

Despite engineering being a passion, how and why she chose to enter HR world

Knowing the challenges beforehand, one wonders what makes people choose HR as a career option! Well, Namrata Gill, VP - Corporate Human Resources, Dr Reddy's Laboratories, has a reason.

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Namrata Gill, VP - Corporate Human Resources, Dr Reddy's Laboratories

It's easier for us to watch a movie in theatres (or on OTT these days!) than witnessing "behind the scenes". An HR leader's life, with a little bit of analogy, is similar to that only. Employees and people, in general, see human resources as a function or simply a role. However, there is more to that.

Talent leaders are the bridge between people sitting at the top -- with decades of experience and lengthy titles -- and employees who have just signed the appointment letter. They are also the ones for whom keeping the organisation at the forefront, no matter what the situation, is something that holds together all their decisions.

Keeping in mind the priorities of the organisation and what impact we make in the larger scheme of things, helps Gill strike a balance in these situations as much as possible.

But why HR then?

Knowing the challenges beforehand, one wonders what makes people choose HR as a career option!

Well, Gill has a reason. She has always been intrigued by human behaviours: Why do people do what they do? What drives them on or pulls them back? Despite engineering being a passion, stepping into the world of HR was one of the most natural and seamless movements in her career.

"How can I assist the process that brings out the best in people, with respect to their subjective abilities is the key question that still wakes me up before dawn, initiating a wholesome day in search of some answers!" Gill said.

Taking talent decisions that help people grow, be it through coaching, mentoring or deploying other development interventions remains Gill's passion.

Gill feels playing a key role in Corporate HR amid such challenging times helps bring out the humane side of HR - to ensure support is extended to lives when they need it the most.

"I love the fact that there is so much more to explore and work on in this area and I'm very excited to see how we will shape the post-pandemic future at Dr Reddy's for our employees!" she added.

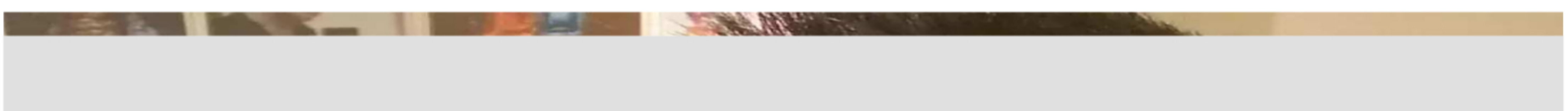
Challenges or opportunities

Catering to the needs of the different generations in the workforce today — traditionalists, baby boomers, gen X, Y and Z and aligning their emerging needs with the goals of the business is another challenging task that Gill looks forward to!

There are various aspects of her role that require grit and rigour! Keeping learning at the centre works out for Gill when she is faced with hard situations.

"I view every challenge as an opportunity to push myself out of the comfort zone and have new realizations about my own self!" she asserted.

Focus on living a wholesome life



Namrata Gill with her son

For Gill, planning is positively related to productivity. Being proactive and organised every single day both at home and at work helps her give 100 per cent in each area.

Of course, there are days when she wants to only focus on the aspects of work that she's really passionate about and then there are times when Gill feels like she should spend more time with family and managing the household.

"But on such days my family becomes that guiding light that helps me ensure I do both effectively and focus equally on every aspect in order to lead a happy, fulfilling and wholesome life," Gill revealed.

The only constant: Reading

Gill believes the most powerful thing a person can arm with is knowledge. In this ever-evolving world and its trends, reading is one constant that helps her continuously evolve her ideas!

Gill's bookshelves have collections ranging from science, nutrition and wellness to fiction and old classic romantic ones -- and this always keeps expanding! Currently, her two favourite reads are: What Happened to You? Conversations on Trauma, Resilience, and Healing by Bruce D Perry and Oprah Winfrey; and Exercised: Why Something We Never Evolved to Do Is Healthy and Rewarding by Daniel Lieberman.

Also, one of her go-to movies is Life is Beautiful!