

RE-DEFINING
HR & BEYOND



A Newsletter By


RethinkHR

India's Most Widely Read HR Newsletter

WELCOME



Greetings, HR leaders! We're thrilled to bring you the 2nd edition of the RethinkHR newsletter, your go-to source for the latest insights and trends shaping the dynamic world of human resources.

This month has been a whirlwind of activity, with companies navigating the ever-evolving landscape of talent management, workplace culture, and the future of work. From the rise of AI-powered HR solutions to the growing emphasis on employee well-being, the HR community has been hard at work, driving innovation and adapting to the needs of the modern workforce.

We also highlight real-world examples and case studies from leading organizations that are successfully navigating these changes.

Furthermore, we are excited to feature exclusive interviews with industry experts who share their perspectives on key HR challenges and opportunities. Their insights offer practical advice and strategic guidance that can help you stay ahead of the curve.

Thank you for joining us on this journey to rethink HR. We hope you find this edition of the RethinkHR Newsletter both enlightening and engaging. Stay tuned for more updates and thought-provoking content in our upcoming issues.

From the Editor's Desk

Dear Valued Readers,

As we dive into this edition, we're thrilled to share some of the key developments that have captured our attention. In the past few weeks, there's been a renewed focus on diversity, equity, and inclusion (DEI) initiatives, with organizations intensifying their efforts to create more equitable and inclusive workplaces.

We've also observed the growing influence of artificial intelligence in HR. Discussions are heating up around the ethical implementation of AI-driven tools in areas like hiring and performance management. Using technology responsibly is crucial as HR leaders strive to enhance efficiency and decision-making while upholding fairness and transparency.

Another exciting trend is the heightened emphasis on employee well-being. In the wake of the pandemic, companies are recognizing the importance of supporting their workforce's mental health and work-life balance. From offering mental health days to implementing mindfulness programs, HR teams are leading the charge in fostering a more holistic and empathetic approach to employee care.

We're also excited to announce the successful launch of our Bengaluru Edition of the CXO Series, an exclusive event where we delve into the intricate landscape of leadership movements across India. Along with this, we unveiled the much-anticipated CXO Moves Annual Report. The report provides invaluable insights into leadership transitions that have shaped the corporate landscape in 2024, making it a must-read for anyone keen on understanding the dynamics of executive leadership in today's rapidly evolving business environment.

Get ready for a sneak peek into our upcoming conclave in Delhi on July 26th, where we'll be exploring the theme of

"TRUST, TECH, AND TALENT: Navigating The New Frontiers."

Join us as we delve into the intersection of trust, technology, and talent management, uncovering innovative strategies for success in the digital age.

We invite you to embark on this journey with us as we continue to redefine the future of HR together.

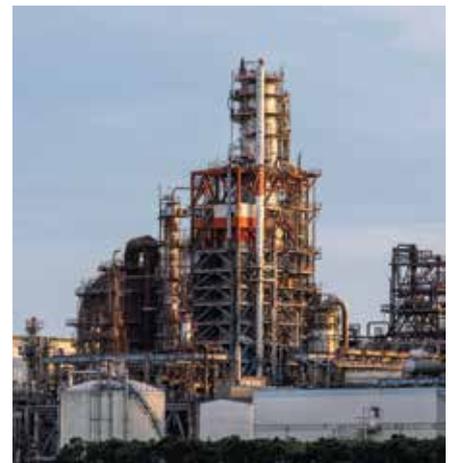
Thank you for being a part of the RethinkHR community. We look forward to embarking on this exciting journey of growth and discovery with you.

IN VOGUE: TRENDS SHAPING HR PRACTICES



WHAT'S NEW IN THE HR INDUSTRY?

The renewable energy industry in India is observing significant growth in its workforce, as indicated by recent data from Team-Lease Services. In FY23-24, the sector saw a notable 23.7% increase in staffing, compared to 8.5% in FY22-23. This surge highlights the sector's rapid expansion to fulfill global renewable energy targets, sustainability objectives, and the rising need for skilled professionals.



Production and manufacturing sector emerges as the top hiring industry in tier-II cities

The production and manufacturing sector witnessed a significant (47%) Yoy surge in hiring, also emerging as the top hiring industry in tier-II cities. This has been attributed to factors such as PLI, infrastructure development and policy intervention on imports/exports, according to the latest findings from talent platform Foundit (formerly Monster APAC & ME) in its hiring trends for May 2024.

HERE ARE THE TOP HIRING AND HR NEWS STORIES FROM SPECIFIC COMPANIES IN INDIA FOR THE MONTH



Google and Microsoft announce hiring freezes in India amidst economic uncertainty.



