



Standing Conference
of Public Enterprises



International Labour
Organization

SCOPE International HR Summit-2017

20th & 21st February 2017

SCOPE Convention Centre, SCOPE Complex, Lodhi Road, New Delhi 110 003

Reimagining HR: Global Competitiveness and New Age Workforce



Knowledge Partner



Academic Partner



Messages



Shri Ved Prakash
Chairman, SCOPE

SCOPE in continuation of its earlier summits is organizing the International HR Summit 2017. The success of the previous year's summit has given us the confidence to raise the bar and I am pleased to announce SCOPE's International HR Summit 2017 on the theme 'Re-imagining HR: Global Competitiveness and New Age Workforce'. With India's renewed emphasis on globalization, manufacturing, automation and skill building, I believe this year's theme presents a right mix of opportunities and challenges for both public and private sector organizations. This summit aims at showcasing cutting edge HR practices aimed at addressing the workforce of tomorrow with emphasis on the navigation path undertaken by successful organizations amidst increasing global competitiveness.



Dr. U.D. Choubey
Director General
SCOPE

SCOPE's commitment to Public Sector Enterprises continues to scale to new heights and International HR Summit is an avenue for HR and Business Leaders from Public and Private Sector to collaborate and share their collective expertise thereby contributing to the HR body of knowledge at large as well as enhancing their individual knowledge bank. This year's theme emphasizes on the dynamism of the business environment on one hand and the changing workforce requirements on the other. The correct balance to manage the two shall be the key to success and sustenance. This year's theme shall also cover an array of topic including Business Challenges, Performance Management, High Performance Culture, HR Automation, Learning and Development, Diversity and Inclusion and a renewed focus on Capability Building. I would urge all participants to make the most of the two days and wish them a happy learning experience.



Shri Saptarshi Roy
Director (HR), NTPC
Convenor and Chairman
of the Steering Committee

SCOPE in collaboration with International Labour Organization is organizing the International HR Summit 2017 thereby providing a platform for HR Professionals, Business Leaders and Academicians across sectors to share their breadth of knowledge and experience on the 'New Normal in HR'. This year's theme "Re-imagining HR: Global Competitiveness and New Age Workforce" shall present an opportunity to participants to do a crystal ball gazing and take a peek into the future of HR. Public Sector Organizations have been significant contributors to nation building and their people practices have been evolving at a pace much faster than ever. With this perspective of evolution in the competitive era, the 2 days summit will cover multiple dimensions of the human resource function through panel discussions, plenary and concurrent sessions. The wide range of topics would include distinguished practices in talent management, building a high performance culture, managing diversified expectation of the workforce amongst others.

I would request all corporates to make the best of these two days and wish them a happy learning experience. Look forward to meeting each one of you in the summit.

About the Theme

Human Resources function in today's time and era is witnessing both opportunities and challenges, because of two new age influences "changing workforce dynamics" and "global competitiveness". The focus on developing Human Resources as the key differentiating factor in business is unprecedented and organizations today are not shying away from making heavy investments in this critical area. However, the experience of five generations concurrently working together presents a multitude of challenges - in terms of managing employee expectations and engaging them gainfully. Additionally, conventional HR methodologies are being phased out and organizations are seeking to reimagine their HR practices in a globalized business environment.

With this context, we present to you the theme of the summit – "Reimagining HR: Global Competitiveness and New Age Workforce", aimed at highlighting innovative HR practices at the global level and approaching Human Resources function from a futuristic perspective.

Summit Agenda



Day 1

Summit Inauguration and Context Setting

Plenary Sessions

Business and HR Imperatives
in a Globalized Economy

New HR Ecosystem:
Agility, Flexibility and Empowerment

Case Study Winner's Presentation

Panel Discussion

Skilling, Digital India and Building
Learning Organizations

Concurrent Sessions

1. Global HR Challenges presented
by the New Age Workforce
2. Disruptions Through Technological
Innovations (Flipkart, Paytm, etc.)

Panel Discussions

Business and HR Conundrum:
Commonalities and Differences

HR in the Boardroom?

Day 2

Plenary Sessions

Motivational Speaker

The Life of Bell Curve

Panel Discussion

Drifting away from the Bell Curve

CEO / Director's Panel

Business Challenges: Leadership Competencies

Plenary Session

Differentiated People Practices around the Globe

Concurrent Sessions

1. Building and Sustaining a High
Performance Work Culture
2. The New Normal In HR: Artificial
Intelligence and Data Enabled Decision

Panel Discussion

The key to Talent Sustenance and Empowerment:
Diversity and Inclusion

Vote of Thanks



Resource Persons

Addressed by policy makers in the
government, leaders from the industry
- both private and public sector and
distinguished academicians

Who should attend?

