



More Than HR Global

- The Social Learning Partner

7th October 2015
at





Dr John J. Scherer of www.wiseratwork.com said:

- ▶ Today, after a coaching call with an external consultant in India, he turned me on to an exploding online network of HR people and consultants called 'More than HR'.

<http://www.mthrglobal.com/>

They have over 20,000 'members' and are growing like crazy. This is not a model that would work for ODN, but man, I think they are on to something! It's a 'non-commercial enterprise' and little or no money changes hands. They have no admin staff except the guy who manages the website. Their governance seems to be 'organic' to me.

...while many more formal networks and associations are struggling, MTHR seems to be exploding. Any ideas why?

Fascinating. . .

John

“Keep your Gadget on”

Tweeting is not ALLOWED

But it is Encouraged.

The two most frequent & Effective Tweeters will walk away with Prizes.

#MTHRLeadX

@behaves

@RajeshMTHRG



The Agenda

MTHR Global Journey

Social Platforms

A look at Past Events

Message from CXOs & CHROs

Future learning opportunities



The History

A Not-For-Profit, non commercial organization

Founded by 6 young HR professionals

Founded in February 2002 in Mumbai

28 members in 2002

Started as Yahoo groups and then small live events



The Present

No. of Members in 2015 : 16000+ across India, US, Dubai, ME and growing

**Presence on : Web, Yahoo, Facebook, Twitter, LinkedIn,
WhatsApp, YouTube, Hangouts**

Mobile Learning : MTHR Global Drona Mobile App

Key Past Partners : SAP, Axis Bank, PayPal & more



Key Beliefs at MTHR Global

- ▶ **Bit Sized Learning** works best in today's "Continuous Parallel attention World"
- ▶ Attention is the new currency, so we created **MTHR on Tap: Any Time Any Where Learning**
- ▶ **Overcome FOMO:** By being available on all that's Social and Happening



Key Beliefs at MTHR Global

- ▶ Learning does not have to be expensive
- ▶ Learning Agility or Content should not depend on experience
- ▶ Thrive in Boundary less Learning
- ▶ Innovate : Expect the unexpected
- ▶ Have Fun when you Learn



So we created a unique model

- ▶ MTHR has Full day events, evening events and online experiences
- ▶ Anyone interested in Learning related to “People Matters” can get learning in a myriad ways **any time they please**
- ▶ Members can choose **which mode they prefer** to learn and use that, so they do not miss out
- ▶ All MTHR events and offerings have always been **free** (sponsored)
- ▶ MTHR Learning experiences are **fun!**



92 live events till date



Ron Kaufman



Bob Urichuk



Bob Nelson



Tony Buzan



Gyan Nagpal



Leonardo Previ



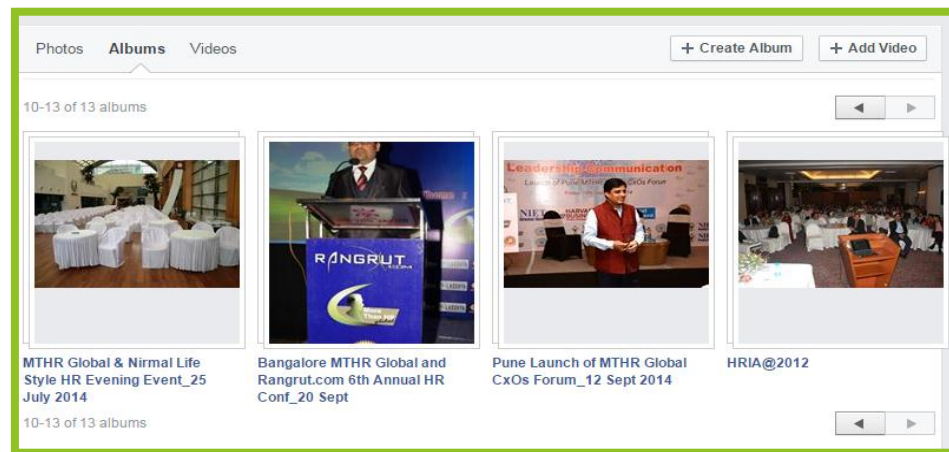
Themes of Learning Events

- ▶ Talent Economics
- ▶ Up your Customer Service
- ▶ Nurturing Geniuses through Entrepreneurship
- ▶ Boss: Career Maker or Breaker
- ▶ Trailblazers: HR & beyond
- ▶ The Leadership Edge 2.0
- ▶ Challenges of Leadership
- ▶ Lessons from Mumbai City
- ▶ Learning from Sciences
- ▶ Leadership: Masters of Transformation



