



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



**HR
KONCLAVE**

Knowledge Partner
kontempor

14th National HR KONCLAVE



5th August 2023



KSOM Auditorium



**Building a Sustainable Inclusive Future - the
Role of Business: Leveraging HR Technology
for Competitive Advantage**



INTRODUCTION:

The time to discuss sustainable, inclusive growth is always propitious. The tone for the next decade of growth can be set by the role played by business in building a sustainable inclusive future. The pandemic has highlighted the world's need and ability to build global partnerships and collaborations to overcome common challenges. One salient undisputed common challenge is moving beyond elementary economic growth towards prioritizing and focusing on sustainable and inclusive growth.

The critical enablers of sustainability and inclusivity are universal partnerships for fair trade, climate transitions, foreign direct investments and humanitarian relief, customer requirements, business acumen among other driving forces. The role of business is augmented by such enablers. The prime role of business today is to co-create innovations and establish appropriate policies towards greater sustainability and inclusivity.

For small businesses and large corporations alike, the human resources department is important for business success. Effective human resources in a business can help develop a company's strategy, the organization's employee engagement activities and the overall company culture. HR plays a key role in developing, reinforcing and changing the culture of an organisation.

The world of work has changed and shifted over time. The future of work is being talked about at large. It refers to informed perspectives that businesses need to know about how work has shifted and shall continue to do so, given technology and digitalization trends; plus how businesses and workforce are dealing with such shifts.

Technological transformation has been accelerated by the COVID-19 pandemic. Emerging technologies have the potential to bring considerable economic benefits and new opportunities. But they entail disruptive adjustments and require ambitious policies for the future world of work, jobs and skills, to ensure inclusivity and sustainability. Knowledge management, backed up by strategic leadership, can provide tactical instruments for achieving sustainable competitive advantage in such an environment. HR makes an important contribution to knowledge management simply because knowledge is shared between people.

Even India's G20 presidency is aimed at fostering digital transformation which will include digital economy, digital education, digital health, digital government and digital finance. India will work towards bridging the digital divide and ensuring that everyone has access to digital technology. B20, the official G20 dialogue forum with the global business community also centers round the overall vision of 'RAISE: Responsible, Accelerated, Innovative, Sustainable and Equitable Businesses'.



The HR Conclave 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 14th National HR Conclave will be held on the theme “Building a sustainable inclusive future - the role of business: - **Leveraging HR Technology for competitive advantage**”. The Conclave will have an inaugural address and two panel discussions in the forenoon. The first panel shall discuss on the topic “Demographic dynamics for increased sustainability”. The second panel shall discuss on the topic “Occupational Opportunities for a Sustainable Future”. It has been witnessed that trends in demography and sustainable development work in tandem. HR technology has moved ahead and helped gather behavior patterns of employees, thereby enabling leaders to put workforce in teams where they are most effective.



“Sustainable development is a fundamental break that’s going to reshuffle the entire deck. There are companies today that are going to dominate in the future simply because they understand that”

- Francois-Henri Pinault

This shall be followed by an innovative group coaching session termed ‘Synergistics’. It provides an excellent forum for industry stalwarts to engage in insightful and one-on-one discussions with a group of selected and interested students on a subtheme of the Konclave. Synergistics believes that such discussions will present varied perspectives and ideation on subthemes which are highlighted below:

01	Equity based solutions at the workplace
02	Partnering for global equity
03	HR practices in the context of Big Bang disruptions
04	HR - bridging gender gaps
05	Integrating sustainability practices in business
06	Role of HR in catalyzing sustainability alignment
07	Leadership practices to promote Inclusion
08	Adopting the digital workplace amidst inclusiveness
09	Embedding DEI culture in organizations
10	Data driven approach towards DEI

Program Details:

Time 🕒	Session 💡
09.00 AM – 09.30 AM	Registration of Delegates
09.30 AM – 10.05 AM	Inauguration
10.05 AM – 10.15 AM	Announcement of Winners of the Pre-conclave Competitions
10.15 AM – 10.30 AM	TEA BREAK
10.30 AM – 12.10 PM	1st Panel Discussion on the Topic “Demographic Dynamics for Increased Sustainability”
12.10 PM – 01.50 PM	2nd Panel Discussion on the Topic “Occupational Opportunities for a Sustainable Future”
01.50 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 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 the importance of building a sustainable inclusive future in the fast changing work environment; and how HR plays a vital role in business by leveraging technology and integrating knowledge management. This forum is also opportunity for them to interact with the young minds to get a fresh perspective on various global aspects of HR.

Academicians can utilize 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 Konclave



Ms. KANKANA BARUA
Group CHRO
Healthium Medtech Ltd



Mr. PRIYA RANJAN KUMAR
VP-HR
JSW Steel Ltd.



Ms. DEBYANI SINHA
Sr. Dir - HR
Atria



Mr. ASHISH BANKA
Head - Human Capital &
Tech HRBP, Cradlewise Inc.



Dr. DEEPAK SINGH
CHRO - India, Middle East
and North Africa, Protiviti



Mr. DEV JHA
Head - People & Culture
Vesuvius



Mr. AMIT K. SINHA
Talent Acquisition Leader
Accenture India



Mr. SURAJ CHETTRI
Head HR
Airbus



Ms. ZARNA TRIVEDI
Head - HR
Versa Networks



Mr. SANKALP MOHANTY
Partner - Human Capital
Deloitte India

OUR OTHER CORPORATE INTERACTION PLATFORMS

14th National
HR KONCLAVE
2023

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, which has been ranked 601 – 800 in THE World University Rankings 2023 and ranked 151-200 in THE Young University Rankings. KSOM 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 two Super MBA programs – 2 years super specializations in niche areas like Business Analytics 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 2023 has placed it as the 16th best university in the country, awarding high scores in parameters such as teaching, learning resources and graduation outcome.

It ranks in the cohort of 601-800 globally in the prestigious World University Rankings 2023. It is also India's first QS 5 Stars Rated University. It was awarded 5 Stars assessing from all the categories of QS criteria. KIIT became the first private varsity in Odisha and eastern India to enter into the prestigious QS BRICS University Rankings for 2018 being ranked 251-300 in the ranking list. KIIT University has achieved '251 – 300' rank in the report published on November 2022. Ranked 8th among reputed private institutions in India, KIIT is the youngest university in the country to figure in this prestigious ranking.

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 sqkm. 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.

KIIT Deemed to be University has been placed in the rank band of 201-250 in the overall category among Asian universities by Times Higher Education (THE) ranking of Asia's best universities for 2022. With this accolade, KIIT has emerged as the best in Eastern India, performing at par with the prestigious institutions in India like the IITs, NITs and other reputed universities.





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 35000 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 22 nobel laureates and over 100 Heads of States have visited KISS and applauded the development model.



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