

HR Conclave 2019

Managing people in dynamic business environment: Riding through the waves of change

The concept of the adoption of change towards achieving human resource deliverables determines the degree of success in business. Recognizing the role of Human Resources as vital in contributing ideas for success and executing companies' business plans in dynamic organization of today, the HR Conclave 2019 witnessed some of the countries' top HR professionals participate on the theme of '**Managing people in dynamic business environment: Riding through the waves of change**'.

Conclave started with the ceremonial lamp lighting along with Saraswati Vandana followed by Commodore Dr. Vivek Chawla, Director AIMT welcoming all the dignitaries. The opening address given by **Brig Naveen Goel (BGS, HQ Delhi Area)** who highlighted the main objective of HR is to identify the ways of developing leaders in the complex environment and to explore and facilitate change.

This was followed by the keynote address of chief guest **Dr. M.P Punia (Vice Chairman, All India Council for Technical Education)** wherein he expressed his innovative ideas saying, "we must adopt changes that are happening in our organization with time." His presentation highlighted empowering the future leaders and signifying the importance of critical thinking, decision making and problem solving. He concluded saying be offbeat, be extraordinary, extract your own abilities. **Mr Umesh Dhal (Head-HR (former) LG Electronics India Pvt. Ltd.)** in his Inaugural address focused on 3C's of confidence, content and communication required of a successful manager.

Ms Getanjali Pandit (former CHRO, the India Today Group) highlighted stress, anxiety, depression being the real occurring causes in today's rushing world. She added on saying Leadership of oneself is the starting point of all Leadership and she ended up saying that the most precious relationship is relationship with yourself.

Ms Simin Askari (Vice president HR in DS Group) started her speech emphasizing every leader has his or her own perspective to live a life, a leader should be open to change, ability to know yourself, your moral education and most crucial thing one should always respect his/her innermost leader.



First Technical session: HR Challenges in the volatile, uncertain, complex and ambiguous (VUCA) World

The first speaker for the session was **Mr. Rajneesh Singh (founder-simply HR)**. He focused that in this changing environment, the HR professionals should focus on the 9 Cs of Communication, Compassion, Commitment, Confidence, Counselling, Capability Building, Comradery, Care & Character.

The second speaker of **Mr. Avodhesh Dixit (head-HR Moody's India)** began his speech emphasizing about "technology" which is increasing day by day at an increasing rate. To cope up

with the same, one needs to embrace change and acknowledge that the core skills pertaining to Critical thinking, Passion to learn, Focus and Continuous learning remain the same.

The next speaker was **Mr. Dharam Rakshit (head-HR Hero Moto cop)**. He stressed the need to differentiate between good and great talent in order to retain and engage talent in the VUCA world.



Second Technical Session: Leveraging Technology to Facilitate Change

The first speaker in the second session was **Mr. Sandeep Kumar (AVP HR -Sodexo India-One-Site Service Solution)**. He talked about technology and change, specialization with technology, technological inventions and employee engagement survey

The second speaker was **Ms. Uma Bhangari (Vice President-HR India Basmati Rice)**. She talked about the mainstream works of HR in an organization like pay rolling, reimbursement,

onboarding etc. She stressed that though technology can take certain role of humans but can never replace them. She further shared the role placed by an Institute towards growth of student's career.

The third speaker of the HR conclave **Ms. Harpreet Kaur (AVP-Learning and development Zee Media Cooperation Ltd.)** began her interactive speech highlighting remote working taking place in organizations very rapidly. She talked about flexibility and skill further.



The Conclave ended with Vote of Thanks proposed by Ms Arshiya Ismail, Co Convener of HR Conclave. The series of session were full of learning and challenged the mind to think innovatively.