

# Digitalization is the buzzword at IIM-R's 3rd HR Summit

## Two-day HR Summit begins

Raipur, Jul 03:

IIM Raipur started its 2 day-long HR Summit, being held on the 3rd and 4th of August, on an extremely eventful note today. The theme for this year's edition is 'HRM in Digital Era: Creating Synergies and Capabilities', and the day's speakers presented some fascinating ideas that left young minds buzzing with intrigue. The Summit began with addresses by the Director of IIM Raipur, Prof. Bharat Bhasker; the

Guest of Honor, R. Anand, Sr. VP HR, HCL Technologies, and the Chief Guest, Sanjiv Singh, Chairman of Indian Oil Corporation Limited, all of whom touched upon the fast-changing nature of the world, the economy, and the employment scenario in general. Prof. Bhasker brought up



hard-hitting points in his address such as jobless growth, and why the

scenario shouldn't be expected to change any time soon. He identified 5 major forces that would cause the same - mobility, cloud, analytics, social media, autonomous systems - and used the analogy of "Second Life" to illustrate his point. He concluded organizations could still make

it with a tight "IT handshake", but things would get topsy-turvy.

The Chief Guest Sanjiv Singh followed Prof. Bhasker's address. Singh talked about the magnitude with which things are changing thanks to technology. The solution he offered to insulate organizations from the adverse effect of those changes was to create a per-

fect balance of people and technology.

The Guest of Honour, R. Anand, continued on the same themes and put forth the idea that digitization is nothing but the death of the intermediary. He left the audience with the intriguing idea that disruption might become inward as machines start to become conscious.

The first panel discussion

followed the addresses and was on the topic 'HRM in Digital Economy: Collaborating with the Competency Models'. Sanjay Kumar, Director HR, Western Coalfields served as the moderator. He opened by explaining how when broken down to essentials, the topic for discussion is about HR in the digital age and the competen-

cies needed to excel in it.

The panelists included Ms. Simin Askari, VP Corporate HR, DS Group, V.K Singh, Additional General Manager (HRD), Power Grid Corporation of India, M Lakshmanan, Head HR, L&T

Defense & Aerospace, and R Anand, Sr. Vice President, HR, HCL Technologies.

Following this was the second panel discussion, which dealt with an extremely relevant and oft talked about topic - 'The Practicalities of Talent Management in Digital Era'. Prof. Sanjeev

Parashar from IIM Raipur served as the moderator for the panel. Following his opening remarks where he highlighted how business models were under pressure, the panelists were introduced. The panelists included Mr. Pradipta Sahoo, CHRO, Karvy Group, Mr. Nikhil Taneja, Group Head HR, S. Chand, Mr. Vishwajeet Tyagi, Head HR, Samtel Avionics Ltd, and Ms. Sahar Khan, Commercial HR Manager, McCain Foods Limited.