

SHRM

CONFERENCE & EXPO
19-20 MAY, 2022
HICC NOVATEL, HYDERABAD

TECH 22

GAME ON

#SHRMTECH22

AGENDA AT A GLANCE

| Day 1 | | | | | | | | |
|-------|---------|--|---------------|---|---------------------|-----------------------------|-------------------------|---------------|
| | | Keynote Hall (Hall 5&6) | Hall 5 | MRG 0.01 & 0.02 | MRG 0.03 | Hall 4 Stage (In Expo Area) | Solution Theatre (Expo) | |
| 8:30 | Onwards | Registrations & Exposition | | | | | | |
| 9:15 | 11:25 | Keynote Address and Talks | | | | | | |
| 10:30 | 11:30 | | | | Workshops | | | |
| 11:25 | 12:00 | Networking Break in Expo Area | | | | | | Tech Showcase |
| 11:45 | 13:50 | Talks and Panel Discussions | | | | Concurrent Sessions | | |
| 12:30 | 13:30 | | | | Workshops | | | |
| 13:45 | 14:30 | Lunch & Networking Break in Expo Area | | | | | | Tech Showcase |
| 14:30 | 15:55 | | Mega Sessions | Mega Sessions | Concurrent Sessions | Concurrent Sessions | | |
| 15:45 | 16:20 | Networking Break in Expo Area | | | | | | Tech Showcase |
| 16:25 | 18:05 | Sessions & Keynote Address | | | | | | |
| 18:40 | Onwards | SHRM Tech '22 Happy Hours in the Exposition Hall Special Launch : SHRM HR Influencers Ranking Not to miss Fun Games and Evening Drinks | | | | | | |
| Day 2 | | | | | | | | |
| | | Keynote Hall (Hall 5&6) | Hall 5 | MRG 0.01 & 0.02 | MRG 0.03 | Hall 4 Stage (In Expo Area) | Solution Theatre (Expo) | |
| 9:20 | 10:45 | Keynote address and talks | | SHRM Better Workplace Challenge Cup Semi-finals | | | | |
| 10:45 | 11:25 | Networking Break in Expo Area | | | | | | Tech Showcase |
| 11:20 | 13:25 | Talks and Panel Discussions | | | | Concurrent Sessions | | |
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| 15:20 | 15:55 | Networking Break in Expo Area | | | | | | Tech Showcase |
| 15:55 | 17:35 | SHRM Debate & Keynote Address | | | | | | |



| SHRMTECH22 Day 1 - 19th May | | | | | | | |
|-------------------------------|----------|--|----------------|--|--|--|--|
| Start Time | End Time | Venue | Track | Session | Topic | Speaker(s) | Description |
| 9:15 | 9:30 | Main Hall | | Conference Opening | Miracle on Wheels | | Join us for a spell-binding & inspiring performance by the immensely talented Miracle on Wheels troupe - India's first inclusive therapeutic dance theatre, promoting abilities of differently-abled people, inspiring and transforming the lives by giving dignity, equality and empowerment through dance theatre and skill education. Their pioneering work has created socio-cultural equality & excellence in art & culture for the differently abled which is the first of its kind in the world. They have performed widely across India, USA, UK, Canada, Italy, France, Muscat, Moscow, Malaysia, South Africa and have won National and International recognition for their mind-blowing performances in the Guinness World Records and the Limca Book of Records. |
| 9:30 | 9:40 | Main Hall | | Welcome Address | Opening Address | Johnny C. Taylor, Jr., SHRM-SCP President & CEO, SHRM Achal Khanna CEO, SHRM India, APAC & MENA | Welcome note by Achal Khanna, CEO, SHRM India, APAC & MENA |
| 9:45 | 10:25 | Main Hall | People Power | Keynote Address | Keeping Calm in the Digital World: The Art of Bitfulness | Nandan Nilekani Co-Founder and Chairman, Infosys Technologies Limited Tanuj Bhojwani Fellow, ISPIRT Foundation Achal Khanna CEO, SHRM India, APAC & MENA | Bitfulness is being effortlessly mindful of technology. Hear the authors elaborate on The Art of Bitfulness - as they discuss peacefully co-existing with various devices, with the help of a framework to tune out the overwhelming noise of the internet. |
| 10:30 | 11:00 | Main Hall | WorkTech | Special Address Session Partner: Reliance | Digital Culture driving Digital Transformation | Seema Nair Senior EVP and Member, Chairman's Office, Reliance Industries Limited | While technology is undoubtedly among the leading factors impacting business disruption, it often takes a lot more than technology alone to ensure business success. The pandemic has accelerated the trend where organizations need to also consider the human side, to make digital transformation succeed. Leaders need to ensure the right digital culture and the way its people interact with technology for digital success. This session will explore actionable insights for leaders to improve digital leadership and culture in their organizations. |
| 11:05 | 11:25 | Main Hall | Innovation | What the Tech! | Cybersecurity & Emotional Wellbeing: Tech to the Rescue | Rajesh Dhuddu SVP & Global Head - Blockchain & Metaverse, Tech Mahindra | Hybrid work brought with it a unique set of perks, as well as challenges. With the flexibility, came the perils of weakened cybersecurity and its devastating after-effects. As the threat of malware attacks loom, organizations are having to ramp up their efforts to secure safe usage of technology and identify trusted devices so as to protect the emotional wellbeing of its people. This session explores how blockchain technology and quantum mechanics can be used to fortify your organization's cybersecurity safety net. |
| 11:25 | 12:05 | Networking Break in Expo Area | | | | | |
| 12:00 | 13:45 | Key Note Hall Sessions Concurrents in Hall 4 Stage Workshops in MRG 0.03 | | | | | |
| 12:05 | 12:20 | Main Hall | Future of Work | Power Talk | Building Smart Managers for a Smarter Workforce | Alexander Alonso, Ph.D, SHRM-SCP Chief Knowledge Officer, SHRM | In the future of work, it's no longer going to be managers managing tasks of their teams - instead, managers who can work with their teams to help create a balance between work and life, connect them to people across the organization that they need to work with to be successful, and to help them think about their long-term careers will be the differentiator. This session discusses the ins and outs of managing smart workforces. |
| 12:20 | 12:30 | Main Hall | Innovation | Spot Light Session Partner: Refyne | Is Poor Personal Finance Plaguing Workforce Wellness? | Shailin Suvarna Chief Growth Officer, Refyne | Talking about Personal Finance and Money is often frowned upon in our society. This lack of prudent financial planning has pushed masses into the threat of financial stress, which adversely affects all aspects of their lives, including in the workplace. Organisations and HR leaders are now tasked with uplifting their workforce from their financial perils. With the concept of Financial Inclusion gathering steam, Earned Wage Access (EWA) is being looked at as a highly popular option to relieve employees of unnecessary financial stress. This session discusses the feasibility of implementing practices such as this, to improve the financial well-being of employees. |



