

~ **1000** Delegates

~ **75** Global Thought Leaders

~ **30** Powerful Sessions

**4** Tracks

# One National Conference

Are you ready to propel your organization  
#towardsthefuture?

## Conference Agenda



**SRM**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
(Deemed to be University u/s 3 of UGC Act, 1956)

P R E S E N T S



**REIMAGINING  
ORGANIZATIONS**

**22<sup>nd</sup> NHRDN NATIONAL CONFERENCE**

SEP 19-20, 2019 - ITC GRAND CHOLA, CHENNAI

TOWARDS THE FUTURE

POWERED BY



[www.nhrdnc19.com](http://www.nhrdnc19.com)

## About the Conference

### Reimagining Organizations

Organizations are leveraging new styles of leadership and embracing a more agile workplace to keep pace with the radical changes in the ecosystem – exponential technologies, changing employee demographics and integrated communities. Today, the global workforce is well informed across technological, social, economic and political spaces which is helping them move at warp speeds, showing unprecedented levels of digital maturity, productivity and efficiency along the way.

At this year's edition of NHRDN's prestigious national conference, we will explore in depth the answers to these three pertinent questions. Know how you can continuously reimagine, reinvent and reorganize in order to build an agile organization that slides smoothly in to the future.

At this two-day conference in Chennai on September 19 & 20, 2019, you will gain clear visibility about reimagining organizations that are driven by accelerating connectivity, new talent models, and cognitive tools. Here, exclusively under one roof, you will have access to speakers who represent every aspect of an employee value chain.

## WHY SHOULD YOU ATTEND?



**Exclusive interactive  
sessions with industry  
leaders**



**Insights by Industry-  
vetted, highly requested  
speakers**



**Best practices from the  
most recent and relevant  
case studies**

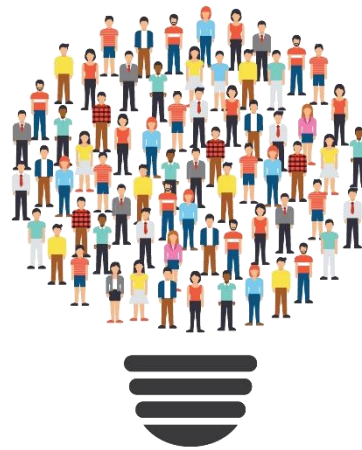


**Resources and take-aways  
in the form of  
presentations and reports**

## Tracks at the Conference



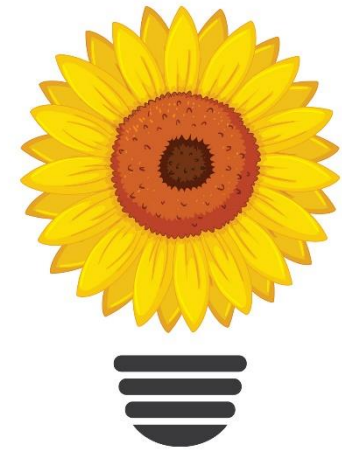
**CULTURE IMPACT**  
Inclusive Workplace



**SYMBIOTIC BASICS**  
Strong Foundation



**DIGITAL SCALE**  
Intelligent Organization



**WELLNESS QUOTIENT**  
Happy Employees

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### Thought Leadership at NHRDN



**ALKA MITTAL**

Director HR, ONGC



**AMOGH DESHMUKH**

Managing Director, DDI



**ANBU RATHINAVEL**

Chief Design Officer, Intellect  
Design Arena



**ANISH SARKAR**

CEO, Sodexo Benefits &  
Rewards Services, India



**ANITA S GUHA**

CIO, Talent Advisor, IBM



**ANURADHA RAZDAN**

Executive Director, HUL



**ARAVIND SRINIVASARAGHAVAN**

Sr. Director – Rewards,  
Cognizant



**ARUN JAIN**

CEO, Intellect



**ASHISH VIDYARTHI**

Founder, Ashish Vidyarthi &  
Associates



**B ASHOK**

Ex-chairman of IOCL, Present  
CEO, RRPL



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**BALACHANDAR N V**

Executive Director HR, Ashok Leyland



**D K HOTA**

Chairman & Managing Director, Beml Ltd



**DR. AQUIL BUSRAI**

CEO, Aquil Busrai Consulting



**DR. C B RAO**

Author, Former Managing Director, Pfizer



**DR. CLAIRE HOOKHAM**

Deputy Director, UO Hull



**DR. G P RAO**

Founder & Managing Partner, GPR HR Consulting



**DR. MUKUND RAJAN**

Corporate Strategist & Entrepreneur



**DR. NOEL COUTINHO**

SVP, Ekincare



**DR. PRINCE AUGUSTIN**

Executive Vice President, M&M



**DR. SAAGARIKA GHOSHAL**

Country Representative, Top Employers Institute

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**DR. SANJAY MUTHAL**

CEO, Kontempore



**DR. SHALINI LAL**

Author, Founder, Infinity OD



**DR. SHASHANK SHAH**

Author, Harvard



**DR. T V RAO**

Chairman, TVRLS



**ERINDA SHAH**

Founder – Director, MHFA India



**ESTER MARTINEZ**

CEO & Editor-in-Chief, People Matters



**GANESH CHELLA**

Co-founder and Managing Director, CFI



**GAURAV AHLUWALIA**

Managing Director – HR, JPMorgan Chase



**GAUTAMI TADIMALLA**

Founder, Life Again Foundation



**JOHN CHERIAN**

Co-founder & Executive Director, Enparadigm Performance Solutions

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**M LAKSHMANAN**

CHRO, L&T Technology  
Services



**M M MURUGAPPAN**

Executive Chairman,  
Murugappa Group



**MURALIDHARAN T**

Chairman, TMI Group



**MUTHUKUMAR  
THANU**

CHRO, TAFE



**NATHAN SV**

Partner and Chief Talent  
Officer, Deloitte India



**NISHCHAE SURI**

President – AMEA, EdCast



**P DWARKANATH**

Director, Glaxosmithkline



**PANKAJ BANSAL**

Co founder and CEO,  
PeopleStrong



**PRABIR JHA**

Founder and CEO, Prabir Jha  
People Advisory



**PRASAD SETTY**

Vice President – People  
Operations, Google



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**PROF. MADAN  
PILLUTLA**

Professor, London Business  
School



**PROF. WAYNE  
BROCKBANK**

Emeritus Principal, RBL Group



**PUNDI S SRIRAM**

Business Head, STEP, The  
Hindu Group



**R. GOPALAKRISHNAN**

CEO, The Mindworks, Author  
and Corporate Advisor



**RAJ RAGHAVAN**

SVP - HR, Indigo



**SURESH DUTT  
TRIPATHI**

CHRO & Vice President, Tata  
Steel



**RAJENDRAN  
DANDAPANI**

Director of Engineering, Zoho



**RAJIV NARANG**

Founder & CEO, Erehwon  
Innovation Consulting



**RAJKAMAL VEMPATI**

Head HR, Axis Bank



**RAJU VENKATRAMAN**

Founder, Managing Director  
& CEO, Medall Healthcare  
Pvt. Ltd.



**RUBEN SELVADORAY**

CHRO, Bajaj Allianz Life  
Insurance Co. Ltd.



**VARADARAJAN  
SRINIVASAN**

Senior HR Leader, Life &  
Leadership Coach, Advisor  
to Boards, Mentor and  
Strategy Talent Enabler



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**SANJAY SALOOJA**

Founder, Competence Curve  
and Center for Leadership  
Development



**SANJIV PURI**

Chairman & Managing  
Director, ITC



**SARADA JAGAN**

Managing Director – Human  
Resources & Corporate  
Services, Sanmar



**SHANTHI NARESH**

India Business Leader,  
Mercer Consulting India



**SHWETA MEHROTRA**

Country HR Officer, Citi



**YOGI SRIRAM**

Senior Vice President, L&T



**SNEHA ARORA**

Director HR, SAP



**SRIDHAR GANESH**

Managing Director & CEO,  
Adrenalin eSystems Limited



**STEPHEN SUDHAKAR  
JOHN**

SVP – HR & GS, Hyundai Motor  
India



**SUMIT NEOGI**

Vice President – HR, Reliance  
Industries



**SUNIL KUMAR**

Center Head, World Bank

## Conference Agenda

22nd National Conference - Reimagining Organizations 19th & 20th September 2019 ITC Grand Chola, Chennai					
Day 1 - 19th September 2019					
07:45 - 09:00	Registration & Networking				
09:00 - 10:30	Welcome Address				
	Inaugural Address				
S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
1	Theme	Mega Keynote	Mega Keynote		45
2	Culture	Employee centric culture of connectedness	Track Keynote	A strong employee culture impacts the employee productivity and happiness leading to increased delighted customers and retention. The art of bringing together the commitment, collaboration, communication and community to celebrate the culture is key for organizations for #future	30

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
3	Culture	Improving culture through empowering manager	Talk/Insight	Managers & HRs are leaders of change, the importance of managers in creating a positive company culture plays a vital role in driving the culture agenda. The right data will enable the managers to create the blueprint and make them accountable in creating a collaborative culture	30
4	Theme	Design to Development using Design Thinking	Masterclass	Impactful masterclass consisting of two sessions; ideating and creating solution for challenges and prototyping innovative solutions (Pre-registration required)	60
5	Theme	Industry 4.0 - Reimagine Purpose, People & Process	Power Panel	Broader view on Human capital, socio/Economic & Industry needs. New trends influencing new age workforce. Correlation of Talent management strategy with business strategy & making the HR function more contemporary	45
6	Culture	Bridging gap between millennials and what workplace offers	Power Panel	Harness the potential of #futureworkforce and find out what is required to enable their productivity	45

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
7	Basics	Effective Communication	Masterclass	Simulation led Behavioural Learning Workshop	60
8	Theme	Disrupting Strategy	Talk/Insight	Reimagining some of the most orthodox assumptions through recreating strategy for now and future world of work	30
9	Basics	Rethinking: Employee On-boarding	Track Keynote	New ways of Onboarding process for employees to create a great employee experience and helping employee to perform better from the day one	30
10	Digital	The Gig Economy and Technology	Talk/Insight	The increasing number of people prefer to have their own condition: when, where, how and they want. Working with combination of gig and non-gig workers comes with its own challenges. Leveraging technology and application to ensure a smooth work process is essential for organizations	30



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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
11	Basics	It's all about Talent. What, why & How of recruitment	Power Panel	Building Organization Talent pipeline & Communities, using new & Innovative recruitment tools & Programs. Ways to enhance candidate experience & Building employer brand among talent pool.	45
12	Digital	Beyond the digital frontier: Mapping your future	Conversation Café	Companies anchor their approach to digital transformation on a specific technological advancement. To fuel impactful digital transformation, leading organizations combine game-changing technologies with other catalysts of new opportunities—from the connectivity of evolving ecosystems to human-centered design, macroeconomic forces, real-time data intelligence, and more, they need to do with a repeatable, disciplined approach	45
13	Digital	Leadership imperative in the Digital Age	Hacks	Elucidate the process of leading from the future to achieve a Future Perfect Organization, which is the prototype high-performance organization of the 21st century. Leadership occurs by projecting one's mind-set and behaviors into the Future Perfect paradigm and literally “pulling” the organization into that future state. A Future Perfect Organization is defined as exceptional in terms of productivity, performance, and profitability, one to three years into the future.	60

