



# Organizational Policies for an Ethical Entrepreneur

A masterclass series with human resource experts, co-hosted with GBL, a labor research and innovation company.



## Introduction

How can you build a business that meets all employer compliances while also going above and beyond to care for your employees, creating a positive environment for their growth? Small businesses owners and entrepreneurs are hustling and leading several departments from marketing to logistics, but setting up a human resources (HR) strategy is often an afterthought. However, focusing on people - their performance, promotions, wellbeing, and safety - can provide long-term business returns. Our masterclass series with three expert-led sessions and one networking night will take you through the legalities, management strategies, and care systems to successfully become an employer of choice.

**Dates:** September 18-19, 25-26

**Time:** 6:00-7:15PM IST

**Duration:** 75 minutes/day, 4 days, total 5 hours

**Fee:** INR 2,800 (inclusive of tax) for all sessions; 10% student discount (use code: STUDENT)

**Format:** Virtual (ZOOM)

**Seats:** Limited (up to 45)

[\*\*Register Here\*\*](#)

Use code STUDENT to avail 10% student discount



## Learning outcomes:

- Understanding the legalities of employment: contracts, legally required employee non-monetary benefits, codes of conduct, prevention of sexual harassment and other forms of bullying at the workplace, dos and don'ts
- Developing employee performance and incentives systems
- Fostering feedback and in turn growth culture at the workplace
- Creating an organizational culture that aligns with your values and setting up employee care systems
- Opportunity to network with like-minded individuals

## For whom :

- Small businesses looking to build a more ethical business and improve people management
- Aspiring entrepreneurs looking to set up a business with a strong focus on people management
- Professionals wanting to specialize in the space of people operations for small businesses
- Students wanting to learn more about people management
- Anyone looking to learn more about this space

## Certificate of participation :

After attending at least 2 of the 4 sessions of the masterclass series, the participants will receive a certificate by SUSS and Good Business Lab



## Speaker Profiles:



### **Esha Shekhar**

*Independent Legal Counsel and Legal Consultant, GBL*

Esha is a strategic and results-driven lawyer working in dual areas of technology law advisory and employment law advisory. She currently works as an independent legal counsel and advises several small and medium-sized organizations. Esha is the co-author of “Understanding Workplace Laws for Women in India” (2021) published by Bloomsbury Publishing India.

### **Shivane Sen**

*Leadership Coach and Advisor, People Ops, GBL*

As a Management Consultant and Leadership Coach, Shivane consults with startups on people development & performance. Shivane has a BA in Psychology from UC Berkeley, a Master in Education from Harvard University, and a Master in Applied Positive Psychology from the University of Pennsylvania.



### **Lavanya Garg**

*Chief of Staff & Senior Manager, leads People Ops, GBL*

Lavanya has experience working in gender, people operations, economic research, and design thinking. She holds an MA in International and Development Economics from Yale University and a BA in Economics from Lady Shri Ram College.

### **Simar Julka**

*People Ops Associate, GBL*

Simar holds a BBA (Honours) from O.P. Jindal Global University. Prior to joining GBL, she worked at Sage Publications, India. In her role at GBL, Simar helps the leadership hire and grow teams that respect and reflect diverse backgrounds and perspectives and pursue value-driven work.



## Detailed Session Outline:

### Session #1: The legalities of employee management

*Date: September 18, 6:00-7:15 PM IST | Speaker: Esha Shekhar*

- Understanding labor compliances, contracts
- Creating people management docs (like a code of conduct)
- Following organizational legal dos and don'ts
- Explore worksheets and resources
- Audience Q&A

### Session #2: Employee performance and incentive systems

*Date: September 19, 6:00-7:15 PM IST | Speaker: Shivanee Sen*

- Conducting performance reviews
- Managing underperformance
- Creating structured incentives of growth and increments
- Explore worksheets and resources
- Audience Q&A

### Session #3: Organizational culture and care systems

*Date: September 25, 6:00-7:15 PM IST | Speakers: Lavanya Garg, and Simar Julka*

- Why is organizational culture important
- Developing ethos and norms
- Why have employee care systems
- Examples of employee care systems
- Evolving nature of organizational culture
- Some specific policy examples
- Explore worksheets and resources
- Audience Q&A

### Session #4: Networking

*Date: September 26, 6:00-7:15 PM IST*

Introduce yourself, learn about who else is a part of this cohort, mix, mingle, and find opportunities to collaborate!

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## About GBL

Good Business Lab, is a not for profit, labor innovation company. We use rigorous research (methodologies such as randomized controlled trials, qualitative interviews, human-centered design thinking) to advocate for solutions that have a common ground between worker wellbeing and business interests. We believe that building the business case to support better conditions for workers is the most sustainable way to transform labor markets and enable all workers to live dignified lives.

## About SUSS

SUSS is a rapidly-growing community of students, entrepreneurs, professionals, and conscious consumers on a mission to drive meaningful change in the fashion industry. We create learning experiences, provide actionable resources and curate the most relevant content to empower each of our members to shape the future of fashion.

### Contact:

Pallavi Agarwal

Learning and Partnerships Lead

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## Terms and Conditions

- The registration fee is refundable till 7 days before the masterclass however nominee's name can be changed at any point by informing us by email.
- Details will be shared within two days of completing the registration and payments
- Recordings will be made available after the session along with worksheets