



**KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY**

— Deemed to be University U/S 3 of UGC Act, 1956 —



# Mega Digital HR Conclave

Theme: The Future is Now  
- Rewiring the Workplace

Date: 28<sup>th</sup>-29<sup>th</sup> August, 2020



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**SCHOOL OF MANAGEMENT**

## About HR Conclave



Conclaves serve as great platforms for knowledge sharing and co-creation between academia and industry. Each year KIIT School of Management conducts different conclaves i.e. National HR Conclave, National Marketing Conclave and National Finance Conclave where leaders from different areas deliver keynote speeches, participate in different panel discussions and conduct area specific workshops. These have proved to be a fountainhead of ideas with superb participation from the industry, academia, and students.

This year, KIIT University will incorporate HR Conclave for each of its various schools as listed below:

- School of Management
- School of Rural Management
- School of Computer Engineering
- School of Electronics Engineering
- School of Electrical Engineering
- School of Civil Engineering
- School of Mechanical Engineering
- School of Biotechnology
- School of Law

## Conclave Theme

### The Future is Now: Rewiring the Workplace

KIIT deemed to be University, an Institution of Eminence (IoE) has been one of the few Institutions in the country that had started rewiring as soon as the Future suddenly exploded on the face of the Present, early in March 2020. Many corporate organisations have responded fast in rewiring their workplaces promptly. But the success stories need to be shared to help rewire the rest of the community of Organisations, Institutions, and People. That is what precisely, the Mega HR Conclave intends to achieve. Eminent thought leaders share their ideas and success stories at the Conclave through the three distinct platforms - the Plenary, the Panel, and the Workshop sessions and to directly impact the minds of over thirty thousand people. The ripple effect is likely to impact millions of minds and help the people who are struggling to find a way forward.

The language of the webinars, e-conferences, publications and discourses that have been going on since March 2020, sounds more like reading the curve of the futurologist or the prediction of the astrologers, rather than focusing on how to deal with the Present, which looks completely disoriented and is a far bigger challenge than fending against a scenario that is impossible to connect with unless we deal with the Present. There is an urgent necessity to rewire the workplace and the people before everything gets out of control. The first need is to infuse confidence in people about their positive capabilities to deal with the present and filter out the accusations of lacking skills to survive. The negative inertia must be broken fast. We need to stop worrying and get going.

Fortunately, there are many success stories floating on top of the flood waters of negativity. If we carefully observe the messages from the pulpit of a Covid-free country like New Zealand and the worst hit country United States of America, one can note a striking similarity in tone of the messages despite the situation on the ground. They are mostly taking positively about the Strengths, their quick response Capabilities, and their success stories in multiple sectors and downplaying the impact of Covid -19, as if they have defeated the Virus before the battle started; they are on top and they will remain on top no matter how cunning is their Enemy. The pulpit managers are continuously rewiring their entire Nation.

The firm level response in those developed countries, also indicate a similar message. Despite the trillions of dollars that has been lost, they give the firm impression of being in charge and being in control. At an individual level, the impact of the rewiring is palpable. Despite the negative statistics being read out by the media reports, there is no panic of the kind we see in countries where the rewiring process is still not fixed. In India, fortunately, in spite of being the World's second most populous country and still in the "Developing Nation" category as an Economy, the message from the pulpit has been largely positive but the size of the population and diversity of many forms, have had a mixed impact in rewiring the nation.

## Structure

<p><b>28 AUG</b></p> <p><b>2</b></p> <p><b>Keynote Sessions</b> (common to all schools and students)</p>	<p><b>University Level:</b> Audience of 30,000 comprising of students, professionals, and academics. The whole University will participate in this event and draw inspiration and wisdom from two speakers: one International Thought Leader and another Indian Business Leader. Invited professionals and academics will make up around a tenth of the audience.</p>
<p><b>28 AUG</b></p> <p><b>9</b></p> <p><b>Panel Discussions</b></p>	<p><b>School Level:</b> Panel discussions will have an audience of 1,000 – 5,000 with thematic discussions within the central theme appropriate for the school.</p>

