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(ASCENT SECTION)

EVENT REPORT

>> EVENT:

6th Mega HR Conclave
by Delhi Management
Association

>> WHEN:

August 21, 2014

>> WHERE:

Gurgaon

>> THEME:

Harnessing human
potential in a growth-
oriented environment



>> (L to R) Shashank Jagirdar, director - HR, DHL Supply Chain India Pvt Ltd; **Aparna Sharma**, country head - HR, Lafarge India Pvt Ltd; HS Pati, director - personnel, SAIL; JS Kaushal, director - personnel, Central Warehousing Corporation; Dilep Misra, president & head - corporate HR, JK Organisation (EZ); and Umesh Dhal, VP-HR & MS, LG Electronics India Pvt Ltd

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The recent changing of India's socio-political landscape has been sufficient to trigger a big turnaround. It is time to capitalise on this euphoria and use this opportune time to usher in the right environment for reinvigorating the market and help the nation revive its economic mojo. Managing the human potential in such an ecosystem becomes quite a challenge in itself for business in general and HR in specific. In order to delve into and deliberate upon this topic, Delhi Management Association (DMA) and Indus Business Academy (IBA) jointly organised the 6th Mega HR Conclave on 'Harnessing Human Potential in a Growth-Oriented Environment' on August 21, 2014 at Hotel Fortune Select Global, Gurgaon, wherein a host of

corporate leaders got together and shared their thoughts and experiences. Ascent was the Print Media Partner of the event.

While delivering the welcome address, Veena Swarup, director-HR, Engineers India Limited, and program director, 6th Mega HR Conclave, said, "How do we address the biggest challenges every HR professional is facing today? To hire the right people, have them in the right places, develop them correctly and then see that they are engaged and deliver their best in this volatile business environment, are vital. HR professionals also need to find out what the young generation is looking for."

The conclave was organised in four sessions. The first session was the inaugural session where the special guest, Neeru Abrol, CMD, National Fertilisers Limited and senior vice president, DMA

shared her views on the challenges that HR professionals face in a PSU. "Since most of the PSUs started around the 70s, a lot of retirements are taking place and hence, it is a big challenge for us. Earlier, a person used to stay in a PSU till retirement, but these days, people change jobs more frequently," she expressed.

The keynote address was delivered by management *guru* Padma Bhushan Dr MB Athreya. He gave a broad overview with specific focus on India vision 2023, business challenges, HRM excellence opportunities, etc. "Organisations need to create a sense of ownership in the youth. This can be done by sharing the vision, mission and values and by involving them and engaging them," he elucidated. The chief guest of the conclave was BB Pattanaik, managing director, Cen-

tral Warehousing Corporation. He shared his views on the changing paradigm of HR and various facets of HR including variable pay structure, performance management, systems, etc.

The other sessions discussed issues such as 'Challenges of talent management - best practices' and 'Ancient wisdom: modern management - the role and relevance'. The event concluded with the final session on 'HR Analytics and Social HR: impact and usage in talent management'. Amit Malik, CHRO, Aviva Life Insurance India Limited was the session chairman. Other eminent panellists were Bindu Vinodhan, senior VP - HR, WNS Global Services (P) Ltd; Gautam Pandey, vice president & talent leader, Deloitte Tax Services India Pvt Ltd; and Tarun Katyal, CHRO, Sistema Shyam Teleservices Ltd.