

## CONFERENCE AGENDA

### HR Leadership Congress India 2011

*Training and Enlargement: Developing High Potentials and Fostering Leadership*

**27<sup>th</sup> – 29<sup>th</sup> September, 2011**

**Mumbai, India**

#### Day 1: Tuesday 27<sup>th</sup> September 2011

**08:30** Registration and refreshments

**09:30** Morning chairperson's opening remarks

Shalini Kamath, Managing Director HR and Corporate Communications, **Ambit Group**

#### **EMERGING HR: FACING CHALLENGES, MANAGING DEVELOPMENT**

**10:00** OPENING KEYNOTE SESSION

**The 'New War for Talent': a critical analysis of current talent management needs**

Organisations today put tremendous endeavor into attracting and recruiting employees, but spend little time in developing and retaining them. And the need of the hour is exploring new methods and systems to be successful in the ongoing War for Talent. Our opening case study will dissect this business critical challenge and help you discover winning approaches to:

- *Developing human capital: identifying significant players within the workforce and grooming them into strong leaders for the future*
- *Facilitating a talent powered organisation*
- *Analysing your current talent management strategies and evaluating their effectiveness in supporting business goals*

**Ed Cohen**, Executive VP, **Nelson Cohen Global Consulting**

**10:45** **Book Release:** Cultural Intelligence- Need of the hour for this increasingly globalized world  
**Ranjini Manian**, CEO of Global Adjustments Private Limited will be releasing her new book "**Upworldly Mobile**" published by Penguin Books India, in conversation with **Kate Sweetman**, Director of Research & Curriculum, Iclif Leadership and Governance Centre, discussing the

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For further details, please contact Snigdha Ghosh: at [snigdha.ghosh@ideas-exchange.in](mailto:snigdha.ghosh@ideas-exchange.in) (022 61713215)

For sponsorship opportunities queries, please contact Sandhan Chowdhury at [sandhan.chowdhury@ideas-exchange.in](mailto:sandhan.chowdhury@ideas-exchange.in) (022 61713214)

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increasing importance of the need for inculcating “Cultural Intelligence”. Ranjini and Kate will be examining:

- *What is cultural intelligence?*
- *Why HR managers should focus on cultural Intelligence given today’s globalised environment*
- *Examples of how a lack of cultural intelligence can be a serious source of conflict for organisations and solutions for it*

**Speakers: Ranjini Manian, CEO, Global Adjustments Private Limited**

**Kate Sweetman, Director of Research & Curriculum, Iclif Leadership and Governance Centre**

## 11:30 Morning Refreshments

## 12:00 You’ve dealt with retention but how do you engage your team: strategies for ensuring your people ‘go that extra mile’!

Disengaged employees are a recipe for counter-productivity and the challenge du jour for the HR community. Engagement is the key to cultivating and leveraging the vast untapped potential of every employee in the organization and creating a work atmosphere in which employees ‘want’ to lend their skills and talents to help you achieve your greater objectives. This session will help you develop:

- *Effective strategies for ensuring people are excited, motivated and delivering outstanding performance*
- *Growth paths for the potential talent within the organisation by giving them more initiatives, responsibilities and developing a sense of ownership*
- *An understanding of the effectiveness of training modules and workshops in binding your team to the organisation*
- *Recognizing the power of incentives and rewards schemes to enhance productivity and loyalty*

**Case Study: ‘Innovation in Engagement’- Rajesh Kumar Sehgal, Vice President HR Talent Development and Engagement, Infotech Enterprises Limited**

## 12:45 Business Exchange

## 13:15 Networking Lunch

## 14:15 Panel session:

**Managing Diversity:** the art of thinking independently together!

Reshape approaches for managing diversity, both within your organisation and without. Having a diverse work force involves managing your pool of employees with different genders, educational backgrounds, varied industry experience, socio-economic status, different regions, states and countries. Here our esteemed panelists provide practical solutions on:

- *Managing the impacts of the globalization; ensuring necessary infrastructure to support the diverse range talent pool*
- *Articulating interactions with different stakeholders; the service providers and customers*
- *Developing superior understanding of client needs in diverse markets and managing the requisite workforce accordingly*

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**Panel: Vivek Gera**, AGM HR, **Videocon Industries Limited**

**Prasanth Nair**, President and Head HR and Special Projects, **Thomas Cook India Ltd**

**Pradipta Banerjee**, VP HR, **CGI India**

**Moderator: Ester Martinez**, Managing Editor, **People Matters**

## 15:30 Panel session: defining the evolving roles of HR in India and the scope of their influence

In the backdrop of the industry challenges that have been discussed since morning, this session focuses on the paradigm change that the HR space has witnessed in India. Showcasing the evolution of the HR community in India from playing various sundry roles as internal consultants, employee representatives and payroll agents to that of a substantial business partner and taking into consideration ideas such as:

- *HR as the 'champions of change'*
- *HR transformation: time to take the next step- from transactional to business partnership. Tips on where to begin and how to take it forward*
- *The need for developing HR role clarity in the context of its diversifying functions*
- *Active move from delivery of routine services to strategic services that impact business performance*
- *Developing 'people's people': proficient HR Leaders within organisations with strong business acquaintance*

**Panel: Ravi C. Dasgupta**, Group HR Head, **Biocon Limited**

**Surabhi Mittal**, HR Head South Asia, **Colorcon**

**Amit Khurana**, Executive Vice President, **Yes Bank**

**Moderator: Lancelot Cutinha**, HR Head, **Mahindra Lifespaces**

## 16:45 Closing Keynote Session

**Talent Matters: Findings & Strategies from The Conference Board 2011 CEO Challenge Survey**

The CEO Challenge Survey asked CEOs, presidents, and chairmen across the globe to identify their most critical challenges. According to the more than 700 CEOs who responded to the 2011 edition of the survey, **talent** emerged as the second greatest challenge they face; in Asia it was ranked **higher** than business growth. Talent is a global business issue; hear the strategies CEOs thought they would use to address talent challenges and the responses from human capital professionals around the world.

**Speaker: Rebecca L. Ray**, Vice President & Managing Director, Human Capital, **The Conference Board**

## 17:15 End of Day 1

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