

# On-Boarding Talent *SUMMIT '2008*

Turning NEW Hires into  
Productive employees  
Quickly and EFFICIENTLY

Two-Day Conference on July 3<sup>rd</sup> and 4<sup>th</sup>, 2008  
Venue ITC Hotel The Maratha Mumbai.

## Featured Opening Session:

### Strategic Importance of On-Boarding People Right

#### In Addition, Content Rich Event with Hard Hitting Case Studies Covering:

- \* Building the Bridge from Recruitment to Engagement  
- Strategically and Tactically
- \* Benchmarking the Effectiveness of Your On boarding Program
- \* Indoctrinating New Hires Into Your Corporate Culture: Engaging Your Staff From Day One
- \* Connect on boarding to the appropriate productivity measures
- \* And much much more

#### PLUS 2 Interactive Executive Tutorial Covering

1. **The Trial's and Tribulations of Transition  
&**
2. **How to Create a Powerful Employer Brand:  
What it really takes to become a Great Place to work**

## Learn Best Practices from the Following Industry Leaders:

- \* **Adil Malia**  
Group President Human Resources  
**Essar Group**
- \* **H R. Shashikant**  
Senior President - Group Human Resources  
**Aditya Birla Group**
- \* **Dr. Pallab Bandyopadhyay**  
Vice President & Head Human Resources , APAC  
**Perot Systems**
- \* **Harish Devarajan**  
Vice President HR Services, Asia, Australia, Africa  
**Unilever**
- \* **Jyothi Menon**  
Senior Vice President & Head HR Shared Service  
**Scope International  
Standard Chartered Bank**
- \* **Prasenjit Bhattacharya**  
Chief Executive Officer  
**Great Place to work Institute India**
- \* **Dr. Vijayan Immanuel**  
Global Director - Training and Higher Education  
**HCL Technologies**
- \* **P.V.Jaganath**  
Program Director  
**MindTree Limited**
- \* **Jacob Jacob**  
Executive. Vice President Human Resources  
**Oberoi Constructions**
- \* **Adil Besania \***  
AVP Human Resources  
**Eureka Forbes Limited**
- \* **And more**

\* - Invited

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# On-Boarding Talent SUMMIT '2008

Everyone has started a new job, but how many of us have good memories of that experience???? On a perfect first day, paperwork would already be filled out, your workspace would be set up and stocked with supplies, your co-workers would welcome you, and a buddy would be assigned to help you navigate the new environment. In reality, this rarely happens.

Some Statistics...

- ✓ 90% of companies believe that their employees make their decision to stay at the company within the first six months
- ✓ In 2005, 60% of companies did not have an on boarding process, compared to only 24% today

The problem has been too big for too long to just give it lip service any more.

The collapse of employee loyalty, the mismatch between what the schools are producing and what companies need, low productivity, and high turnover rates, have plagued once-profitable companies and helped put some into receivership.

In today's employment economy, qualified talents are hard to find... Employers are challenged, not only by the intensity and focus required to attract and recruit top talent into the organisation, but the effort it takes to keep new associates engaged for long-term satisfaction and loyalty.

Organizations that are experiencing high growth have the unique challenge of hiring a high number of new associates in a short period of time to support their growth model. This brings several challenges:

High growth companies need a consistent approach to onboard new associates that will turn these challenges into a competitive advantage.

A multi-track on boarding process that fits the needs of the different levels of associates allows the company to manage the high volume of new hires. The process includes clear roles and responsibilities for the hiring manager, human resources partner and new associate and is built on best practices.

Your organisation's on boarding process has necessarily become a vital component in long-term growth and success.

- ✓ So what are you doing to ensure your new hires stay?
- ✓ Do you place equal emphasis on recruitment, selection and on-boarding?

Believe it or not ... New Employees decide whether or not to stay at a company within their first six months of employment.

Those who are engaged on the first day of work, have a greater incentive to stay.

Please join us in Mumbai on the 3<sup>rd</sup> & 4<sup>th</sup> of July for another engaging event.

*Don't hesitate; these 2 days out of office will help you transform your organisation...*

I Hope to meet you in Mumbai ...

