



# **ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY**

## **GREATER NOIDA**

### **HR Conclave 2020**

#### **New Normal of People Practices: Issues and Challenges**

Taking the legacy of annual HR Conclave forward, Army Institute of Management & Technology organized Hr Conclave 2020 on the topic “New Normal of People Practices: Issues and Challenges” on 17<sup>th</sup> October, Saturday in the digital mode beating the odds imposed by ongoing pandemic.

During the hard-hitting phase of today’s pandemic, Human Resource (HR) is one of the most disrupted domains of the business. Stay-at-home orders forced employees into home offices, liquidity shortages made furloughs and lay-offs necessary, and once ambitious hiring plans experienced painful cutbacks. Now that the economy is entering the ‘New Normal’ characterized by a suppressed economy and the ever-looming threat of lockdowns snapping back, the professional world is looking at a way to create resilience and win in the recovery process. HR Conclave 2020 witnessed the top HR professionals talk about the same.

The virtual conclave began with shloka recitation followed by welcome address by Cmdr. Dr. Vivek Chawla, Director, AIMT. The introductory address was presented by **Brig. Navin Goyal (BGS, HQ Delhi Area)**, on behalf of COS, Maj Gen Alok Kacker, highlighting the unprecedented condition faced by the HR all over and the need to devise a backup plan which works as a buffer and helps organizations to remain on track . Ensuring the health and happiness of the employees.

#### **INAUGURAL SESSION “CORONAVIRUS AS AN ACCELERATOR FOR WORKPLACE TRANSFORMATIONS”**

Taking the session forward **Hon’ble Shri (Dr.) Ramesh Pokhriyal (Minister of Education, Government of India)** in his address focused on adopting appropriate measures to address current challenges. Turning challenges into opportunities should be the main area of focus. He emphasized on inclusion of the obstacles being faced, into the mainstream of HR and organizational practices so that we are in a constant solution ready state.

The Chief Guest address was delivered by, **Mr. Prem Singh (President, NHRD)**, wherein he expressed the essence of life, the challenges that make life interesting and overcoming them to make life meaningful. His address highlighted the shift in consumer preferences, drop in demand, the fluctuating trend of an experience economy. He concluded by emphasizing the transition from organizational design and redesign to organizational resilience.

The first keynote speaker of the inaugural session **Dr. Manoj K Prasad (VP- Talent Development, Reliance Industries Ltd.)**, highlighted the disruption in business practices and business models, due to the global health pandemic. He also analysed the digitization as the

normal, which most organizations have already adapted, and the temporary layoffs that is going to be the new normal. He concluded by addressing the cruciality of acquiring new skills and to be resilient.

Our next keynote speaker, **Mr. Sandeep Tyagi (Director- HR, Samsung Electronics)**, in his address, focused on the workplace transformation taking place at various levels. He pointed out the need to be accessible, build trust among the team members and manage the expectations of the employees.

The inaugural address was given by **Dr. Irfan Rizvi (Prof. Leadership & Change Management, Chair HR Program, IMI, New Delhi)**, wherein he aptly highlighted the criticality of the COVID-19, and the changes that will be caused by it at various levels. He pointed out that the international financial pandemic caused fundamental changes, accelerated some existing changes and also, introduced some complete pioneer changes. He closed his address by emphasizing on the fact that one should be *Jack of All Trades, but Master of One*.

**Mr. Mussarat Hussain (Head-Leadership & Functional School, Maruti Suzuki India Ltd.)**, in his thematic address, emphasized on the COVID-19 as being the true example of VUCA. He concluded by focusing on the 3 objectives of the entire session, them being workplace transformation, challenges faced by the HR professionals all across the globe and lastly, the new leadership roles in the new business scenario. Dr. Shruti Gupta (Convenor of HR Conclave 2020 & Academic Head, AIMT) proposed the vote of thanks.





## FIRST TECHNICAL SESSION: HR CHALLENGES IN NEW 'NORMAL' WORLD

The conclave proceeded with the first technical with an address by Session chair, **Mr. Rajneesh Singh (Founder-SimplyHR)**, who shed light on the HR challenges in these tough times. He also emphasized that “HR is not only for HR” professionals and should be exercised by other executives in the organisation as well.

The first speaker for the session was **Mr. Amulya Sah (Chief HR Officer- Team Computers)**, who shared how the pandemic proved to be the grey swan and the way HR is tactfully handling the diminishing boundaries of work and life with Joy of Missing Out.

The second speaker, **Ms. Shruti Swaroop (Founder, Embrace Consulting)**, provided valuable insights on how organizations are managing the HR processes in the digitized and virtual mode and role of HR in accelerating the learning curve.

The last speaker of the session, **Mr. Sanjeev Verma (VP, HR, ST Telemedia Global Data Centres)**, highlighted the importance of 'People' in productivity and comprehensively bringing out the case as a practical example of managing productivity, keeping in view the employee-centric approach.

The first Technical session was concluded with a Q&A round and vote of thanks by Dr. Babita Bhati (Co-Convenor of HR Conclave 2020).



## **SECOND TECHNICAL SESSION: THE EMERGING NEW LEADERSHIP ROLES AND THE WORKPLACE**

The second session of the captivating conclave started with the address by Session Chair **Mr. Avadesh Dixit (CHRO-Acuity Knowledge Partners)**. He emphasized on the duality existing in the role that communication has, with one aspect being digitization being an obstacle to effective communication, while others being the increased significance of communication in current times.

The first speaker of the session was **Mr. Nikhil Mathur (Head OD, Learning & Development, Dalmia Bros. Pvt. Ltd.)** who focused on the transformation of organizations to Agility and the role of leadership in tackling the change pandemic has accelerated. He further highlighted the crucial enhanced role of communication and employee well-being in current times.

The second speaker of the session was **Ms. Lipika Verma (Director-Rewards, Global Supply Chain-Schneider Electric)** who emphasized on the pre-rise of the gig economy and the way centennials will work.

Our Third speaker of session two, **Mr. Sarfraz Taj (Director-People Advisory Services-Ernst & Young LLP)**, pointed out the emotional connect technology has provided, despite the isolation due to lockdown. He also provided insights into future reskilling and how organizational resilience depends on people.

The session was summed up with a Q&A round.



## VALEDICTORY SESSION

The astute HR Conclave concluded with the valedictory session.

The Guest of Honor, **Mr. Ross Keith Swan (CEO-Orion Human Capital, Co-Founder-Soul Inspired Leadership)** highlighted the significance of being balanced , maintain calm and holding the ground in times of disruption.

Chief guest of the session, **Mr. Suraju Dutta (Joint Manager Director-Delhivery)**, pointed out the cruciality of retaining the employees. He further emphasized the transforming business into different lines and business acumen.

The conclave concluded with the vote of thanks proposed by Ms. Arshiya Ismail (Co-Convenor of HR Conclave 2020 & CTPO, AIMA). The HR Conclave 2020 was full of learning and challenged each one of us to come out of our comfort zone, go beyond the unthinkable and be innovative with solutions to counter the unprecedented times.

As the Darwin theory goes “Survival of the Fittest”.

