

“HR Conclave: Future Blue Print of HR Excellence”

1.	Date	06 August 2019
	Introduction:	
	Time:	8.45 Am to 1.00 Pm
	Venue:	Seminar Hall - 1
	Section:	Not Applicable
	Batch:	Not Applicable
	Semester:	Not Applicable
	Guest/Speaker Name:	Mr. Sajit T C, Mr. T K Ramesh, Mr. Guruprasad K S, Mr Kumaran M Pethi
	Guest/Speaker Designation	Member BAIL Strategic Group, Proprietor, HR, CEO
	Guest/Speaker Contact No & Email Id:	NA
	Guest/Speaker Company/ Institute Name:	Chief HR Bangalore International Airport, Proprietor-Align & Equip Bengaluru, HR Syngene International Limited, Sankalp Builders Bengaluru.
	Faculty Coordinators Name:	Prof. Roopa Traisa, Ms. Jayashree G,
	Topic:	“HR Conclave: Future Blue Print of HR Excellence”
	Moderator (if any)	Not Applicable
No. of Attendees	Attached – 46	
Feedback:	Attached	
Brochure: (if any)	Attached	
Revenue Collected: (if any)	Attached	

HR Conclave was organized by HR Area for the faculty member on 6th August 2019 in the seminar hall. The faculty coordinators for the program were Prof Roopa, Ms Jayashree G, Prof Abhishek Venkateshwar.

2. **Venue: Seminar Hall**

3. **Program Objectives:**

- To Share views on emerging Trends.
- Workforce diversity.
- Changing skill requirements.

4. **Activity Overview: Not Applicable**

5. **Guest/Speakers' Profile:**

Mr. Sajit T C: Is a strategic HR Leader with nearly three decades of transformation experience in oil, steel, Telcom, Financial services and Aviation Sectors, with an emphasis on digital transformation. Sajit has been CHRO with Bangalore International Airport Ltd (BIAL) since June 2014. His exemplary people management skills, unique approach to HR that combines performance management and productivity and an emphasis on transformation through L&D has made him a key influencer in HR circles.

Mr. T K Ramesh: Has more than 2 Decades of experience in people and process management. He graduated from the most elite institutes of the country which includes Bits Pilani and IIM –Indore. He is currently the proprietor at Align and Equip, Bangalore. He has mastered several skills such as leadership, communication and personnel management.

Mr Guruprasad K S: Goal oriented HR Professional with more than 8 years of experience. Seasoned professional in HR and has proven track record in the field of Employee relations, Talent Acquisition, Management reporting and vendor Management. He is also a soft skill facilitator at NHRD-Bangalore Chapter. He is a vivid writer on various topics related to HR in HRe-newsletter.

Mr Kumaran M Pethi: The journey of Mr Kumaran can be described in a sentence ‘ From a builder of homes to a builder of People’ A rich experience of over 10 years in coaching, mentoring and molding people and shaping their personality. He is a trainer with subject matter expertise in the field of HR. He has trained several corporate professional across several industries.

6. **Summary and Key Learnings of the session:**

Strategic human resource management is the practice of attracting, developing, rewarding, and retaining employees for the benefit of both the employees as individuals and the organization as a whole. HR departments that practice strategic human resource management do not work independently within a silo; they interact with other departments within an organization in order to understand their goals and then create strategies that align with those objectives, as well as those of the organization. As a result, the goals of a human resource department reflect and support the goals of the rest of the organization. Strategic HRM is seen as a partner in organizational success, as opposed to a necessity for legal compliance or compensation. Strategic HRM utilizes the talent and opportunity within the human resources department to make other departments stronger and more effective.

Personnel management refers to the business functions that deal with people, whether it's hiring them, paying them, or training them. However, personnel management is a term that is falling into disuse, replaced by (or used interchangeably with) the phrase "human resources management."

