

HR 3.0 to 4.0: Realigning the Talent Ