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Press Release

Leadership, HR, Healthcare, and Career Growth Explored: A Grand Finale to HR Conclave 7.0

18th August 2024 Jammu: The Indian Institute of Management (IIM) Jammu concluded their 7th edition of the HR Conclave with an impactful Day 2. The day built upon the success of the first, featuring engaging discussions and stimulating sessions. The focus spanned across key themes such as "Shattering the Glass Ceiling: Strategies for Inclusive Leadership," "Healthcare Delivery at Your Doorstep: The New Era of Medical Assistance," and "From Intern to Insider: Securing a Full-Time Career."

The second day of HR Conclave 7.0 began with the third keynote session, where two distinguished speakers set the tone for the day's discussions. Ms. Aparna Vattikuti, Director of Human Resources, Parexel, delivered an impactful speech, emphasizing the importance of a positive work culture and noting that while it may mean different things to different people, it remains a key factor in job satisfaction. Drawing from the Mercer report, she pointed out that a good workplace culture ranks just behind job security and fair pay in importance. She highlighted the value of creating a sense of purpose, belonging, and recognition in the workplace. Additionally, she touched on how technology, including AI, will change how we work, but stressed that human involvement will always be crucial in leveraging these advancements effectively.

Keynote Speaker Mr. Priya Ranjan Kumar, Vice President & Head Human Resources, JSW Steel Ltd., who provided deep insights into the importance of inclusive leadership in today's corporate landscape. He shared his extensive experience in hiring over 500 management trainees, addressing the important question of whether we can truly manage our careers. Since work occupies a significant portion of our lives, he emphasized the importance of making informed career choices. He highlighted common dilemmas such as balancing salary, work culture, and brand value when selecting a job, and knowing how long to stay in a position. He also discussed the benefits of management internship programs, which allows both the company and the prospective employee to evaluate each other, ultimately leading to more informed hiring decisions and reduced attrition rates. He also emphasized the importance of IQ, EQ, and Social Quotient (SQ), particularly the value of social intelligence and networking. Given that companies may have shorter life spans than our careers, he advised staying agile, continuously learning, and focusing on collaboration, discipline, and overall well-being, encapsulated in his ABCDEF acronym (Agility, Balance, Collaboration, Discipline, Effort, and Fitness).

The day's first panel discussion, moderated by Dr. Gaana J, Faculty at IIM Jammu, focused on "*Shattering the Glass Ceiling: Strategies for Inclusive Leadership*" and featured a distinguished lineup of panellists including Mr. Kiran Prasad Ivaturi, Group CHRO, Lodha Ventures, Ms. Chaya Mangesh, VP - Talent Acquisition Leader, Amazon, Mr. Chainsingh Rathod, VP - Talent Acquisition & Operations, Gateway Group of Companies, Mr. Mohit Deshpande, Principal Lead - Programme Development, HR, Admin & Infra, Tata Strive, Dr. Vikram Patki, Executive Vice President HR, Ascenso Tyres, and Ms. Varsha Gowdra, Director People Experience - APAC, CSG International.

The fifth panel discussion focused on strategies to break the glass ceiling and foster inclusive leadership. Panellists emphasized that breaking the glass ceiling requires a long-term vision and commitment, much like a test match, where small but significant steps can lead to substantial achievements. They highlighted the importance of aligning company policies and holding individuals accountable to ensure real progress, rather than simply implementing inclusivity measures for appearance's sake. The discussion also explored the idea that the glass ceiling is not confined to gender but can stem from a mindset or lack of proper judgment. Therefore, tackling these issues was seen as crucial for creating a truly inclusive environment. Additionally, the importance of continuous learning and upskilling was underscored as vital for employee retention and growth within organizations.

Keynote Speaker Mr. Shobhit Srivastava, Associate Vice President – HR at Sony Pictures Network India, delivered a compelling address on the theme of "*Navigating Career Growth in Dynamic Industries.*" He emphasized that all industries are becoming increasingly dynamic, making adaptability a crucial skill. Drawing parallels with surfing, he outlined essential strategies for career growth: staying informed about market trends, committing to continuous learning, and seizing opportunities when they arise. He also highlighted the inevitability of setbacks but stressed the importance of resilience and learning from these experiences to thrive in a constantly evolving professional landscape.