7. Participant details:

List of Participants		
Sl. No	Title	Name
1	Dr.	Deepanjana Varshney
2	Dr.	Dinesh Neelakanta Rao
3	Dr.	Gayathri R
4	Prof.	Kambam Vedantan
5	Dr.	Komal Khandelwal
6	Dr.	Latha K
7	Dr.	Monoo John
8	Dr.	Suvarna Parasnis



9	Dr.	Swetha Harsha
10	Dr.	Ujjal Mukherjee
11	Dr.	Uma Warriier
12	Prof.	Vinayak Anil Bhat
13	Dr.	Bikash Ranjan Debata
14	Dr.	Dinesh Neelakanta Rao
15	Dr.	Geeti Sharma
16	Dr.	Hemanth Kumar S
17	Prof.	Kambam Vedantan
18	Dr.	Komal Khandelwal
19	Prof.	Krishna Koppa
20	Dr.	L Sudershan Reddy
21	Dr.	Lubna Ambreen
22	Dr.	M Govindaraj
23	Dr.	M H Sharieff
24	Prof.	M K Lodhi
25	Dr.	Mahalakshmi S
26	Dr.	Mohammad Imrozuddin



27	Dr.	Nishant Singh
28	Dr.	P Periasamy
29	Dr.	Preetha Chandran
30	Prof.	Priya Angle
31	Prof.	Rahul Gupta
32	Prof.	Rajiv Umeshchandra Kalebar
33	Dr.	Ranjith P V
34	Prof.	Rupesh Kumar Sinha
35	Dr.	Sahana Madan
36	Dr.	Sangeeta Devanathan
37	Dr.	Sarangapani Nivarthi
38	Dr.	Satish Kumar R
39	Dr.	Shakeela Banu C
40	Dr.	Sharat Kumar
41	Dr.	Shruti Dhananjay Naik
42	Dr.	Sireesha Nanduri
43	Dr.	Srinivasa Rao K S
44	Dr.	Sudarshan Seshanna

45	Dr.	Suvarna Parasnis
46	Dr.	Swetha Harsha

8. **Details of Winners (if applicable): -Not Applicable**
9. **Details of the judges (if applicable): - Not Applicable**
10. **Attendance records: Attached**
11. **Proposals for the Event/Programme: With the budget**

12. **Minutes of Meetings:**

Minutes of Meeting: 1 – HR Conclave on Future Blueprint for HR Excellence

Meeting Title	Initiation meeting on the Proposed HR Conclave on Future Blueprint for HR Excellence
Date of Meeting	01/07/2019
Meeting Venue	CMS Business School, Room 301
Meeting Agenda	To discuss the details of the HR Conclave and the Resource Persons

In Attendance	Name	Title/ Department/ Organization
	1. Dr. Shakeela Banu	Faculty – GM
	2. Dr. Ajay Massand	Faculty – GM
	3. Prof. Anantha Subramanya Iyer	Faculty – Marketing
	4. Prof. Roopa Traisa	HOD – CMS UG Campus
	5. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
	6. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
	7. Ms. Jayashree G	Admin Coordinator
Key Meeting Outcomes		
1.	<p>A better understanding of the feasibility and content of this proposed HR Conclave with faculties from other campus. The date proposed were accepted (6th August 2019). The last date for registration was decided to be 3rd August 2019.</p> <p>The Resource Persons identified are: Mr. Sarjit C, Group HR Manager, BIAL. Mr. TK Ramesh, Proprietor, Align & Group. Mr. Guruprasad KS, HR partner, Syngene. Mr.Kumaran M Pethi, CEO, Sankalp Builders.</p>	
2.	<p>The requirements of the Resource Persons were noted</p> <p>Prof. Kiran Maley & Prof. Abhishek will be the in-charge faculties for this program. It was coordinated by Dr. Ajay Massand</p>	
3.	<p>The technological requirements and details required for the brochure, the fee to be collected etc. were discussed</p>	
Action Plans if Any (also mention ‘First Person Responsible (FPR)’		
1.	<p>The Committee will organize a meeting with Dean and get the brochure prepared</p>	
2.	<p>Dr. Ajay Massand & Prof. Roopa will get the certificates designed</p>	
3.	<p>Prof. A S Iyer & Dr. Shakeela Banu will take care of Marketing & Managing</p>	

