

Kshitij'18 Report

'Survival is not guaranteed for the strongest or the sharpest but only for those who are the most responsive to change.'

- Charles Darwin

Kshitij 2018, the most prestigious student driven HR conclave of India was organized by Xavier School of Human Resource Management on 26th August, 2018. It kicked off with the eminent speakers and the esteemed faculty members lighting the lamp of knowledge and wisdom and invoking the blessings of goddess Saraswati. The event witnessed an electrifying atmosphere with the students buzzing with excitement to listen to industry stalwarts, pioneers in HR and policy makers gather to talk on 'Agile HR'.



In his welcome address, the associate dean, Prof. Andrew Dutta grabbed the attention of everyone present by giving a gripping example of how researchers have found the common houseflies to be the most agile creature on the planet. He compared the astounding ability of these little black insects to sense danger and act accordingly, to the way the new generation of organizations need to respond faster to the ever changing, volatile, uncertain and complex business needs of the present and future. Prof. Arup Roy Chowdhury added to this by mentioning how agility in Human Resources can be expressed as a function of anticipation, adaptability, innovation, collaboration and responsiveness.

Ms. Upasana Nischal, Global Head, Talent Management, Evalueserve Inc., captured the attention of the audience by presenting a video in which she drew an analogy between a game of TETRIS and an HR manager's response. She said, 'The blocks which emerge one after the other represent the changing market, upcoming technologies and unpredictable consumer trends. The player here is the HR manager who has to be agile enough to win the game. One miss and the game is over.' She threw

light on emerging HR concepts like VUCA. Volatility, Uncertainty, Complexity and Ambiguity are the threats an organization encounters. But one can use VUCA to ones advantage by converting it into Vision, Understanding, Collaboration and Adaptability. She further adds, 'Not just diversity within the organization but also the diversity within consumers must be taken into account as they are the most integral part of a business.'



Ms. A Annapurna, Director, Human Resources, Inspirage, a daughter of the land of the Juggernaut addressed the crowd in her native language, Odia to drive home the point that one needs to 'act local but think global'. She narrated how 50% of her employees lacked visible interest in cloud computing and how she overcame the problem by introducing rigorous learning and development initiatives. She



said, 'It is a myth that Machine learning and AI shall replace HR in the future. Not replacement but collaboration brings out agile success.' That is a redundant question. It is good to have a vision but one has to be open to change. It is absolutely fine if I visualize myself as a painter after five years but I change my mind and decide to become a photographer later on, as it might be the case that after five years photography is the trend.'

Mr. Rajesh Hurkat, Head HR, Mattel India and South-East Asia opined that HR needs to create an eco-system where employees come and collaborate. He cited a couple of practical examples from his own array of experiences for students to be better able to understand the concept. He stated how having a particular or specific agile framework is counter-intuitive to the idea of agility. Then the floor was opened for a round of QnA session. The future HR leaders of the country raised their doubts on various aspects like millennials in the workforce, tremendous shifts in technology, 70-20-10 model of learning, organization culture and manufacturing lines affecting the agile Human Resource functions of an organization.



The discussion came to an end with the moderator, Mr. Sasmit Patra signalling and summarizing the content in an adept manner. The annual HR magazine , '**HRXpert**' 2018 (12th Edition) was launched



thereafter. Finally the event came to an end with the guests awarding the winners of the article writing competition on Agile HR. The conclave was a huge success and one of the biggest takeaways of the event was the incorporation of design thinking to further the cause of creating a robust HR system to handle agility.