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
14	Digital	Is evidence-based HR culture the new norm?	Track Keynote	Data driven way of working goes beyond leveraging analytics to solve business issues. The challenge occurs when implementing those analytical findings	30
15	Culture	Tuck the trick	Masterclass	#futureproof organization through assessing people, culture and leadership. This understanding allows leaders to identify factors that can make or break an organization's future state. (Pre-registration required)	60
16	Digital	Compelling story telling in Digital age	Hacks	Create and deliver engaging content that tells stories about your companies' culture in the digital age (Pre-registration required)	60
17	Basics	Building Blocks - Developing learning organizations through Skilling & Reskilling	Conversation Café	Accelerating continuous Learning methods for employees. Focusing culture of learning among employee community, keeping employees ready for future with future skills & competency	45

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
18	Basics	The significant "Ex" for today - Employee Experience	Learning Lab	Need and want in creating the employee experience from entry to exit. A framework building to create employee experience which leads to business performance.	60
19	Wellness	She-Wellness	Talk/Insight	Woman-focused healthcare system that helps to predict new intersections between women's empowerment, feminism and wellness	30
20	Culture	Future-proofing organization: Start doing things differently	Learning Lab	Illustrating how definition of wealth, leadership and power will shift over the next decade; and explore the new rules of corporate agility that will determine whether you prosper - or fall victim to the unavoidable impact of rapid change	60
21	Digital	Transforming organization in the new AI future	Power Panel	Accelerated digitalization that AI brings to the workplace is not just a new technology that will dynamically transform our products and services, but also it will impact the kind of human capital that needs to adapt its skills and tacit knowledge into the fourth industrial revolution	45

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
22	Culture	Culture, Values and family owned business	Talk/Insight	Various values and dimensions supporting the family run enterprises and how these cultural dimensions are going to smoothen the journey of these organizations #intothe future	30
23	Wellness	Executive Endurance: Bursting Burnout and Stress Syndrome	Power Panel	Balance is essential and vital to reach and maintain top performance over the long term, despite the high levels of stress that come with the responsibilities of today's corporate environment. Burnout is corporate epidemic and dealing with the unavoidable effects is need of the hour	45
24	Theme	Executive Presence: Intentions to Impact	Talk/Insight	Creating an impactful impression through integration of content (What we say), Connect (What is happening between us and others) and Confidence (What is the dignity, grounding, ease in how we show up)	30
25	Theme	Rethinking the Future of HR with Young Leaders	Power Panel	In the new business era the HR professionals will be the key partners of the top management and will play the most important role in increasing employees' productivity and organisation's competitiveness and profitability.	45
26	Theme	Special Keynote	Special Keynote		30
27	Theme	Speed Mentoring for Young HR Professionals			30



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S. No	Track	Session	Duration (Mins)
28	Theme	Speed Mentoring (Women Exclusive)	30
29	Theme	Laser Coaching (Women Exclusive)	30
30	<b>Awards Ceremony</b>		
31	<b>HR Star Night - Gala Dinner</b>		

### Day 2 - 20th September 2019

S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
1	Theme	In conversation with star	Conversation Café		45
2	Theme	HR on the Edge: Chaos and Stability	Mega Keynote		60
3	Theme	Inclusive Leadership	Conversation Café	Companies are beginning to understand the value of diversity and inclusion in the workplace. Will driving the D&I be a major disruptor in #reimaginingorganizations for #Future?	45

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
4	Culture	Elevated Leadership: Transforming corporate culture for the future	Power Panel	Culture of an organization is the single most powerful driver for #future performance. Winning cultures are created through elevated leadership, deploying teams that are highly engaged, innovative and high performing	45
5	Digital	Digital Agendum	Masterclass	Create larger digital agenda for your organization. A hands-on workshop for CHROs to start their digital journey (Pre-registration required)	60
6	Basics	Leadership and High-Performance Teamwork	Masterclass	Ability to identify & build the strengths of those who achieve world class status, learning from success stories of people and teams	60