Amazon plans to hire 150,000 seasonal workers across India for the upcoming holiday season.



Healthcare startup Ro undergoes layoffs in India, cutting 18% of staff to become more capital efficient.



TCS and Infosys become more open to hiring self-taught candidates without formal degrees, focusing on skills and potential over traditional qualifications.



Wipro and HCL Technologies emphasize hiring for soft skills like empathy, emotional intelligence, and adaptability in addition to technical expertise.



Tata Consultancy Services and Mahindra & Mahindra offer flexible work arrangements and focus on work-life fit to attract and retain top talent in India, as the pandemic accelerates the shift towards remote and hybrid work models.



Reliance Industries partners with leading universities to launch a reskilling program for its employees, focusing on emerging technologies like AI and blockchain.



Flipkart introduces a comprehensive mental health support program for its employees, offering counseling sessions, workshops, and access to mental health professionals.



Adani Group announces plans to hire 10,000 women engineers across its various businesses, as part of its commitment to gender diversity and inclusion.



Tata Steel launches a unique job rotation program to provide its employees with cross-functional exposure and opportunities for career development. The program aims to build a versatile and future-ready workforce.



Infosys launches a global talent hunt program to attract top tech talent from around the world, offering competitive compensation and opportunities to work on cutting-edge projects.



Mahindra & Mahindra introduces a 'Returnship' program to support professionals who have taken a career break and want to re-enter the workforce, providing mentorship and upskilling opportunities.



Axis Bank partners with online learning platforms to provide its employees with access to a wide range of courses and certifications, enabling them to upskill and stay relevant in the rapidly changing banking sector.



Godrej Consumer Products implements a 'Reverse Mentoring' initiative, where junior employees mentor senior leaders on topics like digital skills and innovation, fostering a culture of continuous learning and knowledge sharing.



Larsen & Toubro (L&T) announces plans to hire 5,000 engineers across its various business verticals, focusing on talent with expertise in areas like renewable energy, smart cities, and infrastructure development.

Top Movements

For More Power Moves



BFSI

Axis Securities welcomes Ketan Darji again as the new TA head
PNB MetLife announces new CEO
INDmoney appoints Ashish Arya as its vice president of marketing
Niranjan Kumar is CHRO, Karnataka Bank

CONSUMER ECOMM

Great Place To Work India elevates Balbir Singh as CEO
Jyoti Vij takes charge as FICCI director general
Swiss Beauty's CEO Saahil Nayar exits to begin a new entrepreneurial journey
RP Sanjiv Goenka Group appoints Rajeev Khandelwal as president of FMCG strategy and business expansion

GOVERNMENT

Ashwini Vaishnaw gets I&B Ministry, keeps MeitY and Railways
Gajendra Singh Shekhawat to be the new Union Tourism and Culture Minister
REC Ltd appoints Harsh Baweja as Additional Director , CFO of Board
SHRI G V KIRAN ASSUMES CHARGE AS CHAIRMAN CUM MANAGING DIRECTOR OF KIOCL LIMITED

HEALTHCARE

Organon India names Vivek Soares as its new country lead for India and South Asia
Alkem Laboratories appoints Rahul Vijayvargiya as SVP-HR
Pradyumansinh Gohil joins IDEX as deputy director-plant HR & admin, HRBP
Vinti Agarwal joins United We Care as director of people experience

HOSPITALITY

Renaissance Ahmedabad Hotel appoints Mahesh Singh as housekeeping manager
Guneet Singh Makhija joins Hyatt Centric Juhu as F&B manager
Navi Mumbai Marriott Hotel appoints Saurabh Dube as GM
Radisson Hotel Group elevates Namit Vijh to area GM for Central India

MANUFACTURING

Lumax Industries names new CEO
Hisense India appoints Pankaj Rana as CEO
Castrol India appoints Kedar Lele as new MD
Aarti Industries appoints Suyog Kotecha as CEO

INFRASTRUCTURE

Vishwa Samudra Group appoints Abhishek Jalan as group CFO
BPTP appoints Suraj Singh as head of marketing & communication
Palak Dani Mansotra takes the helm as chief marketing officer at Suraj Estate
JLL India elevates Meenu Chopra to director-talent acquisition

LEGAL LAW

International arbitration specialist Nick Peacock sets up Peacock Arbitration
Chandhiok & Mahajan makes three Partners
SEBI lawyer Abhishek Singh joins S&R Associates as Counsel
DSK Legal promotes Rimali Batra and Ekta Tyagi to partnership

