

Theme: Diversity & Inclusion

Date: 21st Sept 2019, Sat

Time: 09:00 am - 12:45 pm

Schedule

- 09:00 am - 09:25 am : Registration
- 09:30 am - 09:45 am : Inauguration and Introduction of Speakers
- 09:45 am - 10:15 am : Key note speech by Mr. Jatinder Salwan
- 10:15 am - 10:30 am : Tea Break
- 10:30 am - 11:00 am : Key note speech by Ms. Bindu James
- 11:00 am - 12:30 pm : Panel discussion followed by Q & A
- 12:30 am - 12:45 pm : Vote of thanks and valedictory

Registration

- No Registration Fee
- Participants must fill-up the Registration Form for confirmation (follow link below)
<https://forms.gle/ikrKbbC5nLY33cZw9>
- Certificate for Participation will be provided
- Last date of Registration is **19th September 2019**

Conveners

Dr. Dinesh Nilkant, Director

Dr. Harold Andrew Patrick, Dean

Program Coordinator

Dr. Uma Warriar, Area Chair, OB & Human Resource Management

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DIVERSITY & INCLUSION

A Business Imperative

HR CONCLAVE



Date: 21st September 2019, Saturday

Venue:

CMS Business School
No.17, Sheshadri Road Gandhi Nagar
Bengaluru – 560 009

JAIN (Deemed-to-be University)

JAIN (Deemed-to-be-University) is a comprehensive and student-focused university that works towards excellence in quality education, research, and entrepreneur development. Having been awarded the Graded Autonomy status by University Grants Commission (UGC) and 'A' Grade by the National Assessment and Accreditation Council (NAAC), JAIN (Deemed-to-be-University) has earned national and international reputation for holistic education.

The academic programs offered at the University are distinctive and contemporary both in curriculum and in pedagogy. It challenges the students to be enterprising and stimulates their intellectual capacity to think independently. More than 200 programs are offered in the disciplines of Sciences, Humanities & Arts, Commerce, Engineering & Technology, Management, Law and Research at UG, PG and research levels.

CMS Business School

CMS Business School is a novel institution of higher education providing superior management education to its business graduates. The flagship MBA Program of the Faculty of Management Studies, JAIN (Deemed-to-be-University) encapsulates the best of academia with the corporate world. The Business School provides platforms for incumbents to explore their innate skills coupled with the extensive classroom learning. The corporate world requirements are given special emphasis. The MBA program is a rigorous, two-year, four-semester learning and development program that equips our graduates with a strong entrepreneurial and intrapreneurial orientation. The highly accomplished faculty as well as the rigorous, contemporary curriculum ensure that our graduates are mentored to achieve success.

Theme: “Diversity & Inclusion – A Business Imperative”

Managing diversity and Inclusion in the global work force is an often discussed topic in corporate houses. Diversity today means more than balance of gender and race. It has a wider scope and covers a gamut of other dimensions like ethnicity, generation, sexual orientation, religious orientation, disability and many more. D&I initiatives, apart from ensuring the representation of different minority cohorts, also aims at leveraging diversity to produce superior products and services. A robust D&I initiative in place will help to sail through the difficulties of mergers and acquisition. A diverse team brings to the table different perspectives, life experiences and world views that come with people having diverse backgrounds.

Program Objectives:

- Enrich the delegates understanding on Diversity, Inclusion and Unconscious Bias
- Understand the D&I initiatives of Corporate houses in India
- Explore the issues pertaining to Unconscious bias, it's implications and way forward
- To provide a platform for exchanging the views, ideas and innovations in D&I initiatives

Target Audience:

- Corporate delegates manning HR functions
- Academicians from various colleges
- Doctoral scholars pursuing research
- MBA students of B-Schools

Unconscious Bias:

Unconscious bias results in barriers to diversity and inclusion because individuals are unaware of the bias and this leads to discrimination and poor decision making. Unconscious bias in the recruitment process, career development, promotion and pay decisions and many more areas; topples the perception of equity in employees. Unconscious bias damages relationships, which hinders free flow of creative and innovative ideas. It is important to explore exactly what unconscious bias is and know how to control unconscious bias thereby promoting diversity and inclusion. The conclave intends to bring to light the how's and why's of Diversity and Inclusion, and the business implications of the same.

Keynote Speakers:

Mr. Jatinder Salwan

Head - HR SG GSC Chennai Center, Talent Acquisition & HR Operations
Sub theme: “**Unconscious bias – from awareness to action**”

Ms. Bindu James

L & D and Talent Management Lead, Harman International, Bengaluru
Sub theme: “**Unconscious bias - issues, implications and way forward**”

Panel Discussion Members:

*Theme of Panel Discussion: **Future of Diversity & Inclusion initiatives in India***

Mr. Nikhil Kolur (Moderator)

Director- Deloitte Consulting at Bengaluru, India

Mr. Amith Prakash

Lead - Organization Culture and Capability Development, HCL Technologies
Sub theme: “Why Diversity is incomplete without Inclusion”

Ms. Dhanya Rajeswaran

Director HR- Accenture Digital, Consulting and Corporate Functions in India
Sub theme: “Catching them young”

Mr. Nirmalya Mohanty

ISV Director- SAP India
Sub Theme: “Importance of Allyship to drive Diversity and Inclusion”

Ms. Latha Srinivas

Vice President - HR Anexi, Bengaluru, India
Sub Theme: “Is D&I a Business Strategy or HR Program”