



# VIKAS VATS

## HR Thought Leader / HR Thinker



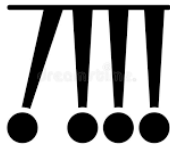




## About Vikas Vats

Vikas Vats is an HR Expert by Profession, Organizational Psychologist by Education, Innovator by Passion and Explorer by Soul.

In past 25 Years he has been bellwether in sever HR Trends, Tools and Technologies. His innovative Ideas and Approach has helped thousands of HR Professionals become more agile, result oriented and innovative.

# My Innovation in HR Journey ( Epitome )

Innovate	Outreach	Impact	Cascade	Automate
 <b>HR Tools &amp; Technologies</b> <hr/> <p>Developed Various HR Tools and Technologies since 1999 starting with "Smart Hiring", India's first Psychometric Software.</p>	 <b>Over 1,00,000 HR Professionals</b> <hr/> <p>Founded HR Association India, reached to over 1,00,000 HR Professionals.</p>	 <b>HR Conferences &amp; Workshops</b> <hr/> <p>Organized, Partnered over 100 HR Conferences to promote Innovative HR Practices.</p>	 <b>Recognize and Replicate Best HR Practices</b> <hr/> <p>Founded HR Distinction Awards to Recognize Innovative HR Practices and create Change Agents.</p>	 <b>Go International, Self Sustainable Ecosystem</b> <hr/> <p>Founded World HR Federation to widen the Scope and develop Self Sustainable HR Innovation Ecosystem</p>

Details in Next Slides... 

1.



## Achievements – Smart Hiring

Designed India's first Psychometric Software in 2000 with provision to have customized norms, over 300 Organizations used it that time including Maruti, NTPC, RMSI, Panacea Biotech etc.

A screenshot of a news article from CIOL. The top navigation bar is red with the CIOL logo and tagline 'MAKING YOUR ADVANTAGE'. Below the logo are social media icons for Twitter, Facebook, YouTube, and RSS. The main navigation bar is black with white text for categories: TECH, ENTERPRISE, CXO OF THE WEEK, MOBILE, IOT, STARTUPS, VLOG, and NEXTGENIT. A secondary navigation bar is also black with white text for sub-categories: Appointments, M&amp;A, Products, Android, Reliance Jio, and iPhone 7. The article title is 'Magic Tech launches Smart Hiring' in a large, bold, black font. Below the title is a blue 'TECH' tag and the byline 'By : CIOL Bureau | August 1, 2000'. There are social media sharing icons for Facebook, Twitter, WhatsApp, Email, and a plus sign for more options. The article text starts with 'NEW DELHI: Magic Tech India Pvt Ltd (MTIPL), a company developing specialized products in the IT segment, has introduced a new product in the market called Smart Hiring. Smart Hiring is a scientific tool, which is designed to evaluate individuals on psychological and behavioral parameters. The product thus simplifies and expedites the recruitment procedure to a great extent, facilitating an organization in hiring the right individual for the right job.' The second paragraph reads: 'Not only does the software evaluate an individual on a set of 22 behavioral attributes such as leadership, competitiveness etc, it also provides organizations an option of defining the parameters which they think are important for a certain job post and evaluating a candidate on those attributes. It also includes options to develop own norms. The results of the Smart Hiring test come in graphically represented reports.'

1.



# Achievements : Employee Engagement Assessment Tool

Developed World's One of the most exhaustive Employee Engagement Assessment Tool that assess Employee Engagement on 30 Parameters over 6 Themes.