HR Professionals, Business Leaders,
Distinguished Academicians and Practising
Managers across levels and industries



Summit Steering Committee

Shri Saptarshi Roy, Director (HR), NTPC Limited,
Convener & Chairman of the Steering Committee

Shri D. Bandyopadhyay, Director (HR)
Bharat Heavy Electricals Limited

Shri R. Mohan Das, Director (P&IR),
Coal India Limited

Shri V.C. Bhandari, Director (HR)
Engineers India Limited

Shri M.Ravindran, Director (HR)
GAIL (India) Ltd.

Shri V.M. Chamola, Director (HR)
Hindustan Aeronautics Limited

Shri P.K. Joshi, Director (HR)
Hindustan Petroleum Corporation Limited

Shri Varghese Cherian, Director(HR)
Indian Oil Corporation Limited

Shri Sunil Kumar, Director(HR)
Mahanagar Telephone Nigam Ltd

Shri S.B. Borgohain, Director (Pers.)
North Eastern Electric Power Corporation Limited

Shri Sandeep Tula, Director (HR),
NMDC Limited

Shri Biswajit Roy, Director (HR),
OIL India Limited

Shri D.D. Misra, Director (HR)
Oil & Natural Gas Corporation Ltd

Shri R.P. Singh, Director (Pers.)
Power Grid Corporation of India Ltd.

Shri Rajeev Bhardwaj, Director (HR)
Solar Energy Corporation of India

Shri Sanjay Singh, Director (HR),
Western Coalfields Ltd.

Case Study Contest Invitation

SCOPE invites case studies from Public Sector Enterprises on innovative HR practices and initiatives to be showcased in the International HR Summit scheduled on 20th and 21st February, 2017.

Entries would be evaluated by a jury and top three case studies would get an opportunity to present their initiatives / practices in the summit.

Guidelines for Writing the Case

1. The case should be based on the initiatives undertaken or planned during the last two years. It is mandatory for initiatives to have had a successful implementation record and tangible benefits to the organization.
2. The topics of the initiatives should be around Global Competitiveness; HR Practices aimed at dealing with New Age Workforce; Agility, Flexibility and Empowerment; Building a Learning Organization; Building a Performance Oriented Culture; Unique, out of the box HR practice; Skill Development; HR Automation.
3. Multiple entries subject to a maximum of 3 entries from each organization are permissible. These entries may be from an individual or team (of not more than 3 members).
4. Original papers in .pdf format, not exceeding 2000 words should reach hrscope.khan@gmail.com not later than 22nd January, 2017. Entries shall be accepted through E-mail only (hrscope.khan@gmail.com). Entries exceeding the word limit may invite high chances of rejection.
5. The font style of the write-up shall be Times New Roman 12 regular, word format with double spacing on an A4 format.
6. The entries shall be screened by the appointed Jury based on the following parameters:
 - a. The significance of the HR initiative in delivering business performance
 - b. The impact and sustainability (actual/proposed) of the HR Initiatives
 - c. The innovativeness quotient of the initiative
7. The first 10 short-listed entries shall be invited to make a presentation before the Jury in February 2017. Exact dates and time would be informed subsequently to team members over e-mail.
8. The top three entries will be selected based both on the written content as well as the presentation.
9. The presentation can be made by a single representative or the team.
10. Participation fee for each entry to the Contest is Rs. 10,000/- (Rs. Ten Thousand Only) + service tax as applicable which is payable through Cheque / DD to "Standing Conference of Public Enterprises".
11. Members of shortlisted entries shall be entitled for complimentary participation in the Summit.
12. Non compliance to any of the above listed instructions would automatically disqualify the entry and no further communication shall be entertained.
13. The decision of the Jury will be final and binding on all parties.

Program Coordinators

Shri S. A. Khan

Group GM (Corp. Affairs)

Standing Conference of Public Enterprises

PH: 011 - 24361745, Fax: 011 – 24361371

Email: hrscope.khan@gmail.com

Shri S. P. Singh

Executive Director (HR)

NTPC Limited

Ph: 011 - 24364415, Fax: 011 - 24314932

Email: spsingh@ntpc.co.in, singhsp1054@gmail.com

www.scopeonline.in

Program Facilitators

Shri U. K. Dikshit

Advisor (Programs)

Standing Conference of Public Enterprises

Dr. Sanghamitra Buddhapriya

Sr. Professor, Fore School of Management

Shri Amit Otwani &

Shri Neelesh Gupta

Aon Hewitt



Delegate Fee

Rs. 9500/- + service tax, as applicable per participant

The delegate fee can be paid through ECS
as per details below:

A/C NAME:

Standing Conference of Public Enterprises

BANK NAME: DENA BANK

BRANCH SCOPE Complex, 7 Lodi Road,
New Delhi — 110003

A/C TYPE SAVINGS

A/C NO 105010001856

IFSC CODE BKDN0711050

PAN NO. AAPFS 739ON

This is a **Non-Residential Summit**. The registration fee is inclusive of Summit material, luncheon and other organizational expenses. Once the registration of a nominee is confirmed and he/she is subsequently unable to attend the Conference, the fee is liable to be forfeited. However, participation by substitute for the Conference shall be allowed.

