

NASSCOM®
HR SUMMIT

20th - 21st JULY 2017 ITC GRAND CHOLA, CHENNAI



July 20th, 2017

0800 – 0930 Hrs.	Registration and Networking
0915 – 0930 Hrs.	Dastan Ek Chhoti Si Cheenti Ki By Ankit Chaddha, Writer & Storyteller Venue: Rajendra I, II, III & IV
0930 – 0940	Welcome Address by R Chandrashekhar, President, NASSCOM

Hrs.	Venue: Rajendra I, II, III & IV		
0940 – 0945 Hrs.	The Summit agenda and what you can't miss By Sandeep Chaudhary, CEO, Aon Hewitt Venue: Rajendra I, II, III & IV		
Talent Strategy 01			
0945 – 1030 Hrs.	Strategy Track Session I: Opening Keynote The FutureFit Organisation - understanding what it will take to be an adaptive organisation <i>Understanding the global context of change and disruption is important in order to not only know what the 'futurefit organisation' looks like but also what it will take to be a futurefit organisation. This keynote will explore the DNA necessity to be adaptively intelligent and how HR can built this capacity in both the organisation and leaders.</i> By Keith Coats, Global Leadership Expert Venue: Rajendra Hall I, II, III & IV		
1030 – 1115 Hrs.	Strategy Track Session II A: Panel discussion When Culture DOES NOT eat Strategy for Breakfast <i>In the midst of uncertainty, strategy is fluid. And so is culture. How do you get the two to sing together? Because as the future unfolds, strategy shifts. How do you tweak the DNA to make it work to the strategy? Or can you?</i>	Execution Track Session II B: Masterclass Creativity + Innovation + Leadership = Building Blocks for Today, Tomorrow and Day After <i>Creating for the future</i>	Unconference Rendezvous Series 1 1045 – 1115 Hrs. <i>An open dialogue between two industry leaders to share their priorities and action plans. The audience will get an opportunity to learn first-hand from these leaders'</i>

	<p>Speakers: Dr. Tanaya Mishra, Managing Director – HR, Accenture Kameshwari Rao, Head – HR, Sapient</p> <p>Chairperson: Sandeep Chaudhary, CEO, Aon Hewitt</p> <p>Venue: Rajendra Hall I, II, III & IV</p>	<p><i>holds the inevitability of both failing and succeeding. This interactive workshop brings together the importance of the three core ingredients of how to create, innovate and lead in order to overcome the fear of failure while accomplishing goals for Year 01, 03 and 05.</i></p> <p>By Sanil Sachar, Author & Entrepreneur, TruSox</p> <p>Venue: Rajendra Hall V & VI</p>	<p><i>experiences.</i></p> <p>Rohit Thakur, Head – HR, Accenture in conversation with Vishpala Reddy, Vice President - Human Resources, American Express</p> <p>Venue: Pre-function Area</p>
<p>1115 – 1145 Hrs.</p>	<p>Networking over Tea & Coffee</p>		
<p>1145 – 1230 Hrs.</p>	<p>Strategy Track</p> <p>Session III A: Panel Discussion</p> <p>Upping our Game: Building skills that matter</p> <p><i>With the environment unveiling new challenges for us every day, the need of the hour is not just to develop new skills but to reskill our existing workforce as well. This session talks about the competencies and behaviours we need not just to thrive but also to succeed. Leaders from different backgrounds will come together and</i></p>	<p>Execution Track</p> <p>Session III B: Masterclass</p> <p>Invitational Leadership: Bringing out the Best in Others</p> <p><i>This Masterclass will explore the powerful 'Invitational Leadership' model which helps ensure that leaders are able to bring out the best in others. In a changing world, leadership needs to change. Building on the early</i></p>	

