

TRACK 1 (BALLROOM 1)

TRACK 2 (BALLROOM 2)

TRACK 3 (SALCETTE 1 & 2)

TRACK 4 (AWARDS) MALABAR

08:00 – 09:15

Registration, Networking & Morning Bakeries

09:15 – 09:30

People Matters Talent Acquisition Conference 2019 – Kick Off

09:30 – 09:50

Welcome Address: Ester Martinez, CEO & Editor-in-Chief, People Matters Media

09:50 – 10:10

Changing Talent Landscape – Redefining TA

What are the 5 big challenges that Talent Acquisition teams face? In this keynote session Global talent acquisition analyst, Mervyn Dinnen (who specialises in advising recruitment, HR and technology businesses on the emerging trends which impact hiring, retention and engagement) will tell us what they are, and how the Talent Acquisition function can be redefined to prepare to meet these challenges.
Mervyn Dinnen, HR & Talent Trends Analyst, Author of Exceptional Talent

10:10 – 10:40

Buy, Build, Borrow or Bot How are business heads strategizing for Talent Acquisition in today's world. Buying, Building, Borrowing talent or banking on Bots? What is their talent strategy when it comes to optimizing organization cost & effectiveness? Nitin Prasad, Chairman, Shell Companies in India | Ester Martinez, CEO & Editor-in-Chief, People Matters Media

10:40 – 11:00

The Emotional Side of Recruiting: Using Design Thinking to improve the Hiring Journey

The hiring journey can bring on a roller coaster of emotions and stress, for job seekers and talent professionals alike. For every pain point you encounter as you work to write job content, review resumes and vet candidates, job seekers are fighting their own emotional battles. In this session, Sashi Kumar, Managing Director of Indeed India, breaks down the hiring journey into its component parts to explore the ways in which recruiter and job seeker confidence ebbs and flows at each stage. You'll learn that your experience may have much more in common with the job seeker experience than you realize. Learn tips for combating uncertainty and insecurity for all parties as you work towards a hire.
Sashi Kumar, Managing Director, Indeed

11:00 – 11:20

Journey from Talent Acquisition to Skills Transformation

As technology disrupts, businesses face new competitive challenges and talent supply becomes scarce. Aon's 2019 Talent Acquisition Study brings insights on key demands that are being raised on Talent Acquisition professionals from over 650 organizations across Asia Pacific and Middle East. This session emphasizes the need for changing TA leaders' mindset from "Add" (quantitative) to "Augment" (qualitative), and will additionally share perspective on learning opportunities for those who want a seat at the CEO's table. Tarandeep Singh, Partner and APAC & ME Assessment Practice Leader, Aon | Ester Martinez, CEO & Editor-in-Chief, People Matters Media

11:20 – 12:00

Networking Break

12:00 – 12:40

Transformation of Talent Acquisition: The Road Ahead

Know about the latest tools in a TA Head's armour. From AI sourcing tools, bots, sentiment analysis and now Blockchain, explore the latest TA technology and trends in helping you select, screen, hire and onboard the right candidate.
Sabeena Ladak, Head – Talent Acquisition and Head COE & CSR, Aditya Birla Finance Limited | Anoop Kamat, Head – TA, Johnson & Johnson | Swapnakant Samal, Head | Policy, Processes & Digitisation | Talent Acquisition Group, Reliance Industries | Pavitra Singh, Head of Talent Acquisition – Asia Middle East and North Africa, Pepsico (C)

Human Less Hiring

With a bouquet of technologies taking over most of the steps in recruitment, like initial screening, video interviewing, will the future of recruitment totally let go of the human touch? What impact would that have?

Saleel Panse, Head TA, Mondelez International | Rajat Mathur, MD, Head of HR, Morgan Stanley | Steven Murray, Head(Global) – People Development, Zomato | Harjeet Khanduja, VP & Head HR, Reliance Jio (C)

12:00 – 12:40

Masterclass | Building An Employee Conducive Workplace

Talent acquisition does not stop at getting the right talent on board. How do you ensure you are building a conducive work environment to work which is able to engage and retain employees of all genders? In this session, get practical insights on how to go about building a comfortable, conducive and safe place to work which not only helps you attract employees of all genders but also retain them.
Antony Alex, Founder & CEO, Rainmaker

11:30 – 11:50

People Matters Talent Acquisition Awards 2019: Final Round Kickstarts Ester Martinez, CEO & Editor-in-Chief, People Matters Media

