



**Critical Competencies for the Future:**

Is **CHANGE** the Only  
**CONSTANT** ?

[www.ksom.ac.in/  
hr-conclave](http://www.ksom.ac.in/hr-conclave)

**10** <sup>TH</sup> NATIONAL  
HR CONCLAVE

3<sup>rd</sup> August, 2019

## Introduction

***“The call and need of a new era is for greatness. Tapping into the higher reaches of human genius and motivation requires leaders to have a new mind-set, a new skill-set, and a new tool-set.”***

- Stephen R. Covey

The smooth current of business is history. Today, turbulence reigns in what Dr. Stephen R. Covey terms the "permanent white-water world". White waters are a metaphor for navigating the turbulent seas of change. Navigating these white waters needs structural, technological and cultural changes in organizations. Essentially organizations require a change of mindset, skill-set and toolset.

The impact of technological, demographic, and socioeconomic disruptions on business models will be felt in transformations to the employment landscape and skills requirements, resulting in substantial challenges for recruiting, training and managing talent. Some of the drivers of these disruptions can be found in the confluences of trends such as 1) the rise in smart machines and systems, 2) the emergence of new communicating tools, 3) social technologies driving production and value creation, 4) commitment to continuous learning and finally 5) the need for diversity management to stay competitive in a globally connected world. Sweeping technological developments fueling these disruptive trends have had a significant impact on the world of work and employment and triggered far reaching changes. Technology resulting in automation could

lead to job losses termed as the 'substitution effect' of automation. Paradoxically it could also lead to job creation and an increase in employee productivity through the 'complementary effect'. Thus, by not anticipating and addressing these disruptive issues/drivers for change in a timely manner over the coming years may result in an enormous economic and social cost for businesses, individuals, economies and societies.

During these changes what do organizations regard as critical capabilities and competencies in the workforce? What and how do organizations need to adapt development strategies and activities? Do they need to adapt at all? What happens if they don't adapt? How do the structural, technological, and cultural changes that are already happening affect the requirements for future leaders and employees? How does the 'mindset, skill-set, and toolset' of the future look like? The 10th National HR Conclave at KIIT School of Management, KIIT Deemed to be University will provide a forum to debate on these and many more questions with an aim to gain an understanding in how to help organizations/employees get better prepared for the future.

## About the Conclave:

The HR Conclave is an annual convention, organised by KIIT School of Management (KSOM), and attended by industry leaders from the HR world as well as academicians from prestigious institutes. **The 10th National HR Conclave will be held on the theme “Critical Competencies for the Future: Is Change the only Constant?** The conclave will have inaugural address, key-note speeches and panel discussions in the first half followed by an innovative group coaching session termed ‘Synergistics’. It provides an excellent forum for industry stalwarts to engage in incisive and one-on-one discussions with a group of selected and interested students on a subtheme of the conclave. Synergistics believes that the synergy created by experienced stalwarts and our young students will provide an array of interesting ideas and roadmaps for the future on the subthemes as highlighted:

- Weaving Ecosystems for Employee Engagement
- Inculcating Agile Learning Culture for Change Management
- Customer Centricity in Human Resource Management
- Re-engineering Organizations in Industry 4.0
- Mentoring (inclusive of reverse mentoring) for Excellence
- Using Analytics for Decision Making to better Manage Human Resources
- Emphasizing Lifelong Learning in L&D Initiatives
- Building Cognitive Flexibility in Millennials at Work
- Talent Acquisition Models and Frameworks: Present and Future
- Managing Compensation/Benefits/Incentives for Talent Retention
- Understanding Industrial Relations for HRM in Organizations today

## Programme Details

9:00 AM - 9.30 AM	Registration of Delegates
9.30 AM - 10.30 AM	Inauguration and Keynote address
10:30 AM - 10.45 AM	Announcement of Winners of the Pre-conclave Competitions
10:45 AM -11.00 AM	<b>TEA BREAK</b>
11:00 AM - 12.15 PM	<b>1st Panel Discussion on the Theme: Critical Competencies for the Future: Is Change the only Constant?</b>
12:30 PM - 1.45 PM	<b>2nd Panel Discussion on the Theme: Gearing Organizations for the future: Issues, Challenges and the Path Ahead</b>
1.45 PM - 3:00 PM	<b>LUNCH BREAK</b>
3:00 PM - 4.15 PM	<b>Synergistics</b> - Group coaching sessions with students
4:30 PM onwards	<b>High Tea</b>



## Who should attend ?

**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 on diverse

issues concerning the future of Indian HR sector. It is also opportunity for them to interact with the young minds to get a fresh perspective on various aspects of Indian HR & IR scenario.

**Academicians** can utilise 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 Conclaves



### Flashback 2018

9<sup>th</sup> National HR Conclave  
Future of Work



**Mr. T. N. Hari**  
Head HR, Big Basket,  
Moderator



**Mr. Sandeep Tyagi**  
Director-Group Human  
Capital, Samsung  
Electronics



**Mr. Jerry Jose**  
Head HR, ICICI Lombard  
GIC Ltd.



**Mr. Swapnakant Samal**  
Head-Policy, Processes  
Digitization, Talent Acquisition  
Group, Reliance Industries Ltd.

For details on HR conclaves and speakers, please visit: <http://hrcon.ksom.ac.in/>

### **KIIT School of Management (KSOM)**

is a constituent unit of KIIT Deemed to be University, established under section 3 of the UGC Act, 1956. This is the 26th year of its existence. The National Institutional Ranking Framework (NIRF) has ranked KSOM in the top one percent of five thousand plus B-schools in India since last two years. It has been rated in 'A' Grade by National Accreditation and Assessment Council (NAAC). The school is an SAP University Alliances partner and also has tie-up with Dassault Systems, a world leader in Product Lifecycle Management solutions.

### **Kalinga Institute of Industrial Technology (KIIT)**

with an impressive cluster of 28 academic campuses spread across 25 square kilometers, has the unique distinction of becoming the youngest educational institution in the country to be declared as Deemed to be University (U/S 3 of the UGC Act, 1956). Recently it has been conferred with category 'A' status by Ministry of HRD, Govt. of

India. However, the jewel in the crown has been Kalinga Institute of Social Sciences (KISS), where more than 27000 children from lesser known tribes are being provided free boarding, lodging, education and vocational training. It is education coupled with empathy that makes KIIT stand out from the rest.

### **Kalinga Institute of Social Sciences (KISS)**

Bhubaneswar, India is a fully free, fully residential home for more than 27000 poorest of the poor indigenous children who are provided holistic education from Kindergarten to Post Graduation along with lodging, boarding, health care facilities besides vocational, life skill empowerment. With an humble beginning in 1992-93 with only 125 students, it has now become World's largest residential institute for indigenous children. The Institute plans to educate 2,00,000 poor indigenous children over the next decade by setting up branches in 30 districts of Odisha and all the states of India.



**KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY**

Deemed to be University U/S 3 of the UGC Act, 1956

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#### **Conclave Convener**

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