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| 12:35 | 12:50 | Main Hall | WorkTech | Fireside Chat Session Partner: ZingHR | Hallmark of Future Organizations: Prioritising People, Profit & the Planet | Prasad Rajappan CEO, ZingHR | Enabling people to bring their best versions to work, and ensuring profitability of businesses, while keeping the sustainability in focus is the need of the hour. This conversation will help understand how worktech will help to achieve these objectives. | |
| 12:55 | 13:00 | Main Hall | Future of Work | New Tech on the Block Session Partner: Razorpay | Simplify Payroll with Automated Statutory Compliances and Salary Disbursement | Rohit Venugopal Senior Business Manager, Razorpay | Running payroll can be a big nightmare. There are different rules for different taxes, labor laws are so complex, and the challenges are never ending. But as with every challenge, there is also an opportunity to solve the challenges with innovative solutions. RazorpayX Payroll aims to simplify running payroll through automated salary calculation, payroll processing, employee onboarding, statutory compliance, and other HR activities. It protects you from all the paperwork and misunderstanding associated with running a payroll, all in just 3 clicks. | |
| 13:00 | 13:35 | Main Hall | WorkTech | WorkTech Panel | All In: Leading a 'B to Z' Workforce | Moderator Abhijit Bhaduri Founder, Abhijit Bhaduri & Associates Raju Mistry President and Global Chief People Officer (GCPO), Cipla Kalpna Bansal Head - Careers, Competencies and Assessment, Reliance Industries Ltd Chaitanya Peddi Cofounder and Product Head, Darwinbox Seema Trikannad EVP & Chief of HR & Management Services, SBI Life Insurance | As companies and workplaces undergo tremendous transformation due to new technologies, workforces are also being transformed due to the presence of several generations at work. This discussion explores ways to ensure today's truly multigenerational workforce comprising Boomers to Zoomers, does not create challenges due to different communication styles, work practices, and expectations from employers, and instead create significant opportunities, as different generations bring different experiences and skillsets. | |
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| 13:45 | 14:30 | Lunch & Exposition | | | | | | |
| 14:30 | 15:55 | Mega Sessions | | | | | | |
| 15:55 | 16:25 | Networking Break in Expo Area | | | | | | |
| 16:25 | 16:55 | Main Hall | Innovation | Innovation Panel | Driving Innovation from the Middle | Moderator Rajan Kalia SHRM Advisor & Co-founder, Salto Dee Fe Jaspreet Bindra Founder, Tech Whisperer Ltd Rohit Thakur CHRO, LEAD School Rohini Seth CHRO, Jubilant Pharmova Ltd | It has been proven time and again that the advancement of any business is linked to the success of its people. While some schools of thought believe that with software, agile thinking and the use of project teams to get work done, the days of personal supervision are over, empowering middle managers with a free hand to remove obstacles, facilitate imagination and inspire motivation has a growing fan following. This panel discusses the perks of leveraging middle managers to drive innovation and productivity thereof. | |
| 17:00 | 17:10 | Main Hall | WorkTech | New Tech on the Block Session Partner: Mfine | Launch of OPD Wallet with UPI Capabilities by Mfine | Prasad Kompalli CoFounder, CEO - Mfine | Post pandemic, employees are scattered everywhere, and it is imperative to bring health benefits within the reach of every employee, no matter where they are. To ensure the same, Mfine is launching Cashless OPD Wallet backed by UPI, acceptable across all health care partners. In addition to a thorough online network and a very elaborate physical network of doctors, labs, pharmacies, dental and eye clinics, Mfine Wallets can also be configured to be accepted by any healthcare partner with UPI. Here's to a healthier and happier workforce! | |
| 17:10 | 17:30 | Main Hall | Future of Work | Flip Talk | Do Robots make better Managers? | Mimi Brooks CEO, Logical Design Solutions Inc. Geetha Kannan Founder & CEO, Wequity | Managers can't compete with artificial intelligence (AI) when it comes to some areas of decision-making and trust building, according to certain broad new global studies of workers. But rather than viewing this as an indictment of managers, this session showcases divergent views on what organizations can expect to create a more human workplace. | |



