

Events

DMA and IBA organise 6th Mega HR Conclave

Delhi Management Association (DMA) and Indus Business Academy (IBA) organised 6th Mega HR Conclave on August 21, 2014, at Hotel Fortune Select Global, Gurgaon. The theme of this one day conclave was "Harnessing Human Potential in Growth Oriented Environment".

The programme began with lighting of the lamp.

The event began with the welcome address by Veena Swarup, Director-HR, Engineers India Ltd & Programme Director - 6th Mega HR Conclave.

The event was graced by esteemed speakers from HR fraternity including HR veterans and Heads from renowned corporate houses.

The Conclave was covered in four sessions. In the Inaugural session, the special guest Neeru Abrol, CMD, National Fertilizers Ltd shared her views and thoughts on the theme.

The keynote address was delivered by Padam Bhushan Dr MB Athreya. He gave a broad overview with specific focus on India Vision 2023, business challenges, HRM excellence opportunities, the talent cycle and how we leverage Indian wisdom, "zero defect, zero effect". On the topics of leveraging Indian wisdom, he drew correlation between Indian wisdom and business dharma, leadership dharma, membership dharma, global dharma and importantly HRM dharma which extends between management and stakeholders.

The Chief Guest, BB Pattanaik, Managing Director, Central Warehousing Corporation has shared his views on changing paradigm of HR and various facets of HR including variable pay structure, performance management, etc. He laid emphasis on thinking "out-of-the-box" in today's context.

Second session was on "Challenges of Talent Management - Best Practices" which was chaired by HS Pati, Director-Personnel, SAIL. Other eminent panelists were: JS Kaushal, Director-Personnel, Central Warehousing Corporation; Aparna Sharma, Country Head-Human Resources, Lafarge India Pvt Ltd; Shashank Jagirdar, Director-HR, DHL Supply Chain India Pvt Ltd; Dilep Misra, President & Head-Corporate HR, JK Organization (EZ); and Umesh Dhal, VP-HR & MS, LG Electronics India Pvt Ltd.

HS Pati gave an overview of the topic and introduced the co-panellists. JS Kaushal emphasised on HRM and its various aspects in today's scenario. Aparna Sharma focussed on talent management and how companies can focus on 'bright spots', need for adaptability and best practices followed by various companies for talent management. Umesh Dhal focussed on the Employee Value Proposition and emphasised the need to 'attract' talent rather than 'recruit'. Shashank Jagirdar shared his views on the right fit with the right talent at the right time. He laid emphasis on the need for regular updation in B-Schools syllabus to keep it in-tune with today's organisational needs. He shared some good practices of his company which led to DHL being one of the "Best Employers to Work With". Dilep Misra expressed the need for right fitment, walk the talk, need to invest on employees, more so at the time of economic downturn.

Third session on "Ancient Wisdom: Modern Management - The Role and Relevance" was chaired by Hans Dholakia, Founder-President, Holistic Health & Luminous Learning Inc, where other eminent speakers were Dr VP Singh, Executive Director-HR & Chief Pupil, Devyani International Ltd; Gurucharan Singh Gandhi, VP & Head-Learning & Development, Birla Sunlife Insurance Pvt Ltd; and, Sumit Chaudhary, Founder, Third Millennium.

Hans Dholkia introduced the panellists and laid the background of the session. He focussed on self-management, change the way you see, passion leads to success and on the balance in life. "Be actively calm and calmly active."

Dr VP Singh shared his views on learning from Mahabharat and Quran in today's context. He drew parallel line between the kings of yesteryears and today's leadership.

Sumit Chaudhary expressed his views on modern management, global competitiveness, "people factor-people focus". While talking about ancient wisdom he discussed on the Trinity of Brahma, Vishnu and Mahesh, Bhagwad Gita and Chanakya's approach. He emphasised that "You can't change 'Sristhi' but you can change your 'Drishti'".

Gurucharan Singh Gandhi has talked about Kabir. He connected Kabir's dohe with modern management in today's context.

The event concluded with the final session on "HR Analytics & Social HR: Impact and Usage in Talent Management". Amit Malik, CHRO, Aviva Life Insurance India Ltd was the session chairman. Other eminent panellists were: Bindu Vinodhan, Senior VP-HR, WNS Global Services (P) Ltd; Gautam Pandey, VP & Talent Leader, Deloitte Tax Services India Pvt Ltd; and, Tarun Katyal, CHRO, Sistema Shyam Teleservices Ltd.

Ms Bindu shared her thoughts on capacity and capability, succession planning, data profiling, collective approach, CRM through social media etc, what they have been practicing in WNS.

Gautam Pandey has focussed that how do we engage with prospective employees using social media. He talked about "Yammer"- Yum Jam Session", Deloitte has been using for quite some time for engaging their talent via this social medium.

Tarun Katyal has shared his views on 'contextual intelligence'. For engaging employees, they are using social media platforms like LinkedIn, Facebook and WhatsApp.

All the sessions were very well appreciated by the audience. Since the last session was completely a new topic, there was a lot of queries/buzz which was answered by the panellists to the best satisfaction of audiences.

The conclave came to an end with the Vote of Thanks by Dr Ekta Saxena, Programme Convener for the 6th Mega HR Conclave, VP-DMA and Head & Faculty-in-Charge – Corporate Relations, Indus Business Academy, Greater Noida. The conclave was very well organised and coordinated by Rajan Pandhi, Director-DMA.