Registrations

Minutes of Meeting: 2 – HR Conclave on Future Blueprint for HR Excellence

Meeting Title	Planning & Approval meeting on the Proposed HR Conclave on Future Blueprint for HR Excellence	
Date of Meeting	03/07/2019	
Meeting Venue	CMS Business School, Board Room-1	
Meeting Agenda	To get the approval for the HR Conclave with Deans	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Harold Andrew Patrick	Dean – Research
	2. Dr. N. Chandrasekhar	Dean – Academic
	3. Dr. Shakeela Banu	Faculty – GM
	4. Dr. Ajay Massand	Faculty – GM
	5. Prof. Anantha Subramanya Iyer	Faculty – Marketing
	6. Prof. Roopa Traisa	HOD – CMS UG Campus
	7. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
	8. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
	9. Ms. Jayashree G	Admin Coordinator
	10. Mr. Harsha S	Admin Manager
Key Meeting Outcomes		
1.	The Date, Topic, Resource Person’s Selection, Brochure & Certificate Designs, Registration Fees were approved by the Deans	

2.	The Logistics Requirements and other Infrastructure requirements were reviewed and approved by the Deans
3.	All other requirements were noted and approved
Action Plans if Any (also mention ‘First Person Responsible (FPR)’	
1.	The Committee will organize a meeting with Director & Dean one day before the Conclave
2.	Dr. Ajay Massand, Prof. Roopa will, Prof. Kiran & Prof Abhishek will take care of arrangements by coordinating with Admin executives.
3.	Prof. A S Iyer & Dr. Shakeela Banu will start off with Marketing & Managing Registrations

Minutes of Meeting: 3 – HR Conclave on Future Blueprint for HR Excellence

Meeting Title	Program Planning Meeting: HR Conclave on Future Blueprint for HR Excellence	
Date of Meeting	05/08/2019	
Meeting Venue	CMS Business School, Board Room-2	
Meeting Agenda	To finalize the action plan for the HR Conclave with Director & Deans	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Dinesh Nilkant	Director
	2. Dr. Harold Andrew Patrick	Dean – Research
	3. Dr. N. Chandrasekhar	Dean – Academic
	4. Dr. Shakeela Banu	Faculty – GM
	5. Dr. Ajay Massand	Faculty – GM

6. Prof. Anantha Subramanya Iyer	Faculty – Marketing
7. Prof. Roopa Traisa	HOD – CMS UG Campus
8. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
9. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
10. Ms. Jayashree G	Admin Coordinator
11. Mr. Harsha S	Admin Manager

Key Meeting Outcomes

1.	This meeting was held to fine tune the flow of various activities at HR Conclave - 2019, The overall action plan was approved by the Director & Deans.
2.	The stage team, the coordination teams are set up and are being headed by faculty and students.
3.	The student volunteers have been briefed about the flow of activities and a rehearsal will be conducted today after this meeting at Seminar Hall – 4, CMS Business School, New Campus.

Action Plans if Any (also mention ‘First Person Responsible (FPR)’

1.	Prof. Roopa Traisa will prepare report of the conclave and send it to IQAC
2.	Dr. Ajay Massand, Prof. Roopa will, Prof. Kiran & Prof Abhishek will take care of on stage arrangements
3.	Prof. A S Iyer & Dr. Shakeela Banu will take care of off-stage arrangements & welcoming guests coordinating with Admin Staff and Student Volunteers.

Minutes of Meeting: 4 – HR Conclave on Future Blueprint for HR

Meeting Title	Closure Meeting: HR Conclave on Future Blueprint for HR Excellence
Date of Meeting	07/08/2019

Meeting Venue	CMS Business School, Board Room-2	
Meeting Agenda	Summing up HR Conclave 2019	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Dinesh Nilkant	Director
	2. Dr. Harold Andrew Patrick	Dean – Research
	3. Dr. N. Chandrasekhar	Dean – Academic
	4. Dr. Shakeela Banu	Faculty – GM
	5. Dr. Ajay Massand	Faculty – GM
	6. Prof. Anantha Subramanya Iyer	Faculty – Marketing
	7. Prof. Roopa Traisa	HOD – CMS UG Campus
	8. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
	9. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
	10. Ms. Jayashree G	Admin Coordinator
	11. Mr. Harsha S	Admin Manager
Key Meeting Outcomes		
1.	This meeting was held to analyze and sum-up the HR Conclave - 2019 event, to assess the overall performance and to address the issues.	
2.	Director & Deans suggested the committee members to improve the reach of the HR Conclave to more number of people belonging to Industry and Academia.	
3.	Overall, HR Conclave-2019 was conducted without any issues, Director and Deans have congratulated the FDP & Conference, Add on Conclave Committee for their efforts	
4.	The overall feedback was also taken and was on an excellent note.	
Action Plans if Any (also mention ‘First Person Responsible (FPR)’		

