

ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY

GREATER NOIDA

HR Conclave 2021

Rewiring Of Workplace During Transition Time

The Coronavirus pandemic has introduced drastic changes in the way we work, where we work and how we work. The Human Resource leaders have been chalking various strategies for their employees in the past and are preparing themselves for the post pandemic era. Keeping an eye on these changes HR Conclave was organized at AIMT (Army Institute of Management and Technologies) on 20th November 2021 on the topic “Rewiring of the workplace during the transition time”. MBA and BBA Students from all batches as well as students from other management institutes, academicians, research scholars and HR professionals actively took part in the event. The experts shared their insights and knowledge in the HR domain in light of the evolving business paradigm. The objective of the conclave was to understand organizational change, rewiring of workplace and future of workplace for business continuity.

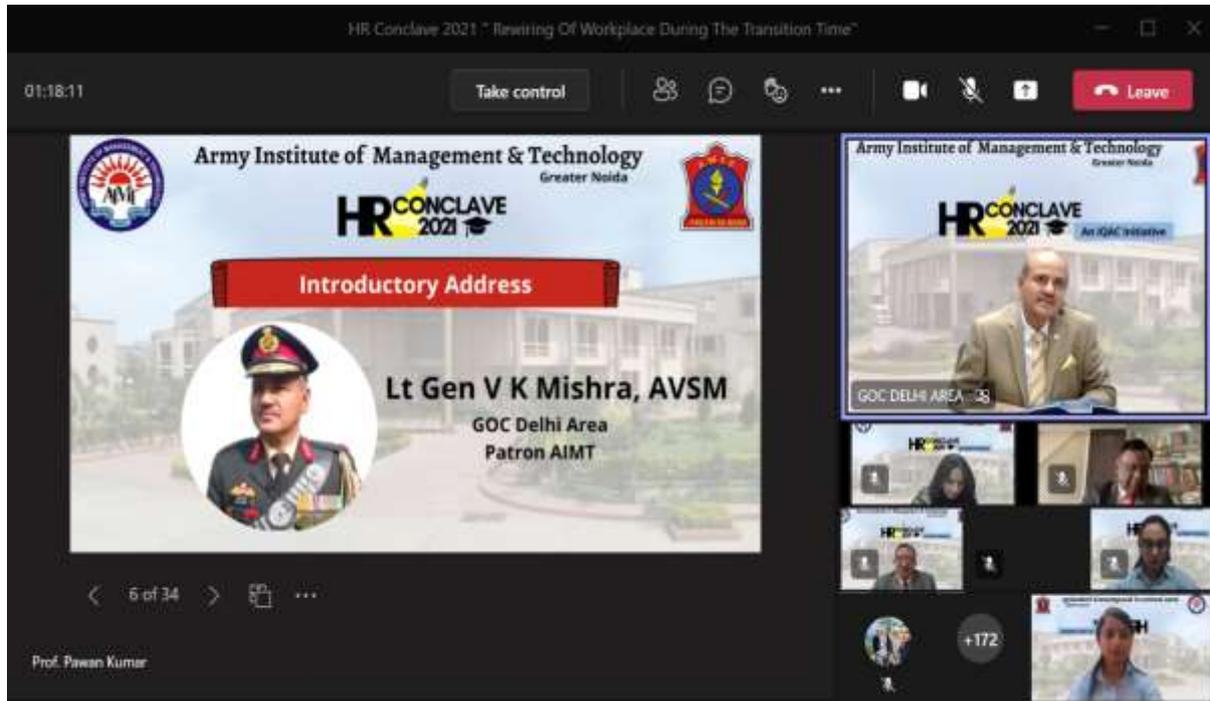
INAUGURAL SESSION

The session started with invoking blessings from Goddess Saraswathi. The event began with warm welcome to all participants by **Cmde (Dr.) Vivek Chawla**, Director AIMT, who welcomed all the eminent speakers and shared his thoughts on the theme of conclave. **Lt Gen V K Mishra**, AVSM, GOC Delhi Area, Patron AIMT highlighted the epitome level of self-motivation and readiness to face adversaries by Indian Army. He further shed light on the central role of HR in organizations. Chief Guest Address by **Mr. Shashank Srivastava**, Senior Executive Director - Marketing & Sales Maruti Suzuki India Limited, was mainly focused on digital megatrend during transition time and he also highlighted the importance of famous saying “never let a crisis go waste”, thereby focusing on

