



# 13<sup>th</sup> CII National HR Excellence Award Confluence 2022-23

## “Learn from the Achievers”

24<sup>th</sup> March 2023:: The Lalit, Mumbai

### DRAFT PROGRAMME

0830 – 0945 Hrs.	REGISTRATION AND NETWORKING TEA/ COFFEE
1000 – 1055 Hrs.	INAUGURAL SESSION
Welcome Address	<b>Ms. Indrani Kar</b> Principal Advisor, CII & Head, CII Centre of Excellence for Leadership  <b>Presentation on “Journey of HR Excellence Award over the last decade”</b>
Theme Address	<b>Mr. Sanjay Behl</b> Chairman, CII National Committee on Leadership & HR & CEO & Executive Director, Greaves Electric Mobility
Keynote Address	Keynote address on “ <b>Culture as a driver of Organizational Effectiveness</b> ”  <b>Mr. Samik Basu</b> Chief Human Resources Officer Hindalco at Aditya Birla Group
Vote of Thanks	<b>Ms. Indrani Kar</b>
1100 – 1150 Hrs. 50 mins	<b>Cracking the New Code of Workplace Learning in the age of technology and personalization</b>  <i>The age of technology and personalization has dramatically changed the way people learn and acquire new skills. To stay competitive in today's rapidly evolving workforce, organizations need to crack the new code of workplace learning and embrace new approaches to learning and development. Technology</i>  <i>The session will bring to the fore live case studies on how organizations are rethinking Workplace Learning to address their talent challenges and help businesses become truly Future-Ready.</i>

	<p><b>Session Moderator:</b></p> <p><b>Dr. Sadashib Padhee</b> CHRO and Vice President HR, CSR, IEHS &amp; MarCom Kirloskar Pneumatic Company Limited</p> <p><b>Panelists:</b></p> <p><b>Mr. Jasbir Singh Malhotra</b> Cluster Head HR- President Hindalco Industries Ltd., Unit - Renukoot</p> <p><b>Ms. Chetana Patnaik</b> Head HR Larsen &amp; Toubro Ltd. - Transportation Infrastructure Independent Company</p> <p><b>Dr. Sadashib Padhee</b></p>
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1200 – 1250 Hrs. 50 mins	<b>People Wellbeing and Inclusion – contours of the modern engaged workplace</b>
	<p><i>People Wellbeing has emerged as a major theme in the post-pandemic workplace. At the same time, an inclusive work environment supports employee wellbeing through its positive effects on employee self-concept and self-esteem, enhanced career achievements and progression, greater work-life balance, reduced discrimination, prejudice, and harassment. Both wellbeing and inclusion have a direct impact on the overall engagement of the workforce.</i></p> <p><i>The session will bring to the fore live case studies on how organizations are revisiting and perfecting the wellbeing and inclusion strategies to ensure a highly engaged and productive workforce.</i></p> <p><b>Session Moderator:</b></p> <p><b>Mr. Gopinath Govindan</b> Director – Human Resources Apraava Energy Private Limited</p> <p><b>Panelists:</b></p> <p><b>Mr. Satya Nand Jha</b> Chief Business Officer Grant Thornton Bharat LLP</p> <p><b>Mr. Yaswant Pandey</b> Chief HRBP Tata Steel Limited, Kalinganagar</p> <p><b>Mr. Gopinath Govindan</b></p>

<b>1250 – 1400 Hrs. 80 mins</b>	<b>Lunch Break</b>
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<b>1400 – 1450 Hrs.</b>	<b><i>Creating Humane HR Processes and Practices by balancing High-Tech and High -Touch</i></b>
	<p><i>The HR function has been successful in leveraging cutting-edge technology including Artificial Intelligence, Machine Learning based predictive and prescriptive analytics, Chatbots, Robotics etc. to deliver critical HR services. While these tools have greatly benefited the HR function and the workforce at large, potential problem areas such as data privacy and bias loom large. These concerns are amplified in the HR context where decisions can have significant impacts on people’s lives. Hence there is an urgent need to balance leveraging these high-tech with human judgment so that the negative impacts of technology can be minimized, and organizations continue to be humane.</i></p> <p><i>The session will bring to the fore live case studies of organizations that have balanced high-tech and high touch by creating humane HR processes and practices.</i></p> <p><b>Session Moderator:</b></p> <p><b>Mr. Deepak Deshpande</b> Vice President &amp; Head HR Practices Tata Business Excellence Group (Tata Sons)</p> <p><b>Panelists:</b></p> <p><b>Dr. K.Suresh Kumar</b> Associate President - HR &amp; COE Aurobindo Pharma Limited</p> <p><b>Mr. Gautam Ray</b> Executive Director (HR &amp; ADMIN) CESC Limited</p> <p><b>Mr. Tarun Jacob George</b> CEO Tata Insights and Quants</p>

<b>1500 – 1545 Hrs. 45 mins</b>	<b><i>Launch of ANGRY BIRDS, ANGRIER BEES</i></b>
	<p>The book titled <b>Angry Birds, Angrier Bees</b>, authored by <b>Mr. Visty Banaji</b>, CEO of Banner Global Consulting, will be launched during this session. The session will commence with comments by <b>Mr. Sanjay Behl</b>, Chairman, CII National Committee on Leadership &amp;</p>

	<p>HR &amp; CEO &amp; Executive Director, Greaves Electric Mobility, and a brief introduction to the book and speakers by Mr Banaji.</p> <p>The launch will be preceded with a video-talk by:</p> <p><b>Mr. Arun Maira</b>, a thought leader in HR and a foundation-shifter in social and economic development.</p> <p>The book launch will be followed by three of India's brightest HR stars building upon and giving their own insights on different chapters from the book:</p> <ul style="list-style-type: none"> <li>• <b>Dr Santrupt Misra</b>, who played a crucial role in guarding as well as reshaping the spirit of the Aditya Birla Group, will share his experiences on constructive cultural change.</li> <li>• <b>Dr Arvind Agrawal</b>, possibly the best-known author on HR in India after his monumental study of 30 HR leaders, is uniquely placed to explain why and how leadership is best learned from the stories of great leaders.</li> <li>• <b>Dr N S Rajan</b> has made the study of happiness a major life goal and will expand on what HR can do to increase employee happiness.</li> </ul>
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1600 - 1700 Hrs.	CII- HR Excellence Award Presentation
	<p><b><i>Introduction to the Award Presentation Ceremony by:</i></b></p> <p><b>Mr. Sanjay Behl</b> Chairman, CII National Committee on Leadership &amp; HR &amp; CEO &amp; Executive Director, Greaves Electric Mobility</p> <p><b><i>Award Presentation Ceremony</i></b></p> <p><b><i>Closing Remarks by</i></b></p> <p><b>Mr. Sanjay Behl</b></p>

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