| 17:35 | 18:05 | Main Hall | WorkTech | Closing Keynote Address | The Earned Life: Lose Regret and Choose Fulfillment Session Partner: Right Selection | Marshall Goldsmith <i>Executive Leadership Coach and Author</i> <i>Introduction by Saahil Mehta</i> <i>Decluttering Coach</i> <i>Mountaineer Author Keynote</i> <i>Speaker Entrepreneur</i> | We are living an earned life when the choices, risks, and effort we make in each moment align with an overarching purpose in our lives, regardless of the eventual outcome. Know more about discovering the steps to earning your path to fulfillment and living without regrets - from the world-renowned executive coach and New York Times bestselling author himself. |
|--------------------------------------|----------|--------------------------------------|----------------|---|---|--|---|
| 18:40 | Onwards | | | | Get ready to Game On ! At the SHRM Tech '22 Happy Hours in the Exposition Hall Special Launch : SHRM HR Influencers Ranking Not to miss Fun Games and Evening Drinks | | |
| SHRMTECH22 Day 2 - 20th May | | | | | | | |
| Start Time | End Time | Venue | Track | Session | Topic | Speaker(s) | Description |
| 9:20 | 10:00 | Main Hall | WorkTech | Keynote Address | Work-Tech: Limitless Potential | Nilanjan Adhya <i>Chief Digital Officer, BlackRock</i> | As the workplace landscape changes, businesses must continue to find new ways to achieve business results with greater simplicity, global relevance and in a way that appeals to every member of the workforce. The good news is, technology enables just that! This session details how digital transformation can help create an all-in approach, beyond automation, with improved business agility, intelligent services and skills of a diverse workforce. |
| 10:20 | 10:35 | Main Hall | WorkTech | Inclusion & Innovation | Equity for Disability: Business Case Done Right | Sandeep Bidani <i>Consulting Partner-Inclusion Advisory, Saarathee</i> Richa Bansal <i>Founder and Managing Director, Saarathee</i> | Workplaces of the future will depend largely on technological investments. More so in the case of inclusive workplaces, where an opportunity to make the most of the untapped talent pool exists, by ensuring better accessibility and flexible work arrangements to suit every worker's unique needs. This session explores the nuances of leveraging technology to enable differently abled members of the workforce to maximize their abilities. |
| 10:35 | 10:45 | Main Hall | People Power | Spotlight | Decoding Recognition: Defining a Culture-led Rewards Strategy Session Partner: Advantage Club | Smiti Bhatt Deorah <i>Co-founder & COO, Advantage Club</i> | While everyone talks about recognition and agrees that it is the key to driving culture and retention, this session will embark upon the key elements of recognition and how organizations can build their policies around the same. It will also touch on the key responsibilities that leaders, managers and peers should undertake to drive a world class rewards program and reduce attrition. |
| 10:45 | 11:25 | Networking Break in Expo Area | | | | | |
| 11:30 | 12:00 | Main Hall | Future of Work | Tech Talk | Blockchain, Metaverse, NFTs: NewTech@Work | Alun Evans <i>CEO and Co-Founder, Freeverse.io</i> | We are living in a 'blockchain world'... where the Metaverse is the virtual universe and NFTs rule the roost as building blocks of the next iteration of the internet, called Web 3.0! Having heard about these terms all too frequently in recent times, this session aims to establish a relation between the practical aspects of how these new technologies will impact the workplace. |
| 12:05 | 12:15 | Main Hall | People Power | Special Talk Session Partner: Sanofi | Wellness Beyond the Horizon of Fitness | Anuja Agarwal <i>Head of Marketing, Sanofi Pasteur</i> | The pandemic helped bring much-needed focus on the extent to which health and wellbeing has been impacted adversely by the lack of work-life balance. This session is aimed at putting the spotlight on the need to evolve beyond fitness to achieve holistic wellness. |
| 12:20 | 12:30 | Main Hall | Future of Work | Reveal | Unveiling of the SHRM HR Excellence Awards Winners' Practices Playbook | Achal Khanna <i>CEO, SHRM India, APAC & MENA</i> Nishith Upadhyaya <i>Sr. Director, Advisory Services, SHRM India, APAC & MENA</i> | Join this session for the unveiling of the SHRM HR Excellence Awards Winners' Practices Playbook. The Playbook features the best in class case-studies of organisations that are leading the charge in HR best practices. The ultimate guide to creating Excellent People Practices. |
| 12:30 | 12:35 | Main Hall | People Power | Big Announcement! | Launching SHRMs Capability in Behavioral Assessments in partnership with Salto Dee Fe and The Talent Enterprise | Rajan Kalia <i>SHRM Advisor & Co-founder, Salto Dee Fe</i> Nishith Upadhyaya <i>Sr. Director, Advisory Services, SHRM India, APAC & MENA</i> Radhika Punshi <i>Co-Founder, The Talent Enterprise</i> | SHRM is pleased to announce a partnership with Salto Dee Fe to make available to its clients, contemporary psychometric tools and assessment solutions incorporating the latest in artificial intelligence and data science through 'The talent enterprise' suite of tools. This partnership will enable SHRM to offer extensive and exceptional insights into the intricacies of behavior in individuals, teams, and organizations, through its leading-edge, technology-enabled talent assessment and capability development solutions. |



