



INDIAN STAFFING FEDERATION'S  
**13<sup>TH</sup> NATIONAL EMPLOYMENT CONFERENCE**  
**EMPOWERING INDIA**

**18<sup>TH</sup> DECEMBER, SHANGRI-LA**

**EVENT REPORT**

## KEY SPEAKERS



**Lohit Bhatia**  
Chair-North, Indian Staffing Federation;  
President-WM  
Qess Corp



**Narayan Bhargava**  
Chairman & MD  
Calibehr BSS PL (NSB Group)



**Nikhil Mathur**  
General Manager HR  
Dalmia ( Bros) PL



**Sameer Penakalapati**  
CEO  
Ceipal Solutions



**Anshul Bhargava**  
Chief People Officer  
PNB Housing Finance Ltd



**Munish Kumar**  
CEO (Innovsource)  
FirstMeridian Business Services



**Rajiv Kapoor**  
Executive Director & CEO-Group Head HR  
Uno Minda



**Simin Askari**  
Vice President- Corporate Human Resource  
DS Group



**Peter Nicholls**  
Vice-President Mobilisation  
Teamlease Services Ltd



**Mridul Srivastava**  
Head- People & Culture  
Shyam Spectra Ltd



**Sameer Mehta**  
CMD  
Multiplier Brand Solutions



**Shiv Nath Ghosh**  
Country Head (India)  
Artech Infosystems



**A Subramaniam**  
Co-founder & Executive Director  
3 Point Human Capital



**Rajendran Dandapani**  
Director of Engineering  
Zoho Corp



**Akshay Mehrotra**  
Co-Founder & CEO  
Early Salary



**Sonal Arora**  
Executive Director  
Gi Group (India)



**Bhavna Udernani**  
CEO  
Aadhan Solutions



**R P Yadav**  
Vice President, Indian Staffing Federation;  
CMD  
Genius Consultants

## 13<sup>TH</sup> NATIONAL EMPLOYMENT CONFERENCE

Indian Staffing Federation organised the **13th National Employment Conference** with Theme “**Empowering India**” on **18th December 2019** at **Shangri-La, Delhi**. The gathering of about 200+ delegates represented 150+ companies from leading companies whose profile ranged from Corporate Heads, CIOs, CTOs, HR heads and Legal experts to the Business heads.

The Eminent Panellists, Subject Matter Experts and participants deliberated on the major issues, challenges and opportunities in the current Employment Scenario in India, the best ways to future proof skills and the best workplace technologies in use.

The 13th National Employment Conference was conducted in the series where an opportune platform is created to discuss the impact on the current employment scenario due to economic crisis in the country and how to overcome these challenges faced across industries especially for technology experts. The rapidly changing world where new capabilities are being introduced at lightning speed, the demand is generating a volatile environment for all its stakeholders, and we are all trying untested solutions. The gathering addressed the common issues and discussed the operable solutions.

### PRESIDENT'S ADDRESS



**Rituparna Chakraborty**

**President | Indian Staffing Federation & Co-Founder – EVP | Teamlease Services Limited**

Through a video, **Ms. Chakraborty**, shared the constant rational changes made in fixed term employment by staffing federation which in turn are changing the employment scenario of the country.

### THEME ADDRESS



**Lohit Bhatia**

**Chair North | Indian Staffing Federation & President –WM | Qess Corp**

**Lohit Bhatia** in his interaction with the delegates through a presentation exhibited how the newly formed labour codes have been enhancing the employment in the country. He stated that India's ranking towards easy of doing business has increased due to improvement in the fields of resolving insolvency, dealing with permits and trading across borders.

Mr Bhatia said that increase in direct foreign investment is increasing the GDP rate of the India highly as compared to the other major countries in the world. He further added that through this conference / expert panels would discuss the sustainable ways to overcome the economic hurdles and address issues of Rebooting and Developing Leadership, Future Proofing Skills, Impact of Automation, Contract and Fund Management to name a few. He marked the key concerns in a CEO's mind in the current situation are Over Regulation which is linked to the ease of doing business, availability of skills, growing GDP and the speed of technological change. Staffing Industry is directly related to these concerns. He said in this dynamic, complex and ever changing landscape, our industry has a central role to play. He said that through this conference we would discover How India is going from the transition of unemployment to formal employment how temporary staffing is growing. The focus of the conference is on Empowering India, the opportunities it comes with for organizations and individuals and mainly how, by the year 2030 we can grow the current workforce from 12 Million to 60 Million.