Delegates participating from other countries will be accommodated in a suitable hotel on direct payment basis, New Delhi has adequate number of 5 star and budget Hotels to provide a comfortable stay. The tariff pertaining to stay in Hotel shall be communicated on receipt of your interest of participation in the Summit.

Registration Starts:

Monday, 20th February, 2017, 8:30 AM onwards

**Nomination may be mailed or faxed
latest by 15th February, 2017 to**

Shri S. A. Khan

Group GM (Corp. Affairs)

Standing Conference of Public Enterprises

Core-8, First Floor SCOPE Complex

Lodhi Road, New Delhi 110 003

PH: 011 – 24361745, Fax: 011 – 24361371

MOB: 9818678927, 9718311935

Email: hrscope.khan@gmail.com

Exhibition

The HR Summit envisages to provide widespread professional inputs to all practicing managers about the emerging Human Resource Philosophy and Practices in the changing Business Environment. As the dynamics of the organizations has changed the way we have been doing the business, it has brought in radical changes in the Human Resource Management concept and approach in attracting, developing and retaining talent.

The Summit provides an excellent opportunity to the HR service providers to exhibit their innovative products and services which could be quite informative for all the participating companies. Many reputed organizations and service providers in the field of Human Resource will be showcasing their products and services which will be of immense importance and interest for participating companies.

About SCOPE

Standing Conference of Public Enterprises (SCOPE) is an apex professional organization representing the Central Government Public Enterprises, Banks and other Institutions as its members. SCOPE's objective is to promote excellence in organizations where public investment is involved, in order to enable them to be globally competitive. SCOPE is a proactive interface between its member enterprises and the world outside comprising the Government, policy makers, stakeholders, other business organizations and the media. Its underlying philosophy is to enable, inspire and motivate its member enterprises to become globally competitive in a market driven environment and enhance overall performance besides promoting their business aspirations by strengthening their interactions with the stakeholders.

SCOPE has been a catalyst in increasing government's focus on reform and restructuring of PSEs in line with opening up of the Indian economy and increased integration with the world economy. Its strengthening PSEs for transition to over increasing competition has enabled them to become more competitive and global in their orientation. Its role includes enhancing standard of Corporate Governance and Corporate Social Responsibility in PSEs to the best prevalent practices in the world.



Standing Conference of Public Enterprises

SCOPE International HR Summit-2017

Case Study Contest Invitation

Reimagining HR: Global Competitiveness and New Age Workforce

SCOPE invites case studies from Public Sector Enterprises on innovative HR practices and initiatives to be showcased in the International HR Summit scheduled on 20th and 21st February, 2017.

Entries would be evaluated by a jury and top three case studies would get an opportunity to present their initiatives / practices in the summit.

Guidelines for Writing the Case

1. The case should be based on the initiatives undertaken or planned during the last two years. It is mandatory for initiatives to have had a successful implementation record and tangible benefits to the organization.
2. The topics of the initiatives should be around Global Competitiveness; HR Practices aimed at dealing with New Age Workforce; Agility, Flexibility and Empowerment; Building a Learning Organization; Building a Performance Oriented Culture; Unique, out of the box HR practice; Skill Development; HR Automation.
3. Multiple entries subject to a maximum of 3 entries from each organization are permissible. These entries may be from an individual or team (of not more than 3 members).
4. Original papers in .pdf format, not exceeding 2000 words should reach hrscope.khan@gmail.com not later than 22nd January, 2017. Entries shall be accepted through E-mail only (hrscope.khan@gmail.com). Entries exceeding the word limit may invite high chances of rejection.
5. The font style of the write-up shall be Times New Roman 12 regular, word format with double spacing on an A4 format.
6. The entries shall be screened by the appointed Jury based on the following parameters:
 - a. The significance of the HR initiative in delivering business performance
 - b. The impact and sustainability (actual/proposed) of the HR Initiatives
 - c. The innovativeness quotient of the initiative
7. The first 10 short-listed entries shall be invited to make a presentation before the Jury in February 2017. Exact dates and time would be informed subsequently to team members over e-mail.
8. The top three entries will be selected based both on the written content as well as the presentation.
9. The presentation can be made by a single representative or the team.
10. Participation fee for each entry to the Contest is Rs. 10,000/- (Rs. Ten Thousand Only) + service tax as applicable which is payable through Cheque / DD to "Standing Conference of Public Enterprises".
11. Members of shortlisted entries shall be entitled for complimentary participation in the Summit.
12. Non compliance to any of the above listed instructions would automatically disqualify the entry and no further communication shall be entertained.
13. The decision of the Jury will be final and binding on all parties.

