



BIMTECH
BIRLA INSTITUTE
 OF MANAGEMENT TECHNOLOGY

Presents



Enabling
 Multidimensional
 Sustainable Growth

National HR Summit on TRANSFORMING HR: INDIAN POWER SECTOR

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

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Announcement Brochure

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 **VUCA** 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:

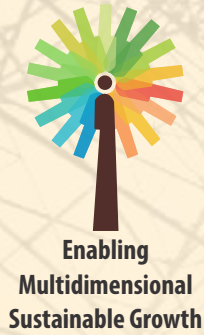
The objective of the Summit is to examine and deliberate some urgent and important HR issues in order to re-align HR, focusing on the much needed transformation to meet the emerging changes and challenges in Indian Power Sector of today's dynamic VUCA world, in the coming decade.

Sub-Themes & Sessions :

There will be 6 sessions, comprising of Inaugural session, 4 Sessions as Panel Discussions 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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Mr. Piyush Goyal

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



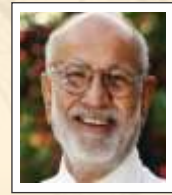
Mr. Pradeep Kumar Sinha

Cabinet Secretary
Govt. of India



Mr. R V Shahi

Chairman
Energy Infratech Pvt. Ltd.



Padma Shri 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 • Contour of this Summit: Its Landscape: Mr. U P Pani, President, Power HR Forum & Director (HR), NTPC Ltd. • 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: Mr. 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>Panel Discussion</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Dr. Anil Sardana, MD, Tata Power - Mr. A K Jha, CMD, NTPC - Mr. Sutirtha Bhattacharya*, CMD, Coal India - Mr. I S Jha, CMD, Power Grid - Mr. Atul Sobti*, CMD, BHEL - Mr. Rajeev Sharma, CMD, REC - Mr. Ravi Uppal, Group CEO, Jindal Steel & Power <p>Chairman & Moderator: Mr. R V Shahi, Chairman, Energy Infratech Pvt. Ltd.</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>Panel Discussion</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 - Mr. R K Verma, Chief Engineer - Distribution, Central Electricity Authority <p>Chairman & Moderator: Mr. Ajit Mathai, Director, 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>Panel Discussion</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Mr. U P Pani, Director (HR), NTPC Ltd. - Mr. S K Chaturvedi, Chairman, Joint Electricity Regulatory Commission - Mr. Ravi P Singh, Director (Personnel), Power Grid - Mr. Pradipta Panda, Group President HR, Adani Group - Mr. S K Biswas, Director (Personnel), THDC - Mr. Chetan Tolia, CHRO, Tata Power - Mr. Raj Kumar Roy, President (Head), LANCO Solar <p>Chairman & Moderator: Mr. S V Nathan, Sr. Director & Chief Talent Officer, 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>Panel Discussion</p> <p>Panelists:</p> <ul style="list-style-type: none"> - Dr. Ashok Balyan, CEO - Oil & Gas Business, Reliance Group - Mr. Mohan Das, Director (Personnel), Coal India - Mr. Rajeev Bhaduria, Director – Group HR, Jindal Steel & Power Ltd. - Mr. D Bandyopadhyaya, Director HR, BHEL - Mr. Paritosh Mishra, VP HR, AES India - Mr. S Dev Roye, Central Leader, CITU <p>Chairman & Moderator: Mr. Sarat Acharya, CMD, Neyveli Lignite Corporation</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 • The Way Forward: Padma Shri Dr. Pritam Singh, Chairman – LEAD Centre • Valedictory Address: Mr. Pradeep Kumar Sinha*, Cabinet Secretary, Govt. of India • Vote of Thanks: Prof. K K Sinha, Dean - Development, BIMTECH
	<p>01:00 PM – 02:00 PM : Lunch</p>





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Registration Fee for Nominating Delegates:

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.

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

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

For NEFT / RTGS, Please find below the details:

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





About BIMTECH

Birla Institute of Management Technology (BIMTECH) was 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.



About NHRDN

The National HRD Network is the National Apex body of professionals committed to promoting the HRD movement in the country and enhancing the capability of human resource professionals to compete globally and thereby creating value for society. Towards this end, National HRD Network is committed to the development of human resources through education, training, research and experience sharing. Established over 28 years ago, NHRD is autonomous, not-for-profit professionally managed organization, playing a catalyst role in grooming Leaders for Tomorrow. It has 12,500 members representing, Multinationals, Public & Private organizations including Government, MSME & NGOs spread across 30 chapters in India and serves as a reference point for HR Professionals in Indian Industry.



About Power HR Forum

Power HR Forum, is the outcome of an innovative approach, where all the Public Sector Undertakings (PSUs) under the Ministry of Power (MoP), Govt. of India (GoI), have come together to address the common issues of interest. The issues of Human Resources (HR) have always been and will be, of paramount interest and responsibility to any organization. And here, as a collective effort of all the power PSUs, recommendary strategies are formulated after discussion on common HR issues affecting the employees and concerning the organizations. Also, each organization gains from each others experience on people oriented issues.

For more information, please contact:

Summit Conveners:

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