the importance of responding, recovering and thriving. The Guest of Honor **Mr. P. Dwarakanath** Director GSK CX at GlaxoSmithKline spoke about transformation changes and how pandemic acted as a litmus test for various organizations. Continuing the discussion, Mr. Dwarakanath focused on teamwork, networking, controlling vs collaboration and summed up with rethinking multitasking, employee wellbeing, wellness and communication at all levels in organizations. The Keynote speaker **Mr. Mussarat Hussain**, Head - Leadership & Functional School at Maruti Suzuki India Limited emphasized on technological, generational and social shift coupled up with changes in workforce. Prof. Hussain spoke about the mindset shift during pandemic. He briefed about pragmatic approach, non linear thinking and recent additions to work in constraints. The next Keynote Address was by **Mr. Sandeep Tyagi**, Director - Human Resources at Samsung Electronics who mostly focused on “Black Swan” event, HR transformation, how organizations are adopting hybrid mode and people coming back to work. Mr. Tyagi emphasized on requirement of employee engagement and Digital transformation. **Prof. Rizvi**, Professor of Leadership & Change Management at International Management Institute (IMI), New Delhi spoke about how priorities have completely changed in terms of studies, job, career and growth in job. Prof. Rizvi said that pandemic has given wheels to leaning and skill development. It was followed by Thematic Address given by **Dr. Manoj K Prasad**, Vice President - Talent Development & Digital Transformation, Reliance Industries Limited. Mr. Prasad reiterated that organizational culture is very important to equip employees and to efficiently manage business in organizations. He also emphasized on shared responsibility, leadership connect and competency building. In the thematic address by **Mr. Rajneesh Singh**, Managing Partner at Simply HR Solutions LLP, focused on how lines have blurred between work and personal lives. The need of hour is the ability to be agile showing empathy and need to reconstruct policies as per the requirements of recent time demand it to be. He picked up the word “RISE” from

the theme and shared how post pandemic offers a never before opportunity to leadership team including HR domain.

At the end of inaugural session, Vote of Thanks was given by **Dr Anubhav Varma**, Academic Head, AIMT.

