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HIRING & BEYOND

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Industry leaders spill the beans on how their firms cruised through COVID-19

**TALENT DEMAND TRENDS: PAGE 8-10**  
A look at the recruitment trends from the year gone by the year 2020

## 2020: A year of workplace reset, renovation and reinvention



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## Industry leaders talk about how they cruised through the 'new normal'



"When it comes to remote working, flexible policies such as 'Work by Design' had prepared us to a certain extent. With initiatives such as 'Amway Hotspot', we continued to work towards achieving remote-working readiness."

**Shantanu Das, CHRO, Amway India**



"We restructured our route-to-market model, leveraged technology, and expanded our distribution footprint. People development and engagement building were critical aspects of the overall growth agenda, which helped us to sail through these difficult times."

**Rajesh Ramakrishnan, MD, Perfetti Van Melle India**



"The safety of our people was our top priority and we significantly enhanced our safety practices and made them more robust. We look forward to continuing our relentless focus in 2021 on expanding our business sustainably, making operations agile, adaptive, and scalable."

**Ajay Kapur, CEO - Aluminium & Power and MD- Commercial, Vedanta Ltd.**



"Amid the COVID-19 pandemic, we re-looked at the cost structure, renegotiated vendor contracts, and looked at variable costs. We also practiced deferment of appraisals and temporary salary rationalisation. The company's geographic and category diversification helped us leverage the staggered opening of the lockdown."

**Dinesh Agarwal, Founder and CEO, IndiaMART InterMESH Ltd**