

BMA HR CONFERENCE

10th & 11th February 2023: HR CONFERENCE AGENDA

(As on 9th Feb 2023)

Discover the New HR - *The role of HR has been continuously evolving. A key competency for HR professionals is the desire to keep abreast with advancements in technology, latest behavioural and business trends besides being familiar with the operational levers that impact business. HR needs to be agile in adapting to change in order to effectively lead and manage employee development, top talent retention and recruitment. We will in this conference have purposeful conversations to explore new ideas on the topics relevant to HR as the trends of people behaviour become more complex and intriguing.*

DAY – 1, Friday 10th February, 2023

0930 hrs - 1030 hrs
Inaugural Session

Kaleidoscope of people perspectives; Current Issues in HR

HR leaders are faced with some unique challenges today. They also have an opportunity to redefine the HR function. Finding innovative solutions to HR challenges by gathering insights and looking for patterns of human behaviour is an important aspect of success for HR. In this conference, we will be discussing new trends such as the enigma of finding purpose at Work, the new EVP, Productivity Paranoia, The Attrition Conundrum, Moonlighting and Quiet Quitting. There are a kaleidoscope of views and perspectives on these topics. The conference will bring you the distilled wisdom of HR Leaders on how to deal with these trends and develop policies to surf the waves.

Welcome by
(5 minutes)

Rajesh Sharma
President, Bombay Management Association

Program Overview
(15 minutes)

Yogi Sriram
Advisor to CEO & MD, Group HR - Larsen & Toubro Limited

Keynote Speaker

Shiv Shiva Kumar
Ex. Group Exec. President - Corporate Strategy & Business Development - Aditya Birla Group

1030 hrs - 1130 hrs
Plenary Session 1

Finding purpose at work

How do we as HR Professionals help employees develop a sense of purpose in the workplace; How do we stimulate their minds to focus on the three elements of purpose: Feeling connected to something bigger than themselves, knowing that your work matters and understanding how your work affects other people.

Speaker/Facilitator

Judhajit Das

Head HR & Operations at ICICI Prudential Life Insurance

Thought Leader 1

Prof. Snehal Shah

Associate Dean, Academics & Research - SPJIMR SP Jain

Thought Leader 2

Vikram Tandon

Group CHRO at Adani Group

1130 hrs - 1145 hrs

Tea Break

1145 hrs - 1300 hrs
Plenary Session 2

The new employee value proposition

The Employee Value Proposition (EVP) is an important part of your company's employer brand. It is a combination of work culture, rewards and benefits that employees experience, in exchange for their talent, skills, and experience. As HR professionals, we will need to continuously evaluate the effectiveness of the EVP and make course changes accordingly.

Speaker/Facilitator

Yogi Sriram

Advisor to CEO & MD, Group HR Larsen & Toubro Limited

Thought Leader 1

Ashwani Prashara

CHRO - Hydrocarbons at Reliance Industries Limited

Thought Leader 2

Charmie Awasthi

CHRO - Boat Lifestyle

Thought Leader 3

Ravindra Kumar G. P.

CHRO - Tata Motors

1300 hrs - 1345 hrs

Lunch Break

1345 hrs - 1530 hrs
Plenary Session 3

New Age Employee Mindset

WFH / the HYBRID model of work seems to be a global trend and along with the advantages it also comes with certain worries such as the 'Productivity Paranoia' from the employer side. At times there is a real disconnect between the management and the employee preferences. Boss's are suspicious that their employees are not working as efficiently as they should, because they are working out of the office, where managers can't observe them in person.

Speaker/Facilitator	Vaijayanti Naik Sr. VP & Head - Wholesale Banking HR and Diversity, Equity & Inclusion (Axis Bank)
Thought Leader 1	Vijay Raghavan Pisharody Chief of Culture & Performance – Zing HR
Thought Leader 2	Siddharth Hegde Founder – ETHINOS
Thought Leader 3	Animesh Kumar President HR & Transformation – ZEE
1530 hrs – 1535 hrs	Session by ZING HR

1535 hrs - 1545 hrs

Tea Break

1545 hrs - 1700 hrs
Plenary Session 4

The Attrition Conundrum; Hooked/Unhooked

What is a healthy churn rate? While it's difficult to define a “good” attrition rate, businesses should generally aim for an attrition rate of 5% or lower. Keep in mind, however, this number will vary between sectors of business, and the employment opportunities available. The most important factors that trigger employee attrition are disrespect by boss/superiors, work culture (toxic/pleasant), workload, flexibility, career development opportunities, and compensation. Knowing and understanding which of these factors triggers attrition the most can be a competitive lever for businesses

Speaker/Facilitator

Yogi Sriram

Advisor to CEO & MD, Group HR - Larsen & Toubro Limited

Thought Leader 1

Dr. P. V. Ramana Murthy

Managing Partner - Pindsight By PV - The Global Human Capital Company & Sr. Management Adviser and Head - Employment and Labour Laws at Economic Laws Practice

Thought Leader 2

Sanjay Jog

CHRO – Reliance Jio

Thought Leader 3

Ranjan Mohapatra

Director HR – IOCL

DAY – 2, Saturday 11th February, 2023

0930 hrs - 1100 hrs
Plenary session 5

Moonlighting; the good, the bad, the ugly

Moonlighting has become a topic of debate in the IT industry since working from home formats have become the new norm during the Covid-19 pandemic, which is believed to have led to a rise in this trend. However, Indian IT firms are divided in their views when it comes to moonlighting. For some, it's unethical while others call it a part of the times.

Speaker/Facilitator	Dr. Bigyan Verma Director at IMT Nagpur
Thought Leader 1	Yogesh Patgaonkar CPO - Persistent Systems Pvt Ltd
Thought Leader 2	Dr. Ritu Anand Chief Leadership & Diversity Officer at Tata Consultancy Services
Thought Leader 3	Prem Singh President, Group HR, J K Organization

1100 hrs - 1115 hrs **Tea Break**

1115 hrs - 1230 hrs
Plenary Session 6

Balancing the need of multiple stakeholders: Breaking or Keeping Promises
Businesses today juggle several stakeholder interests - from investors to employees. Disruptive global changes are forcing Organisations to walk the tight rope of short term profitability and downsizing. Teams hired on the basis of availability of abundant cash are seeing Sudden and severe changes in Macro economic trend with dramatic pressure to conserve reserves & create profitability . HR is left with the unenviable task of explaining to a young workforce that was hired with many promises as to why they are no longer required.
In this session we discuss the challenges that Boards, CEOs & HR face while working on different stakeholder interests & how can we avoid undesirable outcomes on talent . How can we protect employer brand and ensure talent is not unfairly treated.

Speaker/Facilitator	Purvi Sheth CEO – Shilputsi Consultants
Thought Leader 1	M. T. Lakshmanan CHRO - L&T Technology Services Ltd.
Thought Leader 2	Sanjay Chaudhary Partner – Tata Capital
Thought Leader 3	Chandni Shah Founder & COO – Kinnect

1230 hrs – 1245 hrs
Vote of Thanks

Kiran Yadav
VP, Bombay Management Association

1245 hrs **Conference Concludes**