| 12:35 | 13:10 | Main Hall | Future of Work | Future of Work Panel | HR! We need a People Experience Function | <p>Moderator Alexander Alonso, Ph.D, SHRM-SCP Chief Knowledge Officer, SHRM</p> <p>Sreekanth K Arimanithaya Global Talent and Enablement Services Leader, EY GDS</p> <p>Ankur Walunjkar Head HR, Reliance Jio</p> <p>Urvashi Singh Senior Vice President HR, Genpact</p> <p>Rajesh Kumar Varanasi CLO, Akrvia</p> | People, undoubtedly, are an organization's most valuable asset; however, the pace and complexity at the workplace often calls for organisations to work closely with people in a sustained way, that will ultimately help achieve organizational goals. As the HR function evolves from a transactional role to one that is co-created by its people, this session explores how each of us can help 'Cause the Effect' when it comes to converting the HR function into the ultimate People Experience function. |
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| 13:10 | 13:15 | | Future of Work | Future Tech Session Partner: Novac Tech | Metaverse as an HR Tool | <p>Shanavaz S F Assistant General Manager, Novac Technology Solutions Pvt Ltd.</p> | The fact that the Metaverse is slated to be the next big thing in the world of WorkTech, is known to all. Gain a quick overview of the practical aspects of its applicability across HR functions by way of use cases in this session. |
| 13:15 | 14:00 | Lunch & Exposition | | | | | |
| 14:00 | 15:20 | Mega Sessions | | | | | |
| 15:20 | 15:55 | Networking Break in Expo Area | | | | | |
| 15:55 | 16:35 | Main Hall | WorkTech | SHRM Big Debate | WorkTech: Enabling Socialization or Fostering Alienation? | <p>Moderator Anand Shankar Senior Vice President - Group Human Resources, Tata Group & Director</p> <p>Enabling Socialization: Avtar Monga Governance Council Member - FACE</p> <p>Richa Bansal Founder and Managing Director, Saarathee</p> <p>Fostering Alienation: Parag Pande Global Human Resources Services Delivery Lead, Accenture</p> <p>Dr Shalini Lal Founder, Unqbe</p> | In recent times, business leaders have launched fresh initiatives for a digitally savvy enterprise, in order to keep businesses running smoothly and efficiently. However, driving change comes with a plethora of challenges especially for employees who have no option but to adapt. Thus, it is imperative that transformation occurs without losing the human touch. This debate showcases contrarian views on whether digital tools are fostering digital harmony or creating bigger problems as a result of digitized talent management. |
| 16:50 | 17:00 | Main Hall | Innovation | Spot Light | Power Up Your People Ecosystem: Catalyse | <p>Moderator: Neha Pant Associate Director - Knowledge & Advisory, SHRM India</p> <p>Krish Shankar Group Head- Human Resources, Infosys</p> | The secret ingredient for business success is most sought after in the present day VUCA times. One key element of success involves the way organizations catalyse their people ecosystem. As the future of HR takes form, an HR playbook that provides a practical guide to unlock every organization's people power, can be a handy tool. |
| 17:05 | 17:35 | Main Hall | Future of Work | Closing Keynote Address | Bring on your 'A' Game! Always | <p>Pullela Gopichand Chief National Coach, India National Badminton Team</p> | The HR digital revolution is here and moving at rapid speed, and organizations are looking for new, effective, productive ways to meet the evolving demands of doing business—agility, 24/7 global access, speed and accuracy. Leading organizations realize the need to disrupt or be disrupted, and have set the 'digital workplace revolution' ball rolling. Get inspired to stay ahead of the WorkTech curve! |
| 17:35 | 17:40 | Main Hall | | Closing Remarks | | | |
| MEGA & CONCURRENT SESSIONS | | | | | | | |
| Day 1 5/19/2022 | | | | | | | |
| Start Time | End Time | Venue | Track | Sessions | Topics | Speakers | Description |
| 10:30 | 11:30 | MRG 0.03 | People Power | Workshop Session Partner: Enparadigm | Talent Intelligence: The New Growth Frontier | <p>John Cherian Co-Founder, MD & CEO, Enparadigm</p> | <p>Talent intelligence is rising as a more thorough approach to talent management. It enables companies to identify the industry-function competencies required for each role in their workforce using internal and external data and information. Companies need to build talent intelligence to manage and positively respond to these tectonic shifts:</p> <ul style="list-style-type: none"> •Introduction of hybrid/remote work at scale •Accelerated digitalization in day-to-day work •The evolving organizational structures with the addition of gig workers <p>In this session, you will learn:</p> <ul style="list-style-type: none"> •Framework for understanding Talent Intelligence and developing talent intelligence systems to identify the role-specific competencies •Digital-experiential journeys to drive competencies based on your organization's talent intelligence & development framework •Deep dive into a sample experiential journey for a specific competency in Catalyx - our in-house |



