

I.T.S SCHOOL OF MANAGEMENT

Mohan Nagar, Ghaziabad

Organises

HR CONCLAVE 2022

HR Transformation in Agile Business Environment

in association with



 Saturday, 5th November 2022



HR Transformation in Agile Business Environment

In recent years the organizations are facing mounting pressure of uncertainties as a result of massive innovations, technological disruptions, global pandemic and talent shortages. This has a significant impact on organizational dynamics, supply chain management and overall strategic planning. The key ingredient for thriving in such situations is to be resilient, reactive and fast to reorganizing business priorities, structure and operating models so as to adapt to agile business environment. Every business is now at an inflection point. Leaders need to decide whether they will hold onto old frameworks that are quickly becoming obsolete, or embrace new tools and operating models as a way of working. As we move into a new and more agile world of work, talent is the greatest driver of competitive advantage and hence, HR transformation is becoming increasingly vital to attract, motivate, and retain the best talent by using technology that offers several game-changing benefits.

The right approach to HR transformation must be to rapidly evolve strategies and align with organizational strategy based on digital transformation to thrive in the new world of work. Effective implementation of innovative strategies with business agility needs firms to develop and transform HR that reflects and supports the broader organization and its strategic objectives.

Consequently, HR transformation is a necessity for businesses that are looking to outpace the competition by maximizing efficiency, reducing cost and enhancing the contribution that people make towards achieving organizational goals.

Session I: Leadership and Culture in Agile Business Environment

To survive and thrive today, many organizations are undertaking the fundamental shift from a traditional organizational model designed for the industrial economy to an agile model designed for today's digital economy. This tectonic shift heralds a new form of organization that enables innovation, collaboration, and value creation at unprecedented speed, scale, and impact.

Research confirms that leadership is arguably very important in agile business environment. Leadership and how it shapes culture are the biggest barriers to and the biggest enablers of successful agile transformations. As we move into the new world of work, culture and people are important, in terms of building empowerment, carrying out Diversity, Equity & Inclusion initiatives and encouraging cultural behaviors to keep pace with agility by creating agile teams.

In this set up of hybrid, borderless organizational models, leadership must not offer instructions to an organization but rather set a direction. Agile HR should shape the culture. HR practices focusing on collaboration, team and network, autonomy and partnership will be critical drivers.

Session II: Digitalization of HR in Agile Business Environment

The world was described as volatile, uncertain, complex and ambiguous (VUCA), but the rise of COVID 19 and other socioeconomic and political upheavals heralded the introduction of a new phrase to describe the world, called as BANI (Brittle, Anxious, Non-Linear, and Incomprehensible). With digital technology as an enabler, organizations were able to transform more quickly than most people thought was conceivable. The pandemic proved that organizations must be ready to adapt quickly to change.

This entails increasing agility for the HR department as well. Systems and procedures in HR must be modified to account for new working conditions, altered employee experience standards, and quickly evolving business models.

To become agile, digitalization of HR model and practices throughout the organization is integral for producing versatile managers who understand not only their customers, markets, and technologies, but also how to continuously align their organization to a changing context.



About I.T.S School of Management

I.T.S School of Management (formerly, Institute of Technology and Science), Ghaziabad, established in 1995 is a part of I.T.S –The Education Group. Over the years the institute has gained considerable recognition as a centre of excellence in the areas of management education, training and research. The institute offers AICTE approved Two Year, Full Time **Post Graduate Diploma in Management (PGDM)**. The programme is also accredited by **National Board of Accreditation (NBA)** and has been granted equivalence to MBA Degree by **Association of Indian Universities (AIU)**. The institute is committed to provide industry-oriented learning with holistic development of students through various co-curricular and extra-curricular activities.

At I.T.S we strive for “Creating a Thinking Professional Order” through various activities we undertake in our Post Graduate Management programmes. Skill based Value-added courses, regular Industry interaction, Personality Development Programmes, Career counseling sessions, Social awareness courses and Entrepreneurial culture are interwoven intricately to enrich PGDM Programme and to meet the challenges of ever changing & dynamic corporate world.

About HR Sampark

HR Sampark started its journey in 2017 and has a membership community of over 500 individual experts in the field of HR and academics. The main idea of this non-profit organization is the social responsibility, industry-academia connect and community actions in order to provide tutoring to students and help them develop their skills to face a better future through decent work. It works for equality and non-discrimination in all areas and teams, promoting work-life balance as one of our priorities. The organization strives to create real and lasting change in people's lives and create a social impact in order to compensate on an emotional and human level. Apart from the various knowledge sharing, social contributions and Industry Academia Connect sessions, 2 Mega Conclaves were organized in Mumbai and Kolkata.

For Whom:

The Participants to the programs could be the Managers in-Charge of Strategic HR Planning, Academicians, Research Scholars, Project Leaders, and Business Analysts etc.

CHIEF PATRON

Dr. R. P. Chadha

Chairman
I.T.S - The Education Group

PATRON

Shri Arpit Chadha

Vice Chairman
I.T.S - The Education Group

PROGRAMME DIRECTOR

Prof. (Dr.) Timira Shukla

Director

CONCLAVE CONVENER

Prof. Durba Roy

CO-CONVENOR

Dr. D. K. Pandey

CONCLAVE COORDINATORS

Prof. Shilpi Rana | Prof. Smita Barik



Program Schedule

HR Conclave 2022

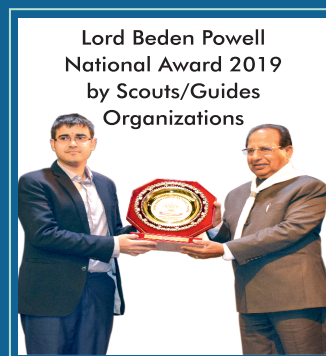
Session	Session Theme	Time
Inaugural Session:	HR Transformation in Agile Business Environment	10.00 am -11.00 am
	Tea Break	11.00 am -11.15 am
Session I:	Leadership and Culture in Agile Business Environment	11.15 am -12.45 am
	Lunch Break	12.45 pm - 1.30 pm
Session II:	Digitalization of HR in Agile Business Environment	1.30 pm - 3.30 pm



Most Preferred UG/PG Institute of the Year Award Conferred by Late Shri Pranab Mukherjee



Shri Arpit Chadha, Vice Chairman, I.T.S - The Education Group has been awarded with "Pride of India Award" at International Speaking Championship 2021



Lord Beden Powell National Award 2019 by Scouts/Guides Organization



HR CONCLAVE 2021



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