The sixth panel discussion moderated by Dr. Vivek Mishra, Faculty, IIM Jammu featured distinguished experts like Mr. Vipin Rajput, Senior Manager - HR, TATA 1mg, Mr. Himanshu Makkar, Talent Acquisition Specialist, Morepen Laboratories Limited India, Ms. Preeti Das, CHRO, Wellness Forever, Ms. Ekta Chhoda, Head Talent Acquisition, Bayer, Ms. Vibha Bathla, Lead Talent Acquisition, Wolters Kluwer India, Dr. Manoj Kumar Prasad, Vice President - Talent Development & Digital Transformation, Reliance Industries, and Ms. Meenakshi Panwar, Deputy Manager Human Resources, HCL Healthcare.

The panel discussion centred around the rapidly changing landscape of healthcare, emphasizing the need for a strong focus on both physical and mental well-being. Panellists discussed the importance of addressing the digital divide in the pharmaceutical sector, the growing role of AI in healthcare, and the shift towards preventive care initiatives. They also highlighted the significance of empathy, intent, and going the extra mile in delivering effective healthcare solutions, stressing that these elements are crucial for advancing the industry and ensuring better outcomes for everyone.

The seventh final session of the HR Conclave 7.0, "*From Intern to Insider: Securing a Full-Time Career,*" was a vibrant discussion on career strategies for fresh graduates and young professionals. The panel included Mr. Anand Dhruv, Associate Director - HR, NTT Data, Mr. Aravind Warriar, Head HR, Volvo, Ms. Sudha Krishnamurthy, HRBP Manager, Rockwell Automation, Mr. Bishal Hetampurua, Head of Talent Management, Ambuja Cements, and Ms. Anupama Jha, Senior HR Manager, JBM Group. The session was moderated by Dr. Jai kamal, Faculty, IIM Jammu.

The panel discussion delved into practical strategies for career growth, with a strong emphasis on the importance of continuous learning and staying adaptable at every stage of one's career. The speakers encouraged clarity in goals and a deep understanding of the corporate environment, highlighting how aligning your potential with your performance can drive success. They also stressed the value of focusing on identity, impact, and contribution as key elements to help individuals navigate their career paths and truly excel in their professional journeys.

The day concluded with the valedictory session and evening snacks, wrapping up the two-day HR Conclave 7.0 on a high note. The day marked the successful conclusion of another edition of HR Conclave. Through these immensely impactful gatherings, the institute continues to demonstrate its commitment to bridging the gap between academia and industry by providing a platform for meaningful dialogue, practical insights, and knowledge exchange that prepares future leaders for the dynamic world of human resources.

Prof. B.S. Sahay, Director IIM Jammu, praised the brilliant speakers and emphasized the value of transforming learning into practical implementation. He noted that in academia, mental alertness eliminates retirement age, and he encouraged engaging students in real-life training programs to ensure effective learning. He also highlighted the importance of guidance from industry professionals to bridge the gap between theory and practice.

Prof. Jabir Ali, Dean, Academics, IIM Jammu, emphasized the importance of consolidating the insights from the HR Conclave, noting their significant impact on students' professional lives. He highlighted IIM Jammu's openness to industry collaborations through advisory boards, encouraging students to revisit and reflect on the sessions.

Dr. Baljeet Singh, Co-Chairperson Placements, IIM Jammu, underscored the importance of upskilling and continuous learning, urging students to apply theoretical knowledge practically. He emphasized the ASK principle—Attitude, Skills, Knowledge—and the need to prepare for the evolving e-commerce sectors, understand Gen Z's approach, and focus on empathy in problem-solving. The vote of thanks was proposed by Dr. Atanu Dutta, Placement Officer, IIM Jammu. The event culminated with the rendition of the national anthem.

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Glimpses from the HR Conclave 7.0 -Day 2 and Valedictory Ceremony









Valedictory Ceremony- HR Conclave 7.0





