



BOMBAY
MANAGEMENT
ASSOCIATION

HR CONVENTION

BUSINESS RAISING A TOAST TO HR

g e t better

13th and 14th March 2020

Centrum Hall, World Trade Center, Cuffe Parade Mumbai

Contemporary Debates on HR practice policy and strategy, in order to position HR to create more value



“The HR Convention - Business Raising a Toast to HR”

is aimed to provide CEOs, CHROs, business heads, HR leaders, practicing managers and aspirants a glimpse of how the power of human capital may be unleashed in Industry 4.0. The way we produce, consume, engage, learn, manage, lead, communicate is getting disrupted. Industry 4.0 has wide ranging implications for us as businesses, societies and cultures. In the world of business there is a need to continuously engage with diverse audiences around the implications on the world of work and people strategy.



BOMBAY MANAGEMENT ASSOCIATION(BMA)since its establishment in 1954 has pioneered efforts to help enhance managerial effectiveness and improve the standards of Business Management in India. It is widely regarded as one of the best management associations in India resulting in over 1.60 lakh managers trained with BMA. All India Management Association (AIMA) has awarded BMA as 'Best Local Management Award' several times since its inception.

The membership of BMA comprises of Corporates, SMEs, MSMEs, Entrepreneurs, Individuals, and Management Institutes. Workshops, Seminars, conferences and trainings are organized on various Management Subjects by BMA. These subjects address the needs of industries such as Manufacturing, Finance, Human Development, Information Technology, Public Sector, Private Companies and other industries in the economy.

**Conference Date & Timing : 13th March, 2020 – 8.30am to 5.00pm
14th March, 2020 - 8.30am to 2.00pm**

Conference Venue : Centrum Hall, World Trade Center, Cuffe Parade Mumbai

The HR Convention is hence structured accordingly for getting points of view across different industries from leaders who have built/ are building sustainable corporations and enterprises of the future. The Convention agenda is appended for your reference. Given below is the flow of the Convention theme wise:

HIGHLIGHTS

DAY 1 SESSIONS

FIRESIDE CONVERSATION 1 : Are there new artefacts in the work culture landscape?

FIRESIDE CONVERSATION 2 : Digitalisation in HR and HR in Digitalisation

FIRESIDE CONVERSATION 3 : Who moved my job?

FIRESIDE CONVERSATION 4 : The Social and Emotional Intelligence Quotient – The Human Bulwark In the world of AI

DAY 2 SESSIONS

FIRESIDE CONVERSATION 5 : Unlocking value- By Aligning organisation strategy and purpose

FIRESIDE CONVERSATION 6 : The new leadership playbook – It's all about followership – Ikegai

FIRESIDE CONVERSATION 7 : The Dangal - Goal and Role congruence between HR and the CEO

FIRESIDE CONVERSATION 8 : Design for customer experience – Can HR be far behind?

Registration Details :

❖ Early bird discount of 20% till 29th Feb 2020

Conference Fee : INR 10,000/- For Non BMA Members

❖ BMA offer scheme for BMA members and associates:

INR 5,000/- BMA Individual and Life Members plus 50% discount to all members basis the last quarter as on 31st December, 2019, WTC and AIAI Members



❖ Faculties from Institutes of Higher Education and Learning: INR 5000/-and Students: INR 2500/-

❖ Bulk discount 5 and more participants, 20% discount will be applicable on the rack rate.



(+ applicable taxes)

For more details please call - Ms. Hoimee Dey on 9004696400 – hoimeedey@bma-india.com
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HR CONVENTION - BUSINESS RAISING A TOAST TO HR AGENDA

0830 hrs onwards	Registration and Networking Tea/Coffee
0930 hrs to 1115 hrs	Inaugural Session - Lighting of Lamp
Welcome Address	Ms. Chhaya Sehgal, President, Bombay Management Association
Introduction of the Keynote Speakers	Yogi Sriram, Sr. Vice President Corporate HR & Member of the Executive Committee L&T; Chairperson - HR Convention
Keynote Conversation with Mr. Yogi Sriram	The Elements of good Judgement Mr. Bhaskar Bhat, Former Managing Director, Titan Company Limited
	Interaction with Audience
1115 hrs - 1130 hrs	Networking Tea
Theme - The Changing world 1130 hrs -1230 hrs Fire side Conversation No 1	Are there new artefacts in the work culture landscape? Writing new chapters over traditional stories The winds of change are driving the way we communicate, organize, decide, manage and lead teams. This is evident in the rise of open seating and shared work space, networked organizations ,replacing hierarchies with teams and empowerment down the line. Culture manifests itself in an organization through the way in which communication happens, decisions are made, meetings are conducted, what gets rewarded and how rewards are given to name a few. Traditionally command and control based organizations managed through a top down mechanism, hierarchy based decision making, and a deeply functional organization. With disruption occurring and with the need to look outside in and not just inside out for organizations, a whole new way of doing things needs to be imagined.
	