## **FIRST SESSION: CAN EMPLOYMENT SCENARIO OVERCOME ECONOMIC HURDLES?**



**Session 1 (L to R):** Narayan Bhargava, Chairman & MD, Calibehr BSS PL (NSB Group), Lohit Bhatia, Chair North, Indian Staffing Federation & President –WM, Quess Corp, Nikhil Mathur, General Manager- HR, Dalmia (Bros) PL

### **EXPERT PANELISTS:**

**Nikhil Mathur | General Manager- HR | Dalmia (Bros) PL**  
**Narayan Bhargava | Chairman & MD | Calibehr BSS PL (NSB Group)**

### **SESSION CHAIR:**

**Lohit Bhatia | Chair North | Indian Staffing Federation & President –WM | Quess Corp**

The panel had an insightful discussion with the audience about what is the actual meaning of employment and how increase in employment will in turn increase the economy of the country. In recent times there is a huge transition of people from rural to urban areas for employment but there is a shortage of skilled labour. In this scenario there is a need of private sector and the government to collaborate and develop skills to this transitioned labour to increase the employability of the country which will result in larger market for circulation of money. In this case the affordability will become better increasing the economy of the country.

Panellists further deliberated that there is a need of systematic distribution of money in the organisation. Expert panellist stated that in industries need to come together and collaborate with each other to overcome the economic hurdle faced.

Panellists concluded by stating that Industries go on with automation but also hand in hand with skilled employment.

## SPECIAL SESSION: ARTIFICIAL INTELLIGENCE CHANGING RECRUITING EXPERIENCE



**Sameer Penakalapati**  
Chief Executive Office | CEIPAL Solutions

Sameer shared his insights about artificial intelligence changing recruitment experience. Today there is unstructured data of candidates is available at large it is difficult to select a required candidate from this here is where artificial intelligence come into picture. Application of AI to this data reduce time spent on sourcing and matching candidates, improve quality and consistency of the results produced and also instantly identify the most relevant candidates for each job. Resulting into better consultant relationships and more effective marketing.

## SECOND SESSION: RETHINKING LEADERSHIP – FUTURE PROOF SKILLS



**Session 2 (L to R):** Simin Askari, Vice President – Corporate Human Resource, DS Group, Anshul Bhargava, Chief People Officer, PNB Housing Finance, Munish Kumar, CEO (Innovsource), First Meridian Business Services, Rajiv Kapoor, Executive Director & Chief Executive Officer – Group Head, UNO Minda.

### EXPERT PANELISTS:

**Anshul Bhargava | Chief People Officer | PNB Housing Finance Ltd**  
**Rajiv Kapoor | Executive Director & CEO – Group Head | UNO Minda**  
**Simin Askari | Vice President – Corporate Human Resource | DS Group**

### SESSION CHAIR:

**Munish Kumar | CEO (Innovsource) | First Meridian Business Services**

The panel provided insights that in the present time where business lines are getting merged to survive in the environment of “destroy or get destroyed” needs transformation in leadership. Today every company needs a leader who is agile, has innovative approach towards future, believes in collateral decision making and is ready to take risks. There is a need of a leadership which will make the organisation stand differently among the others. In the era of fast pacing technology and innovation, we need leaders to be nibble and balance sustainability and maintain trust and transparency.

Panellists also stated that in times to come the role of HR is going to be more challenging and with larger perspective. CEOs will be transformed to CHROs renowned responsibility will be not just acquiring & training talent but transforming the business. In future, the role of HR will be a marketer, brand builder and communicator for a company. In today's times, HR needs to be adaptable to the transforming business scenario in creating leaders who can think beyond the boundaries.

Panellists also said that that acquiring skills is not the same as applying skills and now organisation needs talent that can apply skill as well as adapt to the constant transformations for future proofing skills with emotional intelligence. They also discussed that now the focus is shifting from the Product to meeting Customer needs & Satisfaction.