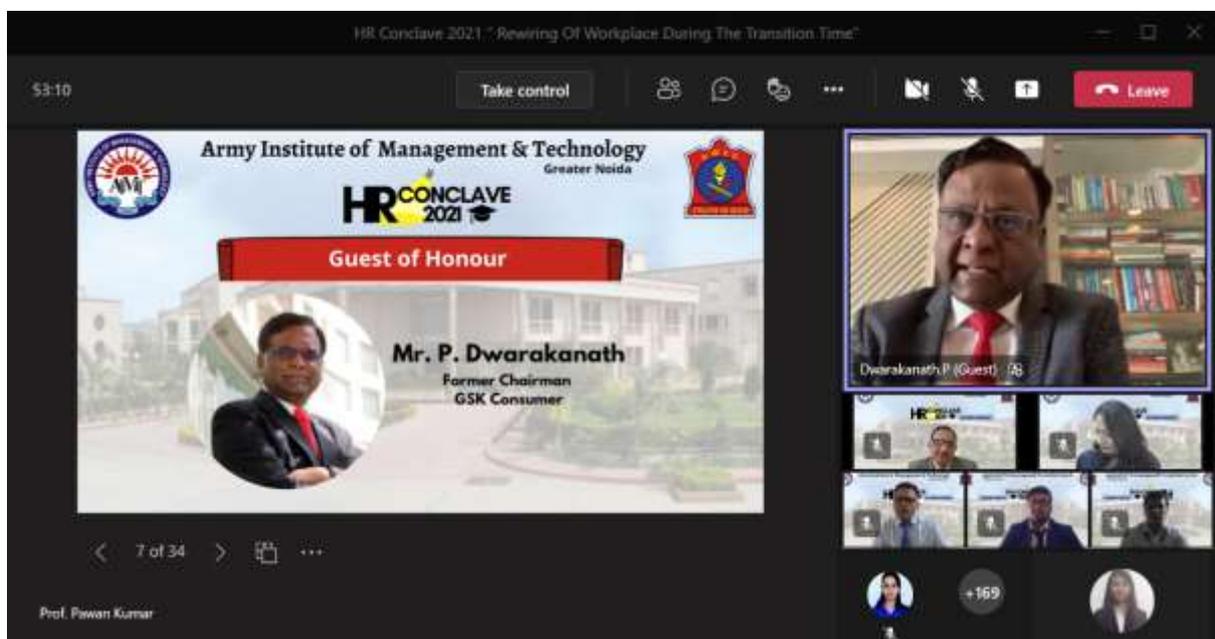


FIRST TECHNICAL SESSION: RETURN TO WORK-CONCERN FOR THE ORGANIZATION

The 1st Tech Session themed on 'Return to work-Concerns for the organizations' jetted off with introductory remarks by session chair **Mr. Avadhesh Dixit** - Chief Human Resources officer Acquity Knowledge Partner. Mr. Dixit talked about HR manager's compelling new role in pandemic. Redefining the HR Processes **Mr. Sanjay Kumar** CHRO LT Metro aptly illustrated how artificial intelligence has become an indispensable part of human resource management. Taking the discussion forward, **Mr. Shubankar**, Chief Human Resource Officer, Nalanda Learning Systems Ltd. Spoke about Reengineered HR Policies and Practices for New Normal. **Mr. Amulya Shah**, Chief Human Resources Officer Team Computers focused his discussion around changing business processes and their different implications during pandemic; profitability giving way to employee wellbeing. Mr. Shah further added that there is a shift from not only on physical wellbeing but mental health too. Major changes which might be required in HR policies in the coming times. The session was followed by panel members resolving student queries. At the end vote of thanks was given by **Dr Babita Bhati**, Assistant Professor, Area Chair, HR.

SECOND TECHNICAL SESSION: EMPLOYEE WELL-BEING IN TRANSITION TIME

The 2nd Tech Session themed 'Employee wellbeing in the transition time' started with introductory remarks by the session Chair **Mr. Dharm Rakshit**, Head HR at Hero MotoCorp Ltd shed light on role of employee well-being and employee engagement in employee motivation and performance during pandemic. **Mr. Sanjeev Verma**, VP HR, ST Telemedia GDC in his address began about the term wellbeing as a state of being comfortable, happy and healthy in all spheres of life. He reiterated on emotional aspect and workforce management during the post pandemic era.



VALEDICTORY SESSION

The Valedictory Session started with address by **Ms. Deepti Varma**, HR Leader, APACME Corporate & Consumer Amazon. Ms. Varma stated how organization which adapt faster produces speedier and efficient results. She also focused on the importance of ability to change creates big difference. **Mr Rupesh Tripathi**, Partner & Head of people- KPMG Global Services addressed by highlighting change in consumer behavior and emotional aspects of workforce management in post pandemic era. **Dr Jay Hays**, Professor of Leadership and Organizational

Development emphasized on human behavior at work, ego protection needs, perception, values, and beliefs. Dr. Hays focused on how evaluating the challenging events can be used to learn and improve performance. He ended the discussion by saying “tomorrow the function, title and technologies would change but getting HR policies aligned with organizational purpose is the key to sustenance”. The session came to an end with vote of thanks by **Ms Arshiya Ismail**, CTPO, AIMT wherein she expressed gratitude and summarized the entire event.

Overall, the conclave was full of knowledge, innovative and thought-provoking deliberations by eminent panelists. During the sessions many queries and doubts were raised by students which were addressed by distinguished speakers. The entire conclave was very informative and provided thoughtful insights to the students for the way ahead during these turbulent times.

