



HR Programme

Saturday, 10th September 2022

PROGRAMME SCHEDULE

1000 – 1100 hrs
Session 1

The unlearning imperative: Building skills for transformation session
The inability to move on from the familiar and comfortable is the biggest challenge in business and organization transformation. To avoid progressive irrelevance and a slow extinction, organizations need to learn to unlearn first. They need to back up their investment in new knowhow and skills with a clear idea of amortizing and replacing those capabilities in the future when demand, competition and regulations change. Transformation needs to be an activity and not an event and organizations need to institutionalize continuous learning, unlearning and relearning.

Speaker **Rajit Mehta**
Managing Director, Max India

Moderator **Rajeev Dubey**
Chairman, Mahindra First Choice Wheels Ltd

Interaction with Audience

1100 – 1105 hrs **Break**

1105 – 1205 hrs
Session 2

Work omniverse: The future of work and workplace
Digitalization and high-quality connectivity have largely untethered work and workers from the workplace. Covid forced organizations to adopt remote work and a reopened economy has fostered hybrid work. Businesses are experimenting with distributed organization and gig workforce and are moving towards automation of both the standardized cognitive roles and the decision and planning roles. Though revolutions tend to occur in a stop-start manner, HR leaders need to get a grip on remote, hybrid and automated work and figure out ways to build and manage a human-machine mixed workforce.

Moderator **R Anand**
Principal Consultant & Advisor – HR, HCL Technologies Ltd

Speaker **Rajesh Dhuddu**
SVP & Global Business Head-Blockchain & Metaverse, Tech Mahindra

Interaction with Audience

1205 – 1210 hrs **Break**

1210 – 1310 hrs **Back to the future: Balancing now with later**

Session 3

In the long term, everybody is dead. That has been the clinching argument for short-term focus during covid pandemic. However, as panic subsides, organizations are regaining the sight of the long-term stability and growth. Still, the business environment remains volatile and unpredictable, and the leadership faces an intractable challenge of prioritizing the instant or the distant and choosing between immediate profit and future growth. Organizations design and everyday management needs to adapt to the need for both survival and longevity.

Moderator**Harshvendra Soin**

Global Chief People Office & Head Marketing, Tech Mahindra

Speaker**KS Bakshi**

Group Head, Human Resources, Interglobe Enterprises

Interaction with Audience

1310 – 1345 hrs**Lunch**

1345 – 1445 hrs**Session 4****Panel Discussion: Ecosystem as organization: Managing Talent Supply Chain**

There has been a new appreciation of supply of Talent during the covid disruptions and the companies have begun to focus on people resource issues across their ecosystem. HR leaders realize that they need to ensure timely and adequate availability of the necessary workforce during a crisis and find high quality supply chain management talent. They are also expected to help the critical vendors overcome workforce disruptions and extend skilling and reskilling assistance. HR needs to work out organization and ecosystem appropriate ways to improve the agility and adaptability of this critical supply chain.

Moderator**Saurabh Kalra**

Senior VP HR, MakeMyTrip

Speaker**Ratna Gupta**

Senior Director, ABC Consultants

Sakshi Khosla**Corporate VP, HR, Max Life Insurance Company Ltd****Interaction with Audience**

1445 – 1450 hrs**Break**

1450 – 1550 hrs**Session 5****Lift off after turbulence: Rebuilding for greater competition**

Aviation business is up in the air again and competition is intensifying as travellers make up for the lost time. The industry had to take significant layoffs and salary cuts during the peak covid period because of travel bans and quarantine protocols. The rebuilding has been a challenge as the organization structure, culture and morale have recovered slowly and new competition has emerged in the form of newly launched and relaunched airlines. The talent is scarce again, and the rising attrition threatens to destabilize aviation companies. The economics of aviation is not helped

by the volatility in costs. The leaders in the sector must find ways to hold on to, add, and upgrade their talent stock to grow in a troubled yet hyper-competitive phase

Moderator

S Y Siddiqui

Chairman, AIMA HR Committee & Executive Advisor, Maruti Suzuki

Speaker

Sunil Bhaskaran

CEO and MD, AirAsia India

Interaction with Audience

1550 hrs

Programme Concludes
