

Indian Institute of Social Welfare and Business Management (IISWBM)



MBA-HRM ORIENTATION PROGRAMME

Session: 2025–2027

Date: July 14, 2025

Venue: Auditorium, Ground Floor

1st session

Topic: OD & Talent Management



Speaker: Ms. Sreerupa Kundu
Head, HRBP and Centre of Excellence, Himadri
Specialty Chemical Ltd.

Following a warm and engaging introduction by Mr. Arindam Mukherjee, Placement Manager at IISWBM, Ms. Sreerupa Kundu commenced her lecture by articulating the mutual expectations between the institute and its students, drawing insightful parallels with the expectations HR professionals hold for both their employees and organizations.

After a brief interactive session and a summary of her academic background, Ms. Kundu delivered an informative and dynamic presentation on the fundamentals of Human Resource Management. She underscored the pivotal role of HR professionals as the "eyes and ears of management,"





tasked with fostering organizational culture, driving change, and demonstrating empathy within professional boundaries. She also highlighted the rising significance of data analytics in HR, encouraging students to embrace mathematics and statistics as essential tools in the evolving HR landscape.

Ms. Kundu then explored the concept of Organizational Design, discussing various structures including the Mechanical and Natural System Designs. She explained how organizational effectiveness can be enhanced through the Input-Processing-Output (IPO) model.

Providing a thorough overview of core HR functions and talent management strategies, she seamlessly transitioned into the subject of Organizational Development (OD). Here, she elaborated on key processes and stages, sharing real-world insights from her professional journey. A visual representation effectively illustrated the structure and dynamics of modern HR.



Ms. Kundu concluded her session with an inspiring message: “Pull people as you grow” reinforcing the importance of collective progress and leadership through empowerment.

2nd session

Topic: Employability Next Level



Speaker: Abhinandan Mookherjee
Director, NUEST Consulting and WenPower Asia,
Former HR, World Bank, Singapore

A proud alumnus of IISWBM, Mr. Abhinandan Mookherjee delivered a concise yet impactful and highly engaging session. Following a formal introduction, he invited each student to briefly share their motivation for choosing Human Resources as a specialization, fostering an immediate sense of connection and participation. He then addressed the growing influence of artificial intelligence on the job market, using DigiYatra as a case study to illustrate how digital transformation is reshaping and, in some cases, displacing traditional roles. While acknowledging these changes, he reassured students by stressing the critical need for continuous upskilling and adaptability to align with future workforce demands.



Mr. Mookherjee outlined strategic approaches to remain relevant in a dynamic job environment. As part of the session, he conducted an Employability Quotient Test, which led to a lively and reflective discussion among students. Through this exercise, he emphasized the importance of self-awareness, emotional intelligence, and adaptability as key attributes for success in the contemporary workplace.



He concluded the session by encouraging students to pursue supplementary certifications, practical projects, and exposure to emerging technologies—tools that would help them differentiate themselves and thrive in the evolving HR landscape.



3rd session

Topic: Organizational Developmental Interventions for Change and Capacity Building



Speaker: Mr. Buddhadip Mukherjee

Assistant Professor at the Indian Institute of Social Welfare & Business Management

In this session Mr. Buddhadip Mukherjee, an Assistant professor, distinguished behavioral trainer and Psychometric Consultant has shared how Organization Development (OD) is a systematic, evidence-based approach aimed at improving an organization's effectiveness, adaptability, and health through planned interventions in its processes, structures, and culture. Grounded in behavioral science, OD focuses on aligning organizational strategy with human dynamics to drive sustainable change. In an ever-evolving business environment, OD acts as a strategic enabler, fostering collaboration, innovation, and continuous learning. It typically involves diagnosis (through data collection), planning, intervention (like team-building, leadership development, or restructuring), and evaluation.



Additionally, his discussion emphasized how the institute aims to shape students into HR Entrepreneurs equipped for modern workplace challenges. Sir also shared some management parables and ended the session with an exciting management game.



4th session

Topic: Designing employee experience



Speaker: Ms. Malini Sengupta
HR Director, Swiggy

Ms. Malini Sengupta, HR Director at Swiggy, recently offered a compelling session on "Designing Employee Experience," highlighting how HR shapes every touchpoint in an individual's journey with a company. She introduced The Experience Funnel, illustrating the progression from Candidate to Employee to Alumni to Brand Advocate, and emphasized that negative interactions at any stage—like ghosting a candidate or poor onboarding—can significantly harm a company's reputation and loyalty.

Sengupta brilliantly reframed HR's role as that of a UX designer, where the "interface" is culture, communication, and performance. She contrasted "thoughtless" HR practices (e.g., one-size-fits-all policies, ignoring mental health) with "designed and intentional" ones (e.g., human-centered policies, proactive well-being initiatives).



Her core message was to "Think Experience, not just Processes," focusing on how "little moments" create "big memories." She advocated for an iterative, empathetic approach: "Test > Fail > Learn > Repeat—that's how you design for humans," always stressing to "Make it Human."



She explained why today's professionals are uniquely suited for this role due to their digital native mindset, value for customization, and understanding of diversity. For those pursuing an MBA-HRM, she advised focusing on skillsets, mindsets, and toolsets beyond just the degree. Finally, she encouraged attendees to take ownership of their own experience by designing their MBA-HRM journey, reflecting on "wow" moments, and tracking learning beyond grades.



Indian Institute of Social Welfare and Business Management (IISWBM)



MBA-HRM ORIENTATION PROGRAMME

Session: 2025–2027

Date: July 15, 2025

Venue: Auditorium, Ground Floor

1st session

Topic: Interpersonal Communication



Speaker: Ms. Sona Banerjee
Assistant Professor at IISWBM

On Day 2 of the Induction Programme, the newly inducted batch had the opportunity to attend a dynamic and insightful session on Interpersonal Communication conducted by Ms. Sona Banerjee. The session focused on equipping students with a deeper understanding of the subtle yet essential skills required to build strong interpersonal relationships—both personally and professionally.