Sayeed Sheikh  
(Founder & CEO)

P.S: Don't Miss the Early Bird Discount – Register by the 10<sup>th</sup> June & Get 10% OFF on the Registration Fees

## Who Should Attend On-Boarding Summit 2008

Officers, Vice Presidents, Directors, Managers, Leaders and Specialists of:

- On-Boarding
- Human Resources
- HRIS
- HRIT
- Recruiting
- Staffing
- Selection & Retention
- People Services
- Leadership Development
- Engagement
- Learning
- Organisational Development / Effectiveness
- New Employee Experience
- Training
- Talent Acquisition
- Talent Management
- Performance Improvement
- Education
- New Employee Orientation
- Leadership Development
- Communications and Employee Services

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### We're obsessive about quality:

Our case studies are thoroughly researched and vetted to make sure there are practical take-aways. No product pitches, no corporate PR. Just original, insightful examples that you can learn from.

### We take a strategic approach:

We focus on the practical approach rather than the theory. So we won't tell you the theory, we'll tell you the how.

### We're research-led:

We don't just report on an industry, we go much further. We research your needs. We go out, we meet your peers, we talk to them in their offices, understand their challenges and our products answer their questions.

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# DAY ONE: Thursday July 3<sup>rd</sup>, 2008 - Agenda at a glance

08.30 - 09.30: Registration & Breakfast



**Objective Setting: Decide Your Goals - 09.30 - 10.00**

## “Strategic Significance of On-boarding People Right”

Both research and common sense tell us it's wise to invest in preparing employees to be successful at their jobs. If you want your new hires to become productive as quickly as possible, why wouldn't you? If you're going to spend all that money on acquiring employees, why wouldn't you prepare them to succeed? Despite the obviousness of this, many organizations approach the on boarding process with a level of Professionalism and quality they would never tolerate in their daily operations. Because many of the practices that bring out the best in employees - whether related to on boarding or other aspects of managing employees - are common sense, the goal isn't to surprise you with their complexity or novelty, but to challenge you to take an honest look at whether you are actually doing them. Your answers will help illuminate whether your on boarding process is the kind that leads to high employee engagement or buyer's remorse.

Interactive Discussion and Agenda Setting to be facilitated by Speakers of the Day with active involvement of all Participants

**Session a: Case Study Presentation - 10.00 - 11.15**

## Assimilating New Hires in line with your Company Values & Culture “Engaging Your Staff from Day ONE”

- √ The Importance of culture match
- √ Making one feel comfortable from Day 1
- √ The importance of representing a new hire in the organization

**Jagannath P V - Program Director – MindTree Limited**

As the head of Arboretum function at MindTree, Jagan and his team are responsible for ensuring they provide every mind a platform for smooth and effective assimilation into MindTree. With over 14 Years of experience under his belt spanning across various business streams, jagan came into MindTree via a merger with LINC software in 2005. He is probably one of the few who has not changed jobs in his tenure span.

His previous role was that of a practice head and delivery manager before he took on the responsibility of managing the Arboretum a key initiative at MindTree. His work profile stretches with Customers across the globe from all geographies.

Jagan holds a Bachelor's degree in Computer Sciences and Engineering from RVCE Bangalore and has completed his Executive General Management from IIM Bangalore

11.15: Morning Refreshment

**Session b: Case Study Presentation - 11.45 - 13.00**

## “The Stages of On-Boarding: Accelerating Senior Leadership Transitions”

Moving into a new position of leadership is one of the toughest challenges people face. Nearly half of new leaders fail in their first eighteen months. Often, failure is the result of crucial mistakes made in the very beginning. Critical mistakes made so early can be devastating for companies and leaders alike. But how can organizations and new leaders avoid them? Learn how new leaders can take charge, build their teams, and get great results in new roles faster than anyone thought possible. This is important because of the time value of accelerated performance and because delivering better results faster is the best way to reduce the risk of failure in a new leadership role. This talk focuses on how to manage on boarding as a process with discrete steps, invest in pre-boarding preparation before the start, and the need to focus on accelerating team performance after the pivot point of day one. Attendees will be ready to manage the different stages of on boarding to help their new recruits deliver better results faster.

