**Minutes of the HR Development Forum Quarterly Meeting**

**Date: 24 August, 2018 Venue: Rotary International South Asia Office, Aerocity, New Delhi**

Meeting started at 1430 hrs and was attended by 43 members of the forum. This is the maximum number of participation till date since the first meeting dated 1st February 2008.

Rajeev Ranjan welcomed the members present mentioning a brief history of the forum which started in 2008 with 35 members, subsequently growing to 116 members currently. The ‘Whatsapp’ group which is the main chat group exchanging ideas/ information on HR related issues was created on 12 July 2015. This facility has helped the members in exchanging ideas almost immediately. He praised the group for being cooperative and urged everyone to continue the positive trend.

The formal introduction of the attendees followed and Jatinder, Team Head – Club & District Support introduced everyone on activities of Rotary International.

This was followed by a presentation by Sanjay Parmar, Team Head- The Rotary Foundation who spoke on ‘Reinforcing of Organizational values through cultural behaviors – Rotary experience. He discussed in detail the process that was followed while creating the ‘Value chart’ and involvement of staff of Rotary.

Shamik Mani made a presentation on ‘Performance review without appraisal rating’. This was followed by a Q & A session conducted by Rajeev Ranjan on the subject. The queries were mainly to understand the delinking of increment and the appraisal rating process. Participants having similar experience shared their views on reward system and increments.

The next meeting date was agreed to by all attendees as 30 November 2018. The three organizations who volunteered were Jhpegio, IDF and Path. The next meeting would be hosted by IDF on 30th September 2018 followed by Path, Jhpegio’s confirmation is awaited.

The power point presentation from the sessions have already been shared with the group. Anuradha Bhattacharji was the ‘Timekeeper’ for this meeting.

Meeting concluded on an enthusiastic note and one of the topics to be taken up in the next meet as consented by the group is ‘Recruitment’.