	<p><i>share their perspective on skill development.</i></p> <p>Speakers: Vishpala Reddy, Vice President - Human Resources, American Express DP Singh, Vice President & HR Head- India/SA, IBM Richard Lobo, EVP – HR, Infosys Ltd.</p> <p>Chairperson: Melissa Ries, General Manager – APAC & Japan, Skillsoft Ireland Limited</p> <p>Venue: Rajendra Hall I, II, III & IV</p>	<p><i>keynote (The Futurefit Organisation) this masterclass will delve deeper into the leadership response - and suggest appropriate leadership frameworks to help ensure that leadership remains relevant and engaged in the emerging 'new world of work' .</i></p> <p>By Keith Coats, Global Leadership Expert</p> <p>Venue: Rajendra Hall V & VI</p>
<p>1230 - 1400 Hrs.</p>	<p>Networking Luncheon</p>	<p>Luncheon Roundtable (By Invitation only)</p> <p>Joining the Jigsaw – Building the HR Capability Map</p> <p>Venue: Tanjore</p>
<p>Talent Strategy 03</p>		
<p>1400 – 1430 Hrs.</p>	<p>Strategy Track</p> <p>Session IV: Leader’s Insights</p> <p>Reimagining the Organization <i>How do you organize to create value in today’s world? Is it the end of ‘employees’? When data conquers process, what happens to a value chain and an organisation built around it? How has a business disaggregated itself from its’ work and its’ jobs?</i></p>	

	<p><i>How do car companies organize in the world of driverless cars? How do banks and card companies organize in a world of fintech? In the world of Uber and Amazon, what is, even a company? Are the notions of organization structure, hierarchy and all associated HR collateral, including a talent strategy, up for disruption?</i></p> <p><i>Let us re-imagine the organization.</i></p> <p>Speaker: Nalin Kumar Miglani, CHRO, EXL</p> <p>Venue: Rajendra Hall I, II, III & IV</p>	
<p>1430 – 1515 Hrs.</p>	<p>Strategy Track</p> <p>Session V A: Mashup</p> <p>What’s your Gig? New rules for the world of work</p> <p><i>Gig economy is here. And how A study by Intuit predicted that by 2020, 40 percent of American workers would be independent contractors. The shifts are showing in India as well. What will it mean for individuals? What will it mean for organizations?</i></p> <p>Short keynote by Manish Sabharwal, CEO, Team lease followed by a panel discussion.</p> <p>Panel discussants: Peter Nicholl, COO, Flexingit Manish Sabharwal, CEO, Team lease Shantanu Das, CHRO, Amway</p> <p>Chairperson: Ketan Dewan, Co-Founder & CEO, Talocity</p> <p>Venue: Rajendra Hall I, II, III & IV</p>	<p>Unconference Rendezvous Series 2</p> <p>1500 – 1530 Hrs.</p> <p><i>An open dialogue between two industry leaders to share their priorities and action plans. The audience will get an opportunity to learn first-hand from these leaders’ experiences.</i></p> <p>Melissa Ries, General Manager – APAC & Japan, Skillsoft Ireland Limited in conversation with Rohit Thakur, Head – HR, Accenture</p> <p>Venue: Pre-function Area</p>
<p>1515 – 1600 Hrs.</p>	<p>Networking over Tea & Coffee</p>	

<p>1600 – 1645 Hrs.</p>	<p>Strategy Track</p> <p>Session VI A: Panel Discussion</p> <p>Innovation and HR</p> <p><i>Every business needs a differentiator. Every business leader wants innovation as a bed rock for their business to ride the storm. But how can HR deliver on it?</i></p> <p>Speakers: Ashu Malhotra, CHRO, Cargill Udayan Dutt, Regional HR Director, Reckitt Benckiser Tanmaya Jain, Chief Smile Officer, inFeedo</p> <p>Chairperson: Rohit Thakur, Head – HR, Accenture</p> <p>Venue: Rajendra Hall I, II, III & IV</p>	<p>Execution Track</p> <p>Session VI B: Panel Discussion</p> <p>Customer is King: When HR goes technology shopping</p> <p><i>Learning from HR leaders who are front-runners in buying and implementing technologies for enhanced people and process effectiveness in their organizations.</i></p> <p>Speakers: Ramki Gaddipati, Co-founder & CTO, Zeta Sabu Thomas, Chief People Officer, Allstate</p> <p>Chairperson: RaviShankar B, CHRO, Ramco</p> <p>Venue: Rajendra V & VI</p>
<p>1645 – 1730 Hrs.</p>	<p>Strategy Track</p> <p>Session VII A: Panel Discussion</p> <p>Digitally Enabled CXOs and The Rise of Dynamic Leadership</p> <p><i>We are in the midst of the Fourth Industrial Revolution. A digital revolution that has been occurring since the middle of the last century.</i></p> <p><i>This revolution demands CXOs to imbibe adaptive leadership - employ a fluid style of leadership that adjusts based on situation, circumstances and the tools at hand. How prepared are the CXOs? How ready are the next gen leaders? How can HR enable them?</i></p> <p>Speakers: Madhavi Lall, MD & CHRO, Deutsche Bank Jaspreet Bindra, SVP - Digital Transformation, Mahindra Group</p>	

