



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

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**HR
KONCLAVE**



17th National **HR KONCLAVE**

Equalizing effect of Gen AI:
bridging the skills gap



8th August 2026



KSOM Auditorium

EQUALIZING EFFECT OF GEN AI: BRIDGING THE SKILLS GAP



The concept of Generative AI as a "Great Equalizer" is one of the most significant shifts in modern management. In traditional hierarchies, the "skills gap" between a junior and a senior employee is usually bridged by years of experience, institutional knowledge, and trial and error.

Generative AI acts as a workplace equalizer by bridging the skills gap, augmenting learners' performance to professional levels, and easing access to technical proficiency. It bridges the skills gap by making knowledge, expertise and education accessible to the general population; thereby enhancing productivity and enabling faster upskilling; further reducing differences between low and high skilled workers.

Research shows that Gen AI helps lower-skilled workers improve their performance more dramatically than top performers, effectively narrowing the ability gap between employees. The study was conducted by researchers from Stanford University and MIT and was published by National Bureau of Economic Research (NBER) in April 2023. Lower-skilled and newer workers saw a 34% to 35% increase in productivity (measured by issues resolved per hour). The highest-skilled, most experienced workers saw minimal to zero productivity gains. In some cases, AI even slightly distracted them.

Generative AI is not just a tool—it is a catalyst for inclusive growth. It has the potential to reduce barriers to learning and upskilling, enable customized, personalized and continuous learning journeys, empower employees across levels with intelligent assistance and bridge the divide between demand and availability of skills.

The topic entails key components - the Skill Leveling Component, Structural Component, Intersectional & Inclusion Component, and "Judgment & Ethics" Component. The skill leveling component of Gen AI provides a high-quality baseline for tasks that previously required years of specialized training. Employees who were previously bogged down by administrative complexities can now focus on high-value creative output. Hierarchy is reduced by the structural component of Gen AI, where organizations can move toward "Agile" structures where project roles are based on current output rather than historical seniority. The intersectional & inclusion component allows AI to use the unique ability to act as a "linguistic and cultural bridge," which is vital for a diverse workforce. AI can help neuro-divergent employees organize thoughts and manage time. The "Judgment & Ethics" component of Generative AI (Gen AI) focuses on ensuring that AI systems—and the people using them—make responsible, fair, and context-appropriate decisions, not just technically correct ones.

This conclave will examine how HR can leverage Gen AI responsibly to build a future-ready, equitable workforce.

About the CONCLAVE

The 17th National HR Conclave is an annual forum that brings together thought leaders, industry experts, academicians, HR pioneers, workplace innovators and practitioners to explore the transformative role of Generative AI in reshaping the future of work. The Conclave has been organized on the theme **“Equalizing effect of Gen AI: bridging the skills gap”**. As organizations navigate rapid technological disruption, the conclave focuses on how Gen AI can act as an equalizer—democratizing access to knowledge, accelerating learning, and bridging critical skill gaps across industries.

The Conclave will commence with an inaugural session on the main theme, followed by a panel discussion on the topic **“AI for All or AI for Few? The Reality of Skill Equalization”** which shall explore whether Generative AI is truly democratizing access to skills—or quietly widening the gap between those who can leverage it and those who cannot. There is a growing concern that AI may benefit already-skilled, tech-savvy individuals more, leaving others further behind. This panel will show a roadmap to move from AI advantage for a few to AI empowerment for all.

Innovative group coaching session termed ‘Synergistics’ shall follow thereafter. These sessions provide an excellent forum for industry stalwarts to engage in insightful and one-on-one discussions with a group of selected students on any subtheme of the main theme of the Conclave. Synergistics believes that such discussions will present varied perspectives and ideation on subthemes which are highlighted below:

1. Redefining HR Roles in an AI-Augmented Workplace
2. Building Employee Trust in AI-driven Decisions
3. AI in HR: From Hiring to High Performance
4. Ethics & Judgment in the Age of Gen AI
5. AI-enabled Performance Management Systems
6. AI-enabled Career Mobility and Role Transitions
7. Employee Voice in AI Implementation
8. Redressal Mechanisms for AI-based Decisions
9. AI for Inclusive Workplaces
10. AI for Reducing Workload and Stress
11. Balancing Human Connection in an AI-driven Workplace
12. AI and Mental Well-being at Work
13. Metrics for AI Adoption Success
14. HR as a Strategic Enabler of AI Adoption
15. Role of Human Judgment in AI-driven Decisions
16. Managing Resistance to AI Adoption



Discussion indicators of Synergistics Sessions:

1. Redefining HR Roles in an AI-Augmented Workplace

In an AI-augmented workplace, the role of HR has already shifted from administrative and transactional functions to strategic, data-driven and human-centric responsibilities. AI automates routine operational and administrative HR tasks like payroll, attendance, and resume screening, enabling HR professionals to focus on strategic decision-making, workforce planning, and organizational development. HR now uses AI-powered analytics for predictive insights—such as employee turnover, performance trends, and hiring success—leading to more informed and objective decisions. HR plays a critical role in identifying skill gaps and implementing continuous learning programs to prepare employees for AI-integrated roles. AI tools (chatbots, virtual assistants) improve employee engagement through personalized support, except in areas where HR ensures the human touch like conflict resolution and emotional well-being. HR must ensure ethical AI use—addressing bias in hiring algorithms, maintaining data privacy, and promoting fairness and transparency. HR has been leading digital transformation by managing resistance, fostering an innovation-driven culture, and aligning employees with technological changes. HR in an AI-driven environment evolves into a “human + technology integrator,” balancing automation with empathy, strategy, and ethical responsibility.

2. Building employee trust in AI-driven decisions

Employee trust in AI-driven decisions is critical for successful adoption and organizational effectiveness. HR plays a central role in fostering this trust through transparency, fairness, and inclusion. Organizations should clearly communicate beforehand, where and how AI is used (e.g., hiring, performance appraisal). Explaining decision logic in simple terms reduces fear and uncertainty. Regular audits of AI systems are essential to detect and eliminate biases. HR must ensure that AI decisions are equitable and non-discriminatory. AI should support—not replace—human judgment. Final decisions, especially critical ones, should involve human review to maintain accountability. Protecting employee data and complying with data protection norms builds confidence in AI systems. Involving employees in AI implementation and encouraging feedback increases acceptance and trust. Educating employees about AI capabilities, limitations, and benefits helps reduce resistance and builds informed trust. Trust in AI is built when organizations combine technological efficiency with ethical practices, transparency, and a strong human touch.

3. AI in HR: From Hiring to High Performance

AI is transforming HR across the entire employee lifecycle—from talent acquisition to performance optimization—making processes faster, smarter, and more personalized. AI tools streamline recruitment by screening resumes, matching candidates to job roles, and conducting initial interviews via chatbots, reducing time and bias if effectively done. AI-driven platforms personalize on-boarding and learning experiences by recommending training modules based on individual skills, roles, and career paths. AI enables continuous performance tracking through real-time data, helping managers provide timely feedback and set data-driven goals. AI analyzes employee sentiment to identify disengagement risks and suggest proactive interventions. Predictive analytics help HR forecast talent needs, optimize workforce allocation, and improve overall productivity. AI supports high performance by aligning individual goals with organizational objectives, identifying top talent, and enabling evidence-based decision-making. AI in HR enhances efficiency and effectiveness across all stages, but achieving high performance requires combining AI insights with human judgment, empathy, and ethical practices.

4. Ethics & Judgment in the Age of Gen AI

In the age of Generative AI (Gen AI), ethical considerations and human judgment are critical to ensure responsible and fair use of technology in organizations. Gen AI can generate content, make recommendations, and influence decisions, but it may also produce biased, inaccurate, or misleading outputs. Ethical guidelines are essential to prevent misuse. AI systems may inherit biases from training data, leading to unfair outcomes in hiring, promotion, or evaluation. HR must ensure fairness through regular audits and inclusive data practices. Organizations must define accountability for AI-driven decisions. Human oversight is necessary to validate AI outputs and take responsibility for final outcomes. Employees should understand how AI systems influence decisions. Clear communication and explainable AI models help build trust and reduce ambiguity. Gen AI relies on large datasets, raising concerns about personal data usage. Ensuring privacy, informed consent, and compliance with data protection laws is crucial. While AI enhances efficiency, it cannot replace human intuition, empathy, and ethical reasoning. Critical decisions must involve human judgment to balance logic with values. Ethics and judgment act as safeguards in the Gen AI era, ensuring that technological advancements are aligned with human values, fairness, and organizational integrity.

5. AI-enabled performance management systems

AI-enabled performance management systems are transforming how organizations evaluate, develop, and enhance employee performance through continuous, data-driven insights. AI replaces periodic appraisals with real-time monitoring of performance metrics, enabling timely feedback and course correction. AI analyzes multiple data sources (KPIs, project outcomes, peer feedback) to provide more objective and accurate performance assessments, reducing human bias. AI systems suggest individualized learning paths, skill development programs, and career progression plans based on performance data. AI can forecast future performance trends, identify high-potential employees, and flag risks such as disengagement or burnout. AI helps align individual goals with organizational objectives, ensuring employees contribute effectively to business outcomes. Managers receive actionable insights and recommendations, improving decision-making and coaching effectiveness. Ensuring transparency, fairness, and data privacy is essential to maintain employee trust in AI-driven evaluations. AI-enabled performance management systems make evaluations more continuous, objective, and developmental, but their success depends on combining analytics with human judgment and ethical governance.

6. AI-enabled career mobility and role transitions

AI is reshaping career mobility by enabling dynamic, skill-based movement of employees across roles, functions, and career paths within organizations. AI analyzes employee skills, experiences, and competencies to identify current capabilities and gaps required for future roles. AI-powered platforms match employees with internal job opportunities, projects, or gigs based on their skills and career aspirations, promoting internal mobility. AI recommends customized career trajectories and learning pathways aligned with individual goals and organizational needs. AI helps in reskilling and upskilling as it suggests targeted training programs to prepare employees for role transitions, ensuring continuous employability in a changing job landscape. AI forecasts career insights, future role demands and guides employees toward high-growth opportunities, helping proactive career planning. Thereby, AI supports smoother role transitions by identifying readiness levels, suggesting mentors, and tracking progress during role changes. To build trust, organizations must ensure AI-driven career recommendations are unbiased, transparent, and inclusive. AI-enabled career mobility fosters a flexible, skill-driven workforce, empowering employees to grow while helping organizations retain and optimally utilize talent.

7. Employee Voice in AI Implementation

Employee voice is essential for the successful and ethical implementation of AI in organizations, as it promotes trust, acceptance, and better decision-making. Involving employees in AI adoption—through consultations, surveys, and pilot programs—ensures their concerns and ideas are considered. When employees feel heard, they are more likely to trust AI systems and support their integration into workplace processes. Employees provide ground-level insights into workflow issues, helping organizations design AI systems that are practical and user-friendly. Employee feedback can highlight potential biases, privacy concerns, and / or unintended consequences of AI use. Establishing channels (e.g., suggestion systems, town halls) allows ongoing evaluation and improvement of AI tools. Encouraging employee voice fosters a culture of participation, ownership, and innovation. Incorporating employee voice ensures AI implementation is not just technologically effective but also human-centered, ethical, and widely accepted.

8. Redressal mechanisms for AI-based decisions

As AI increasingly influences workplace decisions, organizations must establish robust redressal mechanisms to address employee concerns, errors, or unfair outcomes. Employees should have accessible and well-defined channels (e.g., HR portals, ombudsman, helplines) to raise concerns about AI-driven decisions. Employees must be provided with understandable explanations of how AI contributes to a decision, ensuring transparency and clarity. A “human-in-the-loop” system should allow employees to appeal AI decisions, with HR or managers reviewing and overriding outcomes when necessary. Organizations should ensure prompt investigation and resolution of complaints to maintain trust and prevent escalation. Regular audits of AI systems help identify recurring issues. Accountability should be clearly assigned for errors or biases in AI decisions. Employees should be allowed to correct inaccurate data used by AI systems, and feedback should be used to improve algorithms. Redressal mechanisms must align with labor laws, data protection regulations, and ethical standards. Effective redressal mechanisms ensure fairness, accountability, and trust in AI-driven decisions, reinforcing a balanced approach between technology and human oversight.