Media

ABP Network appoints Samvrit Bhattacharya as the national sales director for digital sales
Network18 appoints Sanchayan Paul as CHRO-designate
Arunava Biswas joins Frodoh World as head of Sales for West and South
Zee Studios appoints Pragati Deshmukh as head of content

Technology

OpenAI appoints Sarah Friar as CFO in leadership shuffle
Accenture announces leadership change, appoints Angie Park as CFO
Rajesh Chandiramani takes over as Comviva CEO
Alphabet names Lilly executive Anat Ashkenazi as CFO

Courtesy Power Moves

Speakers in Focus



“ The digital era is upon us, presenting a significant number of challenges and opportunities for both businesses and the traditional role of HR. The familiar HR landscape is undergoing a significant change, posing challenges and dilemmas as it undergoes transformation. HR professionals are now required to make decisions through digital technologies. Additionally, they must enhance employee experiences and foster a culture of digital integration resulting from the adoption of digital technologies. With many of these challenges in play, the future of work is already here. The strategic partnership between HR and business is crucial in navigating this landscape. ”



Abhijit Majumdar

Partner and Digital Strategy Consulting Leader
PwC India

“ Culture is the collective behavior of all individuals within an organization. Every organization must define the culture it wishes to promote for success and sustainability. Once defined, the next step is to consider how to promote and reinforce this culture. This involves rewarding and recognizing behaviors that align with the desired culture at every available opportunity. However, building and promoting culture is not a simple task; it involves multifaceted dimensions. Culture building is a gradual process that demands continuous effort and time. It is essential for organizational leaders, especially business heads, to prioritize culture building over everything else. Neglecting culture can undermine sustainability and success. Taking care of fundamental cultural aspects contributes to every aspect of the organization, ensuring it is not just an imaginary line but one that adds value to the top line, bottom line, and every line. ”



Sairam Prasad

CEO
Suzlon Global Services Limited

“ Delivering a more sustainable world is driving all of us. Ambitions, purposes, and values help us choose to stay closer. Looking at people ahead of everything is how we drive our culture of togetherness. Considering how it helps grow our business, we are in a growing strategy. Fostering a culture together improves productivity, which is sustainable over time. With enhanced productivity, we achieve better performance, timely delivery, and increased customer satisfaction, driving our business forward. People are essential in this growth, and as we bring in more people, integrating them into our culture presents some challenges. However, our leadership leads by example, emphasizing the importance of aligning actions with words. ”



Dinesh Pissurlenkar

President
Worley Asia

Blogs



Unveiling the Impact of Trust, Tech, and Talent on HR Challenges

Join us as we venture into the core of HR, where talent, technology, and trust combine to completely transform the way we do business. This blog explores the complicated field of human resources, highlighting the significant impact of these three pillars in helping HR practitioners navigate the many obstacles they face in today's workplace. So take a seat, and let's explore the captivating field of HR together!

Trust being The Cornerstone of Effective Leadership

As we step into the HR industry, trust takes a center stage. Effective leadership is built upon this quality; it is not merely a nice-to-have. Visualize working in a setting where each team member is respected, heard, and given authority. That is the influence of trust. It's what makes the environment conducive to openness, cooperation, and creativity. Furthermore, it's important to remember that true leaders are those that put trust first. They are the ones who can lead their teams through any adversity and effect genuine change. In the words of Simon Sinek, "Trust is not formed through a single act, but through a thousand small moments of integrity." So let's make the most of every second!

Tech in Redefining HR Dynamics

It seems as though we have entered a completely new realm in today's digital age, where technology is king. Envision this - AI-powered technologies that scan resumes and predictive analytics that direct our choices are all components of the HR revolution. And what do you know? As per Gartner, a staggering 86% of HR directors are placing significant bets on AI's potential impact in the upcoming years. It's not just about keeping up; it's about utilizing this tech wizardry to improve employee work life, expedite procedures, and ultimately increase corporate outcomes.

Talent being The Heartbeat of Organizational Success

Getting and retaining top talent in today's fast-paced corporate environment is like hitting the jackpot. Today, acquiring great talent requires strategy, finesse, and a lot of care, much like deciphering a secret code. That's when HR heroes come into play. They are moulding dream teams that are clever and loyal to the organisation by emphasising things like continuous learning, fostering an inclusive environment, and providing opportunity for professionals to grow.

Identifying the Impact of Trust, Tech, and Talent in HR Challenges:

Building Trust: When you put trust in someone, it's like using glue to keep a team together. Being honest, collaborating, and thinking of fantastic ideas are the most important things. Teams gel, ideas pour out, and creativity soars when trust is paramount. Trust increases engagement, maintains customer loyalty, and gives your reputation a significant boost on all fronts; it's not just about feelings, either.

