



KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY
Deemed to be University U/S 3 of the UGC Act, 1956
SCHOOL OF MANAGEMENT

13th National HR Konclave



24TH Sept.

2022



KSOM Auditorium

Knowledge Partner

kontempore

HUMAN RESOURCES

HR



Theme

**The Re-skilling Revolution:
The Vector of Transformation**



**HR
KONCLAVE**



The future belongs to those who learn more skills and combine them in creative ways.

- Robert Greene

Introduction:

The world is facing a re-skilling crisis. The VUCA world mandates social cohesion and social mobility. Rapid changes in the world are putting pressure on already challenged labor markets in many countries. Societies are experiencing fundamental changes, impacted not only by technological advances, but also by demographic and climate changes. In the post pandemic era and in an age where hostility between countries is increasing, continuous skill augmentation is imperative for sustenance.

The Organization for Economic Co-operation and Development (OECD) estimates that more than 1 billion jobs, almost one-third of all jobs worldwide, are likely to be transformed by technology in the next decade. Moreover, the World Economic Forum has forecasted that 133 million new jobs in major economies will be created to meet the demands of Globalization 4.0 and the Fourth Industrial Revolution, a new age that builds up on the impact of digitization in new and unanticipated ways. It is therefore crucial to consider the work shifts that we are experiencing. As jobs evolve, so will the skills required to perform them.

Digital platform business models and new work practices have revamped the employment relationship and the very abstraction of work. These changes have aggravated job polarization, increasing differences in wages. Under such circumstances, visionary companies and

societies have started investing in skills, de-learning, re-skilling and perpetual learning. Industry leaders have started working on new skills for the workforce and simultaneously, they are designing education for the new world of work. "Closing the Skills Gap" under the World Economic Forum, is a focused initiative in this direction and serves as a guide for all business leaders to anchor learning and re-skilling initiatives to address future-oriented skills development. Industries have delved into exchange of best practices and business commitments, both at the regional and global levels.

It has never been more important to invest in people. Investing in people and appraising human capital serves to equip each individual with the knowledge and skill to respond to innate work shifts. This also empowers an individual to play their own part in creating a more equal, inclusive and sustainable world. Education shall always be integral for promoting inclusive economic growth and providing a future of opportunity for all. However, while the new pressures of changing work environment are mounting up; education reform, continued learning and re-skilling inventiveness will be key to ensuring that individuals have access to economic opportunities by remaining competitive in the new world of work. Further, by re-skilling, businesses shall have ingress to talent appropriate for the jobs of the new workplace.

About the Konclave

The HR Konclave is an annual convention, organized by KIIT School of Management (KSOM) and attended by industry leaders from the HR world as well as academicians from prestigious institutes.

The 13th National HR Konclave will be held on the theme "The Re-skilling Revolution: The Vector of Transformation". The Konclave will have a keynote session and two panel discussions in the first half. The first panel discussion will focus on "**Reinventing HR Processes for Accelerating Change in the Post-Covid Era**" - The accelerating pace of technological change is widening skill gaps, making it mandatory to adapt and learn skills quickly. To survive and deliver on these strategic objectives, all organizations will need to reskill and upskill most of their workforce over the coming years. The second panel discussion will focus on "**The Rise of Augmented Intelligence**

and Hybrid Workplace" - Businesses have an insatiable appetite for augmented technologies. The 'new normal' is defined by an environment of hybrid working. Machine Learning and Human Learning will have to go together for hybrid working in the 'new normal'. Therefore, AI & Machine Learning have to co-exist.

The panel discussions shall be followed by innovative group coaching sessions termed 'Synergistics' with students. These will include 10 parallel interactive workshops, which shall provide an excellent forum for industry stalwarts to engage in insightful and one-on-one discussions with a group of selected and interested students on one of the topics for the workshop. Synergistics believes that such discussions will present varied perspectives and ideation on subthemes which are highlighted below:

- 01 Future of Diversity, Equity and Inclusion
- 02 Building Resilience: For HR and for Organization
- 03 Harnessing Emotions in the Post Pandemic Workplace
- 04 Retaining "Human" in the Human Resource in the Explosive Era of AI and ML
- 05 What Machines cannot Learn; Humans Can
- 06 Designing the Hybrid Workplace - Challenges in Time & Space Management
- 07 Future Proofing Livelihoods - Jobs will always Rise
- 08 Reinventing Talent Acquisition for the Hybrid Workplace
- 09 Green HR Interventions for Sustainable Development
- 10 Leading through Crisis with Resilience - from Survival to Prosperity

Program Details

Time	Session
09.00 AM – 09.30 AM	Registration of Delegates
09.30 AM – 10.40 AM	Inauguration
10.40 AM – 10.50 AM	Announcement of Winners of the Pre-conclave Competitions
10.50 AM – 11.00 AM	TEA BREAK
11.00 AM – 12.25 PM	1st panel discussion on the Theme " Reinventing HR Processes for Accelerating Change in the Post-Covid Era "
12.25 PM – 02.00 PM	2nd panel discussion on the Theme " The Rise of Augmented Intelligence and Hybrid Workplace "
02.00 PM – 03.00 PM	LUNCH BREAK
03.00 PM – 04.15 PM	Synergistics - Group coaching sessions with students
04.30 PM onwards	HIGH TEA



Students being inclined towards HR & IR must look forward to participating in the Konclave and benefit from the discussions and interaction with the industry experts. It is also an opportunity to test their HR acumen through their participation 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 an 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 Konclave to share their thoughts on the future of Indian HR sector with participants from industry as well as with students.

