

Session 1 — Mr. Rahul Bose

The first session of the day was a power-packed 90-minute engagement with Mr. Rahul Bose, a business consultant, educator, and learning leader with over four decades of professional experience. An alumnus of Jadavpur University and XLRI Jamshedpur, Mr. Bose has held key roles at BHEL, Tata Steel, PwC, and IBM, and currently serves as Chairperson of ISTD, Kolkata Chapter, and Adjunct Professor at NSHM Knowledge Campus.



The session brought together 28 first-year MBA–HR students at the College Street campus, Kolkata, for an interactive conversation centered on the power of teamwork. Mr. Bose engaged the freshers in a discussion built around the idea that "none of us is as smart as all of us," encouraging the cohort to think beyond individual capability and recognize the value of collective effort in the workplace.

Following his address, Mr. Bose led an interactive team-building exercise. The juniors were divided into teams and asked to select a color that would represent their group's identity. Each team then designed a logo based on their chosen color and presented the meaning behind it, reinforcing the session's core theme of collaboration and reflecting it in a hands-on, creative format.



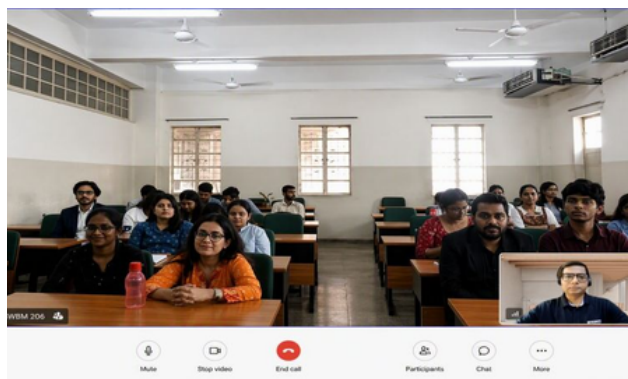
The session concluded with the students unanimously agreeing on the value of teamwork over individual brilliance, and with a formal note of thanks extended to Mr. Bose for taking the time to exchange thoughts with the incoming cohort, followed by felicitation by the faculty.

Session 2 — Ms. Sona Banerjee

The second session was conducted by Ms. Sona Banerjee, Assistant Professor at IISWBM, Kolkata, who specializes in Business Communication and Soft Skills. A certified communication training expert with nearly 30 years of national and international experience, Ms. Banerjee has been a cornerstone of the IISWBM faculty for over two decades, working extensively with graduate students and executives on interpersonal and communication skills. Drawing on her expertise, she engaged the juniors on the fundamentals of effective business communication, helping set the tone for the interpersonal skills they would need to build through the programme.

Session 3 — Mr. Vikas Kumar

The third session featured Mr. Vikas Kumar, a distinguished HR leader and alumnus of IISWBM, Kolkata. With over 14 years of experience in Employee Relations, Workplace Investigations, and HR Compliance, he has held key roles at Dell, Tata Steel, Tata Motors, UltraTech, Ecolab, and BEML, and currently serves as Senior Employee Relations & Investigation Partner and POSH Subject Matter Expert at Koch India.



Joining virtually, Mr. Kumar spoke on Employee Relations and Labor Relations heading into 2026, and the growing impact of AI on the workplace. He discussed how technology, regulation, and shifting workforce expectations are reshaping the world of work, stressing that while AI will transform HR, ER, and LR functions, empathy, fairness, transparency, and sound judgment will remain central to effective people management.

Returning to his alma mater, he closed on a personal note, reflecting on how much the field has evolved since his own time as a student — leaving the cohort with practical, real-world perspective on the future of HR.

Session 4 — Dr. Monalika Dey

Joining virtually, Mr. Kumar spoke on Employee Relations and Labor Relations heading into 2026, and the growing impact of AI on the workplace. He discussed how technology, regulation, and shifting workforce expectations are reshaping the world of work, stressing that while AI will transform HR, ER, and LR functions, empathy, fairness, transparency, and sound judgment will remain central to effective people management.



Conclusion

Day 3 of the Juniors' Induction Programme offered the incoming MBA-HR cohort a well-rounded blend of leadership perspective, communication skills, and hands-on team-building, alongside a forward-looking view into how AI is reshaping the HR profession. From Mr. Bose's emphasis on the power of collective effort to Mr. Kumar and Dr. Dey's insights on technology's growing role in HR, and Ms. Banerjee's grounding in effective communication, the day equipped the freshers with both practical skills and a clearer sense of the evolving landscape they are stepping into. Overall, the session reinforced the value of continuous learning, adaptability, and collaboration.