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| 11:45 | 12:25 | Hall 4 Stage | WorkTech | Concurrent 1A Session Partner: ISB | Learning Culture: Driven by Tech | <p>Moderator Nida Shahid <i>Sr. Associate Director - Advisory SHRM India</i></p> <p>Dibyendu Bikash Bose <i>Senior Director of Alumni Engagement and Admissions & Financial Aid, Indian School of Business</i></p> <p>Sunny Verma <i>Head - Learning & Organizational Development, JBM Group</i></p> <p>Mayank Gupta <i>Director, Human Capital Optum Technology</i></p> | As technology transforms the world of work, learning is moving from the periphery to the core of corporate strategy. Upskilling is quickly becoming a business imperative, and hiring managers are teaming up with talent developers to ensure that business leaders have the talent they need to thrive. Depending on the industry-specific outcomes desired, adopting modular as well as blended learning may prove to be effective. This session explores how organizations can leverage technology to foster a culture of learning. |
| 12:30 | 13:10 | Hall 4 Stage | People Power | Concurrent 1B | Talent Management Insights: Industry 4.0 | <p>Moderator: Nishith Upadhyaya <i>Sr. Director, Advisory Services, SHRM India, APAC & MENA</i></p> <p>Mona Puri <i>Executive Director, Human Resources India & Asia Pacific & Global HRBP for Global Safety Services, Parexel International</i></p> <p>Aditya Kohli <i>CHRO, Orient Electric</i></p> <p>Yugandhar Penubolu <i>Founder - Winzard.io</i></p> <p>Sharat Sawhney <i>AI & Technical Lead, HONO</i></p> | The talent landscape in India in the technology sector is a complex phenomenon, and the causal linkage of talent's contribution to the value of the organization is perhaps the strongest in the technology space. This session explores the disruption that tech can cause in the new age economy coupled with changing consumer preferences to acquire, retain and engage tech talent. |
| 12:30 | 13:30 | MRG 0.03 | Future of Work | Workshop Session Partner: ProHance | Bridging the Employee-Employer Dissonance in the Hybrid Working Era | <p>Arvind Sagar <i>Head of Professional Services at ProHance</i></p> | <p>The Future of Workforce is changing, and Remote Work will form a key part of any Future Delivery Model. Organisations need to plan for a Digital Workforce, operating flexibly to improve service effectiveness, resiliency and efficiency whilst attracting and retaining relevant talent. Understanding the perspective of employees and integrating it into the future delivery model requires multiple aspects, some of which we will cover:</p> <ul style="list-style-type: none"> * Building a future-fit workforce which is adaptive, data-inspired & resilient * Implication on operating model, talent attraction and retention * How to build organization culture in a Hybrid environment * Driving collaboration, efficiency & transparency in hybrid working * Leveraging technologies to deliver on an integrated roadmap across HR, Business and IT teams * Importance of Workplace Analytics for Data-Driven HR |
| 13:10 | 13:50 | Hall 4 Stage | Future of Work | Concurrent 1C Session Partner: Sunstone | Upskilling Strategies for a Future-ready Workforce | <p>Moderator Nitya Vijaykumar <i>Sr. Knowledge Advisor, SHRM India</i></p> <p>Sorabh Bajaj <i>Vice President, Business Excellence, Sunstone</i></p> <p>Parul Varghese <i>Head LD & OD, Xceedance</i></p> <p>Anuradha Bharat <i>VP Operations, Razorpay</i></p> | The road to workplace transformation is always challenging, more so in our current uncertain world that is changing at a very high pace with an overload of information and the continual rise of technologies. This session discusses why and how organizations can leverage a digital mindset to ensure hiring right and upskilling its workforce for sustainable workplaces. |
| 13:45 | 14:30 | Lunch & Networking Break in Expo Area | | | | | |
| 14:30 | 15:10 | Hall 5 | Innovation | Mega Session 2A Session Partner: Refyne | Financial Wellbeing & FinTech: The Power-Combo | <p>Moderator: Nida Shahid <i>Sr. Associate Director - Advisory SHRM India</i></p> <p>Amaresh Singh <i>CHRO, GE South Asia</i></p> <p>Dr Sanjay Muthal <i>CEO, Kontempore Leadership & Business Solutions</i></p> <p>Manuel Dsouza <i>Partner, inGROUP Consulting Services LLP</i></p> | The role of employers when it comes to employee wellbeing is undisputed. As FinTech is helping make financial services more accessible to an increasing number of people, workplace financial wellness initiatives, including programs and tools to create more productive, loyal, satisfied and engaged employees is now a definite possibility. This session will help explore the nuances of understanding why ensuring financial wellness of employees is critical to business success and ways to go about achieving this. |
| 14:30 | 15:10 | MRG 0.01 & 0.02 | People Power | Mega Session 2B Session Partner: SHL | Riding the Technology Wave for Fail-safe Talent Transformation | <p>Moderator: Harlina Sodhi <i>CEO & Co-Founder, Believe In Yourself</i></p> <p>Sushant Dwivedy <i>Managing Director, India & Philippines, SHL</i></p> <p>Anjali Chatterjee <i>CHRO, Air Asia</i></p> <p>Satish Rajarathnam <i>SVP HR, Mphasis</i></p> | Digital transformation is as much about technology, as it is about people. The HR digital revolution is here and moving at rapid speed, and organizations are looking for new, effective, productive ways to meet the evolving demands of doing business with agility, 24/7 global access, speed and accuracy. Clearly, the moment leaders think about investing in technology, they should first think about investing in the people who can make that technology work. This session explores how an organization's ability to adapt to an increasingly digital future depends on closing the gap between talent supply and demand, and future-proofing team members' potential is critical for business success. |



