ABOUT IMI

International Management Institute (IMI) is India's first corporate-sponsored Business School founded in 1981 with the original campus in New Delhi. The corporate sponsors included RPG Enterprises (lead sponsor), ITC, Nestle, Tata Chemicals, British Oxygen, SAIL, and Williamson Magor. It was set up in collaboration with the then IMI Geneva, now IMD Lausanne. Subsequently two other campuses were set up in Kolkata (2010) and Bhubaneswar (2011). All our programs PGDM (Post Graduate Diploma in Management), PGDM (HRM), PGDM (Banking and Financial Services) and PGDM(18 months), are AMBA & AACSB accredited and we are ranked amongst the top 100 Business Schools by FT (Financial Times 100) rankings 2022 and among the top private Business Schools in the country. In the last several years, IMI New Delhi has been consistently ranked in the top 10-15 Business Schools in the country and among the top 5 private Business Schools.

IMI New Delhi has global linkages with leading schools in Europe, North America, and Asia. The Institute currently offers the PGDM, PGDM (HRM), PGDM (Banking & Financial Services), PGDM (18 months) and FPM/E-FPM (Doctoral programs for full time students and working executives). In addition, it has built a vibrant Executive Education vertical offering training to management professionals from the corporate world including number of customized in company programs for short term and long term certification programs. . The Institute provides management training to foreign nationals from developing countries under the Indian Technical & Economic Cooperation (ITEC) program of the Ministry of External Affairs, Government of India. IMI New Delhi puts a strong focus on high quality research by its faculty leading to publications in international peer reviewed academic journals. Its faculties have PhDs from top international and national universities/institutes, with many of them also having significant corporate experience.

ABOUT HR CONCLAVE

The HR Conclave, organized annually by IMI, New Delhi, is a premier platform for HR leaders from notable companies, particularly in the FMCG, Consulting, MNCs, and Analytics sectors.

Since its inception in February 2023, the conclave has been at the forefront of driving conversations around agility, diversity, inclusion, and adaptability in the digital age.

By fostering thought-provoking discussions and sharing best practices, the HR Conclave empowers HR professionals to build resilient, inclusive workplaces that unlock the full potential of their organizations.

WHY HR CONCLAVE

IMI New Delhi has taken a pioneering step by bringing together visionaries and thought leaders from various industries to engage in thought-provoking panel discussions. The HR Conclave not only enhances industry engagement but also provides students with exceptional learning and networking opportunities.

GLIMPSE OF VIMARSH 2.0

VIMARSH 3.0

After the immense success of Vimarsh in September 2023, IMI is proud to announce its third HR Conclave, which will bring together an even larger group of eminent thought leaders to exchange their views on some of the most pressing topics of recent times.

This year, Vimarsh 3.0 expands to a two-day event, reflecting the growing importance and complexity of HR's role in modern organizations. On Day 1, we will focus on Talent Acquisition, exploring themes such as balancing the human touch with AI in hiring, the emergence of the gig economy, leveraging HR analytics from insights to action, and crafting an engaging employer brand beyond remuneration.

On Day 2, our attention will shift to Learning and Development. We will delve into future-proof L&D initiatives through gamification and learning experience platforms, innovating L&D for virtual workforces amidst the remote work revolution, measuring the impact of L&D investments, and fostering psychological safety and resilience in employee growth.

With a diverse and accomplished panel of thought leaders, Vimarsh 3.0 aims to provide strategic insights and practical solutions that drive organizational success in today's ever-evolving workplace landscape.

Day 1: Talent Acquisition

Talent Acquisition is the strategic approach to identifying, attracting, and onboarding top talent to drive organizational success. It involves a comprehensive understanding of workforce needs, market trends, and innovative recruiting strategies. Join us to explore the latest trends, tools, and techniques in Talent Acquisition that are shaping the future of work.

Day 2: Learning & Development

Learning and Development (L&D) is essential for fostering a culture of continuous improvement and innovation within organizations. It focuses on enhancing employees' skills, knowledge, and capabilities through strategic training programs and developmental initiatives. Join us to discover the latest trends, best practices, and tools in Learning and Development that drive workforce excellence.

TALENT ACQUISITION

1. Navigating the Future: Balancing Human Touch with AI in Hiring

The future of recruitment is poised for a fascinating transformation, with AI playing an increasingly prominent role. As AI takes center stage in recruitment, a key question emerges: how can we leverage its efficiency for candidate screening while preserving the irreplaceable human touch in building rapport and assessing cultural fit? The future hinges on balancing efficiency with empathy. Maintaining this balance is critical to fostering an inclusive and effective recruitment process. AI can streamline candidate screening, offering speed and consistency, yet it is the human element that ensures nuanced understanding and connection. By addressing potential biases in AI and incorporating human oversight, organizations can create a recruitment process that is both efficient and empathetic. This discussion will delve into best practices for integrating AI without losing the personal touch essential for assessing cultural fit and building strong relationships with candidates.