11:50 – 12:20

Caselets on Best in Diversity and Inclusion

#1 – PNB MetLife India Insurance Co. Shishir Vijaykumar Agarwal, Director – Human Resources
Priyanka S., Associate Director – HRBP Non Sales
#2 – Intel Anjali Rao, Head-HR
#3 – BC Management Services Neha Puri, Sr Manager HR (TA)
Ambly Chandran, Head-Talent Acquisition Namrata Sood, Sr Manager HR

12:40 – 13:10

12:40 – 13:10

Case Study – Recruitment as a driver to business shifts & cultural agility

In this session, learn best practices in recruitment from one of India's most famous IT majors, "Infosys". Take a deep dive into how it has leveraged its cutting edge recruitment function to drive business shifts & cultural agility, to remain relevant in these times of hyper change.
Vardharaj Venkateshwar, VP – Talent Acquisition, Infosys Limited

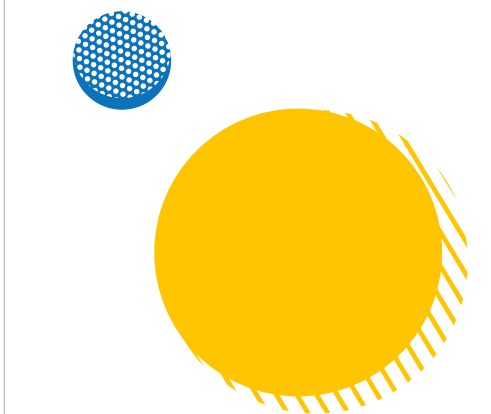


12:40 – 13:20

Masterclass: Think like a digital marketer: Using digital marketing techniques to create an employer brand that attracts talent

Join us as Sashi Kumar, the Managing Director of Indeed shares with us interesting insights on employer branding as well as tips and tricks on how to create an impactful employer brand that will attract the right talent. In this session, he will share the core elements of an effective digital employer brand, including selecting effective digital channels, crafting a message, and understanding your digital audience. Walk away with tactics that you can implement at your organisations immediately.
Sashi Kumar, Managing Director, Indeed

12:00 – 12:40



12:20 – 12:50

Caselets on Best in Employer Branding

#1 – Cybage Software Elston Pimenta, Head-HR
#2 – Genpact Neha Chopra, Head-Talent Marketing
#3 – Shell India Markets Priyanka Dube, External Relations Advisor, Shell India
Swapnil Sharma, Recruitment Marketing Advisor, Shell India

12:50 – 13:20

Caselets on Best in Recruitment Technology & Analytics

#1 – Bajaj Allianz General Insurance Saurabh Kapoor, Head-Talent Acquisition
Vikramjeet Singh, Head-HR
#2 – Infosys Sudhir Mishra, Senior Geo Lead – Talent Acquisition
Karan Grover, Senior Lead – Talent Acquisition
#3 – L&T Construction Dr. C.Jayakumar, Vice President & Head- HR, Divisional Corporate
Bikram Keshori Nayak, Head – Talent Acquisition

13:10 – 14:20

Lunch

14:20 – 15:00

Beyond Gender and Generations

How to hire for a multi-generational workforce? How do organizations create the right balance between the different generations and genders? Sourcing, Hiring, Onboarding for a diverse workforce.
Priyanka Choudhary, South Asia Head for Talent Acquisition, Citi
Swati Agrawal, Head-TA, Myntra & Jabong
Sanjay Bose, EVP HR & Head HR, ITC Hotels
Priti Singh, Vice President, Head Human Resources South Asia, Mastercard (C)

14:20 – 15:00 | Fireside Chat

Screening for success
Candidate screening is still an ineffective area & remains a big challenge for organizations. What can organizations do to make it work and ensure that they are zeroing down on the best fit candidate.

Adil Nargolwala, Corporate VP HR – Head Talent Acquisition Group, WNS (C)
Vandana Tilwani, Head- Talent Management, GroupM
Nivedita Nanda, CHRO, Kaya

Futurist Forum (By Invite only)

14:20-14:30 Welcome by: Ester Martinez, CEO & Editor-in-Chief, People Matters Media | Paul Dupuis, MD & CEO, Randstad India

14:30 – 14:50 | Becoming a Destination Employer

What are some of the innovative approaches followed by Zomato to become the most preferred employer brand? Know more about the foodtech's best Employer Branding Campaigns and learn how Zomato amplified its employer brand to become the destination employer.
Steven Murray, Head(Global)- People Development, Zomato

14:20 – 14:50

Caselets on Best in Campus Recruitment

#1 – Ericsson India Global Services Nitin Mittal, General Manager and Head TA GSSC
#2 – Infosys Sudhir Mishra, Senior Geo Lead – Talent Acquisition
Karan Grover, Senior Lead – Talent Acquisition
#3 – Johnson & Johnson Anoop Kamat, Head- TA
Emrana Sheikh, Head of HR, India & South Asia

