



**ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY
GREATER NOIDA**

HR Conclave-2021



“Rewiring of Workplace During the Transition Time”

November 20, 2021 (Saturday)

Context

“We’ve seen two years’ worth of digital transformation in two months.”

-Satya Nadella, Microsoft CEO

A typical crisis plays out over three time frames: **Respond**, wherein companies manage and persist in the current situation; **Recover**, where companies learn and grow; and **Thrive**, when companies acquaint and adapt to new normal.”

Covid-19 pandemic posed catastrophic impact on the globe with nearly 4 out of 5 people getting impacted by the havoc created by pandemic. The unforeseen challenges witnessed during the pandemic crisis have compelled the organization to disrupt their ongoing premeditated functional strategies and create safe platform for employees to work in. With the uncertainty amidst work from home, workations and staycations; employees are navigating between professional and personal responsibilities. Along with the transition, topmost priority for HR manager is to create a workplace which is safe and getting the employee trust and confidence through convincing actions. Preparing the workplace for transition varies from ensuring employees health at workplace, infrastructural rearrangements to the mental well-being during these tiring times.

This leads to a pertinent perspective on organizations getting ready to relearn, rethink and reboot the workplace for employee productivity during pandemic. The Covid-19 pandemic has created an unprecedented disruption for employees, disrupting lives something many generations have never seen. During such a crisis, the most critical element for companies is to listen, learn and adapt. Listening here is the key to understand and address issues. Using listening tools whether through one-on-one, town halls, polls, surveys or story sharing while being empathetic would enable organizations understand the specifics around employees’ changing needs. Besides the basic needs of safety and security, there are three areas for organizations to focus on which will address a broad set of needs for a large part of the workforce: trusting relationships, social cohesion, and individual purpose.

The changes in these times are affecting employees in a wide variety of ways where each employee’s need may be different. It becomes important for a people manager to effectively customize and personalize the interventions using a mix of technology, data and analytics just like one would for a customer. Using technology effectively to virtually engage with employees, whether by listening to them or helping them via various engagement and

learning programs could translate into motivation and disruption to relax or de-stress.

It becomes imperative for the organizations to accept the reality that there won't be easy way out to recovery route out of Covid situation. The world will never return to the old normal thus creating the need to reinvent the workplace and reengage the workplace.

Programme Schedule

Time	Topic
1000- 1200h	Inaugural Address: Scrutinizing the rewiring needs and challenges of companies during the transition and rise from the Pandemic era”
1215-1325h	Session I: Return to work-Concerns for the organizations HR Manager’s Compelling New Role in Pandemic: Redefining the HR Processes HRM vs Artificial Intelligence: A View from the pandemic Perspective Reengineered HR Policies and Practices for New Normal
1400-1505h	Session II: Employee well -being in the transition time Employee Performance Management in Hybrid mode Employee well-being and employee engagement Evolution of New Skills: A Rise from the Pandemic Era
1510-1545h	Valedictory Session

Conclave Objectives

- To discuss the challenges in HR Management during pandemic and the changes in regular functioning of offices.
- To understand the redefined role of HR during the pandemic and prospects in light of recent developments.
- To discuss the employee well-being and productivity during pandemic.

About AIMT

AIMT, Greater Noida was established by Army Welfare Education Society (AWES) in Aug 2004 with the aim of augmenting the capacity for professional education available in the existing professional colleges already functioning under the AWES umbrella. The Institute is designed to cater for the increasing need of professional education for the wards and widows of Army personnel. AIMT is affiliated to Guru Gobind Singh Indraprastha University, Delhi, is also NAAC Accredited; ISO 9001: 2015 Certified Institute. Equipped with all modern learning tools/facilities, the Institute aims to provide top class management education to the students. The Institute is actively engaged with management consultancies for likes of GIMS Greater Noida, Medhaj Techno Concept Pvt. Ltd. etc.

Participation

In addition to all the students of the MBA & BBA Programme of AIMT, participation in the Conclave is expected to be from all stakeholders, including alumni and delegates from Industry.

Registration

There is no registration fee. Registration by delegates can be done on the AIMT website www.aimt.ac.in. However, online registration on the AIMT website is must by 15th Nov 2021.