However, balancing AI's efficiency in candidate screening with the human touch essential for building rapport and assessing cultural fit presents significant challenges. These include:

- Exploring how AI's efficiency in candidate screening can be leveraged while preserving the human touch in building rapport and assessing cultural fit.

- Developing a process to regularly update the balance between AI and human involvement to stay current with technological advances and trends.

- Investigating the impact of AI recruiting on the future of HR and utilizing AI tools to optimize efforts and overcome common challenges.

- Examining how AI-driven recruiting is transforming the market and its advantages and challenges.

2. The Emergence of Gig Economy Build, Buy or Outsource?

The emergence of the gig economy in 2024 poses a strategic dilemma for businesses: should they build internal capabilities, acquire existing expertise, or outsource to freelance platforms? With an expanding pool of independent contractors offering specialized skills, companies must carefully evaluate their approach based on factors such as project scope, budget constraints, and the need for specialized talent.

Determining whether to develop in-house teams with cutting-edge tools, pursue strategic acquisitions, or form partnerships with gig workers requires a nuanced analysis of each option's efficiency and cost-effectiveness. Balancing these choices is essential for navigating the evolving talent landscape and optimizing growth. However, integrating these strategies presents challenges, such as ensuring compliance, managing remote relationships, and aligning new capabilities with organizational goals. Addressing these issues will be crucial for leveraging the gig economy to drive business success.

However, navigating the gig economy to balance efficiency and strategic needs presents significant challenges. These include:

- Will in-house teams equipped with the latest tools be the most efficient solution, or will strategically acquisitions and partnerships with gig workers unlock greater agility and cost-effectiveness.

- Considering the potential risks and compliance, what level of strategy and planning is required to decide the best strategy.

- In what ways can strategic acquisitions enhance a company's competitive edge compared to building capabilities in-house?

- How can business strategy enhance cost-effectiveness and provide access to specialized talent to meet organizational needs.

3. Leveraging HR Analytics: From Insights to Action

In today's competitive business environment, HR analytics offers a transformative approach to human resource management. By harnessing data, organizations can move beyond traditional HR practices, gaining deeper insights into various aspects of their workforce, including recruitment, performance management, employee engagement, and talent retention. These insights enable proactive decision-making and strategic planning, helping businesses align their HR strategies with overall organizational goals.

Leveraging HR analytics effectively involves overcoming several challenges. Organizations must carefully select relevant metrics that capture both immediate results and long-term strategic impacts. Addressing concerns related to data privacy and security is essential to build trust and ensure compliance. Additionally, measuring the impact of HR analytics requires benchmarking against industry standards to ensure that the insights lead to actionable outcomes. Balancing these considerations is crucial for fully realizing the benefits of HR analytics in driving organizational success and fostering a robust workplace culture.

However, translating HR analytics insights into actionable strategies presents significant challenges. These include:
- In what ways can insights derived from HR analytics be effectively translated into practical strategies contributing to organizational growth.

- Methods for collecting and analysing HR data to generate meaningful insights.

- Approaches to addressing data privacy and security concerns.

- Tools or studies available to measure the impact of HR analytics initiatives and modify strategies based on results

4. The Art of Crafting an Engaging Employer Brand Beyond Remuneration

In today's dynamic job market, attracting and retaining top talent requires more than competitive salaries. Building a compelling employer brand is crucial. This involves defining company culture and values, developing a captivating Employee Value Proposition (EVP), and maintaining consistent brand messaging across all platforms. A strong employer brand highlights the unique aspects of work culture, career development opportunities, and overall employee experience. Social media plays a key role in showcasing the organization's expertise and commitment. Continuous feedback and improvement ensure the brand remains attractive to both current and potential employees. Aligning the employer brand with core values while appealing to diverse talent pools is essential. Regular assessment of brand image, addressing gaps, and leveraging employee testimonials build credibility. Utilizing multiple channels for promotion broadens reach and attracts the right talent.
Crafting an engaging employer brand not only differentiates an organization but also positions it as an employer of choice, enhancing its ability to attract and retain top talent in a competitive market.

However, creating and maintaining a compelling employer brand presents several challenges. These include:
- How can organizations effectively align their employer brand with their core values while appealing to diverse talent pools.

- Creating a compelling EVP that highlights unique aspects of the work culture, career development opportunities, and overall employee experience.

- Determining the current views of our employer brand among potential and current employees and addressing any gaps or improving our brand image.

- Leveraging employee testimonials, success stories, and other factors to enhance our employer brand and build credibility.

- Exploring multiple channels and platforms to promote the brand and attract potential customers.

