



Confederation of Indian Industry

Business and Beyond

125 Years: 1895-2020



10th CII National HR Excellence Award Confluence 2019-20

“Learn from the Achievers”

25 February 2020 :: Taj Lands End, Mumbai

PROGRAMME AGENDA

0830 – 0930 Hrs.	Registration	
	Introduction	
0930 – 0945 Hrs.	Opening Remarks by:	Indrani Kar Head CII-Suresh Neotia Centre of Excellence for Leadership
0945 – 1030 Hrs.	Session I: HR Excellence from a CEO's perspective	
	<p><i>While the custodian of the Human Resource process and the deployment of the various strategies and initiatives rests with the CHRO, it is the CEO who ensures excellence in HR. An alignment on leadership style between the CEO and the HR affects how the organization leads, manages its people and wins the marketplace. The bond between the CEO and the CHRO has come into sharp focus of late in the wake of the ever changing business dynamics.</i></p> <p><i>The modern CEO views the HR function as an enabler of human capital solutions for their company. With the alignment of the CHRO with the CEO and the business, the HR function has a unique opportunity to shed its skin as an administrator of processes to becoming a business strategy executor.</i></p> <p><i>The session will highlight:</i></p> <ul style="list-style-type: none"> • <i>The perspective of a modern CEO on the importance of the HR function in a changing business environment</i> • <i>The importance of the CEO and the C-Suite to be people-focused</i> • <i>Outline the steps undertaken in order to achieve organizational excellence in HR</i> 	
	Opening remarks by:	Rajesh Padmanabhan Member, CII National Committee on Leadership & HR & Director, Group CHRO, Welspun Group
	Keynote Speaker:	Vivek Gambhir Managing Director & CEO Godrej Consumer Products Limited
	Fireside Chat:	Vivek Gambhir & Rajesh Padmanabhan

1030 – 1130 Hrs.	Session II: From piecemeal to an Integrated Approach: Rethinking HR Strategy using Technology to achieve Excellence	
	<p><i>In this fast changing world, organizations are struggling to strategize the HR roadmap. Things are evolving at too fast a pace where the traditional waterfall way of solutioning cannot catch up. Many organizations still have a piecemeal approach when it comes to creating HR strategy and engages in solving one piece of the puzzle when a holistic and integrated approach that impacts all the sub-function of HR is required.</i></p> <p><i>In this context, the use of an appropriate technology solution is the key to create an integrated HR tech solutions that goes beyond traditional enterprise technologies.</i></p> <p><i>The session will discuss:</i></p> <ul style="list-style-type: none"> • <i>How to formulate an overall HR strategy using a technology platform, which is in-sync with the business strategy, to achieve the highest order of excellence in HR.</i> • <i>How to translate your HR strategy into key people initiatives and programs in delivering better employee experience.</i> • <i>Some of the major HR pain points when it comes to executing tech strategies</i> 	
	<p>Case Presentations by:</p> <p>Q&A Moderated by:</p>	<p>D P Nambiar Head - Business HR Tata Consultancy Services Limited</p> <p>Indrani Kar Head CII-Suresh Neotia Centre of Excellence for Leadership</p>

1130 – 1145 Hrs.	Tea / Coffee Break
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1145 – 1230 Hrs.	Session III: Perspective and Experience Sharing from Assessors	
	<p><i>The core component in the entire journey of the HR Excellence Award process is the assessment process. This session will involve a panel discussion amongst senior assessors who will highlight the Assessment Journey. Assessors will draw from their personal experience to highlight some of the best practices and bring to the fore how the entire assessment process not only helps organizations to strengthen their gaps but also creates champion assessors who are the ambassadors of the HR Excellence Award Model.</i></p>	
	<p>Panelists:</p> <p>Q&A Moderated by:</p>	<p>Deepak Deshpande Assistant Vice President Tata Business Excellence Group Tata Sons Private Ltd.</p> <p>Rajnish Kumar Group President - HCM, Yes Bank</p> <p>Shivakumar KR Principal Counsellor & Head- Business Excellence CII Institute of Quality</p>

