



वर्ल्ड क्लास स्ट्रेटिजी
Indian Institute of Management Udaipur

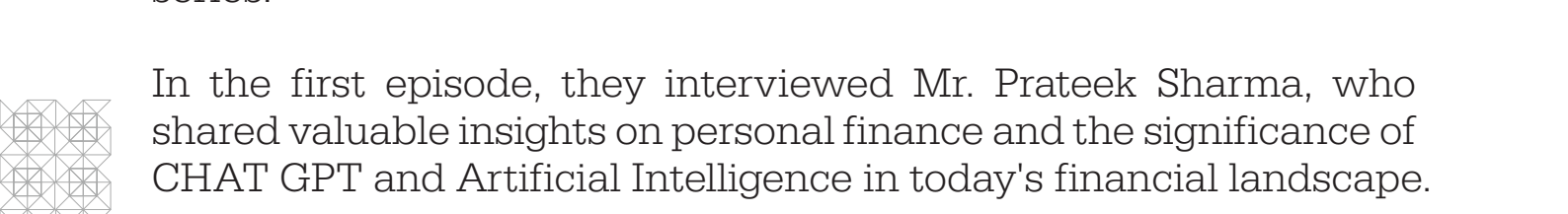


IIMU Newsletter July 2023

Highlights

- ▷ Finomina - The Finance and Investments Club of IIM Udaipur released its first podcast - "Navigating the Finance World".
- ▷ IIM Udaipur hosted the 11th edition of Spandan - The Annual HR Conclave conducted by dHRuva, the HR club of IIM Udaipur.
- ▷ IIM Udaipur's Netratva Leadership Series held in July 2023

FINOMINA - The Finance and Investments Club of IIM Udaipur released its first podcast - "Navigating the Finance World"



Finomina - The Finance and Investments Club of IIM Udaipur released its first podcast from the "Navigating the Finance World" series.

In the first episode, they interviewed Mr. Prateek Sharma, who shared valuable insights on personal finance and the significance of CHAT GPT and Artificial Intelligence in today's financial landscape.

IIM Udaipur hosted the 11th edition of SPANDAN - The Annual HR Conclave conducted by dHRuva, the HR club of IIM Udaipur.

The Morning Sessions



The first speaker of the morning session was Mr. Digwanta Chakraborty, Regional Human Resources Director, Head HR, Trimity Life Sciences, who shared his insights on 'Digital Talent Development by Navigating the Future Workforce'. Mr. Chakraborty commenced his speech by highlighting the latest HR technology trends, focusing on the potential of Blockchain. He explained how Blockchain, as a decentralised and shared database, offers an innovative solution for future HR challenges. He emphasised that companies can securely segregate and manage employee data by leveraging this technology, saving time and effort spent on manual processes. He further highlighted that HR tech's integration into the organisation, which

encapsulates the principles of Strength, Elevate, Engage, and Diversity (SEED), is of utmost importance. This approach empowers the workforce, boosts performance, enhances engagement, and fosters a diverse and inclusive workplace environment. Mr. Chakraborty's final message was to transform the organisation into a premier destination for industry leaders, where the most exceptional talents converge to lead and excel, making it a hub of success.



The second speaker of the morning session was Ms. Janani Prakash, Head of HR, Quantela, who shared her insights on 'Digital Talent Development by Navigating the Future Workforce'.

Ms. Prakash addressed two key aspects: the digital skill gaps and the need for HR professionals to upskill themselves. She highlighted the challenge of bridging digital skill gaps within the workforce. She also discussed the coexistence of five generations in the workforce.

Ms. Prakash delved into critical themes, including the global talent shortage, the decreasing half-life of skills, employee outlook, employee retention, and the impact of these factors on a company's profitability. In conclusion, she encouraged individuals to expand from primary to

secondary skills, emphasising the importance of diversifying skill sets to remain adaptable and relevant in a rapidly changing world.



The third speaker of the morning session was Ms. Shilpa S Chabria, Director, Human Resources, OHSE, Administration & CSR, India Region, ThyssenKrupp, who shared her insights on 'Digital Talent Development by Navigating the Future Workforce'. Ms. Chabria emphasised four key factors: Environment, Empowerment, Enterprise, and Execution. Within the context of the environment, she stressed the significance of empathy for HR professionals. The speaker highlighted that empowerment is driven by organisational leadership and said the enterprise focuses on three critical aspects, technology footprint, clarity of resources, and managing partners who influence change. She elaborated that execution involves understanding organisational

adaptability, optimising processes, mapping function asis and function state, and effective performance management. Ms. Chabria concluded that organisations could successfully navigate digital transformation and build a future-ready workforce by addressing these four factors comprehensively.