Ms. Banerjee began the session by introducing the acronym IMPRESS, that outlines the essential components of effective interpersonal communication:

I – Idea

M – Message

P – Pause

R – Receiver Decodes

E – Empathy

S – Sender

S – Security Check / Feedback

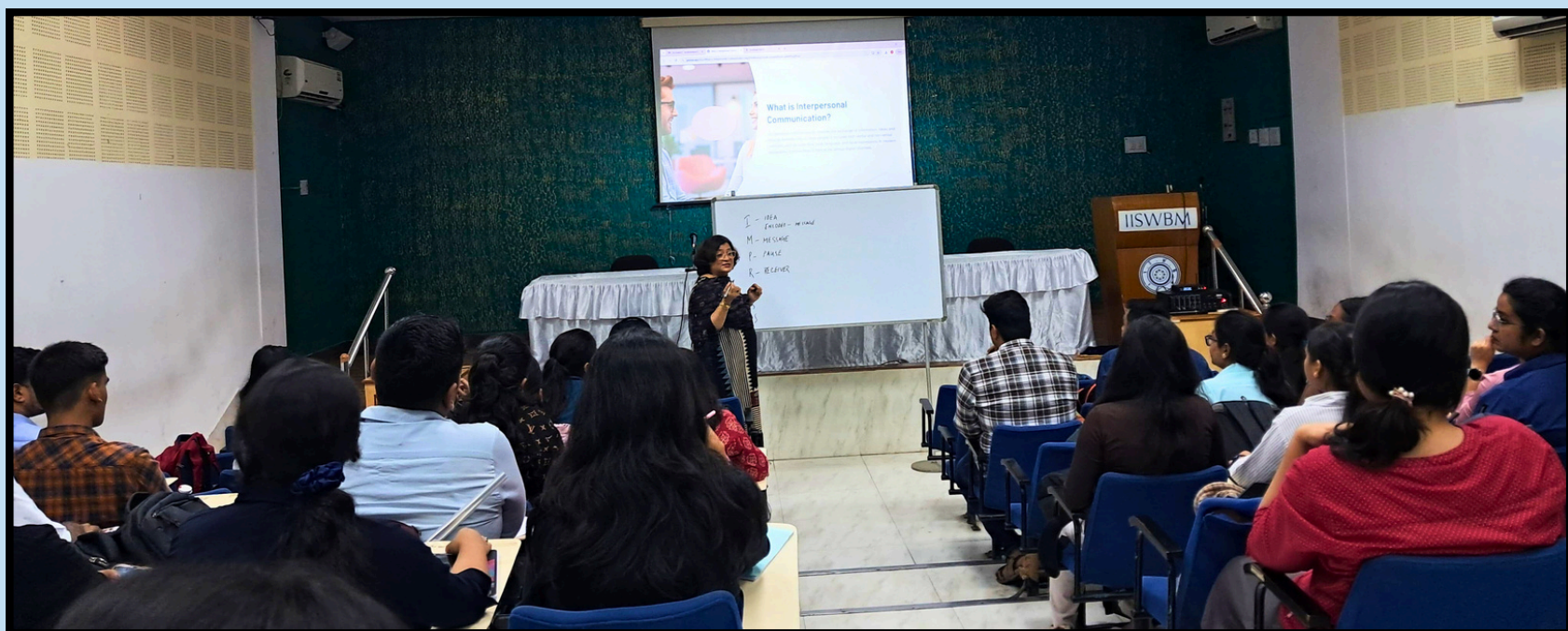




This model provided a clear structure for understanding the communication process and emphasized the importance of clarity, emotional sensitivity, and mutual understanding.

The session continued with a presentation titled “What is Interpersonal Communication?”, which explored both verbal and non-verbal dimensions of communication. Key themes included the role of active listening, feedback loops, perception, and emotional intelligence.

To reinforce these concepts experientially, Ms. Banerjee conducted an interactive activity inspired by Dumb Charades—with a twist. Instead of enacting movie titles, randomly volunteering students were asked to express specific emotions such as calmness, anxiety, love, and others through gestures and facial expressions alone. The activity highlighted how emotions can be powerfully conveyed even in the absence of words, underscoring the importance of non-verbal communication in interpersonal exchanges.



In the concluding segment, each student was invited to introduce themselves using one defining personal characteristic. This exercise encouraged introspection, self-awareness, and authenticity. Ms. Banerjee’s ability to connect with the students and bring theoretical frameworks to life through real-time interaction left a lasting impression on the participants as they begin their journey into management education.