1230 – 1315 Hrs.	Session IV - Cracking the new code of Workplace Learning in the age of technology and personalization	
	<p><i>As technology transforms the workplace, the need for innovation in learning and development is urgent. Latest technologies like Artificial Intelligence, Robotics and smart devices are rapidly transforming business models and the nature of jobs as newer ways of doing things are emerging. While a lot of present jobs are being done by machines, a new set of jobs, that demands completely different set of competencies and skills are simultaneously being created. Given the rapid changes around us some occupation will grow, other will decline and new one which we cannot envision will be created.</i></p> <p><i>The result of all this will be potential shifts in both current and future occupation with implications on workforce skills. Given this context, It is extremely crucial for organizations to continuously engage the workforce to reskill it and enable them adapt to the changing technology trends.</i></p> <p><i>The organization will therefore need to adapt to the changing trend, embrace the digital world of learning leverage the power of mass learning platforms, they need to create Netflix of Learning to drive personalized continuous learning so that people can choose WHAT they want to learn, WHEN they want to learn, and WHERE they want to learn – home, office or on the go.</i></p> <p><i>The session will discuss:</i></p> <ul style="list-style-type: none"> • <i>Help understand the challenge of reskilling the workforce in the era of knowledge obsolescence</i> • <i>Trends of digital learning, sharing best practices and case studies on how organizations have leveraged technology, to deliver learning experience to employee groups leveraging technology</i> • <i>Enable organization to develop digital learning roadmap for driving enterprise wide transformation</i> 	
	Case Presentations by:	<p>Shridhar Ayyar Vice President – HR Nuvoco Vistas Corporation Limited</p> <p>Ruchi Dhawan Sharma Head HR MAHLE ANAND Filter Systems (P) Ltd</p>
1315 – 1400 Hrs.	Networking Lunch	

1400 – 1500 Hrs.	Session V - People Wellbeing, Engagement and Inclusion – contours of a productive workforce	
	<p><i>Traditionally, organizational wellbeing programs focus on physical attributes, however, wellbeing is much more than a measure of physical wellness. Understanding employee wellbeing as a holistic life experience reveals a much broader definition of the term—one in which physical wellness, though necessary and important, is only a part of the overall wellbeing story.</i></p> <p><i>Diversity and Inclusion is going to be the most important component in the New World of Work. It is extremely important for organizations and HR leaders to understand the various facets and benefits of creating a diverse workforce including disabled, women, LGBTQ etc.</i></p> <p><i>The Session will:</i></p> <ul style="list-style-type: none"> • <i>Discuss the various dimensions of Wellbeing including Physical Wellbeing, Social Wellbeing, Emotional Wellbeing, Spiritual Wellbeing.</i> 	

	<ul style="list-style-type: none"> Discuss how D&I impacts organizational culture and workforce productivity.
	<p>Case Presentations by:</p> <p>Anuradha Razdan Executive Director HR, HUL and Vice President HR, South Asia Hindustan Unilever Limited</p> <p>Gautam Ray Executive Director-HR & Administration CESC Limited</p> <p>D S Rao Executive Director(HR) NTPC Limited</p>

1500 – 1545 Hrs.	Session VI: Creating Humane HR Processes and Practices by balancing High-Tech and High-Touch	
	<p><i>As technology impacts the various sub-functions of HR, especially recruitment and L&D and aids in automation, augmentation and personalization, it is important for HR leaders to take a step back and analyze if a high-tech approach is superseding the human touch and humanness. While high-tech, data based tools can certainly be accurate and cost-effective, the intrinsic value of a quality human interaction and intervention can never be discounted. In fact organizations may refrain to be skewed just towards one approach and walk the middle path by balancing the use of technology and human interaction thereby increasing the overall employee experience.</i></p>	
	<p>Case Presentations by:</p> <p>Q&A Moderated by:</p>	<p>Jaikrishna B President - Group HR, Corporate Communications and New Business Development Amara Raja Group</p> <p>Sadashib Padhee Vice President HR & IT Kirloskar Pneumatic Company</p> <p>Yogi Sriram SVP – Corporate HR & Member of Executive Committee L&T Limited</p>

1545 – 1600 Hrs.	Tea/Coffee Break
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1600 – 1700 Hrs.	<p>CII- HR Excellence Award Presentation</p> <p>Sanjay Behl Chairman, CII National Committee on Leadership & HR and Chief Executive Officer – Lifestyle Business Raymond Limited</p>
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End of Confluence