| 14:30 | 15:10 | MRG 0.03 | WorkTech | Concurrent 2C Session Partner: IDfy | Heightened EX: Thank Tech for It! | Moderator Bhakti Dharod <i>Head HR, IDfy</i> Amit Sharma <i>CHRO, Volvo Group</i> Paras Kaushik <i>CHRO, HT Media</i> Hema Mani <i>Regional Director – Human Resources, Lennax India Technology Centre & LASEC</i> | As organizations learn more about the employee experience during the coronavirus pandemic, data has emerged suggesting that employers will have to adopt new approaches and invest in technology that helps them listen, learn and improve the worker experience. This session explores ways in which HR managers may lead the way, as they build mature employee experience programs. |
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| 14:30 | 15:10 | Hall 4 Stage | Future of Work | Concurrent 2D Session Partner: NLB | Is it Human vs. AI? The changing Talent Landscape | Moderator Abhijit Bhaduri <i>Founder, Abhijit Bhaduri & Associates</i> Jaspreet Bakshi <i>Partner & India HR Leader, MarshMcLennan</i> Ashish Mishra <i>AVP HR, Cvent</i> Varun Sachdeva <i>APAC Recruitment & Business Leader, NLB Services</i> | The fact that AI helps HR departments to improve the candidate and employee experience by automating repetitive tasks and making more time available to focus on the more strategic, creative work that HR teams need to get done is well known. This session explores ways to move to the next curve of leveraging technology by building and supporting strategic partnerships through Recruitment Process Outsourcing. |
| 15:15 | 15:55 | Hall 5 | People Power | Mega Session 3A Session Partner: HONO | Great Expectations: What People want from their Leaders? | Moderator Randeep Singh <i>COO, HONO</i> Vishala Reddy <i>CHRO, Philips</i> Sandeep Girotra <i>President & CHRO, DCM Shriram</i> Debashish Ghosh <i>CHRO, Berkadia</i> Sandeep Gautam <i>CHRO, National Engineering Industries</i> | HR technology moved to centre stage in recent times. As technology becomes a key solution to improving hiring practices and enhancing employee journeys, it is important to consider the entire gamut of expectations from the leadership from the lens of employees. This session explores some of the best practices to help achieve employee delight. |
| 15:15 | 15:55 | MRG 0.01 & 0.02 | Future of Work | Mega Session 3B Session Partner: Advantage Club | Future of Work Is all about Recognizing Employees | Moderator Sourabh Deorah <i>Co-Founder & CEO, Advantage Club</i> Sailesh Menezes <i>Senior Director & Head HR, HPE</i> Sanjay Bose <i>Executive Vice President - Human Resources and Learning & Development, ITC Hotels</i> Madhavi Sagar <i>People and Organisation Development, Uber</i> | As organizations scramble to project the trajectory of how work, workers and the workplace will evolve in the years ahead, the hybrid work setup has sparked a lot of debates around the correct practices of recognizing employees and motivating them remotely. While much focus is placed on technology in future-of-work discussions, this session delves into factors around how to evaluate and reward good practices and employee behaviors, along with the metrics that should be used to analyze effective recognition practices globally. |
| 15:15 | 15:55 | MRG 0.03 | Innovation | Concurrent 3C Session Partner: Indeed | Deep Data Insights for Talent Acquisition Success | Moderator: Rohan Sylvester <i>Recruitment Evangelist, Indeed.com</i> James Job <i>SVP, Talent Acquisition HGS</i> Ravi Kumar <i>Head Human Resources, L&T Technology Services Limited</i> Atirek Gautam <i>Global Head- Talent Acquisition, Sutherland</i> Satish Rajarathnam <i>SVP HR, Mphasis</i> Mohammed Hasan <i>Assistant Vice President, Genpact</i> | The growing role of analytics in employers' decision-making, and the importance of reliable data becoming more vital to success in an uncertain and quickly evolving post-pandemic business environment is as clear as day. This session discusses the need to prioritize and leverage deep data analytics for hiring success. |
| 15:15 | 15:55 | Hall 4 Stage | People Power | Concurrent 3D Session Partner: HirePro | High-impact Hiring: Realism vs. Metrics | Moderator S. Pasupathi <i>COO, HirePro</i> M Lakshmanan <i>CHRO, L&T Technology Services</i> Sahil Nayyar <i>Sr. Associate Director, KPMG</i> | Among the many reasons that exist behind hiring, improving the quality of workforce and increasing their productivity rank high. In an attempt to conduct interviews that get results and eliminate costly hiring mistakes, being as transparent as possible while keeping a watchful eye on what the numbers say, can be the deal maker or breaker. This session discusses key aspects of high-impact hiring to be mindful of. |
| Day 2 5/20/2022 | | | | | | | |
| Start Time | End Time | Venue | Track | Session | Topic | Speaker(s) | Description |
| 9:00 | 11:30 | MRG 0.01 & 0.02 | Innovation | Special Feature | SHRM Labs Better Workplace Challenge Cup Global Semi-final 2 | Moderator: Guillermo Corea, <i>Managing Director SHRM Workplace Innovation Lab</i> Jury Members Alexander Alonso, Ph.D, SHRM-SCP <i>Chief Knowledge Officer, SHRM</i> Avtar Monga <i>Governance Council Member - FACE</i> | Moving forward takes innovation. Advancing our profession takes creative minds. Bringing creativity to life takes resources. SHRM Labs, powered by SHRM, is hosting the 2nd annual workplace tech search for the most pioneering, ground-breaking, original ideas that will reinvent how we do work. Join the 2nd Global Semi Final at SHRM Tech which will be beamed live across the Globe |