2nd session

Topic: HR & Knowledge Management

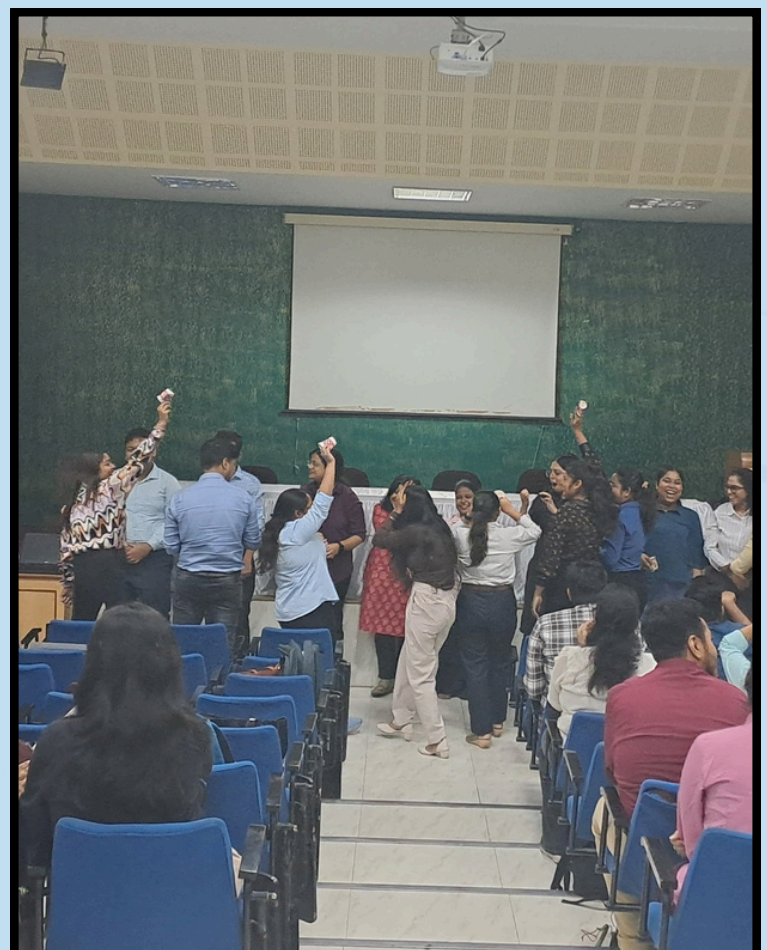


Speaker: Dr. Sritama Mondal (Dasgupta)

Assistant Professor at IISWBM

On Day 2 of the Induction Programme, the incoming batch participated in an engaging and interactive session conducted by Dr. Sritama Mondal (Dasgupta), centered around the theme of HR & Knowledge Management. The session emphasized interpersonal connection, collaboration, and group dynamics—core elements that underpin effective knowledge-sharing environments in organizational contexts.

The session began with a unique “Swap Introduction” exercise, where students seated on opposite sides of the room were paired together. Each pair was given 15 minutes to interact and understand each other before presenting a brief introduction of their partner to the larger group. This activity promoted attentive listening, interpersonal awareness, and peer learning, helping students to develop comfort and familiarity with one another—key aspects in fostering a knowledge-sharing culture.



This was followed by a lively team-based coordination game. Students were asked to form groups of 8, with two groups facing off at a time. The game involved responding to a sequence of body-part cues—hand, nose, feet, knee—followed by the cue “cup,” upon which participants had to quickly grab a cup placed in between them. The fast-paced and playful activity required focus, coordination, and quick reflexes, and encouraged group synergy and mutual engagement.



While the session was predominantly experiential in nature, the activities were designed to highlight the importance of communication, collaboration, and team trust—fundamental components in the broader domain of Human Resource and Knowledge Management. Through these interactive formats, students experienced firsthand how knowledge is co-created, shared, and applied within teams.



Overall, Dr. Mondal (Dasgupta)’s session offered a refreshing and energetic approach to understanding foundational HR dynamics through practical interaction. It served as an excellent ice-breaker for the cohort, setting the stage for deeper learning and teamwork throughout the programme.

3rd session

Topic: Role of HR Professional in Current Business Perspective



Speaker: Dr. Dipa Mitra
Associate Professor at IISWBM

In today's dynamic business environment, HR has moved from a support function to a critical strategic enabler. Dr. Dipa Mitra emphasized that modern HR professionals must drive business outcomes through agility, inclusion, and data-driven strategy.

Organizations like Microsoft exemplify business agility and transformation, where HR steers change through continuous learning and adaptability. Google demonstrates effective hybrid workforce management, blending flexibility with productivity. Accenture showcases inclusive culture building, where HR embeds diversity into organizational DNA. Salesforce prioritizes employee well-being, recognizing mental health as key to performance. Amazon sets the benchmark in aligning people strategy with business goals, ensuring talent drives growth.

HR today plays five pivotal roles:

- Strategic Partner: Infosys aligns HR with business strategy to fuel innovation.
- Change Agent: Tata Steel's HR manages transformation smoothly amid industry shifts.
- Employee Champion: Accenture's HR fosters engagement and retention.
- Administrative Expert: Marico's HR ensures efficient operations and compliance.
- Talent Developer: HUL's HR invests heavily in skill development and leadership pipelines.



With HR becoming increasingly data-centric, analytical thinking is vital. Ms. Mitra stressed developing analytical skills through considering diverse perspectives, engaging with data, mental agility games, and continuous learning via online courses.

In conclusion, the HR professional today is no longer confined to policy and payroll. They are the architects of culture, drivers of change, and strategic leaders—shaping not just people, but the future of business



4th session

Topic: How To Manage End to End HR Operations



Speaker: Mr. Avik Sanyal
HR Unit Head , ITC

Mr. Avik Sanyal's session offered a comprehensive overview of how HR functions across both strategic and operational dimensions. Beginning with the idea of "Brilliant Basics," he stressed that strong foundational processes are essential hygiene factors for building effective HR practices.

He drew a clear distinction between Strategic HR, which involves long-term planning aligned with business goals (like talent management, workforce planning, and leadership development), and Transactional HR, which handles everyday tasks such as payroll, recruitment, and employee lifecycle management. He emphasized the interdependence of both areas in building a responsive and future-ready HR framework.



Mr. Sanyal also explored the range of roles in HR, spanning from generalist positions (HRBPs, HR Managers, CHROs) to specialist functions (Talent Acquisition, OD, Compensation & Benefits, DEI, L&D, and Legal/Compliance HR), explaining the scope and responsibilities across different levels—entry, mid, and leadership.



The session concluded with a discussion on core HR competencies, such as adaptability, accountability, a growth mindset, and the ability to navigate change—traits especially relevant in today's VUCA (Volatile, Uncertain, Complex, Ambiguous) world. Overall, the session delivered practical insights into the evolving HR landscape and equipped students with a strong foundational understanding of managing end-to-end HR operations.