## Employee Engagement Assessment

 <ul style="list-style-type: none"><li>• Alignment with Company's Vision</li><li>• Work Environment</li><li>• Organization Culture</li><li>• Awareness of Organizational Vision</li><li>• Work Conditions</li><li>• Mentored</li><li>• Asked for Inputs</li></ul> <p><b>Organizational Climate</b></p>	 <ul style="list-style-type: none"><li>• Relationship with Immediate Management</li><li>• Responsibilities and Authorities</li><li>• Motivation</li><li>• Transparency and Honesty</li><li>• Trusted</li><li>• Appreciated</li></ul> <p><b>Leadership</b></p>	 <ul style="list-style-type: none"><li>• Learning and Development</li><li>• Interest in KRAs</li><li>• Opportunities for Self Growth</li><li>• Autonomy</li><li>• Challenged</li></ul> <p><b>Personal Growth</b></p>
 <ul style="list-style-type: none"><li>• Relations with Team Members</li><li>• Involved</li><li>• Teamwork</li><li>• Conflict Resolution</li></ul> <p><b>My Team</b></p>	 <ul style="list-style-type: none"><li>• Health and Safety</li><li>• Sensitivity to Family Issues</li><li>• Medical and Insurance</li><li>• Mental Health</li></ul> <p><b>Wellbeing</b></p>	 <ul style="list-style-type: none"><li>• Performance and Appraisal</li><li>• Recognition and Rewards</li><li>• Equal Opportunities</li><li>• Pay and Benefits</li></ul> <p><b>Fair Deal</b></p>

1.



# Achievements : Leadership Competencies Assessment Tool

People Connect		Strategic Thinking		Execution		Influence	
Competencies	Chapter	Competencies	Chapter	Competencies	Chapter	Competencies	Chapter
1 Adaptability	8	1 Analytical	1	1 Focus	13	1 Respect	4
2 Positive		2 Innovative		2 Discipline	14	2 Motivation	
3 Likability	9	3 Seeker	2	3 Perseverance	15	3 Cascade	5
4 Appreciative		4 Time Intelligence		4 Believe	16	4 Develop	
5 Conflict Resolution	10	5 Visionary	3	5 Ownership	17	5 Image Management	6
6 Empathy	11	6 Customer Focus		6 Performance Enablement	18	6 Communication	
7 Listening		7 Futuristic		7 Delegation	19	7 Role Model	7
8 Emotional Intelligence	12	8 Framework		8 Risk Mitigation		8 Walk the Talk	

Designed Indian Adaptation of Gallup's Leadership Domains and Mapped with Chapters of **Geeta** ( for developmental purpose ) for Indian Contexts. Converted into 360 assessment tool for Leadership Assessment.

1.



# Achievements : Learning Journey Management System



The dashboard displays a list of learning journeys for three users: Dheeraj, Jaahanvi, and Sophiya M. Each journey includes progress bars for 'PROGRESS' and 'TIMING', a timeframe from April 1, 2020, to June 30, 2020, and a current phase of 'Invest in YourSelf'. The detailed views for each user show specific tasks like 'Prepare Your IDP', 'Develop Winning Habits', and 'Learning Competitionn' with their own progress bars and completion counts (Assigned, Started, Complete). A calendar on the right shows the current month of April 2020 with task assignments for each day.

Learning Journey	Progress	Timing	Assigned	Started	Complete
Dheeraj's Learning Journey	8%	15%	4	0	1
Jaahanvi's Learning Journey	4%	15%	0	0	0
Sophiya M's Learning Journey	8%	15%	4	0	1

Designed and Developed Online, Gamified, Learning Journey Management System to make L&D Programs convert Learnings into Habits and be Result Oriented & make Impact Assessment Easy. More Screenshots in next slides.

1.



# Achievements : Learning Journey Management System

Upcoming Tasks Filter...

Task	Progress	Due
<input checked="" type="checkbox"/> <b>Develop Winning Habits</b> <small>🔒 0 🗨 0</small> Invest in YourSelf in Dheeraj's Learning Journey	<div style="width: 0%;"></div>	📅 April 15, 2020
<input checked="" type="checkbox"/> <b>CaseLet 1</b> <small>🔒 0 🗨 0</small> Invest in YourSelf in Sophiya M's Learning Journey	<div style="width: 0%;"></div>	📅 April 30, 2020
<input checked="" type="checkbox"/> <b>Prepare Your IDP</b> <small>🔒 0 🗨 0</small> Invest in YourSelf in Vaidehi Choudhary's Learning Journey	<div style="width: 25%;"></div>	📅 April 7, 2020
<input checked="" type="checkbox"/> <b>Learning Competitionn</b> <small>🔒 0 🗨 0</small> Invest in YourSelf in Sophiya M's Learning Journey	<div style="width: 0%;"></div>	📅 April 22, 2020
<input checked="" type="checkbox"/> <b>Develop Winning Habits</b> <small>🔒 0 🗨 0</small> Invest in YourSelf in Sophiya M's Learning Journey	<div style="width: 0%;"></div>	📅 April 15, 2020


## Learning Journey Management System

**Earnings & Rewards**

You have not earned anything yet.

0 Coins

You Can Win Following Badges, See Details...



**Bronze Badge**  
10 Coins  
Related

**1 Required Step**

Upload Your Video of Task 3 by 22 April and Unlock this badge

Learning Journey Management System

1.



## Achievements : Learning Agility Assessment Tool

Developed Learning Agility Assessment Tools to answer the question that why some employees learn more than others by the same trainer in the same training program. This tool assesses the Employees Learning Agility on six dimensions.

1. Conscientiousness
2. Self efficacy
3. Motivation to learn
4. Learning goal orientation
5. Performance goal orientation
6. Instrumentality of training

2.

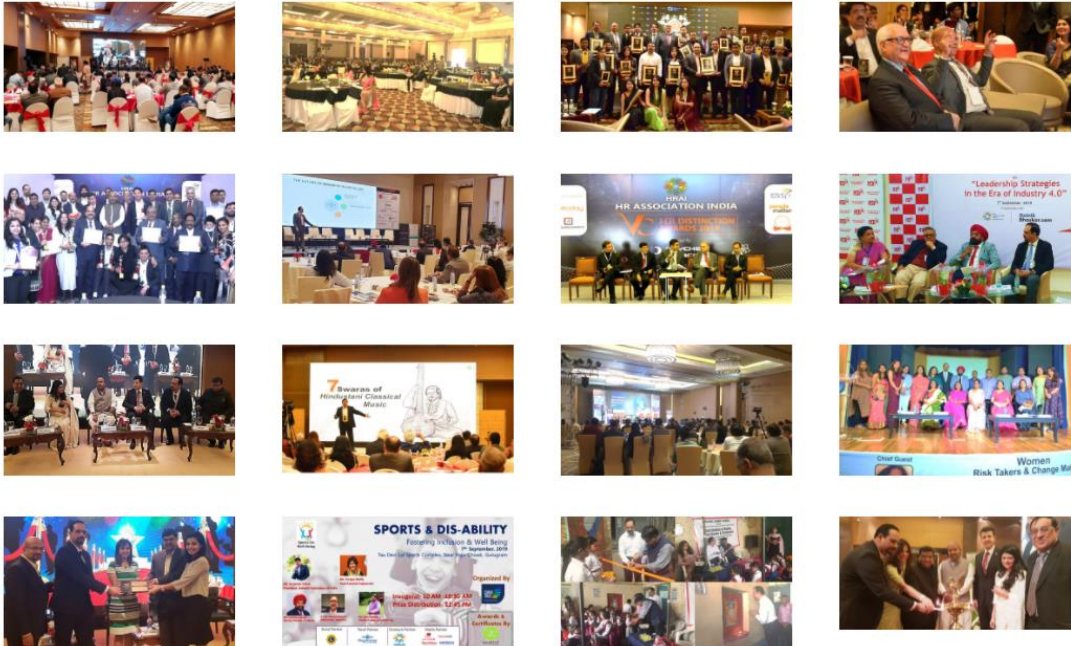


Over 1,00,000 HR Professionals

# Achievements : Founded HR Association India

Founded HR Association India and impacted over 1,00,000 HR Professionals thorough pro bono seminars, conferences and courses. [www.hrassociationindia.com](http://www.hrassociationindia.com)

## HR Association India : The HRAI



- a) Launched special initiative for Returning Women launched by then Centre Minister for Women & Child Empowerment.
- b) Working on Training 1,000 HR Professionals on HR Analytics, free of cost, initial batches done.



# Achievements : Trained HR Professionals on Innovative HR Topics through over 100 Programs. [www.vikasvats.com](http://www.vikasvats.com)



HR Futures Summit



HR Town Hall



Media HR Summit Mumbai



Emerging HR Summit Gurgaon



The Future of HR by Indian television



Emerging HR Summit Mumbai



At Business World Cover Story



FICCI Education Employment Summit



Start-Up Boot camp



Speaking on Engaging Employees for HR Tech Initiatives.



Keynote Address on Future of HR



Moderating the Session at Media HR Summit



When Participants come to your Hut during Off Site for Extra Gyan





### HR Conferences & Workshops

Organized, Partnered  
over 100 HR  
Conferences to  
promote Innovative HR  
Practices.

## Achievements : Trained HR Professionals on Innovative HR Topics through over 100 Programs. [www.vikasvats.com](http://www.vikasvats.com)



- Introduction To HR Analytics
- How To Conduct Impact Assured Trainings With ROI Calculation
- Must Psychology For HR
- PMS To PAS (Performance Assurance System )
- Introduction To Psychometrics For HR
- Building Predictive ROI Assessment Model For Corporate Trainings
- Why And How To Increase Trainee Buy Ins For Corporate Trainings
- Diversity To Inclusion To Belongingness
- Competency Based L&D
- Gamification For HR
- Master Skills For HR
- Future Of HR
- Succession Planning
- The Future Of 3Ws – Work, Workplace & Workforce
- Tapping The Strength Of Millennial Workforce
- Employee Engagement Why And How
- Building IDP That Work
- Building Strategic Learning Journeys For Your Employees
- Building Winning Incentive Strategies
- Improving Employee Relations Through Strategic Interventions
- How Companies Become “Best Companies To Work For”
- Employee Wellness As A Business Case
- Emerging Trends: Tech HR
- New Age Rewards & Recognition
- Attrition And HR Analytics

- Scope And Need Of HR Audits
- HR Analytics Audit For Your Organization
- How To Build A Motivated Workforce
- How To Make Recruitment Effective
- Re-Defining Competency Based Assessment
- Reducing Job Stress
- Promoting Happiness At Workplace
- How To Create Mentor Mentee Capability In The Organization
- Feedback Giving Skills For HR And HODs
- Neuroplasticity & HR
- Competency Rubric Development
- Conditioning & Anchoring – Application Of NLP For HR
- Reinforcement Scheduling for Best R&R Strategies
- Business Orientation For HR
- Understanding Personality Types & Defense Mechanisms
- All About Validity & Reliability For HR
- Subconscious Reprogramming – Master Tool For HR
- Relevance Of Adult Learning Principles For HR
- Power Of Habits – A Tool For HR
- Pre-Suasion And Influencing – Boon For HR
- Overlooked Significance Outliers For HR
- Using Psychology Of Memory In All HR Processes
- Using Learning Cone In HR Processes
- TNI At Its Best
- HR Competencies In The VUCA World