	<p>Sharad Vishvanath, Group Head - Digital Bank, Analytics & HR, AU Bank Sumithra Gomatam, President - Digital Operations & EVP, Cognizant</p> <p>Chairperson: Thomas K Thomas, Editor, Hindu Business Line</p> <p>Venue: Rajendra I, II, III & IV</p>
1730 – 1800 Hrs.	<p>Session VIII A: Motivational keynote</p> <p>NOT OUTSIDE THE BOX — WITHIN THE BIGTOP</p> <p><i>Innovation can be about technological advancement - But sometimes thinking outside the box requires returning to the source. Humanizing the experience is what makes a 'Cirque' show successful. How do you apply these artistic components to your business?</i></p> <p>By Stefan Haves, Director, Cirque du Soleil</p> <p>Venue: Rajendra I, II, III & IV</p>
1800 – 1815 Hrs.	<p>NASSCOM Digital Skills Awards 2017</p>
1815 – 1845 Hrs.	<p>Entertainment Evening</p> <p>Venue: Rajendra I, II, III & IV</p>
1845 Hrs. onwards	<p>Networking Dinner</p> <p>Venue: Rajendra VII & VIII</p>

July 21st, 2017

0830 – 0930 Hrs.	Registration and Networking (only for delegates who have not registered on Day 1)	
Talent Strategy 05		
0915 – 0945 hrs.	<p>Strategy Track</p> <p>Session IX A: Keynote</p> <p>Leading in the VUCA world</p> <p><i>The world has always been complicated, but the ‘new’ world is becoming increasingly complex. Future leaders of any organisation – including HR fraternity – will have to have to deal with cataclysmic changes – and not just incremental ones. And while institutional training builds the foundation blocks; leaders of the VUCA world will have to implement doctrinal changes in the way they learn, lead and influence almost on a daily basis. And each of these aspects will have to be the onus of the leaders themselves. This talk focuses on developing future ready leaders who are capable of leading without authority and in extreme ambiguity.</i></p> <p>By Raghu Raman, Group President, Reliance Industries</p> <p>Venue: Rajendra Hall I, II, III & IV</p>	
0945 – 1030 Hrs.	<p>Strategy Track</p> <p>Session X A: Panel Discussion</p> <p>Building a learning organization</p> <p><i>A learning organization is one that constantly transforms itself by facilitating the learning of its members. In the VUCA world, where we are required to think and act in a moment, teams need to come together to think big-picture, unlearn conventional wisdom and build a shared vision. As leaders, we need to guide but not control.</i></p>	<p>Execution Track</p> <p>Session X B: Masterclass</p> <p>The Mind of a Champion</p> <p><i>The secrets behind the world’s best athletes.</i></p> <p>By Shayamal Vallabhjee, Sports Scientist & EQ Consultant</p>

	<p><i>How to get Self-help right?</i></p> <p>Speakers: Raghav Gupta, India Country Director, Coursera Shraddhanjali Rao, Head – HR, SAP India</p> <p>Chairperson: Hariraj VijayKumar, Co-Founder, Designs In Change</p> <p>Venue: Rajendra I, II, III & IV</p>	<p>Venue: Tanjore</p>
<p>1030 – 1115 Hrs.</p>	<p>Strategy Track</p> <p>Session XI A: Panel Discussion</p> <p>Performance Measurement at a tipping point? – Make-your-own KRAs</p> <p><i>Everyone has read and talked about ditching the bell curve. However, no magic wand is yet invented for effectively measuring performance.</i></p> <p><i>The session aims to provide insights on how different companies are re-aligning their performance management strategies to measure and reward effectively.</i></p> <p>Speakers: Gajendra Chandel, CHRO, Tata Motors Ravindra Kumar, CHRO, GE Deodutta Kurane, Group President – HCM, Yes Bank</p> <p>Chairperson: DN Prasad, Director – Operations, Google</p> <p>Venue: Rajendra I, II, III & IV</p>	<p>Unconference Rendezvous Series 3</p> <p>1030 – 1100 Hrs.</p> <p><i>An open dialogue between two industry leaders to share their priorities and action plans. The audience will get an opportunity to learn first-hand from these leaders' experiences.</i></p> <p>Melissa Ries, General Manager – APAC & Japan, Skillsoft Ireland Limited in conversation with Rohit Thakur, Head – HR, Accenture</p> <p>Venue: Pre-function Area</p>

