



“Spirit of Entrepreneurship” 20th NHRD Annual Conference 8th & 9th Dec 2016, Bengaluru



Spirit of Entrepreneurship helps individuals innovate, inspire and create. It is the genesis of an enterprise. Over several conversations and focus groups we found an operating definition on how the “Spirit” manifests at work – **it is about building a sense of purpose, being agile, getting things done, ability to take risk, being resourceful, and above all doing things with passion.** Behaviours that are abundantly exhibited by successful entrepreneurs. This conference explores HR’s role in creating and sustaining this spirit.

This year’s National HRD Network’s conference celebrates this spirit of enterprise. Further we explore the theme across three different contexts:

- Young companies that are **Gaining Momentum** - typically those beyond a startup stage with a unique culture and spirit.
- Organisations that do well year after year and stay relevant over time due to their ability to reinvent constantly – we call them as **Sustaining Momentum**,
- Finally those who are **Re-Imagining Momentum** - organisations that are learning to dance in the midst of all the disruptions around them.

The main conference on the 8th and 9th of December 2016 is therefore designed as three distinct segments and we hope it will address the curiosity of young companies that want to build the DNA of large organisations and the large ones to learn from nimble young firms.

December 8th 2016: 5th NHRDN HR Showcase Inauguration (09:30 a.m.)

December 8th 2016, Segment 1: Inauguration – 20th NHRD National Conference - Spirit of Entrepreneurship (10:30 am to 12:45 pm)

Segment Anchor: Ms.Nandini Chawla, CEO, TV Rao Learning Systems

- **Invocation.**
- **Welcome Address by President NHRD Bangalore Chapter.**
 - *Mr. Balachandar N. (President NHRD Bangalore).*
- **Address by National Secretary NHRD**
 - *Mr. S.V. Nathan (National Secretary NHRD).*
- **Chief Guest address.**
 - *Mr. R.V. Deshpande (Hon’ble Minister for Industry & Commerce, Govt. of Karnataka).*
- **Keynote Address**

- Prof. Ram Charan. (Author, Coach and Strategy Guru).
- **Prof. Ram Charan Awards.**
- **Design of Conference.**
 - Mr. Raj Raghavan. (Vice President NHRD Bangalore).
- **Vote of Thanks**
 - Mr. Kamal Singh. (Director General NHRD).

LUNCH

December 8th 2016, Segment 2: “Power of Purpose” (02:00pm – 03:00pm)

- **Power of Purpose:** its role and relevance for individuals and organizations.
 - HG Gaur Gopal Das.

December 8th 2016, Segment 3: Gaining Momentum (03:00pm – 06:00pm)

Gaining Momentum - the theme for this half-day session will have speakers from some of the “young companies” and how they live the spirit of entrepreneurship. This will encompass their entrepreneurial challenges and successes in crafting their dreams from ideation to effective execution. And more so their HR practices that keep them agile.

Segment Anchor: Mr. Saurabh Govil, President and Head of Human Resources, Wipro

- **Inspiring Conversation** **03:00 p.m. – 03:35 p.m.**

Creating a global organization from India.

- Mr. Naveen Tewari. (CEO & Founder, InMobi).
- Mr. Kevin Freitas. (HR Leader, InMobi).
- Ms. Pujarnini Guha Malik. (Associate General Counsel, InMobi).
- Moderator: Prithvi Shergill. (CHRO HCL Technologies).

- **Our Story** **03:35 p.m. – 03:50 p.m.**

Growth through acquisitions – impact on people & culture.

- Mr. Ajit Isaac. (CMD, Quess Corp).

- **Panel Discussion** **03:50 p.m. – 04:35 p.m.**

The Art of HR in young companies

- Ms. Priya Jain (Head of HR Paper Boat).
- Mr. Babu Vittal. (HR Head Shopclues).

- *Mr. Narayan R Thammaiah. (Chief People Officer Accel).*
- *Moderator – Mr. Srikanth Balachandran. (Global Chief Human Resources Officer, Airtel).*

▪ **Tea Break** **4.35pm – 5pm**

▪ **Big Debate** **05:00 p.m. – 06:00 p.m.**

“Do Startups need an HR Head?”