**“FUTURE READY HR PROFESSIONAL”**

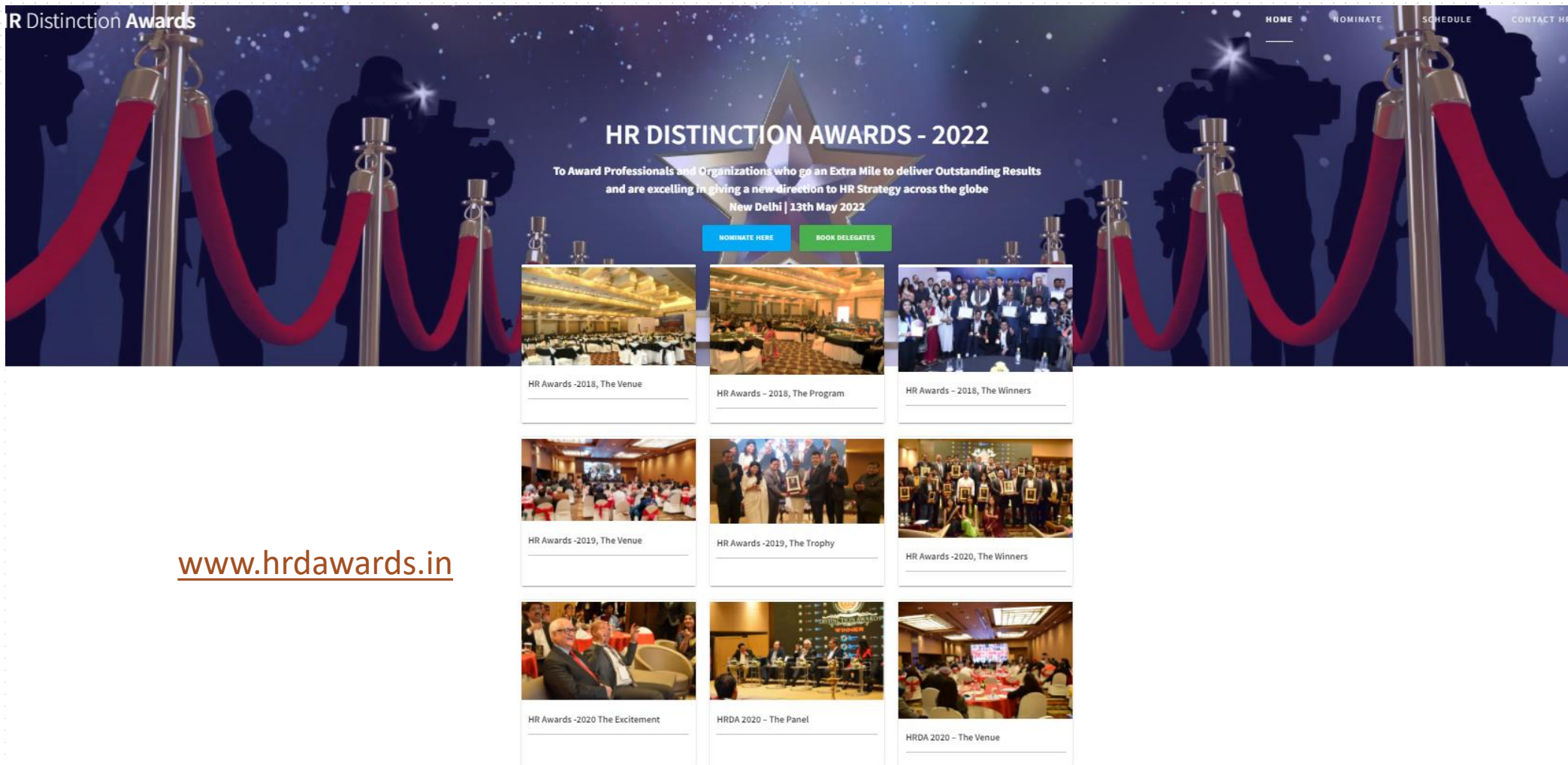
4.



**Recognize and Replicate Best HR Practices**

Founded HR Distinction Awards to Recognize Innovative HR Practices and create Change Agents.

# Achievements : Launched HR Distinction Awards to Promote Innovative Practices in HR



[www.hrdawards.in](http://www.hrdawards.in)

4.



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# Achievements : Launched HR Distinction Awards to Promote Innovative Practices in HR



4.



Recognize and Replicate Best HR Practices

Founded HR Distinction Awards to Recognize Innovative HR Practices and create Change Agents.

Achievements : Launched HR Distinction Awards to Promote Innovative Practices in HR

Some of the Organizations who did Innovative Work and got Awarded. Selection Criterion are...

