

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

Radisson Blu Plaza Delhi Airport, NH-8, New Delhi
9th March 2018



CONFERENCE CHAIRMAN

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

Knowledge Partner

Rinalytics
ADVISORS

On-Line Talent Partner

TIMESJOBS

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

Session I

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 II

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 III

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 IV

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

Mr. Vipin Sondhi

Managing Director & CEO
JCB

Dr. A K Balyan

CEO
Reliance Group

Mr. Vineet Nayyar

Founder Chairman & CEO
Sampark Foundation

Mr. Abhay Kapoor

HR Leader
Amazon

Mr. Arjun Pratap

CEO
Edge Networks

Ms. Chaitali Mukherjee

Partner – Consulting,
People and Organization
PwC India

Mr. Sanjay Bhatnagar

Global Technology Head – BI
and Automation
Aon Hewitt

Mr. P Rajendran

Joint Managing Director &
Co-Founder
NIIT

Mr. Rajan Sethuraman

Chief People Officer
Latent View Analytics

Mr. Vivek Verma

Lead-Global Workforce HR
Analytics
Rio Tinto

Mr. Arun Krishnan

CEO
nFactorial Analytics

Mr. Saurabh Sharma

CEO
Indus Insights

Ms. Arpita Kuila

Head – HR , India
NEC

Mr. Sayandeb Banerjee

CEO & Co-Founder
The Math Company
(1st Employee of MU Sigma)

Mr. Rajeev Sinha

VP – HR Analytics
Accenture

Ms. Sheetal Sandhu

Head –HR,
India Operations
EXL

Mr. Omesh Saraf

Co-Founder and Director
Litmass Analytics

Mr. John Irudayaraj

Founder Partner
Rinalytics Advisors

**Mr. Subhankar Roy
Chowdhury**

Executive Director & Head
HR- Apac & Japan
Lenovo

Mr. Rohan Sharma

Head of Predictive Modeling
– Analytics and Strategic
Initiatives

Mr. Mitesh Vora

Director – Analytics
Flex

Mr. Manoj Kumar

Head – HR Analytics CoE
HSBC

Mr. Narasimhalu Senthil

Managing Partner
Rinalytics Advisors

Ms. Supriya Thankappan

Partner
Cerebus

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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