



# भारतीय प्रबंध संस्थान रायपुर Indian Institute of Management Raipur

## IIM Raipur kickstarts its 7th HR Summit – Day 1

Indian Institute of Management Raipur commenced its 7th HR Summit on 26th August 2023 with the theme "Optimising Human Resource Potential in Hybrid Techade." The summit strives to provide a one-of-a-kind platform for HR experts and students to exchange key ideas, which would help the future generation of HR professionals manage challenges adeptly. It witnessed the presence of Hon'ble Chief Guest Shri Chandrajit Pati, Chief Human Resources Officer, Coach, and Organisation Transformation Specialist, Marshall Goldsmith Stakeholder Centered Coaching, Prof. Ram Kumar Kakani, Director, IIM Raipur, Prof. Satyasiba Das, Dean (External Relations-In charge), IIM Raipur and Prof. Rashmi Shukla, Chairperson, Corporate Relations, IIM Raipur.

### Inauguration



The inaugural session started with Prof. Rashmi Shukla's address, where she extended her gratitude to the Director of IIM Raipur for playing an instrumental role in ensuring the summit's success. Upon addressing the theme, she highlighted technology integration in the post-COVID work

environment. Furthermore, she mentioned the existence of the fundamental gap in this integration despite the increasing adoption of hybrid models.

The welcome note for the summit was delivered by Prof. Ram Kumar Kakani. He expressed that people are strongly driven by their prejudices, and being an inquisitive person is always beneficial to avoid any biases- especially in domains where technology is rapidly evolving, and the idea of optimizing HR in tandem with AI is the key concern.



Following this was the keynote address by the Hon'ble Chief Guest Shri Chandrajit Pati. He highlighted the rapid evolution of technology driven by real-time feedback and stressed the importance of staying updated with the trends in a dynamic environment. Later, Prof. Satyasiba Das engaged the audience in discussions of capitalism's impact on developing creative solutions for problems. He encouraged students to recognize the limitless nature of human potential, as the extent of our capabilities is largely undiscovered.

## Panel Discussion 1



The event began with its first panel discussion with Prof. Damini Saini, Asst. Professor - HRM & OB, IIM Raipur, the moderator for the discussion on the theme "Data-Driven HR: Using People Analytics to Optimise HR Processes and Talent Management." Shri Joseph Philip, Senior Managing Consultant, IBM, emphasized that technology is susceptible to errors, thus leading to inaccuracies; therefore, one must use judgment while deploying data analytics tools. Shri Kiran Prasad Ivaturi, Chief Human Resources Officer, Sesa Care, further said that technology is omnipresent irrespective of the sector and stressed the prevailing practice within the industry to employ individuals with an eye for analysis. Shri Manoj Kharkwal, General Manager, Head HR - Operations & HR Transformation, Cars24, insisted that knowing how to use data efficiently differentiates good leaders from others, as it helps them provide better solutions. Shri Paramveer Singh Narang, India Head of Talent Acquisition, Capital One, provided several illustrations depicting AI's evolution. He appreciated the ability of AI to help eliminate biases to maintain an equitable platform for all.

## Panel Discussion 2



The second panel witnessed the discussion on "Leveraging Technology and AI in HR Practices: Enhancing Efficiency and Decision-making." It was moderated by Prof. Parthasarathi Banerjee, Professor, Strategic Management, IIM Raipur. Shri Binny Dawson, Head - Talent Management and L&D, Export Trading Group, stated the key role of AI in harnessing human potential, as it eliminates monotony in tasks. Shri Kiran Prasad Ivaturi, Chief Human Resources Officer, Sesa Care, suggested that technology has the potential to offer a variety of solutions to a single problem. Shri Praveen Rai, Regional Head - HR, Jio, mentioned that AI offers data empowerment as it streamlines business processes by analyzing data for improved decision-making. Ms. Srividya Ramnath, Head - Executive Compensation & People Analytics, Wipro, brought attention to the substantial influence of AI in talent identification, guiding decisions, and shaping talent management and career development. She underlined the significance of using AI responsibly.



### Panel Discussion 3



The third panel centered around the theme of "The Future of Learning and Development: Blending Tech and Human Touch" and was moderated by Prof. Mohit Goswami, Associate Professor – Operations & Qty Tech., IIM Raipur. Ms. Ekta Chhoda, Head Talent Acquisition India / HR Partner Product Supply and RnD (Interim Assignment), Bayer, stated that AI will enable organizations to meet their business goals. She called AI an important tenet for organizational success. Shri Gaurish Wagh, Global Talent Management & Change Expert, Credit Suisse, talked about the shelf life of skills and stated that upskilling, unlearning, and relearning are extremely important in this era. Shri Manpreet Singh, Director - The People Office, FIS, said technology and learning solutions go hand in hand. The companies should give employees an enriching learning experience and allow them to learn at their own pace. Ms. Monika Diwan, HRBP Leader, GfK, said that organizations today have superior Learning & Development strategies that align with their business goals.

