



Enabling
Multidimensional
Sustainable Growth

National HR Summit on **TRANSFORMING HR:** **INDIAN POWER SECTOR**

21-22 Jan, 2016 | Hotel The Ashok, New Delhi

In association with

Deloitte.



The new dispensation in the country is committed to providing 24X7 power to the people including to those in the rural areas as demonstrated by the 'Jyoti Gram Scheme' in Gujarat. Initiatives like 'Make in India' call for Power supply at par with that in global industrial hubs...

Theme

In today's **VOUCA** World marked by **Volatility, Uncertainty, Complexity** and **Ambiguity**, everything needs faster reaction and response. Volatility in the global energy markets has been among the most important factors influencing India's economic planning. Even amid volatility, the need for a long term perspective remains as important as it ever was. Only the short term has become shorter, more complex and challenging. HR is the prime mover of all the businesses. Right since the 5th century B.C. when Protagoras propounded the doctrine of 'Homo Mensura' ('Human beings are the measure of all things.'), HR has been a key area. The thinking, feeling, working man/woman became the centre of philosophical discourse and organized activity. And this centrality has become more pronounced with the march of history, culminating in the emergence of HR as an integral part of organized business activity. The effectiveness of dealing with rapid and radical changes hinges on the effectiveness of HR strategies. HR changes and challenges are cross-cutting, impacting all the sectors of the economy and industries. Yet, it is pertinent to look at sector specific HR scenarios in the context of sector specific business scenarios. Coal, Power and Renewable Energy have been brought under one Minister by the new Government.

Any integrated Power sector planning has to take into account different scenarios as also the strategies to deal with them. Similarly, any HR Policy has to accommodate the HR implications of the different Power scenarios. Truly speaking, HR is a strategic business partner. India's business world is witnessing a new vibrancy and the bars are being raised. The new dispensation in the country is committed to providing 24X7 power to the people including to those in the rural areas as demonstrated by the '**Jyoti Gram Scheme**' in Gujarat. Initiatives like '**Make in India**' call for Power supply at par with that in global industrial hubs. With up-scaling of national aspirations in the form of '**smart cities**' and **bullet trains**, the need for world class power supply cannot be overemphasized. A new thrust is being imparted on non-conventional energy sources. Developing technologies may remain uneconomical on average, even as leading innovators approach breakthroughs. But once a technology delivers cost and performance that is materially superior to the status quo, it may well be adopted en masse. Such technologies can render existing ways of doing business untenable in no time. The targets have been radically increased. Needless to say, the effectiveness of the push to Power sector is to be primarily determined by the alignment of HR initiatives to the emerging changes.

In order to address the dynamic elements in the global economy, the domestic economies are demonstrating creative energies like never before. People in the Indian Power sector have to demonstrate a similar blend of creativity and passion to measure up to the requirements of the transformational growth that India has undertaken to accomplish. In this context, there is a felt need for transforming HR to realign it with the new business models in the Indian Power Sector. The discourse on Power management has a key role in supporting the sector with appropriate inputs. The National HR Summit on "Transforming HR in Indian Power Sector" is envisaged by BIMTECH-NHRDN, in association with Power HR Forum, the leading Power Sector Forum of HR Professionals in Power Sector corporate, as well as Deloitte as our Knowledge Partner, as a step to provide such inputs. While identifying the theme "Transforming HR in Indian Power Sector" and 4 sub-themes for this Summit, we took the sector priorities of HR needs. We also looked at the Deloitte's Global Human Capital Trends and find that these sub-themes of Talent, Leadership and Engagement with Employee Relations are in the top 5 listed urgent issues that need to be addressed, in order to make HR in Power Sector change-ready.

National HR Summit on **TRANSFORMING HR: INDIAN POWER SECTOR**

The Summit Objectives:

The objective of the Summit is to examine and deliberate some urgent and important HR issues in order to re-align HR, focusing on the much needed transformation to meet the emerging changes and challenges in Indian Power Sector of today's dynamic VUCA world, in the coming decade.

Sub-Themes & Sessions :

There will be 6 sessions, comprising of Inaugural session, 4 Sessions on following four Sub-Themes and the Valedictory session.

- Challenges of Changing Power Sector Scenario (Session-2)
- Working for Talent Management (Session-3)
- Building Leadership Pipeline for delivering Success (Session-4)
- Building Employee Relationship and Engagement (Session-5)





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Shri Piyush Goyal

Hon'ble Minister of State with Independent Charge for
Power, Coal and New & Renewable Energy,
Govt. of India



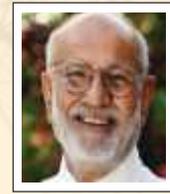
Mr. Pradeep Kumar Sinha

Cabinet Secretary, Govt. of India



Mr. R. V. Shahi

Chairman,
Energy Infratech Pvt. Ltd.