Proposed Itinerary

Time	Topic	Name of Speaker
1000-1200h	Inaugural Address: Scrutinizing the rewiring needs of companies during the transition and rise from the Pandemic era	
1000-1005h	Shloka Recitation	
1005-1015h	Welcome Address	Cmde (Dr.) Vivek Chawla, Director AIMT
1015-1025h	Introductory Address	Maj Gen Alok Kacker, COS Delhi Area
1025-1035h	Address by Guest of honor	Mr. P Dwarakanath, Director -GSK CX at GlaxoSmithKline
1035-1045h	Keynote Address	Mr. Mussarat, Head - Leadership & Functional School at Maruti Suzuki India Limited
1045-1055h	Keynote Address	Mr. Sandeep Tyagi, Director - Human Resources at Samsung Electronics
1055-1105h	Inaugural Address	Prof. Rizvi, Professor of Leadership & Change Management at International Management Institute (IMI), New Delhi
1105-1115h	Thematic Address	Mr. Manoj K Prasad, Vice President Talent Development & Digital Transformation , Reliance Industries Limited
1115-1125h	Thematic Address	Mr. Rajneesh Singh, Managing Partner at SimplyHR Solutions LLP
1125-1135h	Chief Guest Address	Mr. Shashank Srivastava, Senior Executive Director - Marketing & Sales Maruti Suzuki India Limited
1135-1155h	Q&A	
1155-1200h	Vote of Thanks	Dr Anubhav Varma, Academic Head, AIMT
1215-1325h	1st Tech Session - Return to work-Concerns for the organizations	
1215-1225h	Introductory remarks by Chair	Mr. Avadhesh Dixit - Chief Human Resources officer Acquity Knowledge Partner
1225-1235h	HR Manager's Compelling New Role in Pandemic: Redefining the HR Processes	Mr. Sanjay Kumar CHRO LT Metro
1235-1245h	HRM vs Artificial Intelligence: A View from the pandemic Perspective	Mr. Shubankar Ghose – Chief Human Resource Officer, Nalanda Learning Systems
1245-1305h	Reengineered HR Policies and Practices for New Normal	Mr. Amulya Shah, Chief Human Resources Officer - Team Computers

1305- 1320h	Interactive session	
1320-1325	Vote of Thanks	Dr Babita Bhati, Assistant Professor, Area Chair, HR
1325-1400	Lunch Break	
1400-1505h	2nd Tech Session: Employee well -being in the transition time	
1410-1420h	Introductory remarks by the Chair.	Mr. Dharm Rakshit, Head HR at Hero MotoCorp Ltd.
1420-1430h	Employee Performance Management in Hybrid mode	Ms. Seema Bangia, Vice President & Chief People Officer, Board of Director - Mahindra Agri, Defence & Agro Sector (Mahindra & Mahindra)
1430-1440h	Employee well-being and employee engagement	Mr. Sanjeev Verma, VP HR, ST Telemedia GDC
1440-1450h	Evolution of New Skills: A Rise from the Pandemic Era	Mr. Harshvendra Soin – Global Chief People Officer, Tech Mahindra
1450-1505h	Interactive Session	
1510-1545h	Valedictory Session	
1510-1520	Valedictory Address	Ms. Deepti Varma, HR Leader – APACME Corporate & Consumer-Amazon
1520- 1530h	Guest of Honor Address	Mr. Rupesh Tripathi, Partner & Head of people- KPMG Global Services
1530-1540h	Chief Guest Address	Mr. Joe Martin Hays, Boston University, Founding Director - METAFORCE Dynamics
1540-1545h	Vote of Thanks	Ms. Arshiya Ismail, CTPO, AIMT

Conclave Venue

The HR Conclave will be conducted virtually through MS Teams on 20th November 2021. The invitation for the same will be shared 2 Days before the event.

Management Committee

Patron:	Lt Gen Vijay Kumar Mishra, AVSM GOC Delhi Area
Chairman:	Maj Gen Alok Kacker, COS Delhi Area
Conclave Chair:	Cmde (Dr) Vivek Chawla, Director, AIMT
Conclave Convener:	Dr. Babita Bhati, Assistant Professor (HR)
Conclave Co Convener:	Ms. Arshiya Ismail, CTPO, AIMT