



Confederation of Indian Industry



CII INDIA 2ND EDITION '18
HR CRYSTAL BALL
WORKPLACE OF THE FUTURE

30th August 2018
ITC Maurya, New Delhi

GLIMPSES OF CII HR CRYSTALBALL 2017

“Emerging HR Megatrends”

24 August 2017 at ITC Maurya, New Delhi

The relevance and organisational impact of the megatrends will be unique to every organisation. Universally, however, it is clear that HR needs to be highly responsive, solutions focused, and proactive, with hard business acumen, looking not just at the short term, but three to four years ahead. The challenge for the function is how to simultaneously play a leading role in the transformation of the organisation whilst managing its own evolution. An integrated, systematic, and pragmatic approach is required to ensure that HR is fit for purpose and cost effective today, as well as agile enough to respond to the changing needs of tomorrow.

“Speed, Right Skills, Scale – need of the hour for skills revolution in the country” says Dr K P Krishnan, Secretary, Ministry of Skills Development & Entrepreneurship, Government of India.



Dr K P Krishnan, Secretary, Ministry of Skills Development and Entrepreneurship, invited Industry to partner the government schemes. Skills have been allocated enough resources but the industry needs to come forward to give inputs on the skill sets it requires and work with government on long term policies.

Dr Krishnan lamented the fact that the vocational education is still not the part of the regular education and is still considered an option for those who are unable to go further in regular streams, conveniently forgetting the importance of skilled workforce in growth of industry. The Secretary also gave insights into the policy level interventions by the government.



(L-R; Dr Vishalli Dongrie, Mr S Y Siddiqui, Ms Rumjhum Chatterjee, Dr K P Krishnan, Mr T V Narendran, Mr D L Sharma)

Ms Rumjhum Chatterjee, Immediate past Chairman, Northern Region, CII touched upon the certain trends that would impact the industry. Be it labour laws & compliance, role of women in workforce both in organized, unorganized and micro sector, usage of social media and its impact of employer branding. She also stressed on the need for Industry to gear itself upto the impact on business models with the advent of Digital age. Inaugurating the CII HR Crystal Ball 2017, an initiative by CII Northern Region which will have an annual research & conference to deliberate the issues that would impact industry in the future, Ms Chatterjee termed it as a rare initiative in a way deciding next year's theme almost a year in advance as per the choice of research topic. She requested Industry to come forward and participate actively.

Sharing his thoughts at the conference, **Mr T V Narendran, Chairman, CII National Committee on Leadership & HR and Managing Director, Tata Steel Ltd**, stressed on the need for industry to have robust HR policies and processes so as to have a quality output irrespective of the human talent involved. Mr Narendran also highlighted the convergence of business models of Manufacturing and Services owing to transformational improvement in the supply chain logistics which has negated the need to have the "manufacturing" unit near the delivery location. The technological revolution has impacted the industry immensely and the need to undergo a formal 18-20 year education cycle is no longer needed since the knowledge is now available at the press of a button. He stressed upon the need to change the formal school training to prepare a workforce with right skillset.

Mr S Y Siddiqui, Conference Chairman and Chief Mentor, Maruti Suzuki India Ltd., emphasized on the need of HR to break from the past and focus on future for designing people strategy to create a feeling of ownership and have a high level of engagement for customer satisfaction. The way we are going to deal with people has to change and is going to change. The three critical inputs for the same would be Leadership Style; Continuous tweaking and reworking of the people strategy and an ability to handle change whatever be the aspect.



A well-attended conference with over 230 participants including Business Leaders, HR professionals, CEOs, CHROs, CIOs, CFOs and Senior HR Practitioners. CII aims to make HR Crystal Ball as "Research Based Knowledge Sharing Platform" for the industry. Focusing on key emerging trends and finding the solutions jointly and initiating brainstorming within the stakeholders to align themselves to meet the new challenges and maximizing the opportunities



The CII India HR Crystal Ball 2017 attracted a galaxy of speakers, thought leaders and industry titans and sparked off the interest among the HR fraternity on the research output, deliberations on following topics were taken up in a day long conference:

1. People Strategy Challenges in Emerging Business Landscape
2. Keeping up with Technology in Business
3. Changing Employee Relations in India landscape of Inc.
4. Creating Workplace for the Future

