

Day 1: Monday, 19 th November	
01:00 pm– 02:00 pm	Welcome Lunch & Registration
02:00 pm– 03:00 pm	<p>Inaugural Session with overview on the overarching theme</p> <p>Opening Remark: Vinay Mathur – Advisor – FICCI</p> <p>Conference Theme Address: Sreekanth Arimanithaya – Senior Vice President, Integrated Workforce Management and India Co-Managing Director – DXC Technologies (<i>Chair – HR Conference Committee 2018</i>)</p> <p>Keynote Address: Ranjan Kumar Mohapatra – Director (HR) - Indian Oil Corporation Limited</p> <p>Inaugural Address: Anna Roy – Adviser (DM&A, Industry) – NITI Aayog</p> <p>Vote of Thanks: Unmesh Pawar – Partner Head – People, Performance & Culture – KPMG India (<i>Member – HR Conference Committee 2018</i>)</p>
03:00 pm– 04:00 pm	<p>Panel Discussion 1: How is AI & ML reshaping the face of Recruitment & Workforce Planning</p> <p>The artificial intelligence revolution is creating ripples across sectors and in almost every domain and talent acquisition is no different. Especially when it must deliver value, volume and cost to the business and justify the cost that would have incurred in integrating it with traditional ways of hiring. In such a scenario AI can prove to be a boon by automating the administrative jobs of recruitment, empowering HR professionals in better decision making through analytics, builds employee brand and overall improvising the entire recruitment process. AI is transforming hiring by helping HR throughout recruitment process from identifying talent to mapping behavioral assessments and competencies of candidates. Machine Learning can also help get over these constraints and focus on getting the right talent quick and fast. The applicability of these tools today is not just limited to acquisition but also in the realms of workforce planning which could be done with precision by leveraging data and thereby truly realizing the power of strategic HR.</p> <p><i>The session through its eclectic mix of speakers from respective sectors on how the integration of AI & ML has resulted in better resource planning and improved their hiring and onboarding process within their companies</i></p> <p>Moderator: Sreekanth Arimanithaya – Senior Vice President, Integrated Workforce Management and India Co-Managing Director – DXC Technologies</p> <p>Panelist 1: Raja Raman – Vice President, Technology – Sapient</p> <p>Panelist 2: Rohit Kalsy – Regional Sales Head, Talent Solutions – LinkedIn</p> <p>Panelist 3: Ritu Bhati – MD for HR Operations Delivery Centers – Accenture in India</p> <p>Panelist 4: Rashi Elhance – Global Account Director APAC – Pymetrics</p> <p>Panelist 5: Murli Dhar Shyam – Sector Head HR – Airports – GMR Airports Limited</p> <p>Panelist 6: Sushant Dwivedy – Sr. Vice President – Enterprise Client Solutions – Aspiring Minds</p> <p>Closing: Moderated Q & A session</p>
04:00 pm – 04:15 pm	<u>Practical Case Study from Industry on Panel Discussion 1</u>
04.15 pm – 04:30 pm	Networking Tea
04:30 pm- 05:30 pm	<p>Panel Discussion 2: Decoding AI & ML in L&D & Performance Management & Total Rewards</p> <p>In the current scheme of things where digital disruption is ruling the roost and multigenerational works forces are getting in to the main stream of jobs, organizations need to alter their talent strategy to retain and engage talent. L&D has to stay abreast of the latest approaches and methodologies as they develop their learning strategies. Gone are the days of one size fits all.</p>

	<p>In such a scenario, AI may provide insights based on the enormous amount of data it has collected and analyzed, which will facilitate the creation of personalized learning programs-faster than before. The same phenomenon is taking place within performance management as well. Whether it's enrolling in benefits, discussing vacation policies, or completing training, HR chatbots can assist employees every step of the way, on-demand.</p> <p><i>This session takes deep dive into how AI & ML are reinventing L&D and PMS frameworks across the board through practical implementation and live cases from the Industry.</i></p> <p>Moderator: Unmesh Pawar – Partner Head – People, Performance & Culture – KPMG India Panelist 1: Krishna Mohan Rao – Joint President & Head HR – Adani Ports & SEZ Panelist 2: Gajendra Chandel – Chief Human Resources Officer – Tata Motors Ltd. Panelist 3: Sanjay Muthal – Executive Director – Insist Executive Search Panelist 4: Rohit Shenoy – Lead – Organization and Talent Development, Human Resource – Sterlite Power Transmission Ltd. Panelist 5: Abhimanyu Choudhary – Chief Rewards Consultant – XOXO Day Panelist 6: Deepa Kapoor – CEO – Time To Know India</p>
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Closing: Moderated Q & A session

Day 2: Tuesday, November 20

09.15 am– 09.30 am	Networking Tea
09:30 am – 10:30 am	<p>Panel Discussion 3: Academia – Industry Linkages – Making HR Curriculum Aligned to Current Disruption</p> <p>We are living in the era of Digital Transformation and much like the Industrial Revolution before it, we can expect fundamental shifts in how we live and work. The Transformative Age will also change how we learn – and therefore the role of Universities in imparting relevant education becomes paramount. In the Transformative Age, our universities must continue to remain globally competitive. But what will our nation's students and employers demand of our universities in the future to stay relevant and produce 'digitally educated' students right from the beginning.</p> <p><i>This session gauges through representatives from academia & Corporate sharing the stage and find answers to: How will universities contribute to solving the challenges of the Transformative Age? Would they be required to align their curriculum within the professional courses, so we make 'Digitally Ready' future works force through our colleges and universities.</i></p> <p>Moderator: Varun Aggarwal – Co – Founder – Aspiring Minds Panelist 1: Subhankar Ghose – Chief People Officer – Zoom Insurance Brokers Pvt Ltd Panelist 2: Mukhvinder Singh Bains – Learning and Transitions Lead for India – Accenture Panelist 3: Rashmi Mansharamani – Corporate Head Human Resources – The Wave Group Panelist 4: Praveen Purohit – Group HR – Vedanta Group Panelist 5: Dr. Reema Khurana – Chairperson (2 Year PGDM programs) – IMT Ghaziabad</p>
10:30 am – 11:30 am	<p>Panel Discussions 4: Let's Game it around! Gamification: The winning Edge in Talent Management</p> <p>Enterprises are clearly in a war fare to attract, train and retain the right talent. In the last decade and with the advent of digital and multigenerational workforces, enterprises are trying to find solutions to manage talent which are engaging, cost effective and impactful. At the same time drive desirable employee behavior and improve efficiency and ROI while reducing the turnover</p>