Dr. Pritam Singh

Chairman – LEAD Centre

Programme Schedule

Day - 1 : 21 January, 2016

Venue: Hotel The Ashok, New Delhi

Session	Programme
Session - 1	<p>09:30 AM – 11:00 AM</p> <p><u>Inaugural Session</u></p> <ul style="list-style-type: none"> • Welcome Address: Dr. H Chaturvedi, Director, BIMTECH • Contours of this Summit: Its Landscape: Mr. U P Pani, Director (HR), NTPC Ltd. Prof. K K Sinha, Dean - Development, BIMTECH • Theme Alignment: Dr. Vishalli Dongrie, Sr. Director, Human Capital Consulting, Deloitte • Key Note: Mr. R.V. Shahi, Chairman, Energy Infratech Pvt. Ltd. • Inaugural Address by Chief Guest: Shri Piyush Goyal, Hon'ble Minister of State with Independent Charge for Power, Coal and New & Renewable Energy, Govt. of India • Vote of Thanks: Mr. Kamal Singh, Director General, NHRDN
	<p>11:00 AM – 11.30 AM : Tea</p>



Session	Programme
<p>Session - 2</p>	<p>11:30 AM - 01:00 PM “Challenges of Changing Power Sector Scenario”</p> <p>India's business world is witnessing a new vibrancy and the bars are being raised. The new dispensation in the country is committed to providing 24X7 power to the people including to those in the rural areas as demonstrated by the 'Jyoti Gram Scheme' in Gujarat. Initiatives like 'Make in India' call for Power supply at par with that in global industrial hubs. With up-scaling of national aspirations in the form of 'smart cities' and bullet trains, the need for world class power supply cannot be overemphasized. A new thrust is being imparted on non-conventional energy sources. To succeed, companies must understand the major performance thresholds for each technology and the market shifts that breakthroughs will trigger. The targets have been radically increased. There is a need to examine and assess the changes emerging in the Power Sector, consequently needing alignment of HR initiatives to the emerging changes. The effectiveness of dealing with rapid and radical changes hinges on the effectiveness of HR strategies. HR changes and challenges are cross-cutting, impacting all the sectors of the economy and industries. Yet, it is pertinent to look at sector specific HR scenarios in the context of sector specific business scenarios. Any integrated Power sector planning has to take into account different scenarios as also the strategies to deal with them. Similarly, any HR Policy has to accommodate the HR implications of the different Power scenarios. Truly speaking, HR is a strategic business partner.</p> <p>A Theme Presentation: Deloitte</p> <p>Panel Discussions & Q & A</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Mr. Anil Sardana, MD, Tata Power Co. Ltd. - Mr. AK Jha, CMD, NTPC - Mr. Sutirtha Bhattacharya*, CMD, Coal India Ltd. - Mr. I S Jha, CMD, Power Grid - Mr. Atul Sobti, CMD, BHEL - Dr. Rashid Al Leem, Chairman, Sharjah Electricity and Water Authority - Mr. Ravi Uppal, Group CEO, Jindal Steel & Power <p>Chairman & Moderator: Mr. R.V. Shahi, Chairman, Energy Infratech Pvt. Ltd. Rapporteur: Deloitte</p>
	<p>01:00 PM - 02:00 PM : Lunch</p>
<p>Session - 3</p>	<p>02:00 PM - 03:30 PM “ Working for Talent Management”</p> <p>In the present knowledge era, talent has become an important lever for propelling a business towards success, as a consequence of which talent management has become a key issue for HR professionals in organizations, irrespective of their magnitude. Talent here can be described as the innate ability, aptitude, or competence of an individual. It is a special ability that allows someone to do something well and includes untapped capabilities. While the pool of potential recruits is sufficiently large, the challenge is in identifying the capabilities required in the changing scenarios, attracting the young graduates to the power sector, and providing them adequate training and a satisfactory work environment. While the Power Sector has a large number of highly qualified engineers in senior roles, it now needs competent managers who will help them compete and sustain, especially in the changing environment of reforms. Changes in technology, customer aspirations, expectations of the employees (more so with the Gen 'Y' coming to the workforce in larger numbers) and the changing facets of competition bring into focus the relevance (or otherwise) of the HR philosophies and practices, on effective Talent Management in the Sector.</p>



