

EVENT REPORT
HEURISTIC 2018
The 2nd International HR Summit

Organized by

School of Management, G D Goenka University

HR Practices for Harnessing the Potential of a Millennial Workforce

Heuristic 2018 was held at GDGU campus on 16th November 2018. Rapid transformation of the business landscape has led to evolving HR challenges. Identifying and addressing the key challenges will enable the HR function to act as true business partners and add value to the organization. HR practitioners, academia and students are alive to one of the biggest challenges facing HR today; the coming of age of a largely Millennial workforce. During this one day event, renowned professionals, leading HR professionals across multiple sectors and stalwarts from multiple domains deliberated during the panel discussions on the following sub themes:

- a. Addressing the Skill-Employability Gap of Millennial
- b. Retention and Engagement Strategies for Millennial

Event started with a welcome address by the Honourable President, G D Goenka University, Prof. (Dr.) Suku Bhaskaran. In his address, he applauded School of Management for organizing this amazing networking opportunity between Industry stalwarts and the University. He highlighted the fact that all educational institutions must train their students with the skills sets needed to prepare them for future. After the welcome address, a briefing about the HR Summit was given by Prof. (Dr.) Kim Menezes, Summit Chair and Dean, School of Management. Dr. Menezes provided a backdrop of the Summit and emphasized that with the inevitable business changes HR professionals will have to play diverse challenging roles in the coming times. She elaborated on the relevance of the theme in current times.

The Chief Guest of the summit, Mr. Rajesh Padmanabhan delivered the keynote speech. He regaled the audience with instances from his vast experience and offered 12 critical points about managing millennial, for e.g. managing outcomes instead of managing people, importance of execution and team dynamics, learning and retention is necessary, adaptability. He spoke of the digital ecosystem being

dominated by GAFAMA: Google, Apple, Facebook, Amazon, Microsoft, and Alibaba. He left us with a lot of food for thought with his 3Cs model of HR: Culture, Capabilities and Contribution.

The Inaugural session was followed by Panel Discussion on the theme, “*Addressing the Skill- Employability Gap of Millennial*”. The speakers were:

- Chief Guest & Session Moderator- Mr. Rajesh Padmanabhan, Director and CHRO, Welspun Group
- Mr. S.L Raina, HR & Legal Consultant, Former Director-HR, GAIL India Ltd.
- Mr. Saif Ahmed, Skills Enablement Lead- IBM
- Ms. Shivani Malhotra, Founder & CEO, Positive Vibes Consulting
- Mr. Amaresh Mehrish, Director, Huawei Telecommunications
- Ms. Abhilasha Gaur, Vice President- Skill Development, Algol Groip
- Mr. Abhay Kapoor, HR Head, North India Operations, Amazon India
- Mr. Vikas Gupta, Chairman, VFN Group

The panel discussion started with a question on how would the industry, government and academia come together to address the skill gap. A need to bridge the gap between academia and industry was emphasized. Experiential learning should play a big role in academics. An individual should be agile in learning and vocational experience. Whether entering into the corporate set up or having a startup, exposure to different fields is a must. Skills like risk taking and positive attitude, communication, patience, analysis and data handling etc are highly valued at the workplace today. Millennials need to work on developing patience and have realistic expectations. Academia need to focus on imparting experiential learning, through live projects and developing soft skills of millennial students.

The theme of the Second Panel Discussion was, “*Retention and Engagement Strategies for Millennial*”. The panelists were:

- Session Moderator- Ms. Usha Srivastava, HR Head, Vodafone Idea Ltd.
- Ms. Ritu Anand, HR Head, Terumo Global
- Mr. Sanjiv Jain, Co-Founder & Director, Enabling World
- Ms. Gaurav Saini, HR Director, HMD Global (Home for Nokia Phones), India & MENA
- Mr. Hegeler Solomon, Director, People & Organization, Mars Wrigley Confectionery
- Mr. Madhukar Pandey, Resourcing Lead, Barclays India Operations
- Mr. Sheril Beotra, Director HR, Crowne Plaza Hotels (IHG).

During this session an understanding of millennials' different approach to work ethics was given by the speakers. Millennials tend to have opinions and need to be consulted. They want communication, they need to be engaged. They need to participate, they need to be involved. They want flexibility and therefore require more autonomy. Millennials are not impatient, they have a need for speed and this trait must be utilized. A study by Deloitte on "Simply Irresistible Jobs" give 5 things employers must do right: provide meaningful jobs, encourage hands on management, create a culture of inclusion, provide growth opportunities and foster trust in leadership. The millennials need an inclusive eco system where i.e. "*You can be you*". Millennials want their employers to work for the community as well.

In the Valedictory session Mr. Manoj Sahani, Executive Director, Corporate Resource Center, GDGU recapitulated both the panel discussions. He provided his unique perspectives on the value addition that education can bring to millennials job prospects. He shared his own varied experiences in this regard. He thanked the entire School of Management team for organizing this event.

Finally the vote of thanks was presented by Ms.Sudipta Sen Gupta, representing the convenors of HEURISTICS 2018 Dr. Nusrat Kaur, Dr Suman Shokeen and herself.

The Summit drew over 100 industry delegates, several PhD Scholars, faculty and management students from G D Goenka University and other business schools.

A total of Rs. 1.05 lakh was raised via sponsorship. Details are given below:

SPONSORSHIP DETAILS			
Sr. No.	Name of Sponsoring Company	Amount	Status
1	AART CARGO CAR PVT LTD	10,000	Deposited
2	IOCL	50,000	yet to be received
3	Leo Ispat	25,000	Deposited
4	Harish Chander Khanna & Co	5000	Deposited
5	Committed Cargo	5000	Deposited
6	Alok Mehra & Co.	10,000	Deposited

The expenditure amount for the event was Rs. 75,334, leaving a net positive surplus of Rs. 29,666/-. Details given below:

Expenditure details

S No.	Particulars	Amount (Rs.)
1	Delegate Kits	---
2	Mementos	14112
3	Food (Break Fast + Lunch + High Tea)@500 for approx. 80 People	40000
4	Transport	13033
5	Standees, Banners	3964
6	Certificates	1355
7	Planters, Flowers and Decoration	900
8	Miscellaneous	1970
	Total	75334

Revenue details

S. No.	Particulars	Amount (Rs.)
1	Sponsorships Received	55000
2	Sponsorships Pending	50000
3	From GDGU	NIL
	Total	105000