



INDIAN INSTITUTE OF SOCIAL WELFARE AND BUSINESS MANAGEMENT

MBA–HRM

SEMINAR LECTURE

Mr. Debabrata Sur
DGM-HR
Diamond Beverages Pvt. Ltd.



Topic Addressed: “The Evolving Role of HR: Insights on Leadership, Skills and People Management”

Venue: Assembly Hall

Date: August 27, 2026

Mr. Debabrata Sur, DGM-HR, Diamond Beverages Pvt. Ltd., delivered an insightful and practical session on the evolving role of Human Resource Management. Drawing from his rich industry experience, he highlighted the importance of passion, continuous skill development, business understanding, empathy, employee empowerment, and effective leadership, while sharing valuable insights into the qualities required to become a successful and future-ready HR professional.

SEMINAR HIGHLIGHTS

1. Passion Should Drive Career Choices

Mr. Sur emphasized that career decisions should be guided by passion rather than money alone. He encouraged students to identify what they genuinely enjoy and pursue careers that align with their interests and capabilities. He also advised students to eliminate career options that they know they cannot pursue successfully. According to him, passion, commitment and self-awareness are essential for building a meaningful career.



2. HR Is Evolving Beyond Traditional Functions

He explained that HR has evolved considerably and is no longer limited to routine administrative or transactional activities. Modern HR professionals are expected to understand business requirements, participate in workforce planning and contribute strategically to organizational decisions. He emphasized the growing importance of the HR Business Partner (HRBP) role, where HR connects people practices with business objectives. He advised students not to restrict themselves to one HR function but to develop a broader understanding of the organization and become capable people managers.



3. Skills, Competencies and Business Understanding Are Essential

Mr. Sur highlighted that skills and competencies have become extremely important in today's workplace. Merely possessing a management degree is not enough; HR professionals need strong communication, interpersonal, analytical and problem-solving abilities. He also stressed the importance of understanding the business before making HR decisions. He advised students to avoid excessive jargon and theoretical explanations and instead provide realistic solutions supported by practical examples. An effective HR professional should understand both people and business and use that knowledge to solve organizational problems.

4. HR Professionals Should Be Facilitators and Employee-Centric

According to Mr. Sur, an HR professional should act as a facilitator rather than merely a driver of organizational initiatives. HR should provide employees with the necessary resources, guidance and opportunities to perform effectively. He emphasized the importance of keeping employees at the centre of HR practices and treating them with empathy. HR professionals should understand employee concerns and create an environment where people feel supported. He also encouraged students to “be what you are” and remain authentic while dealing with people.

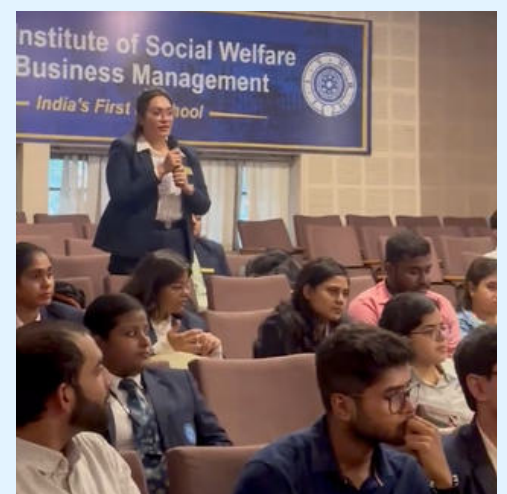
5. Leadership Means Enabling and Empowering People

He emphasized that an effective HR professional should possess the qualities of a good people manager and leader. A leader should enable and empower team members rather than simply giving instructions. He highlighted the importance of empathy, effective communication, authenticity and the ability to build trust. Leaders should also follow up with employees, understand their difficulties and support their development. According to him, HR leadership is ultimately about improving team performance by creating an environment where employees feel valued, capable and motivated to contribute.



6. Qualities He Looks for in an HR Professional at Diamond Beverages Pvt. Ltd.

When asked about the qualities he looks for in an HR professional joining Diamond Beverages Pvt. Ltd., Mr. Sur emphasized qualities beyond academic qualifications. He looks for someone who understands people and business, communicates effectively and can work as a facilitator. Empathy, authenticity, leadership ability, competency, adaptability, problem-solving skills and a practical approach are important. He also values professionals who can enable and empower their teams, understand employee needs, avoid being overly transactional and contribute meaningfully to organizational performance.



The central message of Mr. Sur's discussion was that HR professionals should always remain human while performing their professional responsibilities. He encouraged students to treat employees with empathy, understand their perspectives and focus on continuous improvement in team performance. HR should not simply implement policies mechanically; it should understand their impact on people and the business. He advised aspiring HR professionals to remain realistic, use practical examples, avoid unnecessary jargon and continuously develop themselves. Ultimately, successful HR is about people, performance, empathy and business understanding.