1115 – 1145 Hrs.	Networking over Tea & Coffee	
1145 – 1230 Hrs.	<p>Strategy Track</p> <p>Session XII A: Panel Discussion</p> <p>When data speaks: Predictions and Prescriptions with Analytics</p> <p><i>Analytics is a buzzword. How organizations use some of the richest data on their employees. What can you do with it? What's stopping us?</i></p> <p>Speakers: Shayamal Vallabhjee, Sports Scientist & EQ Consultant Somnath Baishya, Head – HR, Intuit Manoj Kumar, VP & Head of HR Analytics - Global businesses & COE, HSBC</p> <p>Chairperson: DN Prasad, Director – Operations, Google</p> <p>Venue: Rajendra I, II, III & IV</p>	<p>Execution Track</p> <p>Session XII B: Roundtable Discussion (By Invitation only)</p> <p>1200 – 1245 Hrs.</p> <p>Upskilling for digital relevance</p> <p>This roundtable session will debate the key skills in demand, what are the different reskilling programs that are working, what can we do collaboratively as a sector?</p> <p>Venue: Tanjore</p>
1230 – 1315 Hrs.	<p>Strategy Track</p> <p>Session XIII A: Panel Discussion</p> <p>Not Just a Brick in the Wall</p> <p><i>Dreams and aspirations change with the times. The new generation of ladies and gentlemen at work are seeking purpose, 'me-time', environment friendly employees who do cool stuff. What do they expect from HR? How do they view the role of HR? We bring together young stars who are new to work and employment, but will define the future of work and definition of employment.</i></p>	

	<p>Speakers: Shreyas T.R., B.Tech final year, VIT Chennai Pranav Aanand, B.Tech final year, SRM University</p> <p>Chairperson: Gurpriet Siingh, Senior Client Partner, Korn Ferry Hay Group</p> <p>Venue: Rajendra I, II, III & IV</p>	
1315 – 1415 Hrs.	<p>Networking Luncheon</p>	<p>Luncheon Roundtable (By Invitation only)</p> <p>Joining the Jigsaw – Building the HR Capability Map</p> <p>Venue: Tanjore</p>
1415 – 1500 Hrs.	<p>Strategy Track</p> <p>Session XIV A: Panel Discussion</p> <p>Spotlight: 1, 3, 5 – connecting the dots</p> <p>What practices can you start today to bridge to the future? What practices should you let go as you take the 5 year view? HR leaders discuss redundant HR tools and practices, and the new age mantras to ride the 1-3-5 waves.</p> <p>Speakers: Anuranjita Kumar, MD & CHRO, Citibank Padma Kiran Rao, Head – Human Resources, Societe Generale Global Solution Centre Ongmu Gombu, Executive Vice President-HR, GlaxoSmithKline Consumer Healthcare</p> <p>Chairperson: Purushotam Savlani, CEO, First Advantage</p> <p>Venue: Rajendra I, II, III & IV</p>	
1500 – 1515 Hrs.	<p>Unveiling the HR Capability Map</p>	

	Venue: Rajendra I, II, III & IV
1515 – 1600 Hrs.	Session XIII A: Motivational Keynote By Mohinder Amarnath, Former Indian Cricketer Venue: Rajendra I, II, III & IV
1600 Hrs.	Departure Tea/Coffee & End of Summit

Disclaimer: This is the tentative version of the agenda. Till the final version is out, NASSCOM reserves all rights to change the topics of the sessions without notice.