- Innovation
- Replicability
- Scope
- Impact
- Sustainability
- Execution

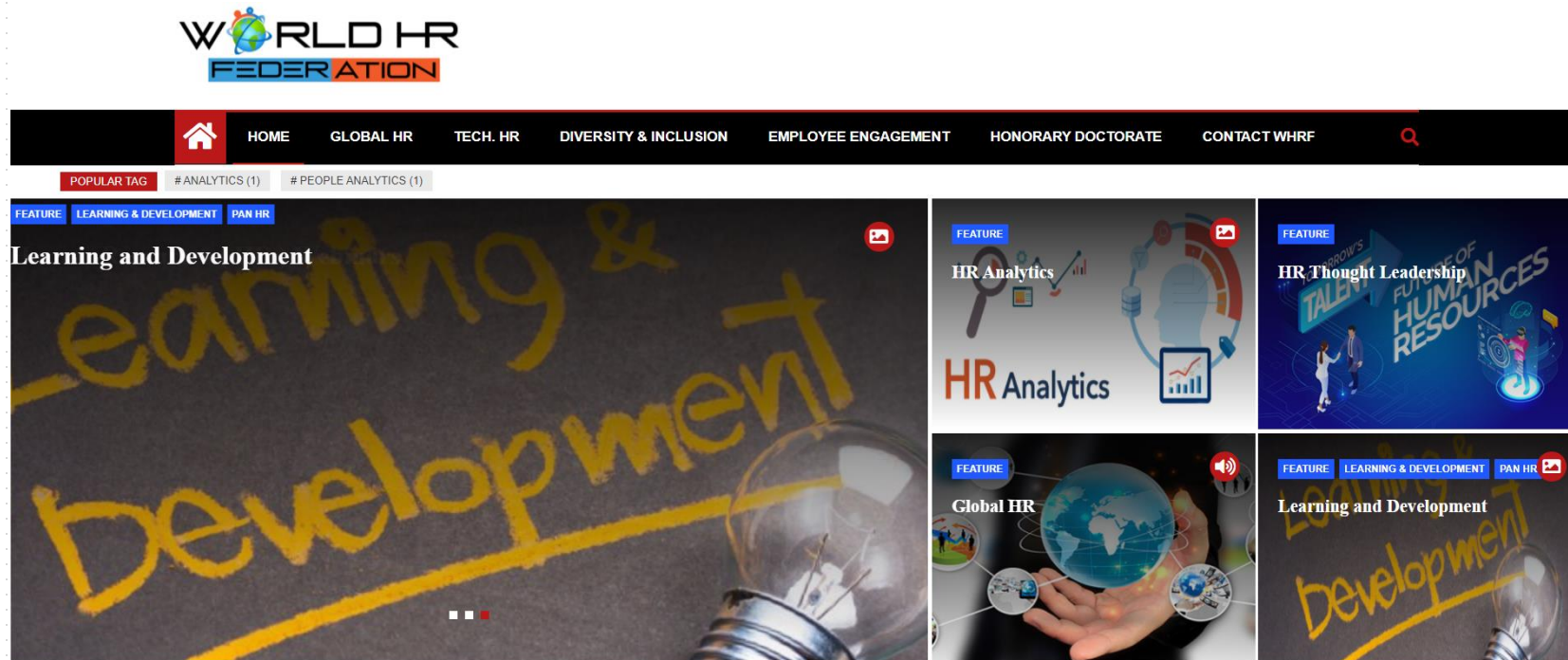




### Go International, Self Sustainable Ecosystem

Founded World HR Federation to widen the Scope and develop Self Sustainable HR Innovation Ecosystem

## Achievements : Founded World HR Federation



Founded World HR Federation [www.worldhrfederation.com](http://www.worldhrfederation.com) to bring all HR Forums, Associations, Bodies together to make sure that HR happens By Design and not By Default. Got “Yes” from over 28 Countries. This is to establish India in the foreground of World HR Fraternity . This is also to create a World HR Marketplace to develop Self-sustained Innovative HR Ecosystem.



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