



SATURDAY
11 JULY 2020

HR leadership - Transforming Work, Workplace and Workforce

All India Management Association (AIMA) – the apex body for management profession in the country, has launched the “BusinessUnusual Series”, a set of programmes aimed at preparing enterprises to get back to business quickly in the post lockdown.

AIMA BusinessUnusual Series is a set of one-day programmes conducted digitally and will focus on providing mentorship and guidance from experts to help enterprises revitalise their operations and realign their business models as per the new normal.

Participation at these programmes will be limited upto 25-30 participants per programme, to enable all delegates to take advantage of interacting and asking questions of the speakers.

With a purpose to help build management capability in these difficult times, the programmes under AIMA’s BusinessUnusual Series are being offered at subsidised prices for a limited period of time.

HR LEADERSHIP - TRANSFORMING WORK, WORKPLACE AND WORKFORCE

Saturday, 11 July, 2020 PROGRAMME SCHEDULE

1000 - 1100 hrs

Session 1

A Call to Arms - People Leadership for a Rebound

Covid has scared people about both life and livelihood. It is up to the HR leadership to mobilize the organisation for getting back to business. The worry of Covid and lockdowns returning intermittently does not help the cause. Social distancing would continue till a vaccine is found, which is still far away. Remote work will have to fill in the best it can until people can return to the workplace. The loss of revenues and liquidity crunch will force spending cuts, including the payroll. Uncertainty and fragmented working would be the norm for some time. This session would provide learnings on the following issues:

- What is the new HR normal?
- What are 5 new issues relevant for HR, post Covid?
- What are the skills that the new HR should be equipped with?
- Ways to adapt HR processes and practices
- HR innovations for business recovery and resilience
- HR as more agile and responsive
- Employee Challenges in the new workplace
- Technology challenge in the new enterprise

Facilitator



Rajeev Dubey

Chairman - AIMA HR Leadership Programme and Principal Advisor Mahindra & Mahindra

Keynote Speaker



Suresh Narayanan

Chairman & Managing Director Nestle India Ltd

Interaction with Audience

1100 - 1115 hrs

Break

1115 - 1215 hrs

Session 2

Panel Discussion - How we did it?

Lockdowns and health safety issues have affected many sectors and companies have tried to overcome the challenges with creativity and innovation. There are useful lessons to be learned from their experience. In this session, HR leaders from different sectors would share their observations and insights. The panellists would list the 3 key challenges in reopening and tell how they did it in the following sectors:

- Manufacturing • Services • PSUs • Hospitality • MSMEs

Facilitator



SY Siddiqui

Chairman – AIMA Core Committee on HR and Executive Advisor, Maruti Suzuki India Ltd.

Panelists



Rajeshwar Tripathi

Chief People Officer Mahindra & Mahindra Ltd.



Ranjan Mohapatra

Director-HR, Indian Oil Corporation Ltd



Sanjay Bose

Executive Vice President and Head – HR ITC Hotels



Ira Gupta

Head - Human Resource Microsoft



TS Vishwanath

Co-Founder, VeKommunicate & Principal Adviser/ Partner APJ-SLG Law Offices

Interaction with Audience

1215 - 1230 hrs

Break

1230 - 1330 hrs

Session 3

Panel Discussion - Work From Home: HR for a Virtual Organisation

Digital connectivity has allowed some semblance of business continuity by enabling work from home. With no vaccine for Covid available now or in the immediate future, organisations have to get used to remote work. This requires HR to reconfigure work rules, roles and responsibilities and equip the workers for anywhere, anytime work. It requires radical changes in team architecture and hierarchy. This panel discussion would deal with the following issues:

- Work-from-Home – how can it work effectively?
- Digital organisation – what does it mean?
- Role of teams – How can we bond and work together virtually?
- Supervision and Leadership challenge in the fragmented workplace

Facilitator



Sandeep Chaudhury
Board Member and
President, PeopleStrong



Krish Shankar
Group Head- Human
Resources, Infosys



Prince Augustin
Group Human Capital &
Leadership Development
Mahindra & Mahindra



Rajkamal Vempati
Head of Human
Resource, Axis bank



Prem Singh
President-Group HR
JK Organisation



Judhajit Das
Chief Human Resources
ICICI Prudential Life
Insurance

Panelists

Interaction with Audience

1330 – 1430 hrs

Break

1430 - 1530 hrs

Session 4

Panel Discussion - Folding the Future In: Optimising Automation and People

The future is not what it used to be. Covid has destroyed plans and accelerated the march towards an automated economy. The fear of disruption has set in and companies are looking at automation as the panacea for lockdowns, health panics and other causes of break in business. HR has to find a balance between the need for automation and the well-being of employees. This panel discussion will answer the following questions:

- How to address the need of enhanced automation ensuring optimum utilisation of the current workforce?
- What are the key skills required for the future workforces?
- What are the emerging technologies in the field of HR and how can they help create a more robust and effective HR ecosystem?

Facilitator



Pranjal Sharma
Economic Analyst, Advisor
and Writer & Author-India
Automated



Archana Bhaskar
CHRO
Dr Reddy



Swati Rustagi
Director, Human Resources
India Operations
Amazon



SV Nathan
Partner and Chief
Talent Officer
Deloitte India



Harshvendra Soin
Global Chief People Officer
and Head - Marketing
Tech Mahindra Ltd



Vinay Razdan
CHRO
HDFC Bank



Jayant Paleti
Co-Founder
DarwinBox

Panelists

Interaction with Audience

1530 – 1545 hrs

Break

1545 - 1645 hrs

Session 5

Prudence with Compassion - Rescuing Business While Caring

Deprived of revenues and cashflows by lockdowns, businesses with fine margins are in serious trouble. Many of them have to consider an immediate reduction in the wage bill and restructuring of workforce to suit a slump in demand. HR is being called to the frontline of the rescue mission and it has to find ways to implement prudence while protecting the morale of the organisation by showing compassion. It also has to preserve the organisation's strength for a bounce back later. HR to rework workforce utilisation, remuneration and hiring. This session would address the following issues:

- How can HR play a crucial business role to balance productivity with employee welfare with a clear focus on having a profitable enterprise?
- Cost Reduction
- Rightsizing
- Technology embracement
- Post-covid – changed equation for organisations with all its stakeholders – customers, employees, vendors, dealers, community and society and the Government

Facilitator



Rajeev Dubey
Chairman - AIMA HR Leadership
Programme and Principal Advisor
Mahindra & Mahindra

Keynote Speaker



Manish Sabharwal
Chairman
TeamLease Services Ltd

Interaction with Audience

1645 hrs

Programme Concludes

CERTIFICATION

All participants joining the programme will be awarded the 'Certificate of Participation' from AIMA after the programme.

PARTICIPATION FEE

- INR 15,000+ GST per participant per programme - 1 to 4 nominations
 - INR 12,500+ GST per participant per programme - 5 to 8 nominations
 - INR 10,000+ GST per participant per programme - 9 or more nominations
 - Group discounts can be availed on nominations from an organisation over multiple programmes under the series
- Plus 18% GST, GSTNo. AAATA 1644 AST001, PAN No. AAATA 1644 A
 - The programme would be conducted digitally on a secured platform meeting the security measures as suggested by CERT-IN and MHA Advisories
 - Registrations are confirmed upon receipt of payment only
 - Log-in details for joining the programme will be shared with the participant(s) only after the receipt of the participation fee
 - VAT will be charged where applicable
 - Bank or any other charges will be extra on remittances
 - All India Management Association (AIMA) reserves the right to postpone events or amend the programme if necessary



ALL INDIA MANAGEMENT ASSOCIATION

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