The panellist concluded the session by saying that the Innovative, Collaborative and Decentralized Leadership is the Key to successful Organisation.

### **THIRD SESSION: WORKPLACE TECHNOLOGIES – WHERE TO INVEST AND WHEN?**



**Session 2 (L to R): Peter Nicholls**, Vice President Mobilization, Teamlease, **Mridul Srivastava**, Head People & Culture, Shyam Spectra Ltd., **Sameer Mehta**, CMD, Multiplier Brand Solutions, **Shiv Nath Ghosh**, Country Head India, Artech Infosystem, **A Subramaniam**, Co-Founder & Executive Director, 3 Point Human Capital

### **EXPERT PANELISTS:**

**Mridul Srivastava | Head People & Culture | Shyam Spectra Ltd.**

**Sameer Mehta | CMD | Multiplier Brand Solutions**

**Shiv Nath Ghosh | Country Head India | Artech Infosystems**

**A Subramaniam | Co-Founder & Executive Director | 3 Point Human Capital**

## SESSION CHAIR:

**Peter Nicholls | Vice President Mobilisation | Teamlease**

Panellists said that technology in workspace is providing infrastructural data to the company about their employees. Technology is now changing the internal ROI as well as customer experience. Technology provides access to master source of data revealing the attendance, performance and productivity of every employee. Technology is evolving with the evolving demands of the clients.

The panellists also said that the major challenge faced during incorporation of technology is reluctance which can overcome by the head of the organisation and stakeholders working together on their expectations.

Panellists concluded by saying that work space technology can provide insightful data of any employee.

## SPECIAL SESSION: PICKING PASSIONATE PERFORMERS



### **Rajendran Dandapani**

**Director of Engineering | Zoho Corp**

Rajendran shared his insights about picking passionate performers. He said that giving your employee freedom to work and doing the job in their own way with given targeted time will give the best result that will contribute to the growth of the company. He also said that giving incremental approach will provide a path of mastery to any employee.

## FOURTH SESSION: GROWTH STRATEGIES FOR STAFFING COMPANIES



**Session 4 (L to R): Sonal Arora**, Executive Director, Gi Group (India), **R P Yadav**, Vice President, Indian Staffing Federation ; CMD, Genius Consultants, **Narayan Bhargava**, Board Member, Indian Staffing Federation ; CMD, Calibehr BSS PL, **Bhavana Udernani**, CEO, Aadhan Solutions, **Akshay Mehrotra**, Co-Founder & CEO, Early Salary.

## EXPERT PANELISTS:

R P Yadav | **Vice President** | Indian Staffing Federation | **CMD** | **Genius Consultants**  
Narayan Bhargava | **Board Member** | Indian Staffing Federation | **CMD** | **Calibehr BSS PL**  
Bhavna Udernani | **CEO** | **Aadhan Solutions**  
Akshay Mehrotra | **Co-Founder & CEO** | **Early Salary**

## SESSION CHAIR:

Sonal Arora | **Executive Director** | **Gi Group (India)**

The panel discussed how the use of technology has made cash flow management in the staffing company easier. Automation has helped in cost cutting and cost monitoring for staffing companies.

The panel provided insight that Staffing Industry 2.0 will be more driven by “customer demand and skill oriented labour”. Staffing Industry’s workforce will be managed by technologies with differentiated salary cycle geared up for simple cash flow. Staffing Industry 2.0 will need to have fast and project oriented recruitment. In the coming future, Staffing Companies won’t be just limited with recruitment but will also provide other services to the clients like payroll & software.

Panellist concluded by saying that Staffing Industry 2.0 will be highly dependent on client demands and skilled labour.

## VOTE OF THANKS



**R P Yadav**

**Vice President** | Indian Staffing Federation | **CMD** | **Genius Consultants**

The Conference was closed by R P Yadav who expressed his gratitude by thanking the Eminent Panellists, Subject Matter Experts, Sponsors, Delegates & ISF Secretariat.

**GOLD PARTNER**



**SILVER PARTNER**



**ASSOCIATE PARTNER**



# EVENT GALLERY



**FOR MORE DETAILS, PLEASE CONNECT AT**  
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