9. AI for inclusive workplaces

AI can be a powerful enabler of diversity, equity and inclusion (DEI) when designed and implemented responsibly. AI tools can standardize resume screening and candidate evaluation, helping reduce unconscious human bias, if algorithms are properly trained and audited. AI can detect biased or gendered language in job postings and suggest more inclusive alternatives to attract diverse talent. AI-powered tools like speech-to-text, text-to-speech, translation support employees with disabilities and diverse linguistic backgrounds. AI analytics help identify diversity gaps in hiring, promotions, pay equity, and retention, enabling targeted interventions. AI can provide customized learning, mentoring, and career development opportunities for underrepresented groups. AI can analyze feedback and engagement data to detect inclusion issues, discrimination, or cultural concerns early. To truly promote inclusion, organizations must ensure AI systems are transparent, regularly audited for bias, and aligned with fairness principles. AI can strengthen inclusive workplaces by improving access, fairness, and representation, but its impact depends on ethical design, continuous monitoring, and human oversight.

10. AI for reducing workload and stress

AI can significantly reduce employee workload and stress by automating routine tasks, improving efficiency, and supporting better work management. AI handles time-consuming activities such as data

entry, scheduling, payroll processing, and report generation, freeing employees for higher-value work. AI tools help prioritize tasks, set deadlines, and manage workflows, reducing confusion and cognitive overload. AI provides real-time insights and recommendations, enabling quicker and more informed decisions, which lowers pressure on employees. AI-powered assistants can handle queries, reminders, and routine communication, reducing interruptions and workload. AI systems can recommend breaks, workload balancing, and learning resources, helping employees manage stress effectively. AI enhances collaboration tools, making remote work smoother and reducing stress related to coordination and communication. While AI reduces workload, excessive monitoring or unrealistic performance expectations can increase stress, so balance is essential. AI can improve productivity and well-being by reducing manual effort and enhancing efficiency, but organizations must ensure its use promotes healthy work practices and does not create new forms of pressure.

11. Balancing human connection in an AI-driven workplace

As AI becomes integral to work processes, maintaining human connection is essential to preserve trust, collaboration, and employee well-being. While AI automates tasks, organizations should ensure regular face-to-face or virtual interactions to maintain relationships and teamwork. Leaders must emphasize empathy, active listening, and emotional intelligence—areas where human connection cannot be replaced by AI. AI should be an enabler. AI should support employees by handling routine work, allowing more time for meaningful conversations, mentoring, and collaboration. Organizations should promote team-building activities, open forums, and informal interactions to strengthen social bonds. In remote or hybrid setups, intentional communication (check-ins, virtual meets) is necessary to prevent isolation. Clear communication about AI usage reduces fear and helps maintain trust between employees and management. HR should prioritize mental health initiatives and ensure employees feel valued beyond their productivity metrics. Balancing AI efficiency with human connection requires a conscious effort to keep workplaces empathetic, inclusive, and relationship-driven while leveraging technology for productivity.

12. AI and mental well-being at work

AI can both support and challenge employee mental well-being, making it important for organizations to use it thoughtfully and ethically. AI can analyze patterns in workload, absenteeism, and engagement surveys to identify early signs of stress or burnout, enabling proactive intervention. AI-driven platforms can recommend tailored wellness programs, mindfulness resources, and work-life balance strategies based on individual needs. Automation of repetitive tasks and smarter workflow management reduces workload and pressure arising out of extra workload, helping employees focus on meaningful work and lowering stress. Chatbots and virtual assistants can provide immediate support, guidance, or resources for mental health concerns. AI supports flexible and remote work arrangements, improving work-life balance and overall well-being. Excessive AI-based tracking of performance or behavior may increase anxiety and reduce trust among employees. Handling sensitive well-being data requires strict privacy safeguards and transparency to maintain employee confidence. AI can enhance mental well-being by offering proactive, personalized support and reducing stressors, but its success depends on ethical use, privacy protection, and maintaining a human-centered approach.