8000+ Facebook members

- ▶ Communicate about upcoming events
- ▶ Share Live updates of events
- ▶ Photo gallery of past events
- ▶ Share learnings & key takeaways





1100+ Twitter Followers

- ▶ Accelerated One-Hour learning
- ▶ 11 Tweetchats till date
- ▶ Partnership with Harvard Business Publishing
- ▶ Live interaction with Speakers
- ▶ Participation by followers across the globe
- ▶ Hashtag #MTHRLeadX trended countrywide



India Trends @Trends247 · Jul 3

6. Falcao
7. #MTHRLeadX
8. Yashwant Sinha
9. FTII
10. Tom Vadakkan



Harsha Bhogle @bhogleharsha · May 1

Not bad. Our twitter chat on #TheWinningWay, on learnings from sport for managers, with #MTHRLeadX ended up trending at No 4. @BhogleAnita



16



29



metehr @metehr · May 1

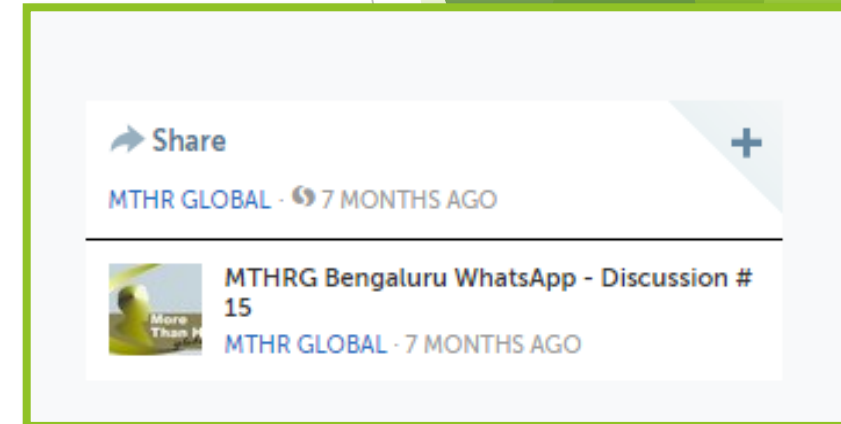
Engrossed Tweetchers @shamikv @_NikhilG @meeMeenakshi @hrsanjay @metehr @bhogleharsha @BhogleAnita #MTHRLeadX





10+ WhatsApp groups

- ▶ Simultaneous learning across all groups
- ▶ 12 WhatsApp chats till date
- ▶ Live interaction with Speakers
- ▶ Offline knowledge sharing by speakers



Good leaders always follow the good & trusted practices of other leaders or organizations.

Leaders need to first practice certain habits to stand as an example for others. Like time management, living the vision of the organization, assertive communication, etc. Only great followers will have the greatest empathy when they are Leaders, having been there.

