FORE School of Management
New Delhi

CII
Confederation of Indian Industry

5th edition of DELHI 'HR' CONCLAVE
Roadmap for Reinventing Human Resources
July 26, 2019 at Le Meridien, New Delhi

FORE School of Management, New Delhi in association with the **Confederation of Indian Industry (CII)** has organized the 5th edition of Delhi 'HR' Conclave 'Roadmap for Reinventing Human Resources' on July 26, 2019 at Le Meridien, New Delhi.

More than 170 delegates from industry and academia participated in this summit. FORE was the academic partner for this event.

The Conference focused on issues like AI and Automation in HR: Smart HR Technologies; Importance of Social Media in Human Resource Management ; Managing Diversity in the Workplace etc.

Dr. Jitendra K. Das, Director, FORE School of Management was the moderator for the Session on "Managing Diversity in the Workplace " in this conclave. Managing diversity in the workplace presents a set of unique challenges for HR professionals. These challenges can be mitigated if an organization makes a concerted effort to encourage a more heterogeneous environment through promoting a culture of tolerance, open communication and creating conflict management strategies to address issues that may arise. Encouraging diversity is the way forward for organizations. In a global talent market, businesses that can successfully manage diversity in the workplace will have a definite competitive advantage over others in terms of differentiation, innovation, and employer branding.

Dr. Jitendra K. Das was accompanied by the following prominent panelists:

Ms. Sunaina Matoo Khanna Chief People Officer & Head – Transformation, Bajaj Capital
 Ms. Divya Kohli, HR Business Partner, Nestlé Nutrition
 Mr. Ashu Malhotra HR Market Lead, Indian Subcontinent Cargill India

While addressing at the conclave **Dr. Jitendra K. Das** emphasized that topic needed focus and must be addressed seriously and as a separate entity in order to maintain a balanced heterogeneous work environment . He added "Diversity is not just about gender, but multiple aspects like culture, environment, age group, ethnicity. In today's business, diversity has to be managed and measured on various parameters. Policies, practices, markets, customers, specific training needs, inclusivity and many other aspects associated with it calls for specific expertise and skill sets. Similar to CFO, CHRO, CTO or any other CXO role organisations need to create and develop a position - Chief Diversity Officer (CDO) or Chief Transformation Officer; in the leadership level whom the responsibility of managing the diversity can be assigned".