

HR LEADERSHIP CONGRESS INDIA 2011

Day 2: Wednesday 28th September 2011

08:45 Registration and refreshments

09:30 Morning chairman's opening remarks

'WALKING THE TALK': BUILDING NEXT GENERATION LEADERS, GROOMING SUCCESSORS AND PUTTING THE ORGANIZATION IN THE NEXT GEAR!

09:45 Panel session:

Why leaders matter: aptitude wins games, however leadership and acumen wins championships

Building a strong leader is about igniting passion in the employee using effective mentoring and coaching. Through this session explore possibilities of doing the same in your organisation. Ideate about:

- *Strengthening strong mindset development to enable future leaders to think effectively in synthesis with the global order and expanding business interests*
- *Developing and nurturing capabilities within the workforce for building effective leadership pipelines for the future*
- *Modeling an effective 'top-down approach', essential tips for leaders at the top to pass the most valuable expertise down the rung*
- *Leaders developing winning individual and collective attitudes feeding the same vision*
- *To what extent is it actually possible to select and develop "The Chosen Ones" as the future leaders of your organization*

Panel: Sreekanth K Arimanithiya, Vice President and Chief of HR, **Britannia Industries Limited**

Shantanu Dhar, Assistant Executive Director HR, **Dalmia Bharat Enterprises Cement Business**

Moderator: Deepak Mohla, Managing Director, **InspireOne Consultants Private Limited**

11:00 Morning Break

11:30 "Learning Serendipity: Succession planning over 800 years! Learning how one of the world's most Prestigious University, Cambridge, has successfully passed the baton on from one generation to the next

- *Understanding what succession planning means and implies to an 800 year old institution*
- *Identifying the levels of the organisation that require effective succession planning*
- *Tools for developing successful succession planning approaches*
- *Learning from approaches that have worked well and not so well over time*
- *Building the right aptitude to ensure smooth power transitions and preventing the dreaded leadership vacuum syndrome*

Case study: Inderjit Sehra, Fellow of the Judge Business School and director of Human Resources, **University of Cambridge**

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

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

This document is confidential and the copyright of The Ideas Exchange and only intended for the recipient. Please do not copy, reproduce or distribute this document without prior written consent.

HR LEADERSHIP CONGRESS INDIA 2011

12:30 Team learning and enlargement: seeing things as they are, not as we are!!

Team performance is determined by team members. Whether they can quickly ally and synchronize their actions and perform proficiently to achieve a common objective is an essential undertaking. Become mindful of how each member adds to the team's overall accomplishment and the importance of communicating clearly. Discover new techniques to deal with these issues and tribulations openly and remove barriers to success. Through this session get insights on:

- *Learning and development strategies essential to identify the areas that need to be improved*
- *Reinforcing essential cross-functional project teams with perspectives and skills to sail smoothly through phases of inter-team and intra-team development*
- *Identifying the best tools to allow people to become their best*
- *Support the organization's strategic business requirements and specific training needs identified by individual projects and support groups*
- *Frameworks necessary to identify key factors affecting business productivity and to advance knowledge in those areas*

Panel: **Aparna Ballakur, Vice President HR, Yahoo India and Yahoo India R&D**

Himanshu Arora, Head Talent Management and Organisation Development, Ingersoll Rand

Moderator: **Shalaka Gadekar, Group Head HR, Financial Technologies India Limited**

13:30 Lunch Break

14:30 Problem Solving Session: Find solutions to situational bottlenecks and other work-related impediments by making our distinguished panelists brainstorm about all the perplexing problems that you have sought solutions for.

For example: Your newly appointed CEO argues that implementing a human resource strategy and a human resource plan is a waste of time, money and effort because a strategy always gets overtaken by events, and short term priorities always have to take precedence over longer term ambitions.

A. How do you persuade the CEO that it is essential to implement a human resource strategy?

B. How would you further ensure that it is worth implementing such a strategy and it will not be a white elephant?

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

Vikas Chaturvedi, Subject Matter Expert, Gallup

16:30 End of Day 2

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

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

This document is confidential and the copyright of The Ideas Exchange and only intended for the recipient. Please do not copy, reproduce or distribute this document without prior written consent.