## Panel Themes

Schools	Panel Discussion Topics
School of Management	The Altered Workplace - Opportunities and Challenges
School of Mechanical Engineering	Role of Digital Technology in Manufacturing
School of Computer Science Engineering	HR 4.0: Is the Workplace ready for New Age Technologies like Blockchain and AI?
School of Civil Engineering	Building Culture of a Digital Future: Challenges Here and Now
School of Electrical Engineering	Will People-Grid Reinvent the Smart Grid?
School of Electronics and Telecommunication Engineering	Navigating Digital Transformations in the Electronics Eco System
School of Rural Management	Reinventing the Rural Workplace
School of Biotechnology	The Talent War: Addressing the New Age Bio-Industry Needs
School of Law	Survival and Growth in the Transformed Legal Profession

<p><b>29 AUG</b></p> <p><b>Interactive Workshops</b></p>	<p><b>School Level:</b> These sessions will each have an audience of up to 60 each with dedicated learning from established HR leaders.</p>
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# Workshops Topics

Workshops will be held on the second day 29th August 2020 at school level. Each school will have 5 – 10 workshops

The following are indicative areas for workshop topics:

- Career development
- Professional Development
- Personality Building
- Becoming industry ready
- Preparing for Placements
- Career Planning
- The Looming Productivity and Labour Crises: It is Time to Future-Skill the Workforce
- The future of HR: promoting business success in a changing global workplace
- Global HR strategies for Gen Z workforce
- The HR professional competencies: A road map for success
- Developing data driven HR Functions
- Building the organization of the future
- Adapting cognitive technologies & Big data to train & retain
- Staying abreast with the demands of the new Millennials
- Running the business – The digital way
- Adaptable HR, The Next Curve of Business Impact?
- Leading in a Diverse and Inclusive Culture
- Leading Virtual Teams
- Succession Planning: Developing Talent from Within
- Design thinking in HR
- Millennial workforce: Glimpse of the future
- Agile Talent & HR: Preparing Organizations for the Future of Work
- How to slingshot growth by making Employee the owner of performance management
- Managing and retaining Human Resources post Covid-19 era
- The New Normal: Rebooting HR for Business Unusual
- HR as Change Architect: Preparing Your HR Function for Strategic Leadership
- Creating New Skills for HR in a Covid-19 World
- The HR Answer to Crumbling Leadership Development Strategies
- Competency Based HR System
- HR and People Practices During Crisis
- HR Analytics Can Drive Workforce Planning
- HR and recruitment during COVID-19
- Creating Value Through HR Data & People Analytics
- The future of enterprise demands a new future of HR
- Future of work: HR Competencies
- HR in workplace: Past, Present & Future
- The Future of HR: How Predictive Analytics is Changing the Game
- Leveraging HR Technology- A People Matters & People Works Initiative
- Harnessing the HR Technology Revolution
- HR Analytics: Re-skilling in the digital age
- The Modern Workplace: Increasing Employee Engagement with Emerging Technologies
- HR cloud: A launch pad, not a destination
- Path to the Next Normal: Human Resources Adjustments in the time of COVID
- HR 4.0: Is Recruitment Ready for Blockchain Technology?'
- Work Has Changed. HR Has Changed Vibe
- 2025: See robots and recruiters in action.
- Motivating your Workforce in the Age of Millennials
- AI Technologies and Future of Work - Impact on HR





## Who should attend?



Students having an inclination towards HR & IR must look forward to be a part of the conclave and benefit from the discussions and interaction with the Industry experts. It is also an opportunity to test their HR acumen by participating in the business contests.

Industry Experts shall share this platform with other stalwarts from industry as well as academia to discuss and debate on diverse issues concerning the future of Indian HR sector. It is also opportunity for them to interact with the young minds to get a fresh perspective on various aspects of Indian HR & IR scenario.

Academicians can utilise the conclave to share their thoughts on the future of Indian HR sector with participants from industry as well as with students.

## Speakers at Previous HR Conclaves



### Flashback 2019

National HR Conclave

Future of Work



**Mr. Anil Bhasin**

President,  
Havells India Ltd.



**Ms. Lopamudra Banerjee**

Head- HR, Carrier Midea India  
Private Limited &  
Deputy Director SE Asia - Midea



**Mr. Shailen Merchant**

Vice President & Head HR –  
Cholamandalam MS General  
Insurance Co. Ltd.