13. Metrics for AI adoption success

Measuring the success of AI adoption requires a balanced set of operational, financial, and human-centric metrics. Metrics include reduction in time taken for tasks (e.g., hiring cycle time, processing time) and increase in employee productivity; decrease in operational costs and calculation of return on investment (ROI) from AI implementation; improvement in accuracy, consistency, and effectiveness of decisions (e.g., better hiring matches, reduced errors); percentage of employees actively using AI tools and their frequency of use; Feedback scores, engagement levels, and satisfaction with AI-enabled processes; tracking fairness indicators such as diversity in hiring and decline in human or system errors; increase in upskilling/reskilling participation and improvement in employee competencies. Certain metrics impact business like contribution to overall organizational performance—revenue growth, innovation, and customer satisfaction. Successful AI adoption is measured not just by efficiency and cost savings, but also by its impact on people, fairness, and long-term organizational performance.

14. HR as a strategic enabler of AI adoption

HR plays a pivotal role in enabling successful AI adoption by aligning people, processes, and culture with technological transformation. Workforce Planning is strategically steered by HR. HR identifies future skill requirements and ensures the organization has the right talent to support AI initiatives. HR designs continuous learning programs to equip employees with digital and AI-related competencies. HR drives

smooth AI adoption by managing resistance, communicating benefits, and fostering a culture of innovation. HR promotes agility, data-driven thinking, and openness to technology across the organization. Ethical AI Governance is the responsibility of HR. HR ensures ethical AI use by establishing policies on fairness, transparency, and data privacy. HR integrates AI tools to improve engagement, productivity, and personalized employee support. HR acts as a bridge between business leaders and technical teams to align AI initiatives with organizational goals. HR evolves into a strategic partner that not only supports but actively drives AI adoption by focusing on people, culture, and ethical implementation.

15. Role of human judgment in AI-driven decisions

Human judgment remains essential in AI-driven decisions to ensure fairness, context sensitivity, and ethical integrity. For contextual understanding, AI relies on data patterns, but humans interpret context, nuances, and unique situations that algorithms may overlook. Ethical Decision-Making is ensured by humans. Humans apply values, empathy, and moral reasoning, especially in sensitive decisions like hiring, promotion, or termination. AI works best with structured data, but human judgment is crucial in handling ambiguous or unprecedented cases. Final accountability must rest with humans, ensuring decisions can be justified and explained. Humans play a key role in identifying and correcting biases that may exist in AI systems. While AI provides data-driven insights, human intuition and experience help in making balanced decisions. AI enhances decision-making efficiency, but human judgment ensures decisions remain ethical, fair, and contextually appropriate.

16. Managing resistance to AI adoption

Resistance to AI adoption is natural due to fear of job loss, uncertainty, and lack of understanding. HR plays a key role in addressing and managing this resistance effectively. The purpose, benefits, and impact of AI adoption has to be clearly communicated to reduce fear and misinformation among employees. Employees have to be involved in the implementation process through feedback, pilots and discussions, to build ownership and acceptance. Learning opportunities have to be provided to help employees adapt to new technologies and build confidence in using AI tools. Employees have to be reassured by focusing on job redesign, role evolution, and career growth rather than job displacement. For this, leadership support is a mandate so that employees develop a positive attitude toward AI adoption. Structured approaches (e.g., phased implementation, change champions) have to be used to ease the transition. Leadership has to ensure ethical use of AI, data privacy, and fairness to maintain employee trust. Managing resistance requires a human-centered approach that combines communication, capability building, and trust to successfully integrate AI into the workplace.

Tentative PROGRAM DETAILS

| Time 🕒 | Session 💡 |
|---------------------|--|
| 09.00 AM – 09.20 AM | Joining of Students, Faculty & Guests |
| 09.20 AM – 09.55 AM | Welcoming & Context Setting |
| 09.55 AM – 10.05 AM | Announcement of Winners of the Pre-conclave Competitions |
| 10.05AM – 11.00 AM | Keynote Session |
| 11.00 AM – 11.10 AM | TEA BREAK |
| 11.10 AM – 11.20 PM | Felicitatation of Guests |
| 11.20 AM – 12.45 PM | Panel Discussion on the Topic “AI for All or AI for Few? The Reality of Skill Equalization” |
| 12.45 PM – 01.00 PM | Vote of Thanks |
| 01.00 PM – 02.00 PM | LUNCH |
| 02.00 PM – 03.30 PM | Synergistics - Workshop Sessions |
| 03.30 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 highlight the ongoing maturation of hybrid work strategies, moving beyond basic implementation towards more nuanced, human-centered, technologically advanced, and strategically agile approaches.