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MBA-HRM ORIENTATION PROGRAMME

Session: 2025–2027

Date: July 16, 2025

Venue: Auditorium, Ground Floor

1st session

Topic: Organizational Effectiveness



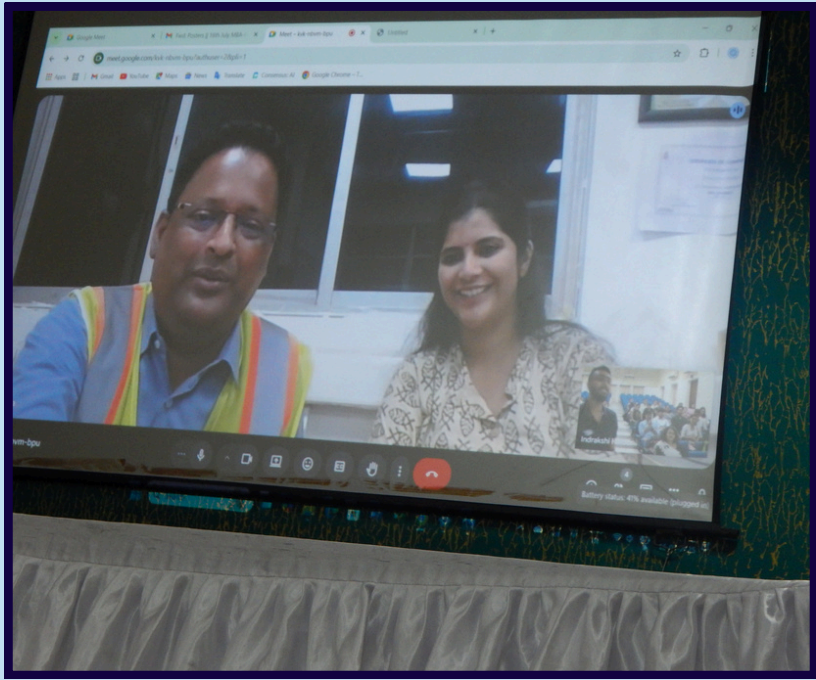
Speaker: Mohit Kumar

President HR & Head - Learning, Talent, Organization Effectiveness & HO - HR, Hindalco Industries Limited

The day commenced with a powerful virtual session on a topic that forms the very foundation of a thriving enterprise: Organizational Effectiveness. The speaker, Mr. Mohit Kumar, President HR & Head - Learning, Talent, Organization Effectiveness & HO-HR at Hindalco Industries Limited, brought his vast experience to the forefront, demystifying this critical concept for the aspiring managers. Along with Mr Kumar , Dipanjan Sir and Ganesh sir added some valuable insights .

Mr. Kumar began by establishing that Organizational Effectiveness (OE) is not merely about efficiency or productivity; it is a holistic concept that measures how well an organization is achieving its intended outcomes. It's the degree to which an organization, through the strategic use of its resources—human, financial, and technological—succeeds in its mission.





He articulated that an effective organization is one where:

- How to build a relationship with business matters?
- How to create a bridge within one business to another?
- How to create sustainability in the organization?

He also mentioned how high speed is related to high performance in an organization. Other than that he mentioned about “VUCA” and “BANI”, which can stand out to be one of the key aspect in the organization. Where “VUCA” stands for Volatility, Uncertainty, Complexity and Ambiguity on other hand ‘BANI’ stands for Brittle, Anxious, Nonlinear and Incomprehensible.

Mr. Kumar not only given us insight about theoretical background of HR Strategies, rules and regulations but also he has mentioned about a practical background named as “HRIDAY” which is a programme organized by HINDALCO that states “Intelligence recite not only in mind but also in heart”.



The session underscored that HR is the primary custodian of Organizational Effectiveness. Mr. Kumar likely elaborated on how HR professionals act as internal consultants, diagnosing organizational health and prescribing interventions.

Mr. Kumar's perspective from a manufacturing and industrial giant like Hindalco provided a grounded view, emphasizing that these principles are universal, applying as much to the factory floor as to the corporate headquarters. The key takeaway for students was that to be a successful HR leader, one must first be a student of the business and an architect of its effectiveness.

2nd session

Topic: Strategic HRBP Roles across Organizations



Speaker: Sugata Roy

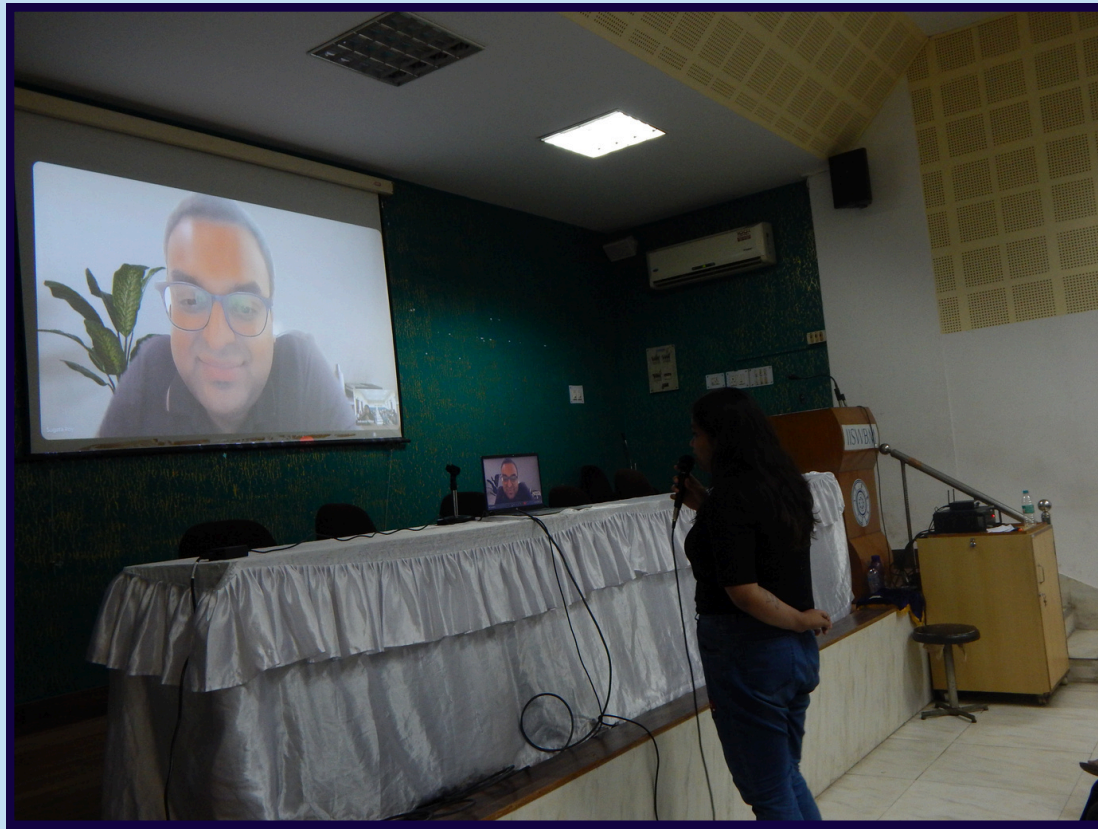
**Lead HRBP & HR Digital Transformation
Hero Motocorp**