The fourth and fifth speakers of the morning session, they shared their insights on 'Digital Talent Development by Navigating the Future Workforce'.

Mr. Khanna highlighted the increased adoption of the cloud and how it enables businesses to streamline operations and enhance overall efficiency. He also underscored scaling up Robotic Process Automation and Artificial Intelligence initiatives.

He also stressed the utilisation of the Internet of Things to drive business objectives and delved into the diverse applications of blockchain technology across industries.

Mr. Rakesh Patro, the fifth speaker, provided a case-based HR perspective, focusing on technology modernisation and process re-engineering. He discussed core systems replacement, cloud migration, and creating a digital experience layer. He also emphasised the benefits of focusing on attracting and retaining global talent.

The session concluded with a panel discussion on changes in the HR landscape in the past five years, where the forum discussed the digital transformation triggered by the pandemic and highlighted learning through experience.



The first speaker of the afternoon session was Ms. Vidhi Verma, Lead, People Strategy, Hindustan Coca-Cola Beverages, who shared her insights on 'Digital Talent Development by Navigating the Future Workforce'.

Ms. Verma emphasised creating a learning and talent development culture in the 'Rhygital' world. She discussed organisational culture, describing it as the way things are done within a particular group. The speaker highlighted that HR and L&D play a supportive role, but real learning is led by associates and supported by managers. She said promoting a learning culture includes setting accountability, integrating learning with people processes aligned to business needs,

leveraging multiple touchpoints and forums for learning, and recognising and celebrating learning achievements. Ms. Verma concluded by emphasising the importance of reflection in the learning process. She added that without thoughtful contemplation, experiences can fade, making reflection vital for meaningful learning.

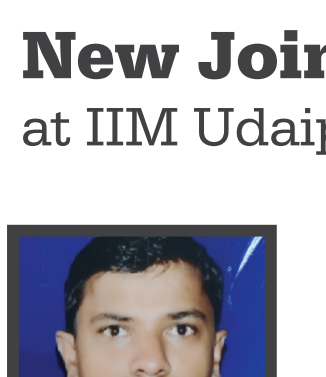


The second speaker of the afternoon session was Mr. Praveen Purohit, Vice President and Deputy CHRO, Vedanta, who shared his insights on 'Digital Talent Development by Navigating the Future Workforce'.

Mr. Purohit highlighted Vedanta's commitment to giving back to society and its focus on a solid HR practice. He emphasised the significance of having the correct management in place for any organisation.

The speaker emphasised the critical challenges in the HR talent landscape, including the scarcity of talent with the right skills, the need for a growth platform, and the importance of focusing on leadership development and providing cross-functional employee opportunities.

Mr. Purohit, in conclusion, emphasised the need to design organisations with a strong focus on people. He encouraged prioritising and valuing the human element, making it a central aspect wherever one goes.



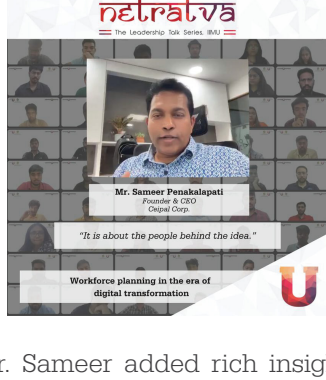
The third speaker of the afternoon session was Mr. Suresh Tripathi, CHRO, Ceipal Corp., who shared his insights on 'Digital Talent Development by Navigating the Future Workforce'.

Mr. Tripathi emphasised that the best way of learning is through interaction. He highlighted that wisdom is gained not through age or years of experience but through exposure to diverse situations.

Acknowledging the potential for failure, he stressed the importance of coping with loss effectively. The speaker concluded by suggesting that people within the organisation should share their experiences of failures and disappointments to nurture emotional intelligence.

The session was followed by a panel discussion where the speakers emphasised the significance of learning and development activities that bridge gaps and differences between cultures across multiple countries. They highlighted that organisational culture is the unifying force, aligning individuals with a single purpose and common thread that fosters unity and cohesion.

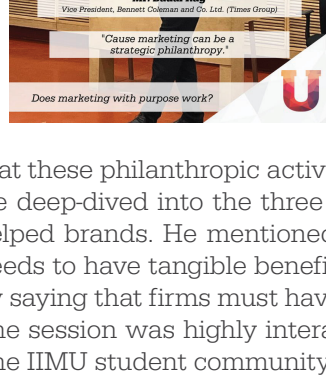
NETRATVA Sessions July 2023



IIM Udaipur was delighted to host Mr. Surya Kiran Sharma, Associate Partner, McKinsey & Co, in the latest session of Netratva: The Leadership Talk Series. In the session on 17th July 2023, he shared his valuable insights on the topic 'Why is Thought Leadership important for a Consultant?'

