

coffee with hr directors

[Aruna Viswanatha](#) - Thursday, July 03, 2008

Lectures are out; conversations are in. That's the attitude training firm Par Excellence is trying to capitalize on with its new round of conferences, or *conclaves*, called HR Cafe. Rather than a series of speeches, presentations, and powerpoint slides, the sessions are meant to get human resources professionals in India talking to each other about the problems they are dealing with and come up with possible solutions. It's a strategy Par Excellence's director Rajeshwar Upadhyaya thought specifically useful for the Indian context. "What we saw in sunrise industries," he says, "is not enough history in HR."

That's not enough history in finding people, training them, and keeping them. The first session is later this month in Mumbai, and will bring together folks from media and retail.