Speakers at Previous HR Konclave



Ms. Taiwo 'Dayo-Abatan
Group Head, Human Capital and
Corporate Services
Primera Africa Finance Group



Mr. Eugene Lam
Sr. Vice President, HR
ST Engineering
Singapore



Ms. Surani Amerasinghe
Head of Human Resources
- Lion Brewery (Ceylon) PLC



Dr. Khalid Al Hamadani
Acting Chief Human Resources Officer
BankDhofar
Oman



Mr. Michael Miliopoulos
Human Resources Director
ANTISEL
Greece



Mr. Vir Bharat
Head HR Business Partner
Yamaha Motor Solutions India



Mr. Rajorshi Ganguli
President and Global HR Head
Alkem Laboratories Ltd.



Ms. Divyanshika
Corporate HR Leader
Indigo Paints Ltd., Pune



Mr. Ayaskant Sarangi
Senior Vice President -
Leadership & Talent Management
Wipro Ltd.



Mr. Feroz Khan
Chief Executive Officer
DigiFlynt Tech Ltd.
UAE



Mr. Debasis Sahu
Advisor
Vasava Engineering



Mr. Ajay Sharma
Head of Maintenance and Technology
at a Regional Cement Excellence
Manufacturing Organization
Holcim, Asia

Our other Corporate Interaction Platforms

As KIIT has a wide spectrum of programs, each of the programs give us the opportunity to invite & interact with the industry mentors & thought leaders. These events give immense scope to both Industry & students to interact and share their views. These are excellent platforms for the students to understand the practicalities of the corporate world directly from the stalwarts and 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 member & 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 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.

About KSOM

(KIIT School of Management)



KIIT School of Management (KSOM), Bhubaneswar is one of the top B Schools of India with a ranking of 31 as per NIRF, MHRD, Government of India, 2021. KSOM is a part of KIIT Deemed to be University - one of the 10 private institutes in India to get 'Institution of Eminence' tag from UGC, MHRD, Government of India. It also got the best B School of Odisha by Times Business Awards in 2020.

The MBA program of KIIT School of Management (KSOM) is approved by All India Council of Technical Education (AICTE), Government of India. It is also accredited by the National Board of Accreditation (NBA) of AICTE. KSOM has been awarded Life Membership by Association of Management Development Institutions in South Asia (AMDISA). It is also in the process of attaining SAQS Accreditation.

80% faculty are from industry or with Ph.D. & over half the faculty are from institutions such as IIMs, IITs, TISS, MDI, XLRI and other premier institutes. Specializations are offered in Business Analytics, Marketing, Finance, HR and Operations. KSOM has also launched Super MBA – 2 years super specializations in niche areas like Business Analytics, Healthcare Management, Construction Management, and Supply Chain Management. 100+ recruiters visit the campus for hiring every year. It has a strong industry connect with more than 100 corporate interactions (conclaves, seminars, webinars, conferences, guest lectures) per year. The 35 acres fully WiFi enabled campus has students from more than 10 countries and has an amazing campus life with dedicated student clubs and societies, Knowledge Dialogue Series and sports events.

KSOM's MBA program is a mix of classroom learning along with role-plays, business simulation (first school to inculcate this as part of pedagogy), conclaves, guest lectures, corporate mentoring, live consultancy projects, seminars, a structured summer internship program, regular workshops, club activities, student research undertaken by students and jointly working with the industry through partnership and tie-ups.



About KIIT

(Kalinga Institute of Industrial Technology)



The Kalinga Institute of Industrial Technology (KIIT) Deemed-to-be-University is synonymous with academic excellence. It has redefined professional education in the country and set benchmarks in teaching pedagogies and research outputs.

The Education Ministry's NIRF 2022 has placed it as the 20th best university in the country, awarding high scores in parameters such as teaching, learning resources and graduation outcome. In the 'outreach and inclusivity parameter', the university got a score of 77.86.

It ranks in the cohort of 801-1000 globally in the prestigious Times Higher Education World University Rankings 2022. It was ranked 8th best University in the world in the prestigious Times Higher Education Impact Rankings 2022 for the impressive progress made in 'reducing inequalities'.

The remarkable growth of KIIT is rooted in the principles espoused time and again by KIIT Founder Dr. Achyuta Samanta. They are sustained focus on quality education and research with specific attention to universal access to education and equity.

The premier institute is spread over 25 sq. km. of academic township, and offers courses on almost all engineering disciplines, including medicine, management, rural management, law, architecture, biotechnology, fashion technology and other domains. In 2021, KIIT was ranked No. 1 among the top self-financing institutions in the country in the Atal Ranking of Institutions on Innovation Achievements (ARIIA), the second time in a row.

It became India's first QS 5 Stars Rated University by being awarded 5 Stars from all the categories of QS criteria. Times Higher Education, in its Asia University Rankings for 2022, has placed it as the 23rd best in India in the overall category.





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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