*Mr K Ganesh.
(Serial Entrepreneur
& Chairman Portea Medical.*

*Mr. Hari T.N.
(Head HR Big Basket).*

*Mr. Anand Bhaskar.
(Founder & CEO, Planet Ganges)*

*Mr. Ravi Gururaj.
(Founder & CEO QikPod)*

*Ms. Ester Martinez.
(Founding Editor, People Matters).*

*Mr. Jeby Cherian.
(Chairman and Chief Strategy officer,
Blubirch).*

*Moderated by Mr. S.V. Nathan.
(Partner & Chief Talent Officer Deloitte India).*

NHRD Awards Ceremony – 06.00 pm - 06.30 pm

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DAY TWO

December 9th 2016, Segment 4: Sustaining Momentum (09.00 am to 12:20 pm)

Sustaining Momentum - the theme of the morning session is to hear from organizations in their “prime” who create a sustainable competitive advantage by focusing on the flywheel of performance and keep their organizations great by delivering value and results year after year through their leaders, values, culture and processes – that stay “relevant” over time.

Segment Anchor: Mr. Raj Raghavan, Director & Head of Human Resources – Asia Pacific, Amazon 09:00 a.m. – 09:15 a.m.

▪ **Inspiring Conversation** **09:15 am – 10:00 a.m.**

Change as a constant - GE way of initiating, managing and driving change

- *Mr. Ravindra Kumar G.P. (CHRO GE South Asia).*
- *Mr. Munesh Makhija. (Managing Director GE India Technology Centre).*
- *Moderator: Mr. Nishchae Suri. (Partner, KPMG).*

- **Inspiring Conversation** **10:00 a.m. – 10:45 a.m.**

Customer Obsession - Amazon's experience & learnings for building a culture for "customer obsession.

- *Mr. Amit Agarwal. (VP & Country Manager, Amazon India) along with Business Leaders from Amazon.*
- *Moderator: Mr. Raj Narayan. (CHRO Titan).*

- **Our Story** **10:45 a.m. – 11:00 a.m.**

RAMCO – Staying Agile

- *Mr. Virendra Agarwal. (CEO RAMCO).*

Tea Break – 11-11.30am

- **Panel Discussion** **11:30 a.m. – 12:15 p.m.**

HR's role in sustaining momentum

- *Mr. Sreekanth K. Arimanithaya. (MD India & Global Head WFM CSC).*
- *Mr. Arun Kakatkar. (MD TE Connectivity India).*
- *Mr. S Vaitheeswaran (MD & CEO Manipal Global Education Services).*
- *Moderator – Mr. Sudeesh Venkatesh. (Chief People Officer, Azim Premji Foundation).*

- **Make your own conference** **12:20 PM – 01:15 PM.**

MYOC Anchor: Ms.Pallavi Bhadkamkar, OD Consultant & Executive Coach PCC

A unique process for participants to create their own conference– be surprised to see speakers from the audience!!

- *Mr. Asif. (PWC): Resilience and Determination.*
- *Ms. Nirmala Menon. (Interweave): Transgenders.*
- *Mr. Hemant Acharya. (International Coaching Federation). Coaching the Spirit of Entrepreneurship.*
- *Titan Experience.*
- *Mr. Sabu Thomas (CHRO ASPL): Developing Entrepreneurial Thinking in a Captive –Learnings from ASPL.*

Day 2, Segment 5: Re-imagining Momentum (2:00pm to 5:00pm)

Re-imagining Momentum – post lunch session on day two of the conference will spotlight large global companies that are impacted by disruptions and reinventing themselves. How do “elephants learn to dance”, communicate to a large employee work force, stay agile and deliver in a rapidly changing business contexts is the focus.

Segment Anchor: Mr. Siddharth SN, Head Business HR, Max Hypermarkets India Pvt. Ltd. 02:00 p.m. – 02:05 p.m.

- **Inspiring Conversation** **02:05 p.m. – 03:00 p.m.**

Infosys – the resurgence

- *Mr. Krish Shankar. (EVP & Group Head HRD Infosys).*
- *Mr. Pravin Rao U B (Chief Operating Officer and Member of the Board Infosys).*
- *Moderator: Mr. Pratik Kumar. (CEO Wipro Infrastructure Engineering).*

- **Our Story** **03:00 p.m. – 03:15 p.m.**

Reinventing inside a universe – ITC Foods

- *Mr. Amitav Mukherji (VP HR ITC).*

- **Our Story** **03:15 p.m. – 03:30 p.m.**

Building an entrepreneurial spirit at HUL

- *Mr. BP Biddappa. (Executive director HR, HUL & VP HR Unilever South Asia).*

- **Inspiring Conversation** **03:30 p.m. – 04:30 p.m.**

Keeping the spirits high – the Diageo - United Spirits journey

- *Mr. Anand Kripalu. (MD & CEO Diageo United Spirits).*
- *Mr. Steve Correa. (EVP & Head HR Diageo United Spirits).*
- *Moderator: Mr. Harish Devarajan. (Leadership Coach and Organization Consultant).*

Tea Break

Concluding segment: HR Showcase Awards & Vote of Thanks 05:30 pm- 6.30pm