The second virtual session of the day built perfectly on the first, zooming in on a specific and critical role within the modern HR structure. **Mr. Sugata Roy**, Lead HRBP & HR Digital Transformation at Hero MotoCorp, delivered an insightful talk on **"Strategic HRBP Roles across Organizations."**

Mr. Roy painted a vivid picture of the evolution of the HR Business Partner (HRBP). The role has transformed from an operational liaison—a "mini-HR manager" for a specific department—to a true strategic partner who sits at the leadership table. A strategic HRBP's primary allegiance is to the business unit they support, and their goal is to leverage HR expertise to drive that unit's success. Mr Roy also stated that being a HR student everyone should follow a HR leader who can guide and create a pathway for all of us it can also be a learning for us where Mr Roy mentioned a name of a lady whom he follows a renowned HR Leader Iena Nair , Global CEO of CHANEL.



A key dimension of Mr. Roy's talk was the intersection of the HRBP role with HR Digital Transformation. He also mentioned the current turnover as of 2025 is around 40 crore ,moreover he not only follows Indian market but also Global market like Germany , Brazil and so on, They have also brought back Harled Davidson in India ,which has given them a huge advantage over its competitors. In an era of AI and automation, the HRBP is not just a user of technology but a champion of it.



The session with Mr. Roy provided students with a clear and compelling career path to aspire to. It showed that the HRBP role is where the action is—a dynamic, influential position that directly contributes to the bottom line.