15:00 – 15:40

Meeting the Growing Demand for Digital Talent

A cross-industry panel focusing on the common skills (and orientation) required in a digital business and how organizations are attracting & retaining digital talent. Understand how different organizations are sourcing & hiring digital talent. Explore alternative talent models like Acqui-hiring. Reflect upon the strategies that are working for nurturing digital talent to build a pipeline for today & tomorrow.
Girish Sharma, Director – Human Resources, Accenture
Pankaj Khanna, Vice President – Revenue Assurance (Head Talent Acquisition & Talent Management), Mindtree
Anuradha Bharat, Head – People Operations, Razorpay
Deepayan Sensharma, Director HR (India, Middle East and Africa), JLT Group (C)

15:00 – 15:40 | Fireside Chat

Train your Dragon – Campus Recruitment Strategies that Work
What are the best campus recruitment companies doing differently? What are some of TA best practices being followed by companies to hire from untapped potential talent zones in India?

Dr. VP Singh, Distinguished Professor, Jaipuria Institute of Management | Suvamoy Roy Choudhury, Head HR, Vodafone Idea Ltd. | Bindu Nambiar, TA – Head Global Talent Acquisition, Welspun Group | Pallavi Tyagi, Global D&I Partner, Mahindra & Mahindra (Chair)

15:00 – 15:40

Masterclass Shaping Your Talent Acquisition Function for The New Digital Talent Journey

In an era of increasing digital transformation, the way we attract, hire, develop and retain our key digital talent is changing. In this session Global Talent Analyst Mervyn Dinnen will guide us through the changes that we need to make to our Talent Acquisition functions if we want to remain competitive as an employer of choice in the new digital landscape.
Mervyn Dinnen, HR & Talent Trends Analyst, Author of Exceptional Talent

14:50 – 15:20

Caselets on Best in Candidate Experience

#1 – Johnson & Johnson Anoop Kamat, Head- TA
Emrana Sheikh, Head of HR, India & South Asia
#2 – Dream11 Fantasy Kevin Freitas, CHRO
Vivek Pandey, AVP – Talent Acquisition
#3 – ANZ Michelle Nabbs, CHRO
Tasneem Nagaria, Head of Recruitment – Technology India

15:40 – 16:10

Gigging it from Goa: The Banana Design Company

What happens when you combine gigging with Goa? Another experiential gig economy model comes into play! When Nihar Manwatkar, founder of The Banana Design Company, found quality of life in Gurgaon unattractive and the city life in general unsustainable in the long run, he thought of moving to a place where he could leverage great talent at low cost. Nihar then moved Banana Design to Goa, inviting gig talent from all parts of India to come and work for him on projects. Learn from Nihar's story of leveraging the two Gs- gig and Goa- to build a sustainable business model that has adapted to the changing world of work.
Nihar Manwatkar, Founder, The Banana Design Co

15:40 – 16:20

Masterclass Making the most of Robotic Process Automation: Dos and Don'ts

In this session, take a deep dive into what is RPA and its role in the talent acquisition process. Get hands on insights on what you should keep in mind while deploying RPA in your organization, and deriving business value from an RPA project. Know what the future holds for this technology.
Manish Minchoa, Co-Founder and CTO, Visume.Online Inc

15:40 – 16:10

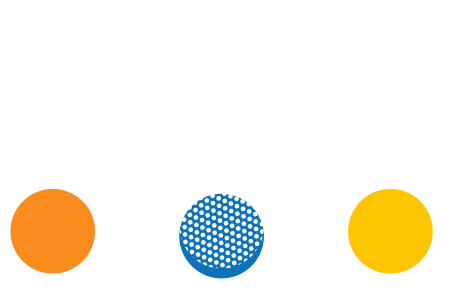
How does a Future proof talent plan look like? – CHRO's perspective

In this era of rapid disruption, your digital transformation plan needs to incorporate your talent plan which should be future-ready, data-driven and realistic. In this session learn about the key factors in designing a future-proof & full-proof talent plan that will fuel your business transformation.
Sudeep Raihan, Head HR, Walmart Labs

16:10 – 16:40

The Swiggy Saga: Powering hyper growth through alternate hiring channels

Swiggy has emerged to be one of the formidable front runners in the online food delivery space, growing to over 1.5+ million orders every day, with a fleet of over 1.7+ lakh serving across 120+ cities. To achieve this scale and further build on, they required an agile TA strategy, which focused on alternate hiring channels. In this session, learn how the food tech unicorn has enabled the talent ecosystem to grow as it grew, taking employment opportunities to Tier B/C students.
Madhav Vamsi, Head of Talent & Culture, Swiggy



16:40 – 17:00

Networking Break

17:00 – 17:30

Who moved my brand?