**H.R.Shashikant – Senior President, Group Human Resources – Aditya Birla Group**

Mr. Shashikant is Senior President – Corporate Human Resources of the \$ 24 billion, diversified multinational conglomerate, the Aditya Birla Group. He is associated with the Aditya Birla Group since November 1999 and currently heads the Management Development and HR Services.

Prior to Aditya Birla Group, Shashikant was associated in various professional capacities in the Human Resources function with the Levers Group, Serdia Pharmaceuticals India Ltd, Rhone Poulenc India Ltd and Castrol India Ltd. Shashikant is a graduate in Economics from Karnataka University Dharwad and a post-graduate in Personnel Management and Industrial Relations from Tata Institute of Social Sciences, Mumbai.

His professional interest areas include – Leadership Development, Management Learning, Change Management and Organization Development.

13.00: Networking Luncheon

# “Enable Effective Brand Management and Efficient New Hire Integration”

**Jyothi Menon – Senior Vice President & Head HR Shared Services - Scope International, Standard Chartered Bank**

Jyothi is currently Senior Vice President and Head of HR Shared Services at Standard Chartered Bank based out of Chennai. Jyo as she is popularly called - is an engineer who turned to Human Relations because of her passion for people. She has been in the realm of HR for 15 years. She has held various leadership roles in Talent Management & Development, Employee Relations and Retention, Performance Management, Rewards & Recognition, Compliance and Compensation & Benefits. In her last assignment, Jyothi was heading HR for the Aditya Birla Group Co. Transworks, based out of Bangalore. She has also worked with Lason, Computer Associates, HTC, Mastech and AGCO.

Jyothi is a published author of three books - The Power of Human Relationships by Pearson, Brand Wise and Me, a winner by East West. There are several more books in the anvil.

15.15: Evening Refreshments

15.30 - 17.30

## "The trials and tribulations Of Transition"

This Interactive Tutorial will cover the concerns and expectations of people who make job changes.

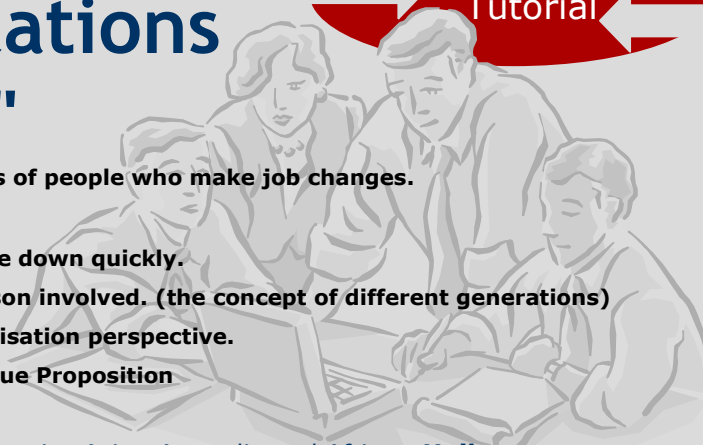
### In Specific:

- \* The support and enabling initiatives which helps them settle down quickly.
- \* The differences in the above with levels and age of the person involved. (the concept of different generations)
- \* The benefits of achieving effective transition from an organisation perspective.
- \* The positive impact of on-boarding on overall Employee Value Proposition

Facilitator: **Harish Devarajan – Vice President HR Service Asia , Australia and Africa - Unilever**

Harish has more than 22 years of experience in the corporate sector. He started his professional career with TVS Sundram Fasteners Ltd. in 1985, and then in 1989 joined Hindustan Lever Ltd., India's leading multi-national company. He is currently the Vice President – HR Services, Unilever (Asia, Australia, Africa). Harish has worked in different roles across functions. He has been involved in the management, review and launch of various HR processes, policies and systems. As part of the management development efforts in HLL he has been personally involved in training, mentoring and coaching Senior managers on leadership skills, team building and performance development.

Harish was recently honoured with the "Exemplary Leader Award" as part of the Employer Branding Awards, India 2007 (recognising excellence in Human Resources).