Making the Most of Technology: Working smarter, not harder, is the mantra of the modern worker. In order to streamline HR procedures and make magic happen, you need automation, AI, and data crunching. By the way, what about working remotely? Not a problem! Working together is a snap with all the digital resources available today. What about all that data? It's like if you had a crystal ball that could change the course of events.

Training Talent: Talent being the jewel in each company's crown, attracting top talent is about more than simply making a buck; it's about fostering future luminaries. Participating in your employees' professional development pays dividends in the long run. And with diversity, it's more than meets the eye; it's the magic ingredient that ignites creativity and maintains novelty.

Integrating trust, technology, and talent is more than just crossing things off a list; it's about laying the groundwork for success.

Shaping the Future of HR with RethinkHR Conclave

Imagine an event full of networking opportunities, practical workshops, and world-class keynote speakers. Anyone interested in human resources, from seasoned pros to those just starting out, can use this event as a springboard to new ideas and motivation. At the 5th Annual RethinkHR Conclave, we are thrilled to invite you—and we assure you, you will not regret it!

Get ready to reimagine human resources in Pune with us, so mark your calendars and put your thinking caps back on. We hope to see you there since it is going to be absolutely unforgettable!

Come explore with us how trust, technology, and talent are influencing the future of human resources as we go deeper into their junction. Let us rethink what is possible, grab what is available, and plot a course towards a better, more equitable future of work together.

TO READ MORE BLOGS

Don't miss the chance to take part in the top HR event in India. Participate in the RethinkHR Conclave now to gain access to an abundance of creativity, information, and inspiration. The future awaits you!

Events to Watch This Year

After the resounding success of the RethinkHR Conclave in Delhi, Mumbai, and Bangalore, we are thrilled to announce that this year we have expanded to two new cities: Pune and Hyderabad. We kickstarted the 5th Annual RethinkHR Conclave with the Pune edition. Building on this momentum, we are now excited to bring the event to Delhi on 26th July 2024. We aim to explore the transformative power of Trust, Tech, and Talent in shaping the HR sector and creating a fair and agile workplace. The theme "Trust, Tech, and Talent: Navigating the New Frontiers" embodies the evolving landscape of HR, emphasizing the paramount importance of fostering trust within workplace culture, leveraging innovative technologies to streamline processes and enhance decision-making, and prioritizing talent development to attract, retain, and empower top talent.

At the 5th Annual RethinkHR event, attendees will delve into these themes, gaining actionable insights and strategies to navigate the challenges and opportunities of the modern HR landscape, driving organizational success in an increasingly dynamic and competitive environment.

RethinkHR serves as a dynamic platform dedicated to revolutionizing the HR landscape, offering year-round benefits to our valued stakeholders, including sponsors, HR agencies, academia, and companies. Through a diverse array of opportunities to connect, learn, engage, and collaborate, we bring together CXOs and HR leaders from across industries.

TO REGISTER



Delhi



Hyderabad



Bangalore



Mumbai



MY POINT OF VIEW:

CEO INSIGHTS

How do you ensure that your HR practices are relevant and adaptable?

So first of all, policies are very, very important because they give you direction and standardization in order to manage the way of working for such a large workforce. Also, looking at the way the world is moving now, I believe that personalization of policies is also required because you are serving the multi-gen generation workforce, so their needs are different. So, as an HR professional, as the head of the HR function, it is important for us to look at how we can really customize policy to serve the needs of the multi-generational workforce. Additionally, I believe the time will come wherein organizations will have different policies or sets of policies for different sets of workforce, so work has already started.



Shaleen Manik

CHRO,
Transsion

How Valuable and Important, according to you, are platforms like RethinkHR?

It's fantastic because connections like these, where you have industry veterans also talking about how the world of HR is moving around, and obviously you have enthusiasts and participants also who love to really hear from their seniors and learn from their experiences. I think you cannot develop a better platform like this, and I'm sure this should go even further also because if I am an enthusiast today, tomorrow I can be a panelist and talk about how the world is changing around me, and the other set of new generation will listen to it and get knowledge and learning around that.



Krupa N.S
CHRO,
Xoriant

What are the challenges in mobilizing human resources?