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 Konclaves



Mr. Pankaj Kumar
CEO,
JSW Copper & Metals Ltd.



Sri Sarthak Behuria
Chairman & Chairperson
of the Board of Directors,
Reliance BP Mobility Ltd.



Mr. Prem Singh
President Global Human
Resources, **Wockhardt Ltd.**



Mr. Rajeev Dubey
National President, **National
HRD Network (NHRDN)** and
Group HR & Executive Board



Mr. Vipul Sabharwal
MD, **Luminous Power
Technologies Ltd.**



**Dr. Sumit
Chowdhary**
President,
Reliance Jio



Mr. Ambarish Dasgupta
Partner and Head of
Management Consulting,
KPMG



Mr. Prem Singh
President Global HR,
Wockhardt Ltd.



**Mr. Parthasarathi
Mishra**
CHRM,
Tata Steel



Mr. Nishith Mohanty
Global HR Head & CHRO,
Manipal Group



Mr. Vinay Deshpande
Chief People Officer,
Financial Services sector,
Mahindra & Mahindra Group



Mr. K. A. Narayan
President HR,
Raymond



Mr. Ajay Kaul
Ex-President & CEO,
Jubilant Foodworks



Mr. Anil Bhasin
President,
Havells India Ltd.



Mr. Subir Verma
Executive Director & CHRO,
Power Business,
RPSG Group



Mr. Joydeep Roy
Managing Director - HR &
Talent Supply Chain Leader,
PwC India



Ms. Kavita Kurup
Global Head for Human
Resources & Corporate
Communication, **UST**



Mr. Gaurav Saini
CHRO,
**HMD Global Nokia
APAC & MEA**



Dr. Tanaya Mishra
Head HR,
Endo International Plc

KSOM: INDUSTRY ENGAGEMENT

KSOM has a strong industry connect with more than 100 corporate interactions (conclaves, seminars, webinars, conferences, guest lectures) per year. KSOM has partnerships with several industry leaders like Ericsson, ITC Infotech, High Radius, Schneider Electric, Tech Mahindra L&T Financial, Microsoft & Oracle to jointly deliver content, foster innovation, enhance student learning and develop new capabilities.



Interactive Sessions Student Participation

KONCLAVES are interactive sessions, with student involvement on themes based on current industry trends. Brainstorming on the relevance and applications of the themes is the hallmark of every conclave.

KSOM conducts 4 National conclaves annually -
HR, Finance, Marketing & Business Analytics.

Learning Outcomes

- Students are better equipped for corporates.
- Increased awareness about recent development

Participants' Profiles

- CEOs & CxOs of MNCs, Indian blue-chip companies, high profile startups
- Management students



Mentor Mentee Relationship Creating Opportunities

KONFIDANT – Relationship building opportunities provided to students as mentees. Konfidants are industry mentors who coach students on various competencies like communication, managerial abilities and team work. They also help bridge the theory-practice gap.

Learning Outcomes

- Personal grooming
- Confidence building
- Working with leaders

Participants' Profiles

- Functional heads of MNCs, Indian blue-chip companies, high profile startups
- Management students

Talks by Top Leaders and Functional Experts



KOEDUCATE program includes talks by top leaders and functional experts under two sub-programs : Leadership Series and Knowledge Series.

Learning Outcomes

- Students get an exposure to Government policy making and cross industry issues

Participants' Profiles

- Senior Government policy makers
- Top corporate leaders
- Functional heads with niche expertise
- Management students



MDP AT KSOM MANAGEMENT DEVELOPMENT PROGRAMS

KSOM's Management Development Programs (MDPs) represent a transformative learning experience, meticulously crafted to elevate the competencies of working professionals in an increasingly complex and competitive business environment. These programs are structured to impart cutting-edge managerial skills, cultivate leadership brilliance, and instill strategic foresight, empowering participants to navigate challenges with confidence, drive organizational excellence, and achieve sustainable growth.