3rd session

Topic: Music Therapy in Personality Development



Speaker: Krsna Dwaipayan Mukherjee

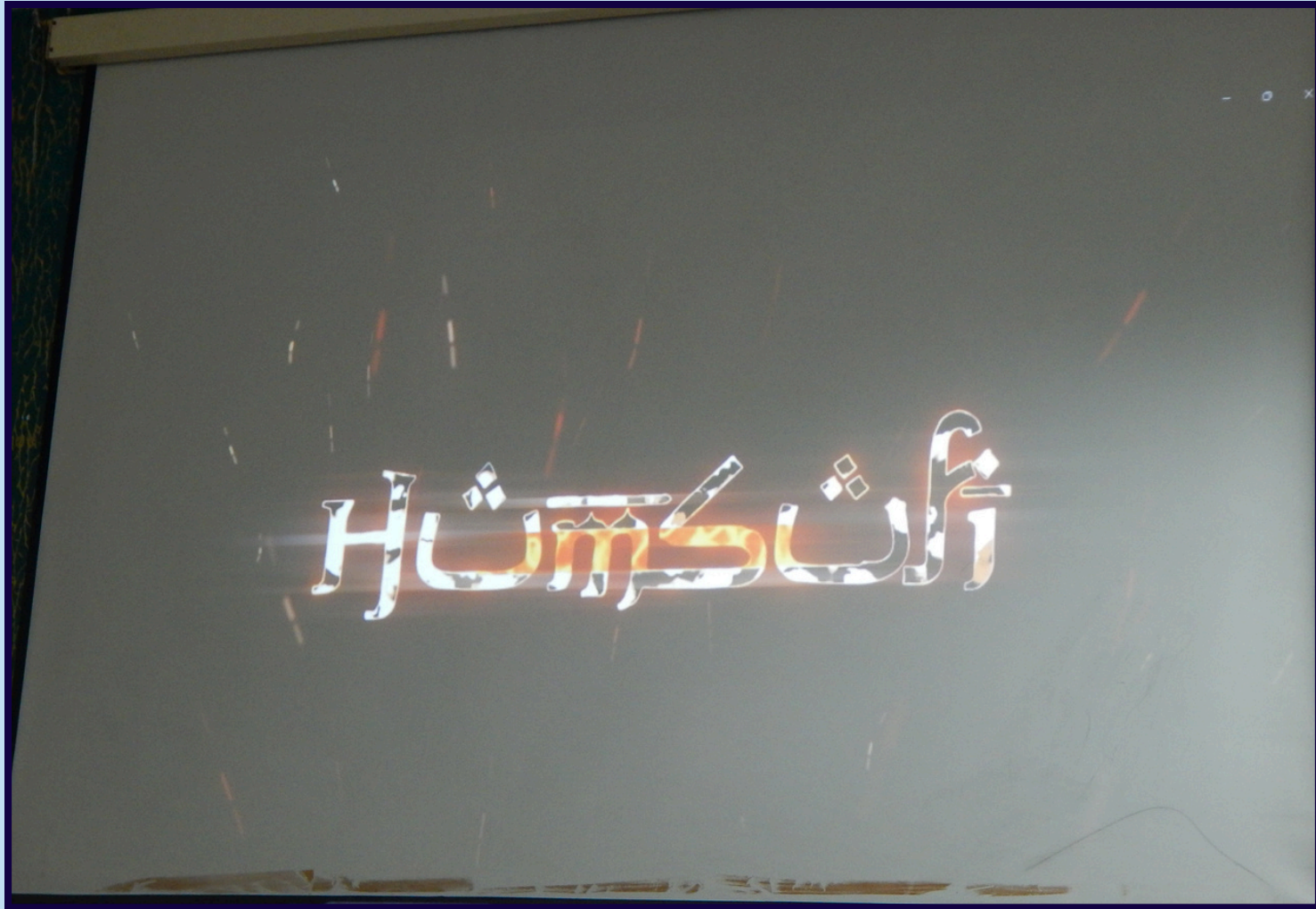
Digital Creator

In a refreshing and innovative departure from the corporate focus of the morning, the third session introduced students to the fascinating world of **"Music Therapy in Personality Development"** Led by **Krsna Dwaipayan Mukherjee**, a Digital Creator, this session was a testimonial to IISWBM's commitment to holistic development.

Mr. Mukherjee's session explored the profound impact of music on the human psyche, moving it from the realm of entertainment to a powerful tool for personal growth. The core premise of music therapy is that the elements of music—rhythm, melody, harmony, and timbre—can be used to facilitate therapeutic and developmental goals.

The session likely touched upon several key areas:

1. **Stress Reduction and Emotional Regulation.**
2. **Enhancing Creativity and Problem-Solving.**
3. **Building Empathy and Connection.**
4. **Boosting Confidence and Self-Awareness.**



Mr Mukherjee showed that HR is something that is not only applicable as a part of theoretical knowledge but also can be diverted into the fields of music . HR can be a therapy for those who loves Music. He owns a Band HUMSUFİ which a true example of his thoughts and mindsets related to HR industry.

This session was a crucial reminder that the development of a successful manager is not just about acquiring business skills, but also about cultivating emotional intelligence, resilience, and creativity. It provided the students with a practical, accessible tool for their own lifelong journey of personal and professional development. Lastly , The session ended with a soothing environment created by Mr Mukherjee with his vocals.



4th session

Topic: Heartware for the Workplace - Building People Skills with Emotional Intelligence

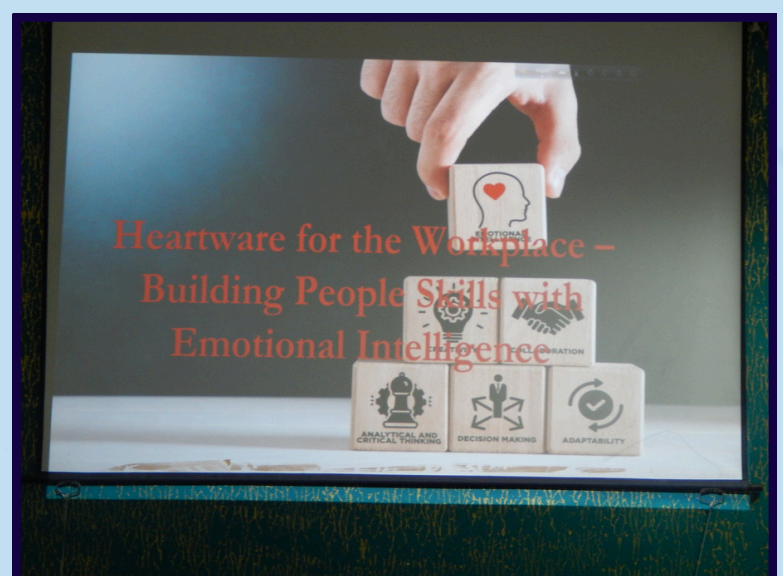


Speaker: Dr. Dipa Mitra

Associate Professor, MBA - HRM, IISWBM

The final session of the day served as an inspiring and thought-provoking session titled "**Heartware for the Workplace**," where **Dr. Dipa Mitra** shed light on a concept that goes beyond conventional HR practices and technical skills. The session focused on the emotional and human dimensions of professional environments—what she termed as the "Heartware" of an organization.

Heartware, as explained by Dr. Mitra, is the emotional intelligence, empathy, compassion, and values that employees and leaders bring to the workplace. While "hardware" and "software" refer to the tools and systems that run an organization, "**heartware**" is what truly humanizes the workplace, creating a culture of trust, psychological safety, and mutual respect.



She emphasized the growing importance of soft skills in a post-pandemic world, where hybrid work models, mental health, and employee well-being have taken centre stage. Dr. Mitra encouraged future HR leaders to develop strong interpersonal skills, self-awareness, and the ability to connect deeply with others.



Key highlights which she mentioned during the session :

- **Emotional Intelligence (EI)**
- **Empathy in Leadership**
- **Value-Driven Culture.**
- **Human-Centric HR Practices.**





Dr. Mitra also highlighted real-world examples and case studies where emotionally intelligent practices transformed organizational culture and performance. She urged participants to become champions of **"humane HR"** and reminded them that **"people don't leave companies, they leave toxic cultures."**



The session concluded with an interactive Team Game play, The games were from real life HR models like Mayer – Salovey Emotional Intelligence Model and Goleman's Emotional Intelligence Model. where students shared their experiences and asked how to practice Heartware in everyday professional scenarios. Dr. Mitra left the audience with a good motivation and inspiration where she taught us ,In a world driven by technology and competition, kindness, empathy, and emotional strength are what will set you apart.