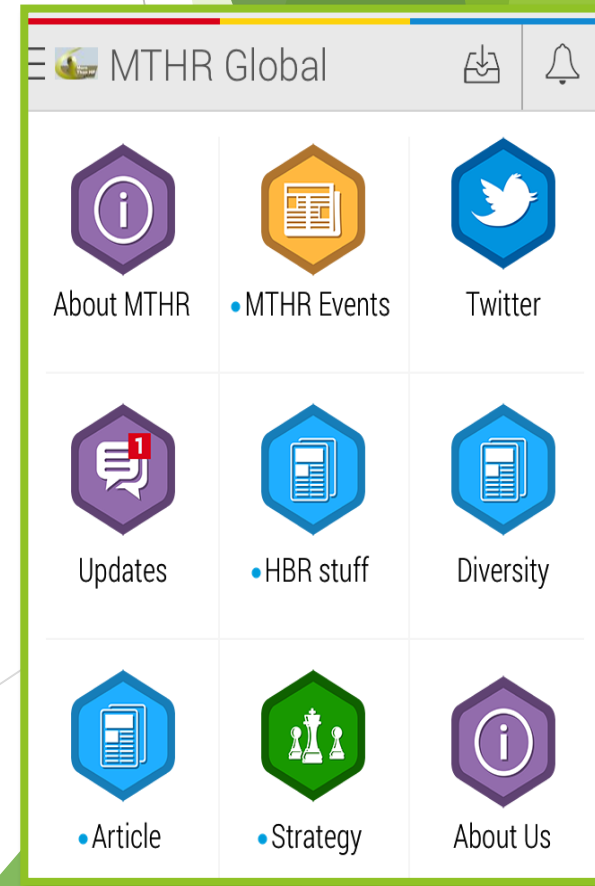
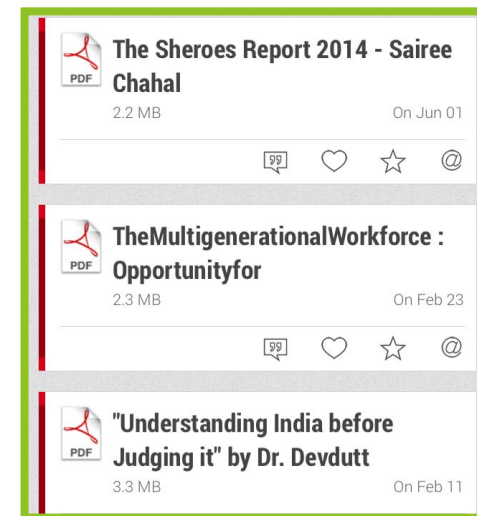
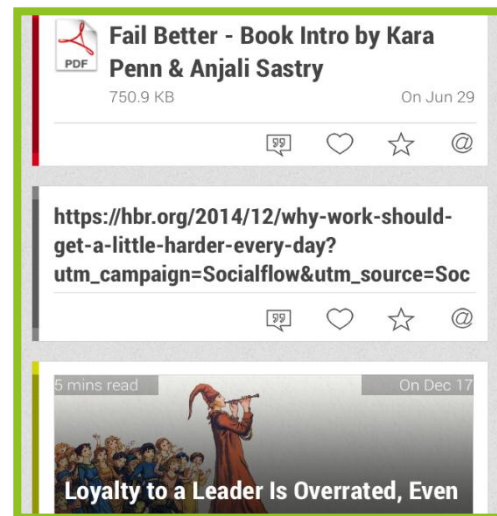
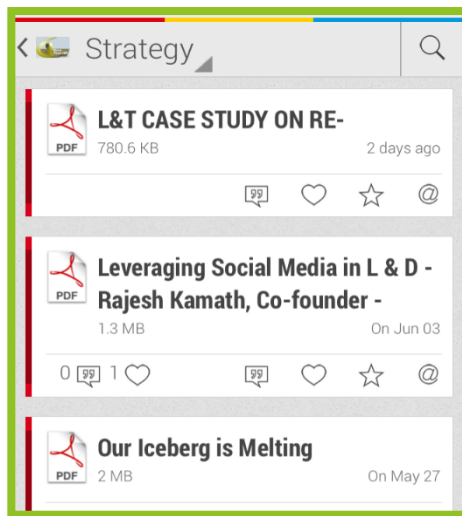
Great followers model great Leaders and achieve greatness themselves:

- Consider Gandhiji who followed Dadabhai Naoroji
- Consider Nandan Nilekani who followed NR Narayanamurthy
- Consider Michael Clarke who followed Ricky Ponting