SCOPE-2016/HR Summit/1623.
December 22, 2016

Dear *Chief Executive*,

Keeping in view the overwhelming response from CPSEs, SCOPE International HR Summit - 2017 is being organized on 20th & 21st February, 2017 at the SCOPE Convention Centre, SCOPE Complex, Lodhi Road, New Delhi - 110003. The Summit is being supported by International Labour Organization (ILO), professionals from Multinational Consulting Organizations, Public Sector Enterprises, Academicians and Members of the HR Committee of the Summit.

The Summit will provide unique platform to HR professionals, line managers and academicians across levels and sectors to deliberate on wide range of HR issues. The Summit aims at enabling enterprises become aware of cutting edge HR practices across the globe and to enhance their competitiveness in order to achieve higher levels of performance. The Interactive Sessions with Senior Industry Leaders from the Public and Private Sectors will provide learning opportunity for adopting the global best practices and key initiatives undertaken. Participants will also get an opportunity to network with professionals of progressive and high performing enterprises.

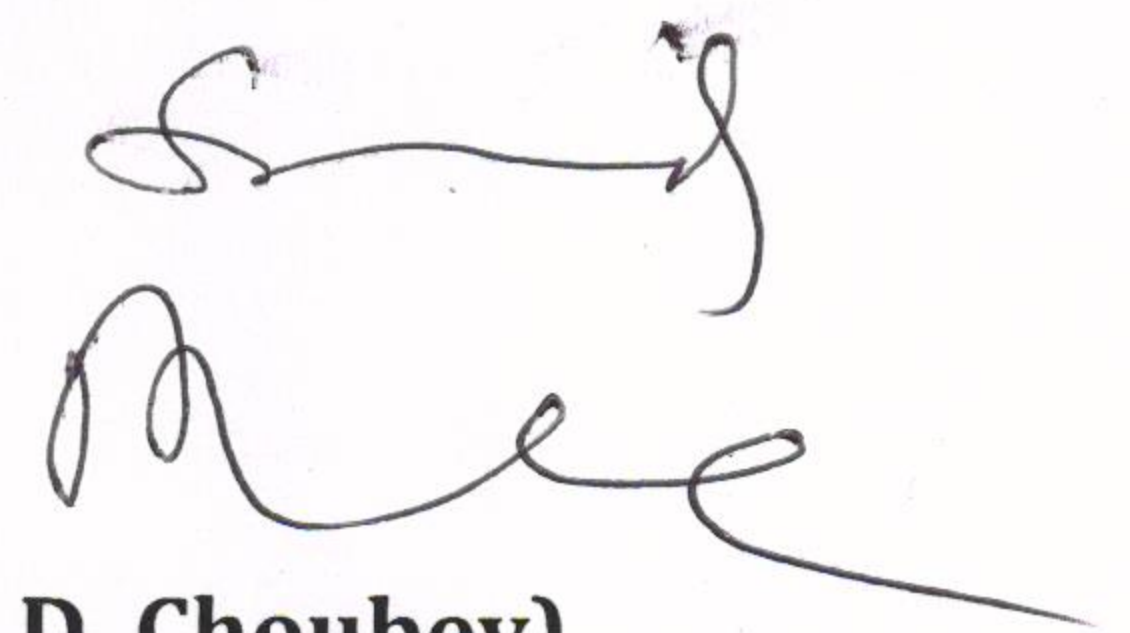
A Steering Committee consisting of Senior HR professionals from the CPSEs has been put in place to steer this event and M/s Aon Hewitt are our knowledge partner. Several rounds of deliberations took place to finalize the theme and broad contents. A case study contest on **Reimagining HR: Global Competitiveness and New Age Workforce** is being organized as part of this event. A copy of the flyer giving brief introduction to the Summit alongwith **the Guidelines for Case Study Contest** is enclosed for your ready reference.

May I take this opportunity to request you for supporting this prestigious event in terms of **participation in the summit and the Case Study contest. We also look forward to your support in sponsoring the Summit.** Details of the Summit shall follow shortly.

The entries for Case Study contest should reach SCOPE latest by the **22nd January, 2017.** This may please be treated as **Most Urgent.**

With *regards & wishes for Happy New year*,

Yours



(Dr. U. D. Choubey)

Encl: As Above

To: The Chief Executives of CPSEs

STANDING CONFERENCE OF PUBLIC ENTERPRISES
(An apex body of Public Enterprises)

"SCOPE Complex" 7, Lodi Road, New Delhi - 110 003, Ph. : 24362604, 24360689 Fax : 24361371
Website : www.scopeonline.in, Email : scopedg@yahoo.com