



# 1<sup>st</sup> HR CONCLAVE

DISRUPTIONS & INNOVATIONS IN HR

23rd - 24th November 2018

Organised by

**IIM**  
JAMMU

Indian Institute of Management Jammu

## Background

As waves of change transform global businesses, the need arises to reinvent HR practices for the digital era. Disruptions give an organisation opportunity to grow, but also bring about major challenges. Some of the primary challenges are: "War" for talent, impact of technology and the way people operate. The time has come for HR professionals to shape the future of the industry and play a significant role in the direction of organizational innovation. HR professionals will have to take up an inevitable role in the transformation process while considering both the innovative and disruptive impact of advanced technology.

HR innovation is all about anticipating future needs and circumstances rather than simply finding a response to changing present situations. To survive in this era of disruption, organizations should be willing to upgrade the existing mechanisms. This will increase the effectiveness of real time decision making thereby significantly reducing time and cost.

HR personnel are still burdened by paperwork, filing cabinets, and use of outdated practices. This causes HR managers to be more reactive rather than proactive. The proactivity of the modern-day HR professional needs to be complimented by being up to-date with the most modern technologies.

The HR Conclave organised by the Indian Institute of Management Jammu, on 23<sup>rd</sup> & 24<sup>th</sup> November 2018, at IIM Jammu Campus will provide a platform where various industry experts and academicians can come together to collaborate and exchange ideas so as to recognise the strategies that can be adopted to shape the future of Human Resource.



*IIM Jammu Transit Campus*

## Objectives

This conclave aims to:

- Discuss the various challenges and opportunities arising in HR practices due to technological disruptions.
- Discuss the various strategies and innovations that can be integrated to increase the efficiency of the organisation.
- Discuss the various technologies and methodologies that can be used in respective areas for increasing organisational effectiveness.
- Discuss how disruptions lead to innovations in Human Resource.

## Panel Themes:

1st HR Conclave has six power packed panel discussions on Disruptions and Innovation in HR:

Panel I: Technological Disruption and Organizational Communication

Panel II: Disruption in Organizational Capabilities: Rethinking HR Structures

Panel III: Innovative HR: Bridging gap between GenX and GenY

Panel IV: The Gig Economy - Redefining the Workplace

Panel V: HR Artistry: Innovating Ways to Develop an Inspired Workforce through Artful HR

Panel VI: Intellectual Innovation: An Includible Avenue to Growth

## Panel Discussions:

Discussion by corporate veterans and leaders will be on various themes like:

### Panel I: Technological Disruption and Organizational Communication

Communication is the key to personal and career success and one can imagine the impact of this factor when something is miscommunicated. It may also lead to economic loss and emotional trauma. In order to adapt to disruptions, organisations need to develop methodologies and strategies to equip employees with effective communication skills. It is important to understand the integration between technology and human emotions bringing about an innovative transformation in workplace communication.

### Panel II: Disruption in Organizational Capabilities: Rethinking HR Structures

With the increasing implementation of technology, robotics and AI, there's a high demand that the whole HR needs to be restructured. Disruptions brought about by new technologies have shaken the staffing, training, compensation, communication and policy structures. With the changes in roles & work styles and the need to keep up with dynamic market trends, it is important that organizations find out areas that need redesigning. They need to find innovative ways on how to implement these changes so as to match existing trends. But with the intervention of technology will the role of HR merely change or will it struggle to exist?

### Panel III: Innovative HR: Bridging gap between GenX and GenY

In the age of digital disruption, the challenge for many employers and HR managers is to bridge the generational gap and find the right balance that allows Baby Boomers, Gen X and Gen Y to work together. Handling conflict between them is a challenging task. When such generations are required to work cooperatively, it is not uncommon to see a 'clash of cultures' in the workplace, as there are clear differences between how each generation approaches work. This is where savvy managers need to lead by example and understand how to satisfy the needs and expectations of all generations.

### Panel IV: The Gig Economy - Redefining the Workplace

The era of traditional working system wherein the option of only full time employment was available has gone. Now, the alternatives of freelancing and work from home have changed the way any organisations works. This 'Gig-Economy' has disrupted the modern workplace. Thus, a demand to find the right strategy to retain and engage employees has increased. The different existing work styles are also needed to be taken into consideration for the same. The innovation of 'Gig-Economy' requires high degree of improvisation from HRs to avoid these disruptions.

## Panel V: HR Artistry: Innovating Ways to Develop an Inspired Workforce through Artful HR

HR professionals now-a-days have to deal with the concerns and conflicts of their employees more inclusively and empathetically than ever before. Employees are the integral part of any company. Companies are now leveraging the employee creativity to design, implement and improve the organizational structure in innovative and efficient ways. This will not only make employees feel motivated and energetic at the workplace but also minimise the chances of any disruptions in organizational culture.

