



## 12<sup>th</sup> CII National HR Excellence Award Confluence 2021-22

### “Learn from the Achievers”

24TH MARCH: LIVE ON CII-HIVE (Virtual): 10:00 – 17:00 HRS.

#### PROGRAMME AGENDA

1000 – 1055 Hrs. 55 minutes	INAUGURAL SESSION
	<p><b>Welcome Address</b></p> <p><b>By: Mr. Sanjay Behl</b> Chairman, CII National Committee on Leadership &amp; HR &amp; Co-Founder &amp; CEO   EVP Global Marketing Nextqore Private Limited</p> <p><b>A Presentation on “Journey of HR Excellence Award over the years”</b></p> <p><b>Inaugural Keynote Address On - “The advent of HR 3.0 – Leading organizations to a resilient and antifragile future” by:</b></p> <p><b>By: Dr. C Jayakumar</b> Executive Vice President &amp; Head – Corporate Human Resources (CHRO) Larsen and Toubro Limited</p> <p><b>The Keynote Address will reveal:</b></p> <ul style="list-style-type: none"><li>- How Purpose, Values and Culture form the nucleus of the new organization.</li><li>- How can HR simplify decision-making by moving away from traditional orgstructures?</li><li>- How can organizations leverage ecosystems and platforms to fuel? creativity, innovation and solve for complex business problems and the central role of HR for smoother facilitation?</li><li>- How can HR help organizations become Talent Magnets by catering to the needs of the new age workforce?</li></ul> <p><b>Fire-side chat between Mr. Sanjay Behl &amp; Dr. C Jayakumar</b></p> <p><b>Concluding Remarks and Vote of Thanks:</b></p> <p><b>By: Ms. Indrani Kar</b> Principal Advisor, CII &amp; Head, CII Centre of Excellence for Leadership</p>

<p>1100 – 1150 Hrs. 50 mins</p>	<p><b>Plenary I: Strategy Session</b></p>
	<p><b><u>HRM Strategies for the Post Covid Era and the New Normal of Hybrid Workplaces</u></b></p> <p>The pandemic has made the case for remote/ hybrid working stronger. As organizations are returning to the workplace, a sizeable workforce, encouraged by employee-friendly policies, intend to continue working from home or anywhere. This has given rise to a hybrid workplace where employees continue to work from the comfort of their homes or from office or anywhere else. While this setup may seem to be the next normal, it comes with several challenges.</p> <p><b><i>The session will bring to the fore live case studies:</i></b></p> <ul style="list-style-type: none"> <li>- Redefine the role of the office and make physical office spaces become productivity hotspots</li> <li>- Develop models where work is measured by outcomes and not mere outputs</li> <li>- Balance the expectations of younger and more senior workers from a hybrid workplace</li> </ul> <p><b><i>Opening remarks and Context Setting by Session</i></b></p> <p><b><i>Moderator:</i></b></p> <p style="padding-left: 40px;"><b>Mr. Gopinath Govindan</b> Director - Human Resources Apraava Energy</p> <p><b><i>Case Presentation on “Putting People First: How Swiggy navigated the pandemic and prepared for the new world of work”,</i></b></p> <p><b><i>By: Mr. Girish Menon</i></b> CHRO Swiggy (Bundl Technologies Private Limited)</p> <p><b><i>Case Presentation on - “How LTTS balanced the expectations of younger and more senior workers from a hybrid workplace!”</i></b></p> <p><b><i>By: Mr. M Lakshmanan</i></b> Chief Human Resource Officer L&amp;T Technology Services</p> <p><b>Q &amp; A</b></p>

1200 – 1250 Hrs. 50 mins	<b>Plenary II: Learning &amp; Development</b>
	<p><b><u>Re-Skilling: The Strategy for a Resilient and Future-Ready Workforce</u></b></p> <p>Changing technologies and new ways of working were already disrupting the jobs and the skills needed by employees to perform prior to the Covid-19 pandemic. In a 2017 McKinsey Survey, an estimated 375 million workers (14% of Global Workforce) would have to switch or acquire new skills by 2030 owing to automation and AI. However, in a recent McKinsey Global Survey 87% Executives have said they were experiencing Skill Gaps in the Workforce or were anticipating them in a few years. But less than half had a clear sense on how to address the problem.</p> <p>With large workforce transitions being accelerated by the pandemic and the ever-decreasing shelf life of critical skills and competencies due to rapid high-tech adoption in a multigenerational environment, the challenge for CHRO's today is to reskill the workforce at scale and ensure the workforce is resilient to faces the challenges of the turbulent future.</p> <p>The session will bring to the fore live case studies on how organizations are utilizing the strategy of re-skilling as a pivot to address their talent challenges and equip their business model to be Future-Ready.</p> <p><b><i>Opening remarks and Context Setting by Session</i></b></p> <p><b><i>Moderator:</i></b></p> <p><b>By: Mr. Rajesh Jain</b> CHRO Welspun Enterprises Limited</p> <p><b><i>Case Presentation on - “Technical Skill Turnaround”:</i></b></p> <p><b>By: Dr. K. Suresh Kumar</b> Associate President - HR &amp; COE Aurobindo Pharma Formulation Division</p> <p><b><i>Case Presentation on – “Learning &amp; Development for a Future Ready Workforce”,</i></b></p> <p><b>By: Mr Stanley Mathews</b> CGM (HRD) - HOD PowerGrid Corporation of India Limited</p> <p><b>Q &amp; A</b></p>