Mr. Sharma started his speech by discussing that people hire management consultants because they feel consultants can help solve business problems. He mentioned the importance of establishing trust with clients for a consultant. He described the trust equation and how it relates to management consultants. The speaker explained the frameworks strategy consultants use to help clients create long-term

business strategies. He stressed the importance of having clear long-term goals for success. He discussed the risk review process before taking up a project and how it is essential for the credibility of a consulting firm. The session was highly interactive, and an engaging discussion was held on various topics. The IIMU student community greatly appreciated the insights shared by the esteemed speaker.



IIM Udaipur was delighted to host Mr. Sameer Penakalapati, Founder & CEO of Ceipal Corp., in the latest session of Netratva: The Leadership Talk Series. In the session on 21st July 2023, he shared his valuable insights on 'Workforce planning in the digital transformation era'.

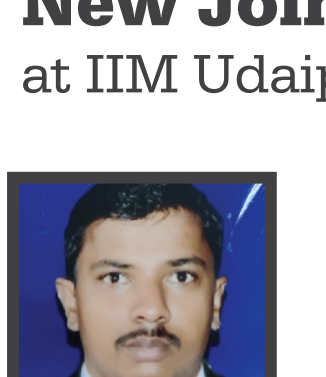
Mr. Sameer started his speech by briefly describing the journey of an entrepreneur and the importance of timing while bringing a product to the market. He explained why it is challenging to raise capital on the basis of an idea alone and how entrepreneurs must succeed in doing so.

The speaker emphasised the importance of solid networking skills to secure initial funding. He emphasised the need to firmly believe in the product before bringing it to the market.



IIM Udaipur was delighted to host Mr. Sandip Sinha, Industry Lead, Capital Market Industry Network, ATCI, Accenture, and Mr. Ramesh Patibandha, Associate Director, Capital Market Industry Network, ATCI, Accenture, in the latest session of Netratva - The Leadership Talk Series. In the session on 28th July 2023, they shared their valuable insights on 'Sustainability in Capital Markets.'

Mr. Sinha started his speech by explaining how sustainability is essential to companies' business models. He mentioned that technology is a crucial enabler for measuring the impact of sustainability initiatives. The speaker highlighted the need to be cautious about bias in AI Models. He also emphasised that ethics are of utmost importance in the capital markets due to the vast amounts of data generated, and profitability measures are now changing to include businesses' environmental impact.



Mr. Ramesh explained that the changing business environment in capital markets has made generating market alpha difficult. He described how investment management firms can focus on sustainability as a risk-adjusted performance measure. The speaker shed light on how companies now consider sustainability while building their portfolios.

The session concluded with an engaging Q&A session where the IIMU student community interacted with the esteemed speakers.

New Joinings at IIM Udaipur:



Ramesh Chandra Dangi
Junior Associate
General Administration



Shahrulki Mohammad Chhipa
Senior Associate
Executive Education



Priya Gurjar
Associate
Faculty Support Unit



Nanita Chaudhary
Associate
Learning & Development

Photo Corner



IIM Udaipur embracing the monsoon's serenade.

About IIM Udaipur

IIM Udaipur is well on its way to becoming a globally recognised B-School. It has broken new ground by focusing on world-class research and transforming students into tomorrow's managers and leaders. The Institute arrived on the global education stage by securing accreditation from the AACSB (Association to Advance Collegiate Schools of Business) in merely eight years of its establishment. With this accreditation, IIM Udaipur is counted in the same league of global institutes, such as Harvard Business School, Wharton School at the University of Pennsylvania, and the MIT Sloan School.

IIM Udaipur is ranked 16th by the National Institutional Ranking Framework (NIRF) Rankings 2023 of the HRD Ministry. IIMU has been listed on the Financial Times (FT) Global MIM Ranking 2022 along with IIM Bangalore (31st Rank), IIM Lucknow (64 Rank), IIM Udaipur (81 Rank), and IIM Indore (89 rank), respectively. IIMU is only the 2nd IIM, along with IIM Bangalore, to be in the prestigious Global Ranking consecutively for the 4th Year, i.e. since 2019. Indian Institute of Management Udaipur featured in the prestigious Masters in Management (MIM) OS World University Rankings 2023 for the fourth consecutive year. IIMU is also currently ranked 4th in India, after ISB, IIM Ahmedabad and IIM Bangalore, for research in management according to the methodology used by UT Dallas, which tracks publications in the leading global journals.

For Media Queries, please contact

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