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| 11:20 | 12:00 | Hall 4 Stage | WorkTech | Concurrent 4A | LMS to LXP: Experiences driving Learning Tech Innovation | <p>Moderator Runa Maitra <i>Consultant, SHRM India</i></p> <p>Srilata Kolachana <i>Director L&D, CGI</i></p> <p>Abhimanyu Mukherjee <i>VP Growth & Strategy (India), Yellow.ai</i></p> <p>Harpreet Dutta <i>Head TA & COE, GMR</i></p> | <p>Learning and development strategy today is revisiting questions around learning what, learning how, learning when and how much. Many organizations have adopted the concept of providing personalized training for employees via online learning courses offered by vendors, while some large companies have designed their own learning platforms. This session explores ways to enhance employee learning experience.</p> |
| 12:05 | 12:45 | Hall 4 Stage | Future of Work | Concurrent 4B | Enabler and Coach: Leadership in a Fluid World of Work | <p>Moderator: Dedeepya Ajith John <i>Director, South & Advisory Services, APAC, SHRM India</i></p> <p>Jaspreet Bakshi <i>Partner & India HR Leader, MarshMcLennan</i></p> <p>Reetu Raina <i>CHRO, Quick Heal</i></p> <p>Abhilasha Dhaka * <i>VP HR, Renault Nissan</i></p> <p>Mary Madhavi Reddy <i>AVP Xaxoday</i></p> | <p>Organizations are recognizing the innumerable benefits of leaders being enablers and coaches, more so in the present day VUCA times. While the focus is on technology in future-of-work, and other factors, such as remote employment and the gig economy play a large role in not only how work will be done, but who will be doing it and from where, this session discusses what it takes to be among the leading brands of tomorrow.</p> |
| 12:30 | 13:30 | MRG 0.03 | Innovation | Workshop Session Partner: Udemey | The Great Resignation: The change was inevitable, but are you ready? | <p>Gail Matthey <i>Manager APAC - Enterprise Customer Success, Udemey</i></p> | <p>We've all heard the saying 'Our people are our most valued asset'. Without fully competent and capable assets, as a business we will struggle to achieve our goals.</p> <p>Recent events have led to an economic shift across the Globe. The hybrid workplace is now a thing, the great resignation is crippling our business and technology won't stop changing. Nine in ten executives and managers say their organisations either face skill gaps already or expect them to develop within the next five years. How do we ensure we have the capability required to continue to function in this state of constant flux?</p> <p>In this session we will cover just this. We will examine Global trends in capability development, the redundancy of the job description and strategies to adjust proactively to the changing demands of our new workplace.</p> |
| 12:45 PM | 1:25 PM | Hall 4 Stage | People Power | Concurrent 4C Session Partner: Fiserv | Women, Tech and Success! | <p>Moderator: Saurabh Singh <i>Associate Director Advisory - India and Sri Lanka, SHRM India</i></p> <p>Vineeta Kukreti <i>Director HR, Fiserv</i></p> <p>Dr Swatee Sarangi <i>Global Head - Learning, Leadership & Organization Development, Dr. Reddy's Laboratories</i></p> <p>Shalini Macaden <i>VP - People Function, Mindtree</i></p> | <p>While it is a known fact that there is a relatively low percentage of women in tech roles, the exact reasons behind this phenomenon are varied. Ranging from low confidence to the lack of skills in technology, as well as gender stereotyping and policies that actively discriminate against women, the reasons are many. This session explores what it takes for organizations to help foster more women in tech roles for business success.</p> |
| 13:15 | 14:00 | Lunch & Networking Break in Expo Area | | | | | |
| 14:00 | 14:40 | Hall 5 | People Power | Mega Session 5A Session Partner: Leena.ai | Reimagining Employee Experience with AI | <p>Moderator Leena Sahijwani <i>Former VP Group HR - Tata Group</i></p> <p>Venkatesh Palabatta <i>Group CHRO, Nava Bharat Ventures</i></p> <p>Srini Vudumula <i>Chief People Officer & Head-CSR, BFIL</i></p> <p>Chirayu Akotiya <i>Global Head - Product & Growth, Leena.ai</i></p> | <p>The use of Artificial Intelligence in human resources has been on an upswing and has opened infinite possibilities. Join experts and learn from real-world examples of effective tech use in HR and ways in which technology can be used to redefine and reimagine employee experience using AI.</p> |
| 14:00 | 14:40 | MRG 0.01 & 0.02 | Innovation | Mega Session 5B Session Partner: XOPA AI | It's Time for the Culturally Intelligent Recruiter | <p>Moderator Nina Alag Suri <i>Founder & CEO, XOPA AI</i></p> <p>Prem Singh <i>CHRO, JK Organization</i></p> <p>Samik Basu <i>CHRO, Hindalco</i></p> <p>Pradeep R <i>Director - Human Resources 3DS India Lab & DSGS</i></p> | <p>The fact that organizations need to build an inclusive culture before it starts recruiting for diversity is often overlooked. When recruiters consider understanding what aspects that the organization is explicitly inclusive or exclusive to, it is possible to zero in on the organization's identity and culture. This session will help identify ways to recruit high performers who embody the organizational culture.</p> |