17.00 - 17.30

### Panel Session

## On - boarding Horror Stories: Surviving On - boarding Traumas and Living to Tell about It!

The session would aim to aggregate feedback and responses for the conference sessions and define suitable agenda items for the industry to take forward.

# DAY TWO: Friday July 4<sup>th</sup> , 2008 - Agenda at a glance

08.30: Registration & Breakfast

09.00: Re-Cap of Day 1



## How to Create a Powerful Employer Brand: What it really takes To Become a Great Place to Work

Employer Branding isn't about creating the ultimate recruiting sales pitch, nor is it about designing the perfect recruiting collateral. It's about creating a great work experience, identifying what makes your organization special, and then learning how to best tell the world. Unfortunately, many organizations don't do the hard work of making sure they actually DELIVER the great work experience conveyed in their marketing material. In this program, we'll explore how to create a work experience that enables you to deliver on your Employer Brand promise. Many employers put the proverbial cart before the horse when it comes to Employer Branding.

They invest great sums of money and intellectual firepower on clever ads and recruiting campaigns, but next to nothing on making sure they actually deliver a great work experience that makes a great Employer Brand possible. When employers do a great job Communicating a compelling Employer Brand message, but don't deliver on their promise, they only succeed at increasing the number of new hires who quickly discover they've made the wrong choice of employers.

Avoid making this same mistake. Learn how to create a work experience that MUST be in place for you to become a Great Place to work®

### Points of Discussion:

- ✓ Unearth common mistakes employers make when they think they're engaging in Employer Branding
- ✓ Hear what you must do first, before spending money on a "branding campaign"
- ✓ Learn what universal human needs you must satisfy to create a work experience that leads to Becoming a Great Place to work
- ✓ Find out what today's new generation of employees are looking for in a work experience
- ✓ Know the key moments of truth you must be great at, if you are going to have a Great Place to work

### Prasenjit Bhattacharya - CEO - Great Place to Work® Institute India

Prasenjit has about two decades of experience in Indian and multinational corporations like HSBC, Grow Talent, Eicher Consultancy Services (ECS Ltd.), Siemens, and Crompton Greaves. Prasenjit has worked closely as an internal HR consultant and as an external consultant with senior leadership teams at various organisations in the area of change management.

Prasenjit heads the Great Place to Work Institute, India. GPTW® Institute is the world's leading Institute doing research and consulting in creating great workplaces. He is a thought leader in the area of employee engagement and employer branding, and his articles and comments appear regularly in Economic Times, Human Capital magazine, and other publications.

In his previous stint in consulting Prasenjit has worked widely in various areas in HR, and in Service Quality and TQM in industries ranging from telecom, cement, heavy engineering, automotive components, dairy products, software, hospitals and hotels.

The session will have a 15 min refreshment break

Session a: Case Study Presentation - 11.45 - 13.00

## Building the Bridge from Recruitment to Engagement: Strategically and Tactically

Effective talent management includes a world-class on boarding strategy. Executing such a strategy depends on defining on boarding in your organization, identifying and articulating the business needs, and creating a structured, consistent process. On boarding starts during recruitment and becomes formal when an offer is accepted. Studies have shown that an effective on boarding program can increase employee retention by up to 25%. Successful on boarding delivers the right company information, support for building key relationships and tools for providing critical feedback. Defining deliverables for each individual within the organization is also key to success. An important deliverable that is often overlooked is managing the personal transition. A successful program provides support and resources to address the needs of the new hire and his/her personal network. For those of you at the beginning stages of this process, this session will teach you how to get moving in your strategy.

### Dr. Pallab Bandyopadhyay - Vice President & Head Human Resources, APAC - Perot Systems

Dr Pallab Bandyopadhyay has more than twenty four years of professional experience in the areas of Institution, Organisation and Human resources development. Currently he is heading the HR function of Asia Pacific Geography for Perot Systems, a fortune 1000 multinational IT services organization as Vice President & Head. Before joining Perot Systems he headed the global HR function at Cambridge Solutions where he was responsible for number of M&As across North America, EMEA and APAC regions. Prior to that he headed HR function at Sasken Communication Technology and Ashok Leyland Information Technology. He and his team has been instrumental in making Sasken winner of the prestigious National HRD Excellence as well as Mercer-BT Best Employer awards for outstanding contributions and achievements in the field of HRD in India. He was also conferred the Super Achievers Award twice by Centre for Change Management/Institute of Fun and Joy at Work and Indira Group for outstanding achievement in the field of HR.