Speakers	Mr. S Venkatesh, Management Board Member & President-Group HR, RPG Enterprises Prof. RSS Mani, Vice President, Bombay Management Association
	Interaction with Audience
1230 hrs- 1330 hrs	Lunch
1330 hrs - 1430 hrs Fire side Conversation 2	Digitalisation in HR and HR in Digitalisation According to McKinsey, Indian economy has the potential to grow by nearly half a trillion dollars by 2025 because of digitization alone. In this scenario, the digitizers of today will be the leaders of tomorrow. They are less likely to be destroyed by disruptions in their industries and more likely to win in a hyper-innovative environment. Digitalisation is thus going to impact every aspect of business. So can the business of people be far behind? As employee experience becomes a big part of the HR strategy , it is imperative to use technology to enable the same. HR also plays a big role in driving digital transformations and journeys. We explore here both the inside out and outside in view on digitalization.
	
Speakers	Mr. Rajesh Save, Co-Founder, Centroid Analytics Ms. Emrana Sheikh, Enterprise HR Head - India & South Asia, Johnson & Johnson
	Interaction with Audience


HR CONVENTION - BUSINESS RAISING A TOAST TO HR

<p>Theme – The trends in demographics, trends in work patterns, the future of work 1430 hrs – 1530 hrs Fire side Conversation 3</p> 	<p>Who moved my job? As the world transforms around us we see shifts happening in the world of work. We explore the future of work here, the rise of the gig economy and emergence of different career paths. The rise of AI and automation will make certain jobs disappear and we will see new ones on the horizon. How do we then future proof our skills? As the age old debate on specialization and generalization continues, it is also imperative to look at how our education system needs to change and adapt. In India we continue to deal with the problem of employability. In educational institutions it is about making students job ready and in organizations it is about remaining relevant. As companies will come under pressure to protect their business from disruption, the demands on employees will keep accelerating. We discuss here how one should manage careers and growth proactively.</p>
<p>Speakers</p>	<p>Ms. Manu Wadhwa, CHRO, Sony Pictures Networks India Ms. Chhaya Sehgal, President, Bombay Management Association</p>
	<p>Interaction with Audience</p>
<p>1530 hrs - 1545 hrs</p>	<p>Tea</p>
<p>Theme - The future of the firm and role of HR 1545 hrs - 1645 hrs Fire side Conversation 4</p> 	<p>The Social and Emotional Intelligence Quotient – The Human Bulwark in the world of AI The Homo Sapiens have thrived through millennia because of their adaptive nature. In a digital world dominated by AI and machine learning, we need to develop unique capabilities that do not get disrupted. This means that we develop unique cognitive abilities that machines cannot master. While machines are oriented to technical capabilities and rule based “how”, our species is about asking the “why”. Imagination and unleashing creative processes is our domain, not the machines’. Developing conscious competence in the areas of EI, critical thinking and systems thinking is the ask of the day. Our ability to interact with people, our creativity and capacity to add value in every interaction is what will make us invaluable. The challenge for leadership and for the new age HR is to develop EI and social intelligence in employees in an intentional way; it’s a way of de risking their careers. The challenge is also to see human AND machines; not human OR machines. Creating structures to enmesh the two is as much required as it is to build new age humans.</p>
<p>Speakers</p>	<p>Mr. Aan Chauhan, CTO, LNT NxT</p>
	<p>Convention AGENDA - Day 2 (0830hrs – 1430hrs)</p>
<p>0830 hrs-0845 hrs</p>	<p>Welcome, recap of day 1 and outline of day 2</p>
<p>Theme - Identifying organization value drivers and reinforcing these through HR practices - Purpose and purposefulness 0845 hrs - 0945 hrs Fire side Conversation 5</p>	<p>Unlocking value- By Aligning organisation strategy and purpose All businesses have started with a purpose. The founder’s vision has been the guiding force as the organization scales up. However, as companies get larger and establish themselves, the distance between the “why” of the business and the “how” of the business starts to widen. As the business environment becomes uncertain and volatile it becomes imperative to define the purpose of the enterprise to serve as its North star.</p>

