



RUKMINI DEVI

Institute of Advanced Studies

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DOSSIER

On

HR Conclave

Training & Placement Cell, RDIAS

On

October 5 , 2018



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Mr. Deepak Chhabra

Asst. Professor , RDIAS

Prof.(Dr.)Raman Garg

Director, RDIAS

FORM A

Proposal :

- **Name Of the event to be organized :** HR Conclave
- **Date :** October 5 , 2018
- **Time :** 10:00 - 13:30
- **Venue :** Lecture Theater, RDIAS
- **Organized By:** Training & Placement Cell, RDIAS
- **Motivation for the activity :** •With the advancement in technology and changing times the industry has witnessed a vast change. RDIAS organized this event to help the students to know about the current scenario so that we as students can prepare themselves for the future.

Form B

Part 1

Aim of the event :

Dealing with humans has always been a challenging task for the organizations. In recent time, the corporate sector has witnessed huge changes in all the major practices due to changing time and technology. The focus of the whole event was to know how the companies are coping up with these changes and how we as aspiring professionals can prepare ourselves for the future.

Part 2

Abstract :

The advancements in technology are making organization undergo structural changes to live up to the challenges of the future.

The broad line challenges for the talent acquisition experts is to have an insight view on the future of work where the trend shift indicates an inclination towards skills-based hiring.

The session I consisted of the following keynote speakers:- Blossom Kocchar-Chairperson, Blossom Kocchar group of companies, Ms. Jasmin Waldman- an International Life Coach, Mr. Indranil Roy- Learning and Development Lead, Accenture and Mr. Pankaj Wadhwa- Founder, Tangible Learning Solutions.

They clearly talked about the changes that technology has brought in this 21st century and how the needs of employees have changed. Nowadays, employees are not restricted to one organization. They seek change, seek growth and ultimately success.

They talked about changes in training and development. Earlier we had to spend a lot on the physical structure of training but nowadays it's all technological driven. We can easily access the modules via apps and websites. Also, the discussion is not one way. It is a two-way approach now. We can easily leave the questions and get answers within a short span of time

Key point by each speaker in this session:-

1. Blossom Kocchar- Learn a new skill to get an edge over others
2. Jasmine Waldman- Do yoga and exercise to improve concentration. Also, it will help to lead a healthy life. Preparation before any task is important.
3. Mr. Indranil Roy- He focused on building soft skills, professional skills and hard skills.
4. Mr. Pankaj Wadhwa- He focused upon to accelerate the speed of learning with speed of change.

The session II consisted of the following speakers- Mr. Tapan Mukherjee Chief Consultant at Tapan Mukherjee and Co., Mr. Param Puneet Singh- Senior Manager and Consultant at Accenture, Mr. Ajay Gupta- City Lead at Headstart Network Delhi, Mr. Shashikant Varshaney Asst. Manager- Finance and Accounts, Ms. Garima Mathur- Director, Creative HR Quantum Pvt. Ltd., Ms. Sunanda Rao- Business Editor, LB Associates, Mr. Vishal Srivastav- CEO of Avom Consultants, Ms. Ruchi Gupta and Ms. Priyanshi Sharma (Alumni of RDIAS).

They talked about the change in recruitment style. They discussed the change from print media to online job portals to LinkedIn. They talked about the increasing value of Video CV's and making an Impression within the first 30 seconds. They also told to include words like Project Management Agility and Multi-Cultural Negotiation.

The key takeaways from this session were as follows:-

1. Stick to the basics of values.
2. The practices will remain the same but it all depends on us that how we implement them and bring the change.
3. Technology is changing at a rapid speed and thus individuals need to learn and upgrade themselves with the change.
4. Humans are the asset, no matter whatever technology comes in but the role of an HR as a facilitator and leader will never change.
5. Create a good LinkedIn profile and reach out to people.
6. Post relevant material on all your social media platforms.
7. Gain More and more knowledge through online courses, training and live projects.

The session ended with a Keynote speech by Priyanshi Mam.

Part 3

Conclusion

The conclave helped us in understanding the recent challenges in the corporate sector and the ways to deal with them. With an increase in cultural and gender diversity, team building, performance management and employee relations have become an important factor for better work efficiency and environment. Technology is bringing temporary disruptions but it is the only way forward to stay ahead in the market. Technology can replace redundant work but it cannot be used in places where human touch is needed. The main emphasis of all the speakers was skill training.

SnapShot



Mr. Indranil Roy from Accenture discussing on the Why of Skill Transformation



Panel members from Keynote session 2 discussing over the need of the hour - Skill based transformation.



Keynote Speaker Blossom Kochhar enlightening students during the session