## Panel VI: Intellectual Innovation: An includible Avenue to Growth

The driving force of any organisation is technology and innovation. The survival and sustainability depends on the faster adaptability to changes and this can be inculcated only through innovation and integration of technology. A true leader needs to overcome the volatility of existing traditional mechanisms and welcome innovations in order to simplify the processes. Organisations which were proactive have survived in the long run while others have succumbed.



Guest Lecture

## Key Speakers

- Mr. Parvez Ahmed, Chairman & CEO, J&K Bank
- Mr. Kamal Nath, CEO, Sify\*
- Dr. S.V. Bhawe, Vice President (HR), Bharat Forge
- Mr. Prem Singh, Global HR, Wockardt
- Mr. Anurag Batra, Chairman & Editor-in-Chief, Business World
- Mr. Mussarat Hussain, Corporate HR, Maruti Suzuki
- Mr. Rajeev Bhaduria, Gr. Head-HR, JSPL
- Mr. Vinod Kaul, GM (South Asia), Gilat Satellite Network
- Dr. Vijay Singh Shekhawat, GM HR, RBI
- Mr. Sandeep Tyagi, Director HR, Samsung
- Mr. Shashikant Chaudhary, BOG IIM Jammu
- Ms. Jaya Goyal, BOG IIM Jammu
- Ms. Shilpi Saxena, HR-Head, Kurlon
- Mr. Abhishek Rai, Head-HR & Marketing, NERL
- Mr. S Ramesh Shankar, Executive Vice President & Country HR Head, Siemens India and South
- Ms. Rashmi Mansharamani, Corporate Head Human Resources, The Wave Group
- Mr. Subhankar Ghose, Chief People Officer, Zoom Insurance Brokers Pvt Ltd
- Mr. Gaurav Saini, HR Director, HMD Global ( Home for Nokia Phones) India & Middle East/ North Africa
- Mr. Adhiraj Dey, VP HR, Blue Omnichannel
- Mr. Sumit Sabharwal, CPO, Fujitsu consulting India
- Mr. Haresh Chaturvedi, Vice President HR, RIL
- Mr. Surinder Kohli, Head HR, Jaipur Rugs
- Mr. Manoj K Prasad, Vice President , HR transformation, RIL
- Mr. S.K. Dutt, President & Head - Corporate HR, Praj Industries Ltd

- Ms. Kamalika Deka, Regional Head - HR, North (Domino's), Jubilant Food Works
- Mr. Nirav Jagad, Chief People Officer, nykaa.com
- Mr. Parthasarathi Mishra, CHRM, Tata Steel
- Mr. Anand Khot, HR Leader (GM), IBM
- Mr. Rajesh Tripathi, VPHR, GHCL Ltd
- Mr. Vernon Fernandes, Thomson Reuters
- Mr. Sridhar Natarajan, Head-HR, VLCC
- Mr. Sidharath Tuli, Founder & CEO, People Sculptors
- Mr. Renu Jethani, India HR, OCS group
- Mr. Major Deepak Sadotra, Head HR, IL&FS
- Mr. Alok Oak, Head HR, Godrej & Boyce Mfg. Co. Ltd.
- Dr. Vipul Saxena, President & CPO, ABG Shipyard Ltd.
- Mr. Siddharth Bhagwat, Head HR, Croda India Pvt. Ltd
- Mr. Rohan Lele, Head HR, Zydex Industry
- Dr. Prashanth Nair, Ex. Global HR Head, Cipla Ltd.
- Mr. Avadhesh Dixit, Head- HR & CSR (India Region), Moody's Corporation
- Mr. Janesh Kumar, CHRO, Airtel Payments Bank
- Mr. Sahil Nayar, Associate Director HR, KPMG

## Patron

Prof. B.S. Sahay, Director, IIM Jammu

## 1<sup>st</sup> HR Conclave Conveners

- Prof. Rajat Sharma, IIM Jammu
- Prof. Niraj K. Vishvakarma, IIM Jammu

## 1<sup>st</sup> HR Conclave Team

- Nikhil Khariya
- Nikhil Aduri
- Rohit Rupan
- Mohammad Kamran
- Arushi Verma
- Chaitanya Gupta
- Chintakunta Trivikram Sai
- Himanshu Puri

## Who Should Attend?

- HR professionals, in-house recruiters and executives from different industries, who are decisions makers and are engaged in managing human resources.
- Researchers and academicians who have worked in the areas of Human Resource Management.
- HR Directors, corporate HR, management team and Government/Public service HR who take care of the issues pertaining to Public sector units and other Government departments.
- Management consultants who look into the areas to implement the changes to increase the effectiveness of the organisations.