	<p>costs. With increasing number of organizations are introducing Gamification in their business and infusing it the way they operate, there had been an enormous spurt in its popularity in the last decade and have demonstrated tangible benefits – like better efficiency leading to a higher engagement of performance through employees. By using gaming techniques and design in talent management, it can create long-lasting impacts in the areas of career development, safety, health and wellness, and team building.</p> <p><i>This session again takes stalk of the cases where companies have implemented “Gaming’ as key enabler in their talent transformation journey.</i></p> <p>Moderator: Dr. Aquil Busrai – Chief Executive Officer – Aquil Busrai Consulting Panelist 1: Sunil Omanwar – Vice President Learning & OD Fortis – Fortis Healthcare Panelist 2: Parag Mehra – Head Learning & Development – Guardian Life Insurance Panelist 3: Neeru Mehta – Vice President, People Development & Learning, Head HR, India – Global Logic Panelist 4: Arun Karna – Managing Director – AT&T India</p> <p>Closing: Moderated Q & A session</p>
<p>11:30 am – 11:45 am</p>	<p>Networking Tea Break</p>
<p>11:45 am – 12:00 pm</p>	<p><u>Case Study on Panel Discussion 4</u></p>
<p>12:00 pm– 01:00 pm</p>	<p>Industry Survey Report Presentation & Panel Discussion 5 on “Assessing Readiness of HR for a New Digital Wave</p> <p>Moderator: Samir Nakra – Founder Partner – Helix People Systems Panelist 1: T. D Chandrasekhar – Founder Partner – Helix People Systems Panelist 2: R.V Dinakar – Practice Leader - Human Capital Management - IBM Global Business Services Panelist 3: Ruchita Sharma – Head HR – Guardian Life Insurance Panelist 4: V Krishnan – Executive Director – Corporate Human Resources (India & SAARC) – Dabur India Ltd. Panelist 5: Naveen Kumar – Head HR – JSW Infrastructure</p>
<p>01:00 pm- 02:00 pm</p>	<p>Networking Lunch</p>
<p>02:00 pm – 02:30 pm</p>	<p>Engaging Activity by Team Activator</p>
<p>02:30 pm – 03:30 pm</p>	<p>Panel Discussion 6: Uberization of the Economy: Is the HR Ready</p> <p>A recent report reveals that Indian freelancers hold a 24% share of the global online gig economy. The report also says India is the third largest online labor market. The benefits stemming out of this are enormous – lower costs, increased flexibility, hiring on demand talent etc.</p> <p>Employment generation and Future of work is the by-product of several mega trends impacting the global economy. Globally, the impact of technology on jobs has been evident and it is assessed that over the next decade or so, the mass adoption of exponential technologies, automation, artificial intelligence, machine learning, internet of things, 3D printing etc. will drastically transform the workplace and working patterns. This will not only pave the way for new era of “human-machine interaction” but also drive a tectonic shift in “employer-employee” engagements.</p> <p><i>(Source: FICCI – NASSCOM – EY report on “Future of Jobs-A 2022 Perspective”)</i></p>

	<p><i>This session takes a sneak peek into depth of how this model has gone well within the Indian ethos and if we are heading towards making 'Gig' as relevant as any other type of employment.</i></p> <p>Moderator: Shweta Rajpal Kohli – Country Director – Sales Force Panelist 1: Karunesh Prasad – Founder – Change Et Al. Panelist 2: Sanjay Lakhota – Co – Founder – Noble House Consulting Panelist 3: Rajesh Hurkat – Head HR – Mattel Southeast Asia & India – Mattel Inc Panelist 4: Sambhav Rakyan – Head of Talent and Rewards Consulting – Wills Tower Watson</p> <p>Closing: Moderated Q & A session</p>
03:30-pm 03:45 pm	<u>Case Study on Panel Discussion 6</u>
03:45 pm – 04:00 pm	Networking Tea
04:00 pm – 05:00 pm	<p>Panel Discussion 7: Let's get our house in order: Preparing the HR workforce for the digital disruption!</p> <p>It's equally important to note that journey of successful digitalization at any organization goes perhaps beyond investment and technology. Success rate of this journey depends upon the most crucial part of organization i.e. The Human Resources. Therefore, HR must spearhead in helping the company and its leaders to not only becomes digital but most importantly, understand the digital characteristics that benefit the organization and reinvent these digitally based processes and producing team-centric HR solutions and tools.</p> <p><i>This session shall debate, review as why a successful digital transformation sits at the heart of HR, how can the HR function an evangelist for seeding cultural changes within organizations and embrace the future looking technologies to successfully ride the wave of digitization with flying colors.</i></p> <p>Moderator: Madhavi Lall – MD, Head HR India – Deutsche Bank Panelist 1: Kamakshi Gupta – Lead Organization Effectiveness Practice – South Asia – AON Consulting Panelist 2: Veena Swarup – Former Director HR – EIL (Member-HR Conference Committee, 2018) Panelist 3: Gaurav Bakshi – Co-Founder – StratBoard Panelist 4: Arijit Sen- Regional Head, South Asia, Africa, Middle East – Lions Clubs International</p> <p>Closing: Moderated Q & A session</p>
05:00 pm - 05:30 pm	Closure