



# Ashoka B R

Presently working as HR & IR Manager at Indelox Services Pvt Ltd, prior to this worked Japanese based Joint venture(Transystem Logistics), Ceva Logistics(Switzerland based MNC), Capricorn Logistics & Compact Hometel Pvt Ltd. Completed Master of social work from Bangalore university, PGHRM from Karnataka state open university & also cleared NET exam in the year of 2010 conducted by UGC. I also have more than 14 years experience in Human Resource management & Corporate social program design & Implementation.

Contact: ashokmsw@gmail.com

Mobile No:9008912705

# HR career Development & Counseling

## Why HR Career Plan & Development Required???

1. A career development plan will keep you from getting stuck in a rut
2. A career development plan will help you take responsibility for your weaknesses
3. A career development plan will help define your future career path
4. A career development plan will help you to take charge of your own advancement
5. A career development plan will give you the confidence you need to succeed.



# Why career Counseling required ???

- **A Career Counselor or other Career Development Professional can assist you to:**
  - *1. Learn more about yourself:*
  - *2. Gain educational and occupational information:*
  - *3. Learn about decision-making and career planning:*
  - *4. conduct a job search:*
  - *5. Apply to professional schools or apply for other training programs*
  - *6. Cope with career challenges and transition issues:*

## HR career Growth & Counseling

Career development is the series of activities or the on-going/lifelong process of developing one's career. Career development usually refers to managing one's career in an intra-organizational or inter-organizational scenario. It involves training on new skills, moving to higher job responsibilities, making a career change within the same organization, moving to a different organization or starting one's own business.



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# Career Development steps



Vice President/President/HR  
Director



Asst General Manager/Deputy  
General Manager/GM



Manager/Sr.Manager/HR Head



Asst Manager/Deputy  
Manager



HR Executive/Sr.Executive



HR Asst/Trainee

# How we can develop career in HR

- Four components of problem solving Methods
- A Study
- B Diagnose
- C Treatment
- D Follow Up



### Present Postion

- Student
- Asst/Deputy Manager

### Present skills

### Present mindset

- Beginner/learner
- Managing present job

Future Position	Skills required for future position	Mindset required for future position
HR Entry Level Professional	1 Communication skills(Verbal & Written)	1 Ability to think Employer point of view
	2 Basic IT Skills	2 Ability to think employee point of view
	3 Number of Languages (Read, Write & Speak )	
Sr.Manager/AGM/DGM	1 Business Partner skills	1 Organizational Development point of view
	2 Financial Acumen	2 Industrial Relation point of view
		3 Futuristic Thinking

## 5 Tips for Career Development

1 Career plan to reach Career goals

2 Developing a timeline with career goals: Bringing your boss and his or her sponsorship and mentoring into the picture will ensure that you have an internal mentor who will help you manage your career.

3 Companies formal programs

4 Career path is discussed in several meetings

5 Career plan should be written plan



## 5 Tips for Strategic Career Management

1 "Investigate short- and long-term skill requirements.

2 "To increase your knowledge of career options, request one-on-one informational meetings with colleagues and managers

3 Volunteer to complete challenging projects and assignments. One of the best ways to advance your career is to identify an organizational problem and propose a solution. By offering to implement the solution, you will not only increase your visibility as a problem-solver in the organization, but you might also expand your skills in the process

- 1 360 Degree Learning (Colleagues, Superiors, customers, social media, On the job ,,students)
- 2 Learning through solving problems instead of listening problems or Observing problems
- 3 Working Independently
- 4 For HR professional we should not keep No answer in our working dictionary
- 5 Stay in an organization 2-3 years minimum.
- 6 Actively get involved in HR professionals whats App Group, participating in HR professional bodies
- 7 Get involved in other department works to learn basics of other departments
- 8 Provide your opinion & Advise to management wherever & Whenever you feel it is worth.
- 9 Study organization DNA properly with in 2 Months of joining any new organization
- 10 Debate , discuss & Logically question (5 Why Analysis)
- 11 Create strong HR Network
- 12 Learn Other then HR, OD & IR Role like ISO, Lean management ,Kaizen, SAP, Technology, CSR & Innovation
- 13 Become an OD Sepcialist, IR Specialist & Work only in Corporate office