## Event Venue

Indian Institute of Management Jammu  
Old University Campus,  
Canal Road, Jammu-180016.



Thought Leadership Lecture Series

## How to Reach Jammu

- **By Railway**  
Jammu is a very well connected city. Jammu Tawi is the nearest railway station. It is just 15 mins away from the IIM Jammu campus.
- **By Air**  
IIM Jammu Campus is just 20mins away (5 kms) from Jammu city airport. It has daily direct flights from Srinagar, Delhi, Amritsar, Chandigarh, Mumbai and Bengaluru.

The connectivity to Jammu is quite good and here's the details on how to reach the venue by various means from various different cities:

### Mumbai

- **By Air**  
You can travel from Mumbai to Jammu by booking a flight. The total flight time between Mumbai & Jammu is around 2 h 50 m. For more details visit the link below:  
[https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/BOM\\_IXJ\\_22-11-2018?contains=false&remove](https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/BOM_IXJ_22-11-2018?contains=false&remove)
- **By Rail**  
You can reach Jammu from Mumbai by travelling in a train. Mumbai to Jammu train takes approximately 30 h 45 m. For details visit the link below:  
<https://www.irctc.co.in>

### New Delhi

- **By Air**  
You can travel from New Delhi to Jammu by booking a flight. The total flight time between New Delhi & Jammu is around 1 h 20 m. For more details visit the link below:  
[https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/DEL\\_IXJ\\_22-11-2018](https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/DEL_IXJ_22-11-2018)
- **By Rail**  
You can reach Jammu from New Delhi by travelling in a train. It takes approximately 09 h 05 m. For details visit the link:  
<https://www.irctc.co.in>
- **By Road**  
You can reach Jammu from New Delhi by travelling in a bus. It takes approximately 12 h 00 m. For details visit the link below:  
<https://www.redbus.in>

### Kolkata

- **By Air**  
You can travel from Kolkata to Jammu by booking a flight. The total flight time between Kolkata & Jammu is around 09 h 20 m with 1 stop in between. For more details visit the link below:  
[https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/CCU\\_IXJ\\_22-11-2018](https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/CCU_IXJ_22-11-2018)
- **By Rail**  
You can reach Jammu from Kolkata by travelling in a train. Kolkata to Jammu train takes approximately 45 h 40 m. For details visit the link below:  
<https://www.irctc.co.in>

### Bengaluru

- **By Air**

You can travel from Bengaluru to Jammu by booking a flight. The total flight time between Bengaluru & Jammu is around 07 h 25 m with 1 stop in between. For more details visit the link below:

[https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/BLR\\_IXJ\\_22-11-2018](https://flights.makemytrip.com/makemytrip/search/O/O/E/1/0/0/S/V0/BLR_IXJ_22-11-2018)

- **By Rail**  
You can reach Jammu from Bengaluru by travelling in a train. Bengaluru to Jammu train takes approximately 47h 30m. For details visit the link below:  
<https://www.irctc.co.in>

### Hyderabad

- **By Air**  
You can travel from Hyderabad to Jammu by booking a flight. The total flight time between Hyderabad & Jammu is around 6 h 10 m with 1 stop in between. For more details visit the link below:  
<https://www.makemytrip.com/routeplanner/hyderabad-jammu.html>
- **By Rail**  
You can reach Jammu from Hyderabad by travelling in a train. It takes approximately 37 h 45 m. For details visit the link below:  
<https://www.irctc.co.in>

For the details of address, please visit: <http://www.iimj.ac.in/contact/office-address>

## Indian Institute of Management Jammu

Indian Institute of Management Jammu has been established by Government of India, Ministry of Human Resource Development in 2016. The 200 acre state-of-the-art Campus of IIM Jammu is coming up at Jagti, 10 km from the Jammu City and 15km from the Jammu Airport. IIM Jammu offers the Post Graduate Programme in Management (PGP), a full time two year residential program. The Program offers concentration in Business Strategy, Marketing, Finance, HR, Operations and Analytics. Understanding the current professional needs, students are trained on various emerging areas of creativity, innovations, entrepreneurship and technology through the rigorous curriculum, competitions and interactive industry sessions. IIM Jammu encompasses experienced faculty, rich databases, and a conducive environment which enriches the overall learning experience.



International Immersion Program 2018

### For details, please contact

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Old University Campus, Canal Road  
Jammu 180 016

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