



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 organization 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

S Y 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 Organization

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, organizations 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

Panelists**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

Interaction with Audience

1330 – 1430 hrs**Break**

1430 - 1530 hrs**Session 4****Panel Discussion: - Folding the Future In: Optimizing 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

Panelists**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 at Tech Mahindra Ltd

Vinay Razdan

CHRO, HDFC Bank

Jayant Paleti

Co-Founder, DarwinBox

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 organization by showing compassion. It also has to preserve the organization's strength for a bounce back later. HR to rework workforce utilization, 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
