

Samavesh-The HR conclave

‘Samavesh-The HR conclave’ has been organized by School of Petroleum Management, Pandit Deendayal Petroleum University, Gandhinagar on 09th and 10th, August 2019 aiming at sensitizing the B School students on the HR challenges and issues in the light of Industry 4.0. Brief summary is as follows:

DAY 1:

Day 1 of the conclave started with an inaugural ceremony where the chairperson laid a foundation for the two days event by explaining the technological innovation and its implications on people management.

- **TRACK 1:**

“HR in an era of industry” was the first theme to be focused, on which the first speaker Mr Kaustuv Bhattacharya - AVP, Birla Carbon, Portfolio Head, Young Talent Management, Aditya Birla Group, briefly explained the basics of HR with technology including the global growth and geographical presentation of economy and emphasized on combining technology with HR rather than new technology innovation. The second speaker Dr Gaurav Buch - Head - HR, Rasna International focused on experiential learning by explaining the success pyramid model. Taking forward the topic, third speaker Mr. Vijay Raj - CoE - Learning Head, Reliance Industries Ltd, indulged in an interesting interaction with audience, along with which he correlated the changes in the employment market. The fourth speaker Mr Rakesh Mehta - Head - HR, S & P Global perfectly ended the session with an inspiring elaboration of the quote “how can we know where we are going, when we don’t know where we are”.

- **TRACK 2:**

“Women leaders: carving a niche”, the second theme of the day had strong and empowering speakers in which the first speaker Dr Jasmine Gupta - VP, Retail Banking, Kotak Mahindra Bank, focused on personal brand building and how to leverage the same. The second speaker Ms. Sanju Thakur, DGM (HR), Future Group, while interacting among the audience conveyed the message of how women and men stand at the same place at every level of situation and how women have the potential to deal with various situations effectively, adding up to this third speaker Mrs. Rujuta Rammohan - Head, Digital Learning Solutions, 361 DM Education, focused on the 8 guiding principles or habits women should adapt to achieve success in future. Our fourth speaker Ms Sumy Reji - Head HR, Milacron India Ltd, shared a good insight on the

topic with illustrations from her experience which was motivational and the session ended with the enlightening knowledge from our fifth speaker Ms Deepti Arora - HR Head, Evosys, who emphasized on women being the leader and binding forces of the culture.

DAY 2:

With an inspirational end to day 1, day 2 started with a new corporate focus on today's generation. Also, the new trend in companies to increase its employee's ability to interact effectively with professionals and raising awareness of cross-culture dynamics which was guided by those region's experts with ample experience in the respective fields.

- **TRACK 3:**

Track 3 had an interesting topic to be discussed that is, "millennials: scripting a new paradigm" in which a qualitative interaction happened. Our first speaker Mr Birju Trivedi - VP- People Strategy, Cadila Healthcare, Zydus Group rightly proved that "there are no superheroes, just us, we are the one we have been waiting for" in context of millennials. Second speaker Mr Sandeep Mudaliar - VP-HR, Analytics Business Solutions justified the characteristics and preferences of a millennial, adding to which third speaker Ms Rupali Ekawade - HR, India bulls stressed on the mindset a millennial must possess to adapt to the change and the learning to have from our failures. And at the end, Mr Akshat Surana - Lead HR Shared Services, Adani Group explained the audience the behavioural traits of millennials.

- **TRACK 4:**

After a detail learning about the present age millennials, it was the right time to interact on, "reimagining cross-culture dynamics" along with the region's expert. With respect to this our first speaker Mr Prashad Kulkarni - VP- Global HR, Accelya Group gave a proper insight on what is culture? And how it can be maintained in an organization. Continuing to which, second speaker of track 4 Mr Rajat Dey - Sr. VP-HR, Grasim Chemicals (Aditya Birla) connected the theme with his own workplace experience and made it easy for the audience to relate to and understand, also explained how can we convert diversity into unity. Third speaker, Mr Dhaval Shah - GM-HR, Torrent Gas went for a live session with the audience to make them learn about the cultural integration, communication gap and how to bridge the same, adding to which the fourth speaker Dr Paresh Kariya - Founder, Asian Institute of Quality India rightly justified the

quote, “culture is king” and what importance it holds in a person’s workplace and in an organization as a whole.

The event concluded with a note from conclave co-chair Dr. Akash Patel. The two days event provided ample opportunity to the students to get enough insights about people management in the context of emerging technology.