The way people look for jobs and connect with employers is constantly changing. Organizations need a rethink to conventional wisdom in order to plat catch up. In this session Boorman will share the latest research from tracking 9mn job applications across 3 continents and 24 brands. Boorman will explore changes to attraction, employer brand, EVP and other practices, what gets a reaction and what is becoming "old" thinking. This session is guaranteed to be challenging and thought provoking, leaving attendees with a blueprint for hiring strategy that takes in to account location, technology, message and approach. Hold on to your hats!
Bill Boorman, Stand Up Comedian, Founder – The Recruitment Raconteur

17:30 – 18:00

CEOs expectations from tomorrow's TA teams

As organizations the world over, change to prepare for a more uncertain future and newer business models evolve, how does the TA function need to evolve? What are the CEO's expectations from tomorrow's TA Teams? How should TA leaders reimagine the talent acquisition for 2030 to step up and step into the future? Shiv Shivakumar, Group Exec. President- Corporate Strategy & Business Development, Aditya Birla Group

18:00 – 18:20

People Matters Talent Acquisition Awards 2019: Ceremony

Gajendra Chandol, President – HR, Tata Motors | Sudeep Raihan, Head-HR, Walmart Labs | Rohit Thakur, Head-HR, Accenture | Abhishek Sen, SVP and Head – Human Capital, Consumer Experience & Corporate Services, Myntra Jabong
Amit Prakash, CHRO, Marico India | Manisha J Agarwal, Head – Human Resources, India, Puma Group

18:20 – 20:00
Evening Soiree followed by dinner

indeed
presents

peoplematters
taac '19

PEOPLE MATTERS TALENT ACQUISITION CONFERENCE

Speakers 2019



NITIN PRASAD
Chairman,
Shell Companies in India



MERVYN DINNEN
HR & Talent Trends Analyst
Author: Exceptional Talent



BILL BOORMAN
Stand Up Comedian, Founder
The Recruitment Raconteur



SHIV SHIVAKUMAR
Group Exec. President-
Corporate Strategy
& Business Development
Aditya Birla Group



**SUVAMOY ROY
CHOUDHURY**
Director - Human Resources
Vodafone



PRIYANCA CHOUDHARY
South Asia Head - TA
Citi



GIRISH SHARMA
Director -
Human Resources
Accenture



STEVEN MURRAY
Head (Global) -
People Development
Zomato



ANURADHA BHARAT
Head, People Operations
at Razorpay



MADHAV VAMSI
Head of Talent
& Culture
Swiggy



ANOOP KAMAT
Head of Talent Acquisition
Johnson & Johnson



RAJAT MATHUR
Managing Director,
Head of India HR
Morgan Stanley



SATYAJIT IYER
Senior Vice President
And Head TA Group
Reliance Industries



SASHI KUMAR
Managing Director
Indeed India



PANKAJ KHANNA
Vice President -
Revenue Assurance
Mindtree



SALEEL PANSE
Head - TA (India)
Mondelez
International



HARJEET KHANDUJA
Vice President
- Human Resources
Reliance Jio



PAUL DUPUIS
MD & CEO
Randstad India



VANDANA TILWANI
Head - Talent Management
GroupM



MANISH MINCOHA
Co-Founder and CTO
Visume.Online Inc



PRITI SINGH
Vice President, Head HR
- South Asia
Mastercard



PALLAVI TYAGI
Director - HR &
Talent Acquisition
Mahindra & Mahindra



NIHAR MANWATKAR
Founder
The Banana Design
Company



PAVITRA SINGH
Head Of Talent Acquisition -
Asia Middle East & North Africa
PEPSICO



DR. VP SINGH
Distinguished Prof.,
Jaipuria Institute of
Management
Former Advisor - Patanjali,
ED-HR & Chief Pupil, RJ Corp.



TARANDEEP SINGH
Partner And APAC &
ME Assessment Practice Leader
Aon



BINDU NAMBIAR
Head Global
Talent Acquisition
Welspun Group



**ADIL
NARGOLWALA**
Corporate VP HR
- Head Talent
Acquisition Group
WNS



**DEEPAYAN
SENSHARMA**
Director HR
(India, Middle East & Africa)
Jardine Lloyd Thompson Group



**ANTONY
ALEX**
Founder & CEO
Rainmaker



SABEENA LADAK
Head - Talent Acquisition
and Head COE & CSR
Aditya Birla Finance Limited