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| 14:00 | 14:40 | MRG 0.03 | WorkTech | Concurrent 5C | Embracing Flexi-work: <i>Turning Trends into Action</i> | <p>Moderator Saurabh Singh <i>Associate Director Advisory - India and Sri Lanka, SHRM India</i></p> <p>Tuhin Biswas <i>CHRO, Emami Ltd.</i></p> <p>Atul Sahgal <i>Head TA, Publicis Sapient</i></p> <p>Swati Khandelwal <i>Head HR, India, R1 RCM</i></p> <p>Nitin Wadhwa <i>Director, Head Human Resources, INDIA, UKG (Ultimate Kronas Group)</i></p> | A hybrid work environment tends to accentuate the importance of technological investments. With employees toggling back and forth between remote and hybrid work, investments in new meeting solutions, collaboration and communication services, and personal productivity tools are proving to be critical to driving employee performance. This session explores the key steps organizations can take to begin shaping employees' digital ambitions and abilities. |
| 14:00 | 14:40 | Hall 4 Stage | WorkTech | Concurrent 5D | Reducing Bias & Driving Inclusion: <i>AI@work</i> | <p>Moderator Rajesh Padmanabhan <i>MD (India), The ExCo Group Chairman, HONO CEO, Talavvy</i></p> <p>Maneesh Menda <i>Head of HR, India, Natwest Group</i></p> <p>Jayashubha K <i>Chief People Officer, TVS Credit Services Limited</i></p> <p>Misha Nathani <i>Head Product Marketing, Gratifi</i></p> <p>Lauren Huntington <i>Solution Strategist, Qualtrics</i></p> | When the pandemic forced workplaces to shut their doors overnight, organizations achieved the unthinkable: working successfully with a remote workforce! As the hybrid work mode takes shape, it is up to businesses to identify the right strategy for success, with maximum employee buy-in, cross-functional significance and measurable results by way of effective rewards and recognition. This session explores details. |
| 14:40 | 15:20 | Hall 5 | WorkTech | Mega Session 6A <i>Session Partner: Indeed</i> | Unlocking the Potential of Employer Branding through Technology | <p>Moderator Sashi Kumar <i>Head of Sales, India, Indeed.com</i></p> <p>Rajshakar Bhide <i>Head Talent Acquisition, Infosys BPM</i></p> | The role of a positive employer brand in attracting and retaining the right talent cannot be emphasized enough. Looking into the post-pandemic future, the need to focus on tech-enabled workforce innovation has immense prospects. This session is aimed at opening new avenues for workplace collaboration resulting in positive workspaces, enabled by technology. |
| 14:40 | 15:20 | MRG 0.01 & 0.02 | People Power | Mega Session 6B <i>Session Partner: Unstop (formerly Dare2Compete)</i> | Recruitment in a Competitive Market: <i>Know the Secrets of Attracting the Right Talent</i> | <p>Ankit Aggarwal <i>Founder & CEO, Unstop (formerly Dare2Compete)</i></p> | As organizations continue to face recruiting and hiring challenges in the post-pandemic world characterized by record-level turnover, increased stress, high interview to hiring ratio, low joining ratio and significantly changed candidate expectations, it is innovative employer branding practices that can make all the difference. Join this session to explore ways to move to the next curve of leveraging technology to support an organizational strategy by improving hiring decisions. |
| 14:40 | 15:20 | MRG 0.03 | Future of Work | Concurrent 6C <i>Session Partner: Hyreo</i> | Meaningful Talent Relationships in Multi-Work Models | <p>Moderator Arun Satyan <i>Founder, Hyreo</i></p> <p>Vikas Baghel <i>GM Talent Supply Chain & HR Technology - Center of Excellence (HCL)</i></p> <p>Anil Santhapuri <i>Director of Skills Solutions, Global Talent Management, FIS</i></p> <p>Taruna Reddy <i>Director - Hiring, Publicis Sapient</i></p> <p>Rajesh Rai <i>Vice President - People & India Head HR, GlobalLogic</i></p> | Even before the pandemic hit the world of work, organizations were warming up to the idea of adapting to remote working. In the gig economy, aspects such as managing remote work motivation and culture while maintaining workplace productivity are now a reality thanks to technology. This session discusses ways in which remote / hybrid work and HR Tech can work in tandem for business success. |
| 14:40 | 15:20 | Hall 4 Stage | Innovation | Concurrent 6D <i>Session Partner: Pazzcare</i> | How Healthcare Benefits are driving Workplace Wellbeing | <p>Moderator Dedeepya Ajith John <i>Director, South & Advisory Services, APAC, SHRM India</i></p> <p>Surbhi Dewan <i>GM HR, Ashiana Housing</i></p> <p>Shravan Kumar Dullur <i>HR Director, Darwin Box</i></p> <p>Soumya CJ <i>Sr. Vice President - Business Acquisition & Retention, Pazzcare</i></p> <p>Sindhuja Parthasarathy <i>Director - Future Readiness, Mindtickle</i></p> | Organizations tend to do a lot to keep employees happy, but subtle things like Insurance & Healthcare benefits when offered comprehensively can contribute immensely to employees staying untroubled throughout. As employee health and wellbeing take centre stage, this session considers different aspects of leveraging the HealthTech - WorkTech synergy. |