The first day of the 7th HR Summit concluded with a vote of thanks delivered by Mr. Suryanarayan Shankaran, Placement Consultant, IIM Raipur, who thanked the students, the panelists, and everyone involved for their support. He highlighted some of the key learnings from Day 1 of the summit and provided a glimpse of things yet to come on Day 2 of the 7th HR Summit.

## IIM Raipur concludes its 7th HR Summit – Day 2

The second day of the 7th HR Summit at IIM Raipur continued with the same grandeur as the first. Mr. Girish Pahadiya, Corporate Relations Officer, IIM Raipur, extended a warm reception to the esteemed corporate leaders on a pleasant Sunday morning. The day featured three additional panel discussions following the theme "Optimising Human Resource Potential in Hybrid Techade."

Panel 4:



The fourth-panel discussion of the 7th HR Summit was moderated by Prof. Ritu Gupta, Assistant Professor - HRM & OB, IIM Raipur. The discourse surrounding "Creating a Seamless Candidate Experience: The Role of the Talent Department" elicited many viewpoints that the panelists extensively addressed. Shri Ashish Chandolia, Senior Director HR, Droom, speaking about the advent of technology, highlighted that a qualified candidate got overlooked because of AI. He reiterated that is where the human touch makes all the difference. Shri Kunal Choudhury, Associate Director HR, Alvarez & Marsal, elaborated on providing a rich candidate experience while hiring in the consulting domain. He shed light on the significance of having multiple touchpoints during the process while maintaining a human touch. Shri Raveendra K, Founder, Director - People Search, Konnectrack Infosolutions Private Limited, underscored the importance of hiring the right candidate for a specific role. He stated that, due to poor leadership and management techniques, a

bad manager in charge of a large workforce may cause a significant increase in attrition rates. Shri Yogesh Basole, Head HR-Sales&Marketing -Consumer Business,Crompton Greaves Consumer Electricals Limited, emphasized that learning agility, not formal education, should be utilized to gauge job suitability. He stressed the value of a naturally inquisitive mind, which comes about via learning agility.

Panel 5 :



The fifth-panel revolved around the theme, "Creating a Resilient Workforce: Strategies for Change Management." Prof. Kamal K Jain, Professor - HRM & OB, IIM Raipur, initiated the discussion as the moderator. Shri Hemant Kumar Ravi, Head - Human Resources, Kantar Analytics, encouraged the students to derive learnings from their failure while focusing on their purpose in life, which is paramount. Shri Rakesh Prasad, AVP- HR (IFS) / Lead Diversity Equity & Inclusion, IndiGo (InterGlobe Aviation Limited), brought attention to the people-first policies under which an organization harmonizes its regulation procedures and cultural fabric with the values and preferences of its staff, ultimately echoing the essence of the company. Shri Vishal Sharma, Global Head of HR - Manufacturing Operations, Supply Chain & Quality, Glenmark Pharmaceuticals, asserted that when individuals are confident in expressing themselves in a company, it demonstrates the organization's resilience. He highlighted the necessity for creating an environment where people feel empowered to speak up. Shri Yogesh Luthra, Senior Manager Talent Acquisition (Global Sales & Leadership Hiring), IGT Solutions, explained that employees grow as the organization grows, and while a culture of optimism and hope is required, the most significant role is provided by values.

Panel 6 :



The theme for the sixth-panel was "Hybrid Techade and Employee Performance Management: Measuring Productivity and Impact", moderated by Prof. Sanjeev Prashar, Professor - Marketing, HRM & OB, IIM Raipur. Shri Amit Shah, General Manager HR, Schneider Electric, discussed the need for transparency and effective communication in performance management and the ongoing managerial commitment required for its execution. Ms. Indu Kapoor, Vice President - Head of Business HR, ITC Infotech, emphasized the necessity of businesses creating strong social links and the constant work required to cultivate a successful company culture. While appreciating progress, she reiterated the long road ahead. Major Manohar Diyali (Retd.), Head of Human Resources, Infinity Learn, added value to the discussion by expanding on the need to instill a feeling of belongingness in employees, which leads to a stronger commitment to accomplish a shared objective. Shri Punkaj Shankar, Senior Vice President HR, Intellect Design Arena Limited, addressed the transition from traditional performance management systems, highlighting the importance of shifting from feedback mechanisms to proactive feed-forward systems.

The event reached its culmination on August 27, 2023, with the distinguished participation of prominent business executives whom IIM Raipur had the privilege of hosting. Prof. Rashmi Shukla, Chairperson, Placements, IIM Raipur, expressed her heartfelt gratitude to Prof. Ram Kumar Kakani, Director, IIM Raipur, for his constant support in bringing the event to fruition. She also expressed sincere appreciation to the dignitaries, faculty members, students, and everyone who contributed to the summit's success.