



**Venture Base Camp on:**  
**Best HR Practices for Startups**  
*- Organized by BRBC -*

<b>Potential gains</b>	<p>This workshop is a Venture Base Camp (VBC) aimed at startups across various stages to learn exactly what you need to communicate about yourself and your business, by understanding the current HR trends. This workshop is designed to train entrepreneurs and business owners on how to efficiently manage human resources.</p> <ul style="list-style-type: none"> <li>• Get an amazing opportunity for professional networking</li> <li>• Listen to valuable experiences &amp; get solutions to your workplace problems</li> <li>• Bring helpful and valuable information back to business</li> </ul>
<b>Organized by</b>	<ul style="list-style-type: none"> <li>• BIRAC Regional Bio-Innovation Center @ Venture Center</li> </ul>
<b>Supported by</b>	<ul style="list-style-type: none"> <li>• BIRAC</li> <li>• Venture Center</li> </ul>
<b>When</b>	<b>Thursday, Friday   18, 19 August 2022   Time: 09:30am – 04:30 pm</b>
<b>Where</b>	Lecture Theater, Venture Center, 900 NCL Innovation Park, Dr. Homi Bhabha Road, Pashan, Pune – 411008
<b>For Whom</b>	<ul style="list-style-type: none"> <li>• Early Stage Startups</li> <li>• Late Stage Startups</li> </ul>
<b>Registration</b>	<p><b>Registration Process:</b>  <b>Step 1:</b> Interested participants need to fill in registration form at the following link.  <b>Register online at:</b> <a href="https://tinyurl.com/PS-VBC">https://tinyurl.com/PS-VBC</a>  <b>Step 2:</b> Email invite will be sent post screening of registration details.  <b>Limited seats!! Total number of seats: 20</b>  <b>Registration fees:</b> Rs. 1000/-  <b>Step 3:</b> Attendance only on confirmation of payment of registration fees</p>
<b>Contact</b>	<p><b>Technical queries:</b> Meghana B   <a href="mailto:meghana.bhandari@venturecenter.co.in">meghana.bhandari@venturecenter.co.in</a>  <b>Registration related Queries:</b> Lipika B   <a href="mailto:eventsdesk@venturecenter.co.in">eventsdesk@venturecenter.co.in</a></p>

## Introduction

BIRAC Regional Bio Innovation Centre (BRBC) is a joint initiative of BIRAC and Venture Center. It focuses on filling up a few key Innovation's ecosystem gaps in India for biotech/biomed startups specifically relating to mentoring, regulations, fund raising and Bio Incubation practice.

Venture Base Camps are high intensity, focused, theme-based camps intended to take a startup from point A to point B in their entrepreneurial journey, prior to their execution on key goals of the company.



### The focus of this Venture Base Camp:

To train entrepreneurs and business owners on how to efficiently manage your human resources.

### Course Description:

Talks and insights on best HR practices for startups followed by case study discussions, role play and enriching group discussions.

## Workshop includes

- Workshop includes tea, snacks and lunch at the Innovation Café.
- Free membership in mailing list to follow-up on workshop and intimation of relevant events/ funding/ opportunities from Venture Center.
- One-year free reference membership to Venture Center Library (<http://www.vcenterlibrary.org/>)

## Workshop excludes

Please note that the participants will have to arrange for their own travel\*, local transport and accommodation and dinners. For more information on Pune city, travel, transport and stay options, see <http://www.venturecenter.co.in/puneguide/>

## Best HR Practices & Skills for Entrepreneurs

### Day 1: 18 August 2022, Thursday


Time	Duration	Session title	Lead
09:30-10:00 am	30 mins	Registrations	Protima Sharma
10:00-10:15 am	15 mins	Introduction to Venture Center	
10:15-11:15 am	60 mins	Top 10 HR Myths	
11:15-11:30 am	15 mins	Tea Break	
11:30-12:30 pm	60 mins	Essential HR Practices	
12:30-01:00 pm		Q&A	
01:00-02:00 pm	60 mins	Networking & Lunch	
02:00-03:00pm	60 mins	Managing Crucial Conversation: Talking when stakes are high	
03:00-03:15 pm	15 mins	Tea Break	
03:15- 4:15 pm	60 mins	Case Study Discussion	