The KSOM Advantage

Program Objective

- Global Best Practices & Emerging Trends
- Decision-Making Mastery
- Functional Expertise Enhancement
- Peer Learning & Collaborative Growth
- Experiential & Applied Learning
- Contemporary Managerial Rejuvenation
- Sustainable & Inclusive Growth Strategies

MDP Delivery Framework

- Distinguished Faculty with Industry-Integrated Expertise
- Futuristic Curriculum Aligned with Organizational Needs
- Leadership Acceleration for Middle Management
- Tailored Corporate Learning Solutions
- Industry Immersion & Peer Networking Platforms
- Adaptable Learning Modalities for Minimal Disruption
- State of the Art Infrastructure

Major MDPs conducted at KSOM



GET IN TOUCH

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About Us

Having started the journey in 2018 as a knowledge management initiative, Kontempore today has transformed into a digital company which deals with knowledge and business solutions. We at Kontempore, help you develop innovative, technology-based solutions to fulfill your Human Resource needs through rigorous research and analytics.

We provide transformative business solutions which will help the new age business cope with present and future challenges in the areas of talent and human resource management. These solutions are enabled by contemporary and relevant research in partnership with top educational institutes, subject matter experts and leading lights of the HR fraternity.

kontempore



What makes us Unique

We build our strength from 3 pillars



Team of consultants who bring significant experience and expertise in their respective field



Our academic collaboration with KIIT University helps us to build research and consulting capability which helps us to connect with our client in a more deeper engagement



Our digital solutions help clients to reimagine the business

Our Services

Leadership Practice

Executive Search

Talent Mapping

Leadership Assessment

Digital Transformation

Digital Strategy

Analytics

Change Management

Strategy Advisory

Sales

Marketing

Innovation Strategy

About KSOM

(KIIT School of Management)



KIIT School of Management (KSOM), Bhubaneswar is one of the top B Schools of India. It got the best B School of Odisha by Times Business Awards in 2023. KSOM has been ranked as the 17th Best B School in India, TIMES B School Ranking, 2024. It has also been ranked as the 11th Best Private B School in India, Outlook ICARE Rankings, 2024-25.

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.

170+ 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)



KIIT Deemed to be University is ranked 169th in Asia in the Times Higher Education (THE) Asia University Rankings 2026 reaffirming KIIT's steady ascent in global academic excellence. With this ranking, KIIT stands as the 6th best university in India among both government and private institutions and 1st in Eastern India. KIIT is graded A++ in NAAC as well. It is also ranked 17th by National Institution of Ranking Framework (NIRF 2025) among the Government and Private Universities in India.

KIIT is ranked in the top 501 cohort of universities globally in the Times Higher Education World University Rankings 2026. KIIT has consistently featured in prestigious global rankings including THE World University Rankings, QS Rankings, and has earned all major international accreditations such as IET, ABET, and more—strengthening its global position as a centre of excellence in higher education. KIIT Deemed to be University has been placed in the rank of 294 in QS World University Rankings: Asia 2026. The University's significant growth in QS ranking shows its excellence in teaching, research, and international partnerships.

KIIT has established academic partnership and collaboration with more than 140 world class universities from across the world. The partnerships provide for students, faculty & research scholar exchange programme, internship for UG/PG course, research and development participation, short-term courses for faculty & students, short-term occupational training, exchange of publications & information and seminars and conferences.

The premier institute is spread over 36 sq km. of academic township, and offers courses on almost all engineering disciplines, including medicine, management, law, liberal studies, hospitality & tourism, architecture, biotechnology, fashion technology, dental, aerospace, design, applied science, economics, commerce and other domains

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.





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 40000 students in subjects ranging from Engineering to Biotechnology, from Law to Social Science, from Management to Film-making and the KISS University with over 40000 tribals - 30k on campus and 10k in satellite centres in distinct tribal hinterlands of the country. Over 22 Nobel Laureates and over 200 Heads of States have visited KISS and applauded the development model.



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