Indian Institute of Social Welfare and Business Management (IISWBM)



MBA-HRM ORIENTATION PROGRAMME

Session: 2025–2027

Date: July 17, 2025

Venue: Auditorium, Ground Floor

1st session

Topic: Building Value in Organization



Speaker: Mr. Shyam Sundar Choudhury Chief Business HR, Tata Power Odisha

In today's insightful induction session, Mr. Shyam Sundar Choudhury took the students on a thought-provoking journey through the evolution of organizations and human resource management. He began by tracing the origins of organizational structures, highlighting the transition from informal work systems to formalized industries during the Industrial Revolutions. He shed light on the historical development of labor laws in India, including the introduction of key legislations such as the Minimum Wages Act and the

Payment of Gratuity Act, which laid the foundation for employee welfare. Emphasizing the shift from traditional personnel management to strategic human resource management, Mr. Choudhury discussed how research on human behavior in Western universities sparked a global transformation in managing people at work.



He noted the gradual adoption of these concepts in India and the pivotal role of IT and digital systems in reshaping HR functions. Addressing current trends, he spoke about the impact of the Fourth Industrial Revolution and artificial intelligence on workplaces, underlining the need for HR professionals to be value drivers in organizations. He strongly advocated for investing in behavioral development and soft skills, citing research and organizational design models to back his perspective. Concluding on a powerful note, he encouraged students to pursue excellence relentlessly, stating, “Follow excellence, and success will follow you.”

2nd session

Topic: Navigating the Shift- Campus to Corporate



Speaker: Ms. Rima Dasgupta
AVP HR, Bandhan Bank

Ms. Rima Dasgupta, an accomplished HR professional, delivered an insightful session during today's induction program, sharing her inspiring journey from student life to the corporate world. Drawing from her own experiences, she emphasized the evolving role of HR as a strategic partner in shaping organizational culture, driving DEI initiatives, and leveraging people analytics. She highlighted the critical mindset shift required when moving from academia to industry—encouraging students to adopt a growth mindset, take ownership, and commit to lifelong learning. Ms. Dasgupta offered practical tips on preparing for HR roles, including interview readiness, resume crafting, and professional branding. She also introduced key early-career tools like the buddy system for smoother onboarding and pulse surveys for real-time employee feedback.





Stressing the importance of soft skills, she underlined empathy, communication, and resilience as essential traits for HR success. Her parting message was both thoughtful and empowering: “Be empathetic, and patient is the key”—a reminder that values and human connection remain at the heart of effective HR leadership.



3rd session

Topic: National HRD Network (NHRDN)

Kolkata Chapter



Speaker: Ms. Sagorika Sanyal
VP Talent Management, AppseConnect

In a deeply engaging session, Ms. Sagorika Sanyal introduced the students to the National HRD Network (NHRDN), India's premier professional body for HR and people development. She highlighted the organization's vast legacy of over three decades in shaping HR professionals through knowledge sharing, networking, and leadership development. A special emphasis was placed on the Kolkata Chapter, which has earned national recognition, including the prestigious Falcon Award 2024 for its excellence and commitment.

Students were introduced to key initiatives such as "The Career Club" and the enriching "Tea & Talk" series, where industry experts interact directly with young professionals. Ms. Sanyal explained the value of student membership, which provides access to certification programs, networking





opportunities, a dedicated job board, industry-led journals, and participation in inter-college competitions and discussions on contemporary management topics. The session was a wonderful glimpse into how NHRDN helps students build connections, gain practical insights, and prepare for their future careers.



Indian Institute of Social Welfare and Business Management (IISWBM)



MBA-HRM ORIENTATION PROGRAMME

Session: 2025–2027

Date: July 18, 2025

Venue: Auditorium, Ground Floor

1st session

Topic: First 100 Days in HR: From Campus to Cubicle



Speaker: Ms. Sreenanda Das Sharma
Talent and Learning Strategist, MJunction
Services Ltd

Nothing can be a better start to the session than a highly engaging and thought-provoking session by Ms. Sreenanda Das Sharma, a seasoned HR professional. Drawing from her rich professional experience, Ms. Das Sharma walked the students through ten valuable lessons that new HR professionals should keep in mind while stepping into the corporate world. Each lesson was rooted in real-world relevance, covering themes like active listening, balancing empathy with compliance, building early credibility, and developing trust with line managers. She emphasised the need for HRs to learn the business, not just support it, and to move from being perceived as administrative staff to becoming strategic partners.



Each lesson was rooted in real-world relevance, covering themes like active listening, balancing empathy with compliance, building early credibility, and developing trust with line managers.

She emphasised the need for HRs to learn the business, not just support it, and to move from being perceived as administrative staff to becoming strategic partners. The session was filled with relatable reflections, such as learning to say “let me check” instead of faking answers, protecting one’s boundaries, and anchoring one's credibility through small wins. A key takeaway for students was the reminder that “people remember how you made them feel”, highlighting the emotional intelligence required in HR.



2nd session

Topic: Today's HR Vision



Speaker: Ms. Prapti Lodh Roy
Managing Director– Human Resources, PwC

Prapti Roy, Managing Director- HR, PWC, told the students that money is not the only motivator. Leaving a legacy as a professional also matters. She enlightened the students that when some idea or project becomes fruitful and people around you praise it, what it matters.

Ms. Roy also mentioned how the business landscape is evolving and the role of a generalist is fading. The role of specialised persons in every field of HR is coming up, like L&D head, Compensation & benefits, employee experience, etc. Mr. Rijit Sarkar, a proud alumnus, also shared why he chose HR and shared his journey from campus to PWC.



3rd session

Topic: Personnel & IR Management



Speaker: Mr. Rajat Subhra Mukhopadhyay
Manufacturing HR Head- East & COE IR,
Adani Wilmar Ltd

Mr. Rajat Subhra Mukhopadhyay, Manufacturing HR Head & COE IR across India, AWL Agri Business (Formerly known as Adani Wilmar), shared his experience with real-life examples. The shop floor teaches you more than any classroom. Initially, he shared how the ownership of the company changed recently. Now Wilmar International holds most stake of the company. A true Bengali by heart, Mr. Mukhopadhyay shared how the nature of work is changing through the gig economy and hybrid work models, to technology transforming processes.



