



**National Conference
on
Transforming Business through HR Analytics –
Going the Next Mile**

9th March 2018



CONFERENCE CHAIRMAN

Mr. Sanjay Verma
Group Chief People Officer
& Global Head HR & OD
UNIPARTS GROUP

Knowledge Partner



On-Line Talent Partner



CONFERENCE OVERVIEW

HR Analytics is the most evolving trend in the field of people management in our sub-continent. The conference is aimed to create visualization and storytelling of all those successfully moving in this direction and having created the ability to present results in a manner easy to understand and meaningful to implement.

The endeavor in this Conference is to make professionals understand the “why” behind the numbers and see the power of Analytics- data as meaningful.

Through this DMA platform of co-sharing the knowledge and experience we would like to make professionals to unlearn, learn, agreed to explore the newer ways and take back the need of using data matrices and work towards using predictive data science in people and business excellence.

OBJECTIVES

The key objectives of the conference is to bring insights in to following areas:

- Importance of work force Analytics in driving business
- Evolution existence and challenges of work force Analytics in India
- Setting smart people process through HR Analytics
- Building HR Analytics as Centre of Excellence
- Building HR Analytics right skill set and talent pool- How to bridge the gap

AGENDA

Inaugural Session

Driving your company strategy with HR Analytics- CEO's Perspective

Work force analytics is growing at fast pace as the “future of conducting people business”. This session is aimed to capture the perspective from CEO and setting the direction towards data transformed HR fraternity and will focus on:

1. Unfolding the neuroscience of workforce Analytics
2. HR fraternity partnering to adapt early with co-functions matured in utility of data
3. Moving HR towards predictive data from gut based analogy
4. HR to be future shaper of business with power of predictive talent retention and augmentation strategy

Session I

Workforce analytics- evolution existence and challenges in India

Multi Industry- work force Analytics focus in transforming Employee Engagement, Culture, Collaboration and Innovation with HR Analytics

- Beyond data mining, data modeling and data projection
- The big game changers: Artificial intelligence , machine learning and people Analytics
- Acceptance and adaptability of Analytics
- Holistic view of Analytics while applying at organization level

Session II

Making people processes smart through workforce analytics

Leveraging Analytics for keys sub areas of HRM – Talent management, rewards and recognition, leadership development, career progression and workforce hiring

- Talent and data – Creating a workforce to respond to business with agility, adaptability and rationale
- Laying the groundwork for changes
- Applying analytics in talent management and retention, workforce productivity and scalable talent development
- Leveraging the social data and science behind mask to enhance retention, engagement and career growth
- Being future ready for millennial workforce

Session III

Building workforce planning and Analytics through Center of Excellence

Going from Analytics to Action in HR”: Using Predictive Analytics and Metrics to make Better Decisions on HR Programs and Policies

- Building the COE to create Analytics mindset and talent pool
- Skilling up the current HR professionals to embrace newer work platforms
- Review and revalidate existing processes and tools
- Setting up HR Analytics goals and milestones

THOUGHT LEADERS

<p>Mr. Vipin Sondhi Managing Director & CEO JCB</p>	<p>Dr. A K Balyan CEO Reliance Group</p>	<p>Mr. Vineet Nayyar Founder Chairman & CEO Sampark Foundation</p>
<p>Mr. Manoj Kohli CEO & Joint Managing Director Bharti Airtel Limited</p>	<p>Mr. Arjun Pratap CEO Edge Networks</p>	<p>Ms. Chaitali Mukherjee Partner – Consulting, People and Organization PwC India</p>
<p>Mr. Sanjay Bhatanagar Global Technology Head – BI and Automation Aon Hewitt</p>	<p>Mr. P Rajendran Joint Managing Director & Co-Founder NIIT</p>	<p>Mr. Rajan Sethuraman Chief People Officer Latent View Analytics</p>
<p>Mr. Vivek Verma Lead-Global Workforce HR Analytics Rio Tinto</p>	<p>Mr. Arun Krishnan CEO nFactorial Analytics</p>	<p>Mr. Saurabh Sharma CEO Indus Insights</p>
<p>Ms. Arpita Kuila Head – HR , India NEC</p>	<p>Mr. Sayandeb Banerjee CEO & Co-Founder The Math Company (1st Employee of MU Sigma)</p>	<p>Mr. Rajeev Sinha VP – HR Analytics Accenture</p>
<p>Ms. Sheetal Sandhu Head –HR, India Operations EXL</p>	<p>Mr. Abhay Kapoor HR Leader Amazon</p>	<p>Mr. John Irudayaraj Founder Partner Ranalytics Advisors</p>
<p>Mr. Subhankar Roy Chowdhury Executive Director & Head HR- Apac & Japan Lenovo</p>	<p>Mr. Rohan Sharma Head of Predictive Modeling – Analytics and Strategic Initiatives</p>	<p>Mr. Mitesh Vora Director – Analytics Flex</p>
<p>Mr. Manoj Kumar Head – HR Analytics CoE HSBC</p>	<p>Mr. Narasimhalu Senthil Managing Partner Ranalytics Advisors</p>	<p>Ms. Supriya Thankappan Partner Cerebus</p>
<p>Mr. Omesh Saraf Co-Founder and Director Litmass Analytics</p>		

WHO SHOULD ATTEND

HR & Business Leaders responsible for the following portfolios: HR Strategy, HR Transformation, Organizational Development, Organizational Effectiveness, Analytics Talent Development, HR Metrics and Analytics. The program will be useful to Service providers who have designed HR analytics tools for the HR community and can make valid assessments about their needs.

KEY REASONS TO ATTEND

- **Discover** emerging opportunities of HR analytics and predictive insights to align HR initiatives with business strategies
- **Explore** effective implementation and solutions to enhance HR experience for better ROI in HR analytics
- **Improve** employee engagement and drive collaborations to achieve innovations
- **Transform** regional analytics insights into actionable plans and strategies
- **Implement** and measure the performance of HR initiatives that are aligned to organizational goals and values
- **Gain** stakeholder buy-in through effective data visualization, presentation and communications skills
- **Understand** pitfalls and utilize outsourcing to improve HR analytics function
- **Employ** 'Superhero' HR analytics Centre of Excellence
- **Overcome** the challenges of HR analytics implementation and measure the success of predictive analytics insights
- **Discuss** HR strategies for the future of HR 2020

Administrative Details

Date : 9th March 2018 (Friday)
Registration : 9.00 a.m. to 9.30 a.m.
Programme Timing : 10:00 a.m. to 5.00 p.m.

Participation Fee: (per participant)

Rs. 4,500/- for Members of DMA/AIMA and LMAs

Rs. 5,500/- for Non-Members

Plus 18% GST extra

DMA GST No.07AAATD0225CSD1ZJ

Please make cheque/draft in favour of **Delhi Management Association** and send it along with Registration Form to DMA. Participation fee includes the cost of reading material, tea & coffee, lunch and other organizational expenses for the non-refundable. However, participation by a substitute is allowed.

For Registration and other details please contact:

Ms. Jennifer Stanley
Program Executive

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For Sponsorship opportunities, branding options for your organization and speaking slots, please Contact:

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