LEARNING & DEVELOPMENT

1. Future Proof L&D Initiatives through Gamification and Learning Experience Platforms

AI-driven gamification and innovative Learning Experience Platforms (LXPs) are reshaping corporate training and ensuring organizations stay ahead in an ever-evolving business landscape. In this panel discussion we'll delve into the psychological impact of gamification, its ability to enhance employee engagement and motivation, and how it complements AI-driven personalization in corporate training. Furthermore, we'll discuss the role of LXPs in providing tailored learning experiences, mapping skills to roles, and fostering continuous learning cultures within organizations. This panel discussion will uncover strategies and best practices for leveraging these cutting-edge technologies to drive business success.

However, integrating gamification and LXPs into L&D strategies presents challenges. These include:

- How can organizations best integrate gamification and LXPs into their L&D strategies to create a future-proof workforce and stay competitive.

- How can gamification enhance employee engagement, considering the growing importance of emotional intelligence in the workplace.

- In what ways can gamification and LXPs identify individual strengths and weaknesses to enhance soft skills and address specific areas for improvement.

- Given the rising demand for remote work, how can gamification and LXPs boost employee engagement, motivation and reduce turnover.

2. Remote Work Revolution: Innovating L&D for Virtual Workforces

The remote work revolution is transforming how organizations approach Learning and Development (L&D). Adapting L&D programs for a geographically dispersed workforce involves leveraging innovative solutions like microlearning platforms that deliver concise, engaging content accessible anytime and anywhere. This method addresses focus fatigue and accommodates various learning styles, ensuring that employees remain engaged and effective despite the lack of physical presence.

Evolving L&D strategies to fit the remote work paradigm presents several challenges. Organizations must explore how to effectively use microlearning and other virtual tools to maintain learning effectiveness and address the unique needs of remote employees. Ensuring that these programs are continuously updated and responsive to the shifting dynamics of remote work is crucial for fostering a productive and knowledgeable virtual workforce.

However, navigating the gig economy and choosing between building, buying, or outsourcing presents challenges. These include:

- Explore how to enhance engagement and knowledge retention in virtual environments through innovative tools and techniques for effective learning.

- Discover ways to leverage cutting-edge tools and strategies to foster collaboration and knowledge sharing across remote teams seamlessly.

- How can skills-based L&D enhance specific skills relevant to individual roles and organizational objectives in the virtual workforce.

- Explore the contributions of reskilling, upskilling, and cross-skilling to enhanced L&D outcomes for a virtual workforce.

- Exploring how the collaborative tools and influence of feedback, peer learning, and knowledge sharing drive effective L&D for a remote workforce.

3. Quantifying Success: Measuring the Impact of L&D Investments

In today's competitive business environment, proving the value of Learning & Development (L&D) investments is essential. The focus has shifted from relying on anecdotal evidence to implementing robust methods that link employee training directly to measurable outcomes, such as enhanced sales performance or decreased customer service call times.

Determining the right metrics to evaluate success poses a challenge. Organizations must decide whether to emphasize immediate results or align L&D efforts with long-term strategic goals. Balancing these considerations is crucial for demonstrating how L&D initiatives contribute to the overall success of the business. Effective measurement strategies will help in showcasing the tangible benefits of L&D investments, thereby reinforcing their value in driving organizational growth and efficiency.

However, quantifying the impact of L&D investments presents challenges. These include:

- Choosing the best metrics involves balancing immediate outcomes with strategic goals to drive sustained success.

- Capturing the ancillary benefits of L&D involves showcasing how it enhances employee retention, enriches corporate culture, and nurtures internal leadership.

- Feedback and anecdotal evidence should be integrated to measure L&D programs, reflecting real-world impact and insights for accuracy.

- Developing an L&D measurement program involves benchmarking against industry standards to ensure adherence to best practices and innovation.

- Designing a measurement method should balance complexity and unity, capturing diverse L&D modes while accommodating their unique impacts.

4. Nurturing Wellness: Fostering Psychological Safety and Resilience in Employee Growth

In today's fast-paced work environment, employee wellness extends beyond physical health to include psychological safety and resilience. Integrating these elements into wellness initiatives fosters a supportive workplace where employees feel safe to share ideas, voice concerns, and reach their full potential. Prioritizing mental health, stress management, and emotional well-being helps create a thriving culture that enhances engagement, performance, and organizational success.

Establishing and maintaining psychological safety and resilience presents several challenges. Organizations must develop tailored growth programs that effectively address these needs while ensuring comprehensive support for all employees. By implementing practical strategies for psychological safety and resilience, organizations can cultivate a robust wellness culture that drives both individual and collective success.

However, integrating psychological safety and resilience into wellness programs presents challenges. These include:

- What does psychological safety mean in the workplace, and how does it impact team collaboration and innovation?