1.	Prof. Roopa Traisa will prepare report of the conclave and send it to IQAC

13. Participants’ Feedback, Feedback Analysis and Attainment Calculation: yes

	Wt Score ▶	5	4	3	2	1				
Questions to Map Pos	List of Pos & PSOs	Strongly Agree	Agree	Neutra l	Disagre e	Strongly Disagre e	Tota l	Wt. Scor e	Max scor e	%ag e
How well was the objective of the Conference achieved?	PO1 PO2 PSO1	19	20	4	1	2	46	191	230	83%
Effectiveness of Expert Session?	PO2 PO3 PO7 PSO1	16	15	8	5	2	46	176	230	77%
Effectiveness of Technical Sessions?	PO2 PO3 PSO1PSO 3	16	15	6	6	3	46	173	230	75%
Effectiveness of Panel discussion?	PO3 PO4 PO6 PO7	14	17	9	3	3	46	174	230	76%
Satisfaction from overall learning?	PO4 PO5 PSO3	15	22	4	3	2	46	183	230	80%
Infrastructure and logistics satisfy me		20	20	2	2	2	46	192	230	83%

14. Budget: -

Date: 10/4/2019

For Director’s kind approval

Dear Sir,

Sub: Application for Budget approval of **HR Conclave**

A Conclave on the topic **HR Conclave: Future BluePrint of HR Excellence** is scheduled on 6/8/2019. The central theme of the program is to have a healthy interaction about the ways in which technology has touched every aspect of an organisation, including human resources management. The motive also surrounds ways in which this technology invasion can be tackled to our advantage.

The details are as follows:

Title of the Conclave: **Annual Conclave-HR 3.0 -The Technology Invasion**

Duration: 1 day

Resource persons:

- Dr. Pramod Sadar Joshi, Sr. Director- APAC HCM Strategy, Oracle Mumbai
- Mr. Satish Rajaratnam, Director-HR Cognizant

Expected participants: 150 HR professionals & 25 Senior HR Leaders

The following are the expected expenses for the same.

Sl	Details	Amount in Rupees
1	Amount to be paid to the resource person	10000
2	Other related expenses, including snacks, Tea coffee, Bouquet, kit, stationery, etc.,	5000
	Total	Rs. 15000

Kindly approve the same.

Kind Regards

Faculty Co-Ordinator

Dean

Director

Approval Authority

Approval Authority

Signature

Signature

14. **Trailing Emails/communications:**

15. **Any other related details: -**

16. **Pictures for the Event:**



Pic 1: Mr. Sarjit C, Group HR Manager, BIAL addressing the HR Conclave on Future Blueprint of HR Excellence held on 06th August 2019 at CMS Business School, Seminar hall - 1, Program Coordinators: Prof. Roopa Traisa, Ms. Jayashree G, Participants: CMS Business school Faculty and Faculty from other institutions.



Pic 2: Mr. Guruprasad KS, HR partner, Syngene was a resource person at the HR Conclave on Future Blueprint of HR Excellence held on 06th August 2019 at CMS Business School, Seminar hall - 1, Program Coordinators: Prof. Roopa Traisa, Ms. Jayashree G, Participants: CMS Business School Faculty and Faculty from other institutions.



Pic 3: Mr. TK Ramesh, Proprietor, Align & Group was a resource person at the HR Conclave on Future Blueprint of HR Excellence held on 06th August 2019 at CMS Business School, Seminar hall - 1, Program Coordinators: Prof. Roopa Traisa, Ms. Jayashree G, Participants: CMS Business school Faculty and Faculty from other institutions.



Pic 4: Mr. Kumaran M Pethi, CEO, Sankalp Builders was a resource person at the HR Conclave on Future Blueprint of HR Excellence held on 06th August 2019 at CMS Business School, Seminar hall - 1, Program Coordinators: Prof. Roopa Traisa, Ms. Jayashree G, Participants: CMS Business school Faculty and Faculty from other institutions.