1300 – 1400 Hrs. 60 mins	<b>Lunch Break</b>
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1400 – 1455 Hrs.  
55 mins

**Plenary III: PEOPLE WELL-BEING, ENGAGEMENT & INCLUSION**

**A holistic approach to employee wellbeing for the modern workforce in the emerging hybrid reality**

In the wake of the ongoing pandemic, many companies are providing comprehensive wellness programs that include offerings and programs to support employees' wellbeing across a variety of areas including stress management, healthy eating, weight management etc. However, the modern workforce in a hybrid setting requires much more than ad-hoc activities. The challenges pertaining to workforce wellbeing demands a holistic approach which is long term and has potential for deeper impact.

***The session will bring to the fore live case studies:***

- an understanding of “wellness” and “wellbeing” and how it serves to improve organizational health / productivity
- Several dimensions of Wellbeing including Physical, Mental, Emotional, Spiritual wellbeing
- Key interventions that organizations have undertaken, in the wake of the ongoing pandemic, to foster wellbeing as a strategic initiative for the organization

***Opening remarks and Context Setting by Session***

***Moderator:***

**By: Dr. Swati Smita**  
Head – Talent Management, Diversity & Inclusion  
Blue Star Limited

***Case Presentation on “Managing Talent – Pandemic & Beyond”,***

**By: Mr. Sajit T C**  
Chief Human Resources Officer  
Bangalore International Airport Limited

***Case Presentation on “CARE - Within and Beyond”,***

**By: Mr. Mahendra Kumar K**  
General Manager  
HR (Western Region)  
Bharat Petroleum Corporation Limited

***Case Presentation on “Employee Wellness - Key metric for high Performing Organization”,***

**By: Ms. Preemita Singh**  
Chief Human Resource Officer and Head CSR  
Hero FinCorp Limited

**Q & A**

<p>1500 – 1550 Hrs. 50 mins</p>	<p><b>Plenary IV: HUMAN RESOURCES MANAGEMENT PROCESSES/ PRACTICES</b></p>
	<p><b><u>Leveraging People Analytics to address the “Great Attrition” and be Future Ready</u></b></p> <p>Record number of Employees have quit their jobs since April 2021 resulting in the “Great Attrition” of all times. A McKinsey Survey, reports that 53% of Employers are experiencing greater voluntary turnover compared to previous years and 64% expect the problem to continue or worsen. Organizations are struggling to address the problem. Moreover, many Organizations continue to adopt similar well intentioned quick fixes that focus on “Transactions” and fail to invest in “Relational or Interactional Factors” such as “Moments that Matter” to an Employee based on their individual profiles and experiences.</p> <p>Organizations can convert the Threat of “Great Attrition” into an Opportunity of “Great Attraction” by investing in People Analytics, leveraging predictive analytics, and engaging in cloud computing to analyze and act on HR Data (both internal as well as external such as social media) that offers Senior Leadership insights into attracting, developing, and retaining talent in a post pandemic world.</p> <p><b><i>The session will bring to the fore live case studies:</i></b></p> <ul style="list-style-type: none"> <li>• Share case studies on how People Analytics, Predictive Analytics with Cloud Computing is improving HR’s Operational Performance and culminating into improved Employee Experience</li> </ul> <p><b><i>Opening remarks and Context Setting by Session</i></b></p> <p><b><i>Moderator:</i></b></p> <p><b>By: Mr. Deepak A Deshpande</b> Vice President &amp; Head HR Practices Tata Business Excellence Group</p> <p><b><i>Case Presentation on “People Analytics in an Emerging Talent Space”,</i></b></p> <p><b>By: Mr. Mohan Vamshi K</b> Vice President (Human Resources) Bajaj Auto Limited</p> <p><b><i>Case Presentation on “Leveraging People Analytics to derive value out of human capital and be Future Ready”,</i></b></p> <p><b>By: Sh Amit Gupta</b> GM (Skill &amp;OD) Indian Oil Corporation Limited</p> <p><b><i>Case Presentation on “Effective Employee Engagement to address the “Great Attrition” and be Future Ready”,</i></b></p> <p><b>By: Mr. P. Narayana</b> Senior Vice President - HR &amp; GA Kirkoskar Ferrous Industries</p> <p><b>Q &amp; A</b></p>

1600 - 1700 Hrs. 60 mins	CII- HR Excellence Award Presentation
	<p>Introduction to the Award Presentation Ceremony</p> <p><b>By: Mr. Sanjay Behl</b> Chairman, CII National Committee on Leadership &amp; HR &amp;Co-Founder &amp; CEO   EVP Global Marketing Nextqore Private Limited</p> <p><b>Virtual Award Presentation Ceremony</b></p> <p><b>Closing Remarks</b></p> <p><b>By: Mr. Sanjay Behl</b></p>

\*\*\*\*\* End of Award Confluence \*\*\*\*\*