companies offer innovative training opportunities to their employees. Suchitra Rajendra, director, Organisation Capability, PepsiCo, revealed that PepsiCo allows its employees to choose their area of expert-

ise and then trains them accordingly.

One of the biggest challenges faced by a CLO is how to train professionals to be experts and to ensure that this expertise stays within the company," we have to make sure that the person in whom we are investing our resources stays, performs and innovates within the organisation" says Bagrodia.




The main aim of the CLO Summit was to impress upon MNCs the importance of the post of a CLO. Especially since Corporate India is developing at a fast and steady rate, it is becoming increasingly important to ensure that the expertise of professionals is being constantly updated. "India is a unique economy. Therefore, we need unique solutions to our economic problems. The knowledge economy is all set to take over the world. We have to see if we are prepared for this change. It is now time for the CLO movement in India."

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