



LEADING TRANSFORMATION

IMA INDIA'S 2019 CHRO ROUNDTABLE

24TH - 26TH MAY 2019, HOTEL ALILA DIWA, GOA

AGENDA

Friday, May 24, 2019

Registration and High Tea

3:00 pm

At the main hall, Alila Diwa, Goa

Come together over high tea to kick off the 2019 offsite, a weekend of shared learning or, as we prefer to call it – collective wisdom.

The Economy: India in the Context of a Changing World

3:30 pm – 5:00 pm

Adit Jain, Editorial Director, IMA India

As the CHRO's role has evolved on broader, strategic issues we begin the 2019 CHRO Roundtable with a session on important global developments and those within India's economy. **Adit Jain** will explain some of the challenges that businesses will face in the context of their operating environment. He will examine five megatrends shaping the global economy and how these will impact India and its business environment. Adit is IMA's Editorial Director and has authored over a thousand pieces on business and policy issues over the years.

Discussion Break

5:00 pm – 5:30 pm

Creating and Protecting the Employer Brand

5:30 pm – 7:00 pm

Kiran Khalap, Author, Teacher, Co-founder and Managing Director, Chlorophyll Brand Consultancy

Corporate brands are no longer limited to their products. Employees constitute the prop of what creates brand equity and, increasingly, CHROs are according top priority to employer branding. In this session, **Kiran Khalap** will examine the issue in detail, providing case studies of how brands have blossomed or suffered to illustrate the principles of successful brand custodianship. Kiran is a leading brand specialist and has been involved in over 30 transformations specifically involving employer branding over the years.

Cocktails and Dinner

7:30 pm

At the Edge Deck

Saturday, May 25, 2019

Morning Yoga (optional)

7:00 am

At the Yoga Studio, Alila Spa

Multiple studies have confirmed the many mental and physical benefits of yoga. Incorporating it into your routine can help enhance your health, increase strength and flexibility and reduce symptoms of stress, depression and anxiety. Kick-start your day with an expert-led yoga session.



Elections 2019: a new Government, new expectations

9:30 am – 11:00 am

R Jagannathan, Editorial Director, Swarajya

With election scores having just been announced, a commentary on the new Government that will assume office is over-ridingly relevant. This session will explore the likely constituents of India's new administrative leadership and consequently the impact on policy and political stability. **R Jagannathan** will offer a perspective based on 40 years of experience in political, business and financial journalism. He is the Editorial Director of Swarajya, an independent magazine and, previously, was editor-in-chief of all Network18 publications including FirstPost.com, Moneycontrol.com and Forbes India.

Discussion break

11:00 am - 11:30 am

Enduring Organisations: Leadership Lessons

11:30 am – 12:30 pm

Rajiv Lochan, Managing Director and Chief Executive Officer, The Hindu Group

History tells us that even the best-performing organisations fall into two categories: those that endure over long period of time and those that rise to prominence but falter when faced with a major challenge or disruption, often fading away into complete oblivion. 'Enduring organisations' are those that have the ability to survive and prosper under a variety of economic and business conditions; the ability to reinvent themselves over time and deliver ongoing value to shareholders, employees and customers. What are the attributes that enable them to do this and how can senior management, including the HR leadership, develop these in their organisations?

Rajiv Lochan, MD and CEO of the 140-year old The Hindu Group, is a fine example of a leader who has spent much of his career in enduring organisations such as Sundaram Finance (60+ years), McKinsey (90+ years) and IFMR (40+ years). He will share his experiences and lend deeper insights into the leadership learnings from enduring organisations.

Luncheon

12:30 pm – 1:30 pm

(A specially crafted wellness menu)

Transforming HR: The Role of Technology

1:30 pm – 2:30 pm

Ganesh Natarajan, Founder and Chairman, 5F World & Skills Alpha

The greatest disruption of this century is the rise of the digital world. It offers unparalleled opportunity to maximise performance – the use of self-service applications for processes like performance, career management and learning. – by freeing up HR time spent on transactional activities to focus on more strategic work. But does the theory hold up when tested by the realities of the workplace? How can the right technology power HR's success?