I would say today the human workforce has diversified and especially over the last two years, our preparation to what we did not foresee has actually come and hit us but it's opened up bigger platforms & opened up larger doors in terms of workforce being closer to you but across the globe. So from that way, technology is playing a big role for us in terms of looking at how we are trying to get in our human workforce to work for us either in the remote model or having to work from our offices. But equally comes their challenges as well so technology is supporting working in terms of the mobilization. I have a very mixed opinion about working from home. It is definitely something that has become a practice today over the last couple of years but then if you really want to bring in an organizational culture binding and people to stick to an organization not because of compensation but because of its culture then it's equally important that there is a mix of both. While the organization goes out of its way to make necessary arrangements for an employee to work from home, equally, it's important that the employee embraces his journey towards the office so that the human bonding is something that is crucial no matter where we get on technology but I think the human interface and interactions are something that is here to stay for life. I think honestly today's youth actually have very good work-life balance, in fact to this extent organizations at times need to keep a track in terms of their productivity. Work-life balance is just not about spending more time at home or with family but also beyond work. How do we really engage with employees so that there are multiple benefits of bonding with the organization and an employee also trying to look at his other potentials that he may have which probably takes a backseat when it comes to work pressure? It is a responsibility of all. So it is as much as the employee employer is responsible for an employee, the employee also should take things into his or her control. You need to stay relevant. That is most important if you believe that somebody's going to come up and help you and scale you, it's not going to happen. Technologies keep changing and that's where I think you know the discussion about job security comes in. How do you stay relevant? How you really continuously look at upskilling & reskilling yourself becomes crucial. An organization can actually take you to the water but then it's you who has to finally drink it. So therefore being relevant is extremely important if you really want to look at having a sustained growth over your career. There are organizations who I mean there's enough debate that is happening across the industry today um and my personal views is that you know I'm not a person for Moonlighting because one I really don't understand if my employee is contributing his or her 100% to my organization. If I really look at some of these attritions today where people don't want to come back to the office at all it gives me a view that they probably have it's just not about Moonlighting of having to work for another company people today also have their own business setups that happen and run their own family-owned businesses which make them comfortable to actually be at home. I personally feel productivity and also the organizational comradery or binding is completely lost if an employee is spending his time into multiple engagements. Whether it's ethical that's a big question.

If you'd like to be featured, subscribe to our newsletter, follow us on our social media handles, or reach out to us

RethinkHR In The News!

The 5th Annual RethinkHR Conclave 2024, a leading human resources event hosted by Sapphire Connect, concluded successfully on May 24th at the Hyatt Pune. The event focused on exploring the future of HR and left attendees feeling inspired and equipped to navigate the evolving landscape shaped by trust, technology, and talent.

Themed "Trust, Tech, and Talent: Navigating the New Frontiers," the one-day conclave brought together industry leaders, HR professionals, and experts from diverse sectors. They shared valuable insights, strategies, and best practices to help HR professionals excel in the new work environment. Attendees engaged in thought-provoking discussions on the latest trends in HR technology, talent management, and building trust within organizations. The event also featured interactive workshops and networking sessions, fostering collaboration and innovation among participants. The event featured 10+ partners, 20+ speakers, over 200+ attendees from 100+ corporates making it the largest HR conclave in the city of Pune.



Write To Us

We value your input and insights! Your feedback helps us tailor our content to better suit your needs and interests. Whether you have suggestions for new topics, thoughts on our latest blogs, or reflections on the current trends in HR, we want to hear from you.

To explore more about us, including our Partnership Opportunities, Upcoming Conclaves, Actionable HR Strategies, and blogs, visit

www.rethinkhr.co.in

Got questions or ready to Enhance your HR experience?

Reach out to us

www.rethinkhr.co.in/registration

or give us a call at

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In addition, don't miss out on our exclusive content:

Ru Ba Ru: Dive into our exclusive interview series where HR leaders share their perceptions, strengths, and success stories. Read it www.sapphirehumansolutions.com/rubaru

About Sapphire Connect

Sapphire Connect, an initiative of Sapphire Human Solutions, is India's leading B2B meeting specialist focused on creating knowledge-sharing and networking platforms through conferences, business meetings, webinars, virtual conferences, bespoke events, and research papers. With over a decade of experience in CXO facilitation, Sapphire Connect aims to establish industry and function-specific destinations that encompass the entire ecosystem. They bring together industry leaders to share critical intelligence, network, and impart knowledge through bespoke platforms and business communities, fostering actionable intelligence and preparing senior leaders to navigate future challenges effectively.

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Thank you for joining us on this journey with The RethinkHR Newsletter community, and we look forward to hearing from you! We look forward to empowering your business success with actionable HR insights and strategic guidance in the months ahead! Until then, stay tuned!