300+ MTHR App users

- ▶ Learning through MTHR Global Drona mobile application.
- ▶ Articles & videos on Business Strategy, Diversity, Harvard Business Reviews, HR learning & development, updates.
- ▶ Informs app users on updates by sending a notification.
- ▶ Downloadable from all Playstores = “DronaHQ”





Excellence @MTHR Global

“It is not information overload-it is filter malfunction!” - Clay Sheehey

- ▶ We curate information to give **insights**
- ▶ We address the **most pressing issues**
- ▶ We select **impactful speakers** to get only the best
- ▶ We believe in **More Than...HR**, so we filter in the finest from various worlds



Anand Pillai,
Leadership Coach,
Keynote speaker
Earlier CLO,
Reliance Group



A look at Past events

[Link for Video](#)



Alok Kumar
MD - Sears
Holdings India



Devdutt Pattanaik
Author,
India's Top
Mythologist
Earlier, CBO - Future
Group



Dr. Kiran Bedi
Politician, Ex-IPS Officer
Magsaysay Award winner



Joji Gill
Dir-Asia Pacific, Dupont
Earlier, CHRO -
Microsoft



Fun & Methodologies at Past events

- ▶ World Café
- ▶ Open Space Technology
- ▶ Laughter Yoga Session
- ▶ Appreciation for Art Workshop
- ▶ Appreciation for Music Workshop
- ▶ Walking on Fire
- ▶ Walking on Glass
- ▶ Sufi Dancing
- ▶ Stargazing
- ▶ Drum Circle
- ▶ Harmonica Huddle

And lots more...



Rani Desai
CPO, Deloitte



Message from CXOs & CHROs



Vivek Paranjpe
Exec. Coach &
Ex-CHRO, Reliance Grp

[Link for Video](#)



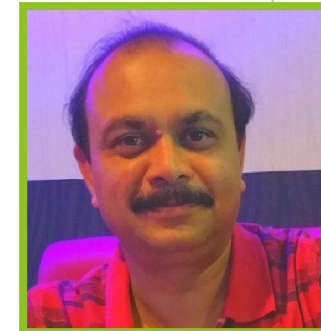
Dr. Tanaya Mishra
MD-HR, Accenture



Shikha Banerjee
Add. GM-HR,
Shapoorji Pallonji



Shamik Vora
CEO, HR4India



Aniruddha Khekale
Grp Dir-HR, Emerson



“Ubuntu” at MTHR Global

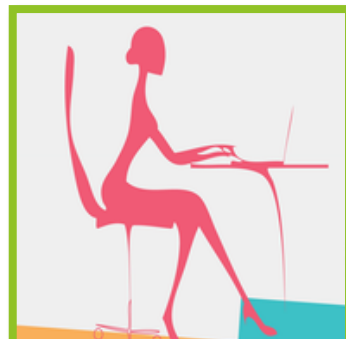
“I use not only all the brains I have, but all I can borrow!” - Woodrow Wilson

- ▶ At MTHR, we believe in **collective wisdom**
- ▶ We **co create** Learning experiences
- ▶ We **do not** filter out learners



What got us here wont get us there: **Future Learning opportunities**

- ▶ Introducing learning through Google Hangouts
- ▶ Survey on “Aspirations & Attitudes of GenY at Urban Workplace”
- ▶ Research on “Career Comeback for Women”
- ▶ Partnership with Harvard Business for Knowledge Exchange
- ▶ Partnership with World Economic Forum’s Global Shapers India for mentoring Management Students





MTHR Core Members & Ambassadors

Core Members

- ▶ Vipul Agarwal Zend Consulting Services
- ▶ Rajesh Gupta Future Generali
- ▶ Keyur Jani Deloitte
- ▶ Rajesh Kamath Chanakya Consulting Insights

Ambassador for MEA

- ▶ Bhavesh Chandaria Safal Group

Social Media Volunteers

- ▶ Anupama Ramteke Infinx
- ▶ Shreyas Deshmukh Liquid PR
- ▶ Prashant Joglekar Essar Steel



Thank You!



Rajesh Kamath

Co-Founder, MTHR Global

www.mthrglobal.com

Bhavesh Chandaria

@behaves

Head-L&D, Safal Group