Networking Luncheon

Session C: - 14.00 - 15.15

# Socialising & Enculturising - Through On-Boarding

**Adil Malia** – Group President Human Resources – **Essar Group**

Mr. Adil Malia has a Bachelor's degree in Commerce, a Masters Degree in Law and, a Master's degree in Personnel Management and Industrial Relations from Tata Institute of Social Sciences. He also has completed Advanced Management Program from Wharton Business School and, Senior Leadership Revenue Growth Management Program at the Georgia Tech University.

Adil's experience in Human Resources expands over 27 years in Indian and Multi-national companies in India and overseas. He has worked with Godrej group for 7 years, after which he was associated with GE Appliances for 4 years. Adil joined Coca-Cola India as General Manager for Merger and Acquisitions and, was subsequently appointed as Director – Human Capital. In 2002, he was promoted as Vice President for India and South-West Asia. Adil joined Essar Group of Companies in September 2006, as the Group President – Human Resources. He is a Certified Trainer for Zenger Miller and MBIT. He was trained as a "Work-out" facilitator at GE Appliances Park University.

15:15: Evening Refreshments

Session C: Case Study Presentation - 15.30 - 16.40

## “Focus of On-Boarding Training (for Freshers and Laterals) To enhance Competency, Engagement and Performance

The Essence of this session is on:

- ✓ **Competency Building**
- ✓ **Creating Engagement for increased Performance**

**Dr. Vijayan Immanuel** – Global Director – Training and Higher Education – **HCL Technologies**

Dr. Vijayan Immanuel is Currently Global Director – Training and Higher Education, at HCL Technologies Ltd.

He is Responsible for Fresher Training and Competency Building in the organization. Establishing linkages with several leading world class institutes for advanced learning – the new ventures being with U21 Global, Harvard Business School Publishing and Ken Blanchard School of Business, GCU, USA. He is also the Program moderator for the HBSP-HCL Emerging Leader Program. Certified Coach, MBTI and CBA. Dr. Vijayan is B.Tech (KREC, Suratkal – now NITK Suratkal), ME, PhD (in Electrical Engineering) from Indian Institute of Science, Bangalore.

Session D: Case Study Presentation - 16.40 - 17.45

## “The journey to create employee champions through HR Acquisition”

Just as important it is to create processes, mechanisms and systems to ensure that an Organization's recruitment engine is well oiled and robust it is of even more importance to ensure that right from Day 1 you start to engage and create processes that aim to make a difference to your new joiners. What are the ways and means by which an organization can truly make a difference in the lives of its new joiners. Induction is no longer a differentiating practice but mandatory.

Let us examine some of those practices that truly make a difference in the on boarding process

**Jacob Jacob** – Executive Vice President Human Resources – **Oberoi Constructions**

Jacob has about 12 years of experience and his experience is varied across HR Consulting, International HR & Start Up HR. Jacob's core strengths lie in the areas of Change Management, Performance Management, Competency mapping & its applications, HR strategy & Organisational Design.

Jacob has worked with Organisations such as Feedback Ventures and Emirates Airline in Dubai. At Feedback Jacob has worked on multiple HR assignments across the domain of HR with clients ranging from MNCs (Across Industries), Indian Corporates, NGOs & Governmental Organisations. Some of the key assignments include HR Strategy & Design for a pharmaceutical organization, Organisation culture assessment & design of effective HR systems, Development & implementation of a Performance Management System, 360 Degree feedback design & implementation, etc

17.45 -18.10

Panel Session

### Evolving and Measuring the Results of Your On boarding Activities

Maximum Return on Investment through Strategic Benchmarking

Speakers of the day in panel and participants

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