## Day 2: 19 August 2022, Friday

10:00-11:00 am	75 mins	People Management Skills for Entrepreneurs: Active Listening	<b>Protima Sharma</b>
11:00-11:15 am	15 mins	Tea Break	
11:15-12:30 pm	90 mins	Role Play: Active Listening	
12:30-01:30 pm	60 mins	Networking & Lunch	
01:30-2:30 pm	60 mins	People Management Skills for Entrepreneurs: Dialogue Skills	
2:30 – 3:30 pm	60 mins	Handling tough team situations	
3:30 – 4:00 pm	30 mins	Q&A	
04:00-04:15 pm	15 mins	Tea Break	
04:15-04:30 pm	15 mins	Tour of Venture Center	

### Speakers at Venture Base Camp: (In order of last names; alphabetical order)

	<b>Protima Sharma</b> <b>Managing Partner, PeopleWiz Consulting</b>
	<p>Protima is a Chemical Engineer and MBA from IISc, Bangalore. After a stint with Thermax in HR, she worked for TCS as a Change Management Consultant. She now heads PeopleWiz consulting, a firm specializing in Organization Design. Under her leadership, the firm has established offices in Pune, Bangalore and Singapore serving clients that range from startups to MNCs across APAC and Middle East region. In her capacity as an advisor at NCL's Innovation Centre, she mentors start-ups in achieving their HR and culture goals. Her interests include Entrepreneurship, Intrapreneurship and Organization design. Protima is also co-founder of a Section 8 NGO, 'Where are India's Children' that works to bring abandoned and orphaned children into the legal adoption mechanism of the country.</p>

### Organizers (in order of last names; alphabetical order)

	<b>Meghana Bhandari</b> <b>Associate- Bioincubation, Venture Center</b>
	<p>Meghana is responsible for planning &amp; co-coordinating activities of BRBC. She is actively involved in curating the content for all BRBC activities. She studied M.Tech in Biomedical engineering from IIT Ropar. During her Masters she did her project work on intranasal drug delivery system for treating Alzheimer's Disease. Previously she has worked as a medical writer for a biopharma company.</p>
	<b>Dr. Smita Kale</b> <b>Manager- Bioincubation, Venture Center</b>
	<p>Smita as part of incubation team, facilitates incubator operations by interacting with incubatees, infrastructure and facilities creation and development of the ecosystem. She is leading Bio-incubation activities, Center for Biopharma Analysis (CBA) and BIRAC's Regional Bioinnovation Center (BRBC) projects at Venture Center. She is actively involved in mentoring startups at Venture Center. She is Ph. D in Pharmaceutical Chemistry from Institute of Chemical Technology, Mumbai and prior to joining Venture Center has had academic experience of 12 years which includes research experience of 3.6 years.</p>

				
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	<p><b>Premnath Venugopalan</b>  <b>Director, Venture Center   Head, NCL Innovations</b></p> <p>Premnath holds a B.Tech from the Indian Institute of Technology - Bombay and a Ph.D. from the Massachusetts Institute of Technology, USA. He has also been a Chevening Technology Enterprise Fellow with the Centre for Scientific Enterprises, London Business School and Cambridge University, UK. He brings with him considerable experience in technology development and commercialization, working with start-up companies (in Cambridge-UK and India) and engaging with large corporations on research and consulting projects as project leader.</p>
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About the Organizers	
	<p>BIRAC Regional Bioinnovation Centre (BRBC) is the third regional centre of BIRAC and is located in Venture Center. BRBC aims to fill up key innovation ecosystem gaps for bio-based industry sectors and thus significantly impact the translation of high-quality innovative ideas into viable and sustainable business enterprises. Some key BRBC initiatives are Venture Mentoring Service; Venture Base Camps; Regulatory Information and Facilitation Centre; Bio Incubation Practice School.</p> <p>More on: <a href="http://www.brbc.venturecenter.co.in/">http://www.brbc.venturecenter.co.in/</a></p>
Supported By	
	<p>Biotechnology Industry Research &amp; Assistance Council is a non-profit company created by the Department of Biotechnology (Government of India) with a mandate to develop the national ecosystem for biotechnology innovation and entrepreneurship and provide targeted support to innovators and entrepreneurs.</p> <p>For more information about BIRAC: <a href="http://www.birac.nic.in">www.birac.nic.in</a></p>
	<p>Venture Center is India's largest inventive enterprises and scientific business incubator. Venture Center is a technology business incubator hosted by CSIR-NCL and supported by the Department of Science &amp; Technology's National Science &amp; Technology Entrepreneurship Development Board (DST-NSTEDB) and BIRAC.</p> <p>For more information, visit <a href="http://www.venturecenter.co.in/">http://www.venturecenter.co.in/</a></p>