He also emphasised that the students need to be aware of ESG goals, current happenings in the business world. He also pointed out how business strategy execution shifted from traditional to strategic driver for business outcome, aligning business with the people. Nowadays, companies are focusing on DEI(Diversity, Equity, Inclusion) initiatives. In the 21st century, how mental well-being of workers and a strong focus on sustainability are also crucial. Last but not least, he enlightened the students on how to handle workers' agitation, how to negotiate with the workers while working in a manufacturing unit.



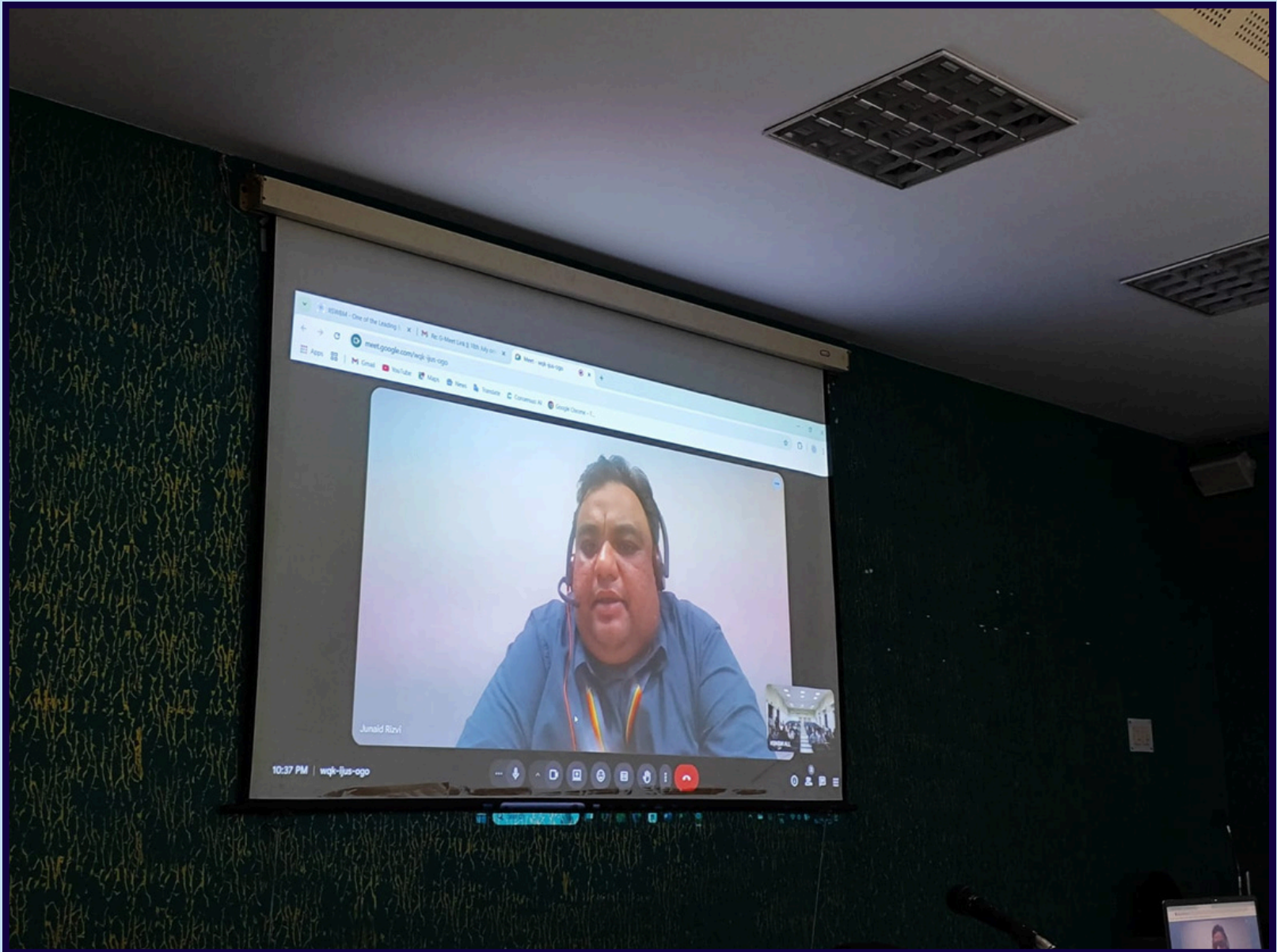
4th session

Topic: Journey as an HR Professional: From Administration to Architect of Culture



Speaker: Mr. Junaid Rizvi
Manager- HR Business Partner for GGM,
Cognizant

A proud alumnus, Mr. Junaid Rizvi of the 2012-2014 batch, shared his journey from campus to corporate. Mr. Rizvi is currently working as a Manager- HRBP, Global Growth Markets at Cognizant. He started his career in HR operations, then moved to employee compliance. Answering to question, Mr. Rizvi shared what challenges he faced after joining as a fresher in the organisation and how he evolved over the years. He emphasised that HR is a mix of hats. Juggling different roles of HR is crucial to gain more exposure. The student within you must always live and try to be curious and flexible every time.



5th session

Topic: Humanify AI: Leading Change Together



Speaker: Mr. Rishav Dev
Head of Talent Acquisition,
Century Plyboards (I) Limited

Nothing could be a better ending of a week-long induction of the MBA-HRM 25-27 batch. Mr. Rishav Dev, Head of Talent Acquisition – Century Plyboards, spoke in the world of AI, where and how the human touch is crucial. A wildlife photographer and enthusiast at heart pointed out the most future-proof skill. He emphasised that clear communication, being simple and passionate, matters a lot. Being tech-savvy and empathetic are the two most important skills for a future-ready HR professional. He also pointed out that to follow your passion with your career, one has to bear pain. Having a passion is also important apart from a career and a job. It gives you happiness. Above all, one has to keep developing oneself through various courses and executive programmes to stay relevant in the current evolving business era.