**Mr. Nadeem Kazim**

CHRO, Tractors India

For details on HR conclaves and speakers,  
please visit: [hrcon.ksom.ac.in](http://hrcon.ksom.ac.in)

As KiiT has a wide spectrum of programs, each of the programs gives us the opportunity to invite & interact with the industry mentors & thought leaders. These events give immense scope to both Industry & students to interact & share their views. These are excellent platforms for the students to understand the practicalities of the corporate world directly from the stalwarts & know what corporates are looking for outside the classroom teaching.

## Konfidant

Every KSOM student is attached to a corporate mentor, the objective is to provide KSOM students with life skills, help them achieve professional & personal goals, make them industry-ready and support them to realize their full potential. It's a unique corporate mentorship program at KSOM. It's a two day workshop involving more than 20 corporate bigwigs in a one-on-one interaction with KSOM students. These corporate mentors will assume mentorship of their respective mentees and guide them in their career while making them confident and aware of general & specific industrial practices.

## KOEDUCATE

KSOM has another unique initiative called "KOEDUCATE" where-in elective sessions across specializations are co-facilitated by internal faculties and corporate experts from the industry. This special initiative enriches course content and delivery by cashing-in on the knowledge of both the faculty and corporate expert and enhances focus on the practical application of concepts studied in the courses



The Business Research Fair of KSOM is an innovative platform for conducting research and analyzing behaviour of individuals (consumers, influencers and others) in association with corporates and how these impact business processes.

## Konfluence

The indigenous outbound programme at KSOM, which happens to be the last two days of the MBA induction programme which gives exposure to the students to work on some live assignments & interact with the people directly to get an idea of how the business works.

## MDP & Consulting

KIIT School of Management under the banner of Research, MDP & Consulting (RMC) offers short duration Management Development Programs. The main objective of the program is to provide specific training to corporate executives at different levels of the organizational hierarchy in both private and public sector enterprises.



**Kalinga Institute of Industrial Technology (KIIT)** Deemed to be University, is an Institution of Eminence (IoE) - a status accorded to top 20 Academic Institutions / Universities in the country out of 900+ Universities in India. KIIT is one of the most progressive Universities and the best in Eastern India, ranked 24th as per the prestigious NIRF rankings 2020. Recently KIIT has been honored with the ISAS badge by International Association of Universities (IAU), UK in recognition of our International approach in Teaching, Learning, Research & Development Strategies. We are the only Indian University to have received this coveted badge. Our campus is truly World Class.

**Kalinga Institute of Social Sciences (KISS)**, Bhubaneswar, India is a fully free, fully residential home for more than 27000 poorest of the poor indigenous children who are provided holistic education from Kindergarten to Post Graduation along with lodging, boarding, health care facilities besides vocational, life skill empowerment. With an humble beginning in 1992-93 with only 125 students, it has now become World's largest residential institute for indigenous children. The Institute plans to educate 2,00,000 poor indigenous children over the next decade by setting up branches in 30 districts of Odisha and all the states of India.

## Our Legacy



Dr. Achyuta Samanta, a visionary philanthropist is the founder of KIIT & KISS Universities. He comes from a very humble background with a vision to eradicate poverty through education. He lost his father when he was only 4 years old & went through acute poverty in his childhood. However, he was determined to change his future by education and later when he became a professor, he took it upon himself to provide quality education to thousands of poor children for changing their future. He developed a unique model of social transformation by building side by side two great academic institutions - Kalinga Institute of Industrial Technology for the well-to-do, and Kalinga Institute of Social Sciences for the poor.

This unique symbiotic model has grown over the last 25 years into two distinct universities, the KIIT University - running in self financing mode providing education to over 25000 students in subjects ranging from engineering to BioChemistry, from Law to Social Science, from Management to film making and the KISS University with over 35000 students from pre primary to Post Graduation level out of which 25000 are in University campus in BBSR and remaining 15000 are in satellite campuses in distinct tribal hinterlands of the country. Over 20 nobel laureates and over 100 Heads of States have visited KISS and applauded the development model.



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### Conclave Conveners

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