- Can wellness programs enhance employee performance and still align with the goal of maximizing value for stakeholders?

- Which methods and metrics are best for assessing wellness program effectiveness, and how can feedback be used to improve them?

What strategies can organizations use to eliminate mental health stigma and create an environment where employees feel comfortable seeking help?

GLIMPSE OF VIMARSH 2.0

IMI hosted the annual HR Conclave, Vimarsh 2.0, bringing together prominent leaders and experts in the field of Human Resources to share invaluable knowledge and shape the future of HR practices. The conclave was structured into four panels, each focusing on different critical aspects of the ever-evolving HR landscape.

Opening Remarks
Dr. Sachin Gulati, Head of India Campus Recruitment at American Express, delivered an inspiring speech that set the tone for the event. His address emphasized diversity, resilience, and lifelong learning, reflecting the shared principles of IMI and American Express.

Panel 1: Learning and Development
The first panel delved into the evolving landscape of Learning and Development (L&D). The discussion highlighted the crucial role L&D plays in today's fast-paced society, emphasizing the need for organizations to measure the return on learning investment. Panelists explored innovative strategies to unlock the learning equation, ensuring that L&D initiatives are aligned with organizational goals and contribute to overall business success.

Panel 2: Diversity, Equity, Inclusion, and Belongingness (DEIB)
The second panel addressed the challenges of Diversity, Equity, Inclusion, and Belongingness (DEIB). The conversation focused on the importance of creating inclusive workplaces, addressing unconscious biases, and fostering a sense of true belonging. Strategies for tackling unintentional exclusion were discussed, highlighting how HR can promote equity and inclusivity within organizations. The panel emphasized that a strong DEIB framework is essential for building resilient and innovative work environments.

Panel 3: Resilient HR Strategies
The third panel focused on the critical role of HR in driving resilience and agility within organizations, particularly in sectors with EPC-based income. The discussion centered on how HR can develop and implement strategies that support a V-shaped economic recovery. Panelists emphasized the enduring value of the human touch in HR practices, exploring ways to balance technological advancements with the need for personal interaction and empathy in the workplace.

Panel 4: Environmental, Social, and Governance (ESG) Practices
The final panel provided insights into Environmental, Social, and Governance (ESG) practices, discussing the challenges and benefits of ESG implementation. The conversation reaffirmed HR's pivotal role in this transformative journey, highlighting how HR functions can support organizations in achieving their ESG goals. Panelists shared best practices and strategies for integrating ESG principles into HR policies and practices, ensuring sustainable and ethical business operations.

Corporate Insights
Ms. Arya Pattnaik, Head of Campus Relations at KEKA HR, shared valuable insights during the Corporate Insights session. She discussed the importance of early talent development and personal branding in today's dynamic market, providing attendees with strategies to enhance their professional growth.

The event witnessed participation from prominent industry leaders representing companies such as LG Electronics, RPSG FMCG Guiltfree Industries Ltd., Pepe Jeans, PolicyBazaar, NatWest Group, Grant Thornton, Make My Trip, Larsen & Toubro Ltd., American Tower, and Berkadia. With a total of 19 speakers, including Vice Presidents, CHROs, Directors of HR, and Senior Vice Presidents, the conclave offered attendees invaluable opportunities for knowledge enrichment and networking.

ITINERARY

Day 1 - Talent Acquisition

Time	Event
09:15 - 09:30	Opening Ceremony
09:30 - 09:45	DG Sir Address
09:45 - 10:15	Corporate Insights
10:15 - 11:30	Panel 1
11:30 - 11:45	High Tea
11:45 - 13:00	Panel 2
13:00 - 14:00	Lunch Break
14:00 - 14:30	Corporate Insights
14:30 - 15:45	Panel 3
15:45 - 16:00	High Tea
16:00 - 17:15	Panel 4
17:15 - 17:30	Vote of Thanks

Day 2 - Learning & Development

Time	Event
09:15 - 09:30	Opening Ceremony
09:30 - 10:00	Corporate Insights
10:00 - 11:15	Panel 1
11:15 - 11:30	High Tea
11:30 - 12:45	Panel 2
12:45 - 14:00	Lunch Break
14:00 - 14:30	Corporate Insights
14:30 - 15:45	Panel 3
15:45 - 16:00	High Tea
16:00 - 17:15	Panel 4
17:15 - 17:30	Closing Ceremony

IMI
NEW DELHI

International Management Institute, New Delhi

**B-10, Qutab Institutional Area,
Tara Crescent, New Delhi, Delhi 110016**

---

www.imi.edu/delhi

Prabhat Tripathi
9078836950

Aakarshita Sinha
7903148697

🌐 imi.edu | ▶ iminewdelhi | f iminewdelhi | 📷 @iminewdelhi