



**B.V. Patel Institute of Management,
Uka Tarsadia University.**



Date: 25th February, 2019

Session on “Recent perspectives in HR and leadership” by Prof. Ashly Pinnington

B.V. Patel Institute of Management organised an interactive session on the topic “Recent perspective in HR and leadership” for TY BBA and SY BBA Students where the speaker for the session was Prof. Ashly H. Pinnington, Professor of HRM and Dean of Research at the British University in Dubai.

Despite being an foreign delegate Dr. Pinnington delivered his content in context of skills of HR in India highlighting all those factors that are implied to the performance of HR with special reference to the human resource of India. He began with the performance and contribution of HR to the globe quoting his experience with the IT industry in India at Bangalore. Some of the topics are highlighted by the experts viz., Openness, Conscientiousness, Extroversion, Agreeableness and Neuroticism.

Dr. Pinnington discussed the challenges the future generation would face which were not much prominent earlier but need to be considered significant now these were presented in terms of some essential traits of HR namely leadership, intelligence, self-confidence, determination, integrity, sociability and conveyed how essential they are why they need to be worked on, quoting the example of leadership traits. He also discussed about the big personality traits being extroversion, agreeableness, consciousness, emotional stability, openness to experience and presented how these traits of personality differentiates the individuals, leaders or entrepreneur creating an impact that leads to success and also shared the key issues of consentaneousness.

Certain common but impactful factors were also highlighted during the session as Dr. Pinnington helped the students to understand the crucial factor of emotional stability, how it differentiates a leader and his performance determining the leadership level, as a strong leader knows the importance of being emotionally stability and doesn't gets pushed away by the emotions rather ensures the best decision making.

Dr. Pinnington inspired the students to work upon their weaknesses by conveying the importance of continuous learning and improvement by emphasising on taking initiatives towards new areas and openness to experience. He also shared the types of leader namely

charismatic, transformational, servant, authentic and spiritual and discussed each in detail. Beginning with transformational leadership he connected it to all the related factor how the idealised influence, inspirational motivation, intellectual stimulation are implied too

Also Dr. Pinnington discussed about management by exception and contingent reward. He helped understanding the significance of moving from leader centric to leadership approach. Dr. Pinnington discussed of human, social and system capital along with levels it works on individual, group and organisational.

Also he discussed hybrid Global leadership approaches firstly distributed leadership which he helped understanding quoting the example of delegation of authority and network building. Next was shared leadership with the example of CSR, moving two rational leadership in which, he highlighted the point of differentiation the advantage over other person and the last was collective leadership suggested by collective group advantage.

Dr. Pinnington also discuss the challenges of HR in developing countries with special reference to India, where the major issues highlighted competition, Bureaucracy and favouritism. Undoubtedly this was very helpful session for the students which help them to learn and understand the perspectives of HR and leadership.