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
7	Basics	Way to Boardroom - The winning Tip	Talk/Insight	Pro tips from HR leaders, coaching HR in delivering results and elevating to board room	30
8	Basics	Capturing the Attention HR deserves	Conversation Café	To win the attention HR deserves to be successful in a marketplace weighed down by information overload, no one can ignore the need to communicate its uniqueness in different ways and on a global scale.	45
9	Wellness	Connecting wellness to productivity	Track Keynote	Factoring the intangible aspects of wellness as they measure its impact on organizational performance	30
10	Wellness	Strategically Incorporating Wellness into a Company's Culture	Conversation Café	Right way to use technology to improve productivity and enhance life. Being mindful of the happenings in the surrounding world.	45

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
11	Wellness	Mental Health First Aid for the Workplaces	Masterclass	Workplaces in India are realizing the impact of mental health problems on their employees and their productivity. Encouraging early help-seeking is one way to promote a mentally healthy workplace.	60
12	Basics	Curating the work experience for future	Power Panel	Make work simple, intuitive, and digitally enabled to help your people grow and thrive	45
13	Wellness	Shifting the Paradigm from Wellness to Well-Being	Power Panel	Exploring the need to change, how we approach workplace design and move from cost-based measures of building performance to more human-centric behavioural measure of wellness and well-being.	45
14	Digital	Re-imagining the employee experience & value proposition	Talk/Insight	Future Ready organization for the multi-generational and Hype-connected workplace can be purposeful and productive. Providing concrete on the ground implemented Culture & Digital ecosystem along insights & learnings	30



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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
15	Digital	Shifting mindset: Redefining operations using AI, ML, Bots, RPA	Learning Lab	Using Artificial Intelligence to ameliorate HR operations and creating value for customers.	60
16	Theme	Revitalizing collective representation using technology for better workplace	Talk/Insight	The human-centred agenda requires equally urgent – and complementary – attention to the broader role of technology in advancing better workplace. Technology can free workers from arduous labour; from dirt, drudgery, danger and deprivation. Collaborative robots, or cobots, can reduce work-related stress and potential injuries.	30
17	Theme	How to thrive in a game changing world	Talk/Insight	Words like disruption and game-changer have recently become part of standard management vocabulary. We read stories everyday of game changing events and companies. Often these are presented with great wisdom in hindsight, whereas what practising executives need is better competitive foresight - the ability to see and analyse game-changing signals in advance, figure out their consequences and decide what to do about them	30

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
18	Digital	People Analytics - Reimagining Experience	Power Panel	Creating experiences with real time analytics will help organization to create reimagined personalized experience for the employees. Use case of advanced analytics and identifying the need to measure and what to measure will significantly play a major role in establishing a #futureproof organization	45
19	Theme	Redefining How Work Gets Done in the Public Sector	Conversation Café	Information, data and knowledge generated are important tools to explain the value of the policies and programs implemented in public sector. The move to decision-making in HR, and beyond, is critical to redefining how work gets done in the public sector	45
20	Theme	Transform Your Company Before Others Do	Talk/Insight	In business, longevity requires continual transformation from companies. Sometimes small adjustments are sufficient. But other times businesses need to reconceive their most fundamental operations in order to survive and stay vital.	30
21	Basics	Total Rewards - New Dimension	Talk/Insight	Reimagining & Rethinking the strategic relationship between the employee and employer relationship in creating the Total rewards program	30

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S. No	Track	Session	Format	Learning takeaways	Duration (Mins)
22	Theme	What CHROs do least that matter most: The CHRO agenda that differentiates	Boardroom		120
23	Theme	Case Study Presentation			45
24	Theme	Laser Coaching			30
25	Theme	Valedictory			60

*\*Note: The topics, formats and duration are tentative and might go for change based on speaker's preference and availability*