HR CONVENTION - BUSINESS RAISING A TOAST TO HR

	<p>We increasingly see that purpose creates stakeholder value and sustainable businesses. Hence it is crucial to mesh in purpose in the classic Strategy – Structure-Systems world. We explore here the importance of purpose and purposefulness for enterprises.</p>
<p>Speakers</p>	<p>Mr. Yogi Sriram, Sr. Vice President Corporate HR & Member of the Executive Committee L&T; Chairperson - HR Convention Dr. P V Ramana Murthy, Ex. VP and Global Head – HR, The Indian Hotels Company Ltd. (Taj Group of Hotels)</p>
<p>Theme – Next generation leaders 0945 hrs- 1045 hrs Fire side conversation 6</p> 	<p>The new leadership playbook – It’s all about followership – Ikegai In the brave new world where the pace and expectations are high, what is it that leaders have to do new is a good question to ponder over. Traditional leadership with its focus on authority and power and strong focus on rewards and punishments seems to be delivering short term results. But the leadership role is to build long term, robust businesses that ride multiple business cycles. Leaders are also increasingly expected to become responsible citizens of the community. Managing complexity and paradoxes needs agility and flexibility of approach. Managing multi generation workforces requires the ability to unleash the potential and passion (Ikigai) of a diverse set of employees. Be it mental models, beliefs around motivation, people and business skills, we believe that there needs to be a new leadership tool kit. We discuss here what that tool kit might look like.</p>
<p>Speakers</p>	<p>Ms. Rituparna Chakraborty, Co-Founder & EVP, Teamlease Services Ltd Mr. Ashok Ramchandran, Group Executive President - Human Resources, Aditya Birla Group</p>
	<p>Interaction with Audience</p>
<p>1045 hrs- 1100 hrs</p>	<p>Tea</p>
<p>Theme – Finding congruence between the CEO and CHRO agenda 1100 hrs- 1200 hrs Fire Side Conversation 7</p> 	<p>The Dangal - Goal and Role congruence between HR and the CEO With the increasing momentum of discontinuities and the speed of disruptions, the CEO’s often complain that HR is unable to cope well with the pace of business. Talent being the bedrock of strategy, the enigma in an economy like India is the acute shortage of domain specialists with abundance of educational facilities. With 14,00,000 engineering seats and 48% going vacant the gauntlet is thrown at HR to develop the required talent on time, on which business leans. HR complains that the word culture is rarely used in Boards and not enough attention is paid to some of the softer aspects of HR because of line manager impatience. The debate is yet to settle. The idea is to find a common thread to identify potential disconnect areas in a candid conversation. Also, the positioning of HR to create more value will be discussed.</p>
<p>Speakers</p>	<p>Mr. T K Srirang, Group Chief HR Officer, ICICI Bank Mr. Ramakrishnan Mukundan, MD & CEO, Tata Chemicals</p>

HR CONVENTION - BUSINESS RAISING A TOAST TO HR

<p>Theme – The New Age CHRO 1200 hrs – 1300 hrs Fire Side Conversation 8</p> 	<p>Design for customer experience – Can HR be far behind? Digital has enabled mass customization for the customers. Given today's environment employees too want to be treated as individuals and not part of a large homogenous mass. Employee experience therefore needs to become the cornerstone of HR strategy in the digital world. This would mean that HR agenda needs to strategically drive this. Traditional HR competencies have not focused on this aspect. Organizations have been driven by policy, procedures and systems. Today they need to focus on the unique needs of each individual. The digital revolution should make it possible. We debate some of the challenges of implementing this – from large companies to small ones.</p>
<p>Speakers</p>	<p>Dr. Ranjan Banerjee, Dean - SPJIMR Mr. Ashutosh Telang, Chief People Officer, True North</p>
	<p>Interaction with Audience</p>
<p>Close of the Convention and summary of the Convention</p>	<p>Yogi Sriram, Sr. Vice President Corporate HR & Member of the Executive Committee L&T; Chairperson - HR Convention</p>