Ganesh Natarajan, Founder & Chairman of 5F World & Skills Alpha and former CEO of Zensar Technologies and APTECH, is known for his capacity to create engaged workforces and build globally competitive organisations. Ganesh will share best practices drawn from leading organisation on leveraging technology tools to drive the talent agenda.

Discussion Break2:30 pm – 3:00 pm



Diversity and Inclusion: More than Buzzwords**3:00 pm – 4:30 pm***Anuradha Das Mathur is Founding Dean of Vedica Scholars Programme for Women*

The gender debate in India is not a gentle one. It is a nation which consistently has one of the world's lowest labour participation rates for women. To change the narrative, one woman decided to take matters in her own hand. Co-founded by Anuradha Das Mathur, the Vedica Scholars Programme for Women is an 18-month residential alternative to a traditional MBA programme based in New Delhi solely for women. The goal of Vedica is to ensure that its students are equipped intellectually and emotionally to climb the ladder of social and economic independence in the workplace.

Join **Anuradha** in an inspiring discussion – beyond the conventional D&I conversation – as she busts myths about women, shares her journey, the challenges overcome and the vision of making Vedica a hub of professional research on women's issues and crucially, an agent of change.

The Perfect Sundowner: Utorda Beach**5:00 pm – 7:00 pm**

Utorda beach is a tiny bit of paradise hidden away from the hustle bustle of the city. Just a 10-minute drive from the hotel, this peaceful and picturesque beach is surrounded by coconut palm trees, rolling sand dunes and offers place for rest, relaxation and rejuvenation. We will be visiting an award winning sea facing restaurant – Zeebop – that offers the best seaside experience with great music and sumptuous food.

Inspiring Change**7:45 pm – 9:00 pm***Temsutula Imsong, Founder, Sakaar Sewa Samiti**(This will be hosted as a joint session with spouses over cocktails)*

One of Prime Minister Narendra Modi's pet initiatives – the Clean India Mission or *Swachh Bharat Abhiyan* – has been making headlines for some time now. We have seen celebrities like Amitabh Bachchan pick up brooms and sweep sections of streets after being asked to serve as a sort of brand ambassador for the mission. But this time, it is not celebrities who are in the news. A young woman from Nagaland decided to take up the task of cleaning the Prabhu Ghat, one of the filthiest ghats in Varanasi, the PM's constituency. She started her mission in 2013 after quitting her fulltime job, and ended up cleaning the Prabhu Ghat in 2015. Engage with Temsutula in a discussion over drinks and snacks as she shares her spirited efforts that earned the personal praise of PM Modi.

Dinner**9:00 pm***At the Ballroom Lawns*

Sunday, May 26, 2019

Morning Yoga (optional)**7:00 am***At the Yoga Studio, Alila Spa***Leadership Lessons from the Armed Forces****9:00 am – 10:30 am***Capt Raghu Raman, President, Risk, Security and New Ventures, Reliance Industries*

Are leaders average people? Having the confidence and character to become a better version of yourself and create value for others are key factors that constitute leadership. The armed forces have many lessons to offer because virtually every situation an organisation faces has been previously encountered and resolved in the Army. After all, the Army grooms its leaders to take men into battle without pay hikes, ESOPs or any material incentives. They are expected to deliver each and every time and the price of failure is far higher than in any other human endeavour.



Captain Raghu Raman, with a unique career spanning a decade in the Indian Armed Forces, another decade-plus as CEO of three companies in the Mahindra Group and several years of experience in the Government, will offer valuable leadership lessons that lend themselves to application across domains.

Discussion Break

10:30 am – 11:00 am

Happiness at Workplaces

11:00 am – 12:30 pm

Open house, moderated by Adit Jain

Studies show that employee happiness has a direct correlation to a business' bottom line. However, happiness at the workplace is not about large welfare budgets or fancy offices but the more fundamental things that concern what a person does and why. What can HR do to ensure a culture that promotes employee happiness? The **'open house'** aims to address these questions by drawing upon the collective wisdom of HR leaders present at the Roundtable. It will be structured as a free-wheeling but organised conversation within the audience, aiming to bring out learnings, practices and anecdotes that participants can take away as tangible ideas for onward implementation.

Brunch and Close

12:30 pm

At Vivo

All speakers, sessions and timings are tentative and subject to ongoing confirmation