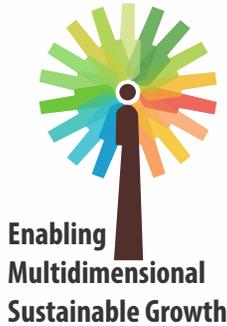
Session	Programme
<p>Session - 3</p>	<p>A Theme Presentation: Deloitte Panel Discussions & Q&A</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Mr. R S Mina, Director (Personnel), NHPC Ltd. - Mr. Adil Malia, Group President-HR, Essar Services India Ltd. - Mr. Vinod Behari, CEO, Power Sector Skill Council of India - Mr. Deepak Bharara, CHRO, LANCO InfraTech - Mr. V.C. Agrawal, President-HR, RPG - Ms. Jyoti Arora*, Joint Secretary Ministry of Power, Govt. of India - Mr R K Verma*, Chief Engineer – Distribution, Central Electricity Authority <p>Chairman & Moderator: Mr. Anujesh Dwivedi, Director, Deloitte Rapporteur: Deloitte</p>
	<p>03:30 PM - 04:00 PM : Tea</p>
<p>Session - 4</p>	<p>04:00 PM- 05:30 PM “Building Leadership Pipeline for Delivering Success”</p> <p>Though leadership is critical, it is said today that leadership abilities are scarce in today's corporate world. Playing the managerial role demands knowledge and skills to manage complexities which may not be the difficult task. But finding leaders who possess a vision, versatility, emotional strength, understanding, execution and people orientation was a challenge for business organizations. Research studies and cases had shown that leadership could be developed and more than the classroom, leadership was developed on the job. We may examine few important ways of building leadership in business organizations like selection process, training and development and particularly by developing and providing succession plan and a supportive environment. In order to unleash the potential of the Indian economy as envisaged by the Government of India, we need to unleash the potential of the Power sector and in turn, of all the people in the sector. We need more and more leaders developed through a conscious strategy and plan in the sector to ensure sustained delivery of solutions amid constraints and crises.</p> <p>A Theme Presentation: Deloitte Panel Discussions & Q & A</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Mr. U.P. Pani, Director (HR), NTPC Ltd. - Mr. Ravi P Singh, Director (Personnel), Power Grid - Mr. Pradipta Panda, Group President HR, Adani Group - Mr. S K Biswas, Director (Personnel), THDC - Mr. N.L. Sharma, Director (Personnel), SJVN - Mr. Chetan Tolia, CHRO, Tata Power <p>Moderator: Dr. Pritam Singh, Chairman – LEAD Centre Chairman: Mr. Ajith Kumar Seth, Chairman, Public Enterprises Selection Board (PESB) Rapporteur: Deloitte</p>



Session	Programme
<p>Session - 5</p>	<p>09:30 AM – 11:00 AM “Building Employee Relationship and Engagement”</p> <p>It is a fact that employee development and growth can be achieved in an environment of peace, harmony and trust. In fact, creating systems as well as a congenial environment for ensuring such harmony through building mutual trust and seeking partnership with the employees has been an important role of HR professionals since long. The old economy business model was primarily dominated by the typical brick and mortar, manufacturing organizations and process industry. Trade Unionism had grown in the country along with the independence movement, and hence had been closely wedded to political parties and outsiders. This scenario was dominated by ills like multiplicity of trade unions resulting in intense inter-union, as well as intra-union rivalries. Most of the setbacks caused to Business, in the arena of industrial relations, were manifestations of such format of prevailing relationships. However, there were no clear-cut recognition systems. Some of the States attempted to legalize a recognition process, but in practice, implementation remained a casualty. These factors kept on affecting relationship and the industrial environment adversely, which could ultimately not become amenable. While with opening of the economy and entry and growth of new economy businesses, it was felt that industrial relations have taken a back seat, but cases, of late, have been bringing out increasing incidents of strife and work stoppages. It has been, under the current changing scenario, felt that organizations need to spend more time, effort and energy in creating deeper and genuine employee engagement, which can reduce or rather eliminate differences and strife, consequently creating desired environment of much desired peace and harmony for focusing on growth of the sector.</p> <p>A Theme Presentation: Deloitte Panel Discussions & Q&A</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Mr. Mohan Das, Director (Pers.), Coal India - Mr. Rajeev Bhaduria, Director – Group HR, Jindal Steel & Power Ltd. - Mr. D. Bandyopadhyaya, Director HR, BHEL - Mr. Paritosh Mishra, Director HR, AES - Mr. A. Thirunavukkarasu, President – Corporate HR, JK Organization - Mr. S Dev Roye, Central Leader, CITU - Dr. Sanjay Kumar, Director-Personnel, Western Coalfields Ltd. <p>Moderator: Mr. Sarat Acharya, CMD, Neyveli Lignite Corporation Rapporteur: Deloitte</p>
	<p>11:00 AM – 11:30 AM : Tea</p>
<p>Session - 6</p>	<p>11:30 AM – 01:00 PM</p> <p>Valedictory Session :</p> <ul style="list-style-type: none"> • Summary of the issues discussed: Dr. Vishalli Dongrie, Sr. Director, Human Capital Consulting, Deloitte • Welcome and the Way Forward: Dr. Pritam Singh, Chairman – LEAD Centre • Valedictory Address: Mr. Pradeep Kumar Sinha*, Cabinet Secretary, Govt. of India • Vote of Thanks: Mr. U.P. Pani, Director (HR), NTPC Ltd.
	<p>01:00 PM – 02:00 PM : Lunch</p>



*Invited



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Registration Fee#

The programme is being proposed at a special price inclusive of Registration Fee, Study Material and Executive Lunch & Tea/Coffee during the day.

- Industry Executives (Members of NHRDN) : Rs. 8,000/-
- Employees and Members of Power HR Forum : Rs. 8,000/-
- Industry Executives (Non-Members) : Rs. 10,000/-
- Academicians : Rs. 7000/-
- Students : Rs. 6000/-

Service Tax @ 14.5% applicable on the participation fee.

For NEFT / RTGS, Please find below the details:

Service Tax Registration No. : AAATN1283CSD001
NHRDN Pan No. : AAATN1283C

Beneficiary Name : National HRD Network
Beneficiary Bank : ICICI Bank
Branch Name : Sushant Lok Branch, Gurgaon
Bank Account No. : 018301007404
Bank IFSC Code : ICIC0000314
Bank MICR No. : 110229042

DD / Cheque towards Delegate Fee should be drawn in favour of "**NATIONAL HRD NETWORK**".

For more information, please contact:

Summit Conveners:

Mr. Nalin Srivastava - nalin.srivastava@nationalhrd.org - 9910640025

Dr. Nitika Sharma - nitika.sharma@bimtech.ac.in - 9810625199

Dr. Manosi Chaudhuri - manosi.chaudhuri@bimtech.ac.in - 9871212687



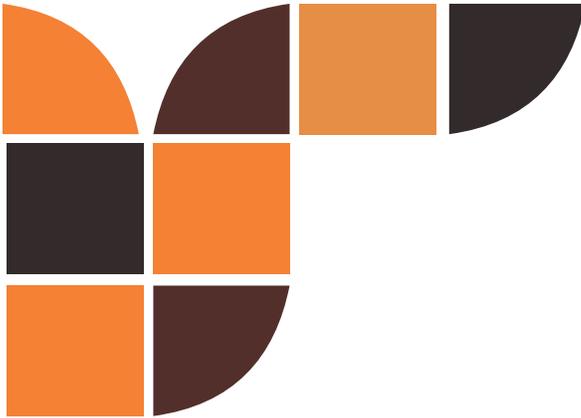


Birla Institute of Management Technology (BIMTECH)

Established in 1988, under the aegis of Birla Academy of Art and Culture, BIMTECH offers postgraduate and doctoral courses in General Management, International Business, Insurance and Retail Management. Globalization, Innovation, Entrepreneurship and Inclusive Growth are ingrained in the curriculum. The Institute has been consistently ranked among the top 10 private B'Schools in India. BIMTECH was ranked 6th among Private B'Schools and 15th among all in the National HRD Network and People Matters B'School Ranking 2015.

Birla Institute of Management Technology integrates knowledge, research, industry experience and international exposure to offer comprehensive programmes for managers, executives, faculty and post graduate and doctoral students. The driving force at BIMTECH is a team of distinguished faculty members who have extensive experience and expertise in diverse fields. International faculty exchange and joint research projects further strengthens the intellectual capital.

As part of continuing education with an objective to strengthen ties between corporate and academia, several Management Development Programmes (MDPs) are regularly conducted. The institute gives great importance to faculty development and accordingly conducts various Faculty Development Programmes (FDPs) regularly. It has developed strategic alliances with Business Schools in Europe, UK and USA for collaborative research, training and exchange programmes for students and faculty. The lush green state of the art fully residential Wi-Fi campus at Greater Noida (NCR) is one of its kinds in Northern India.



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BIMTECH
BIRLA INSTITUTE
OF MANAGEMENT TECHNOLOGY

Plot No. 5, Knowledge Park II, Greater Noida (NCR), U.P. - 201 306

Tel: +91-120-2323001 to 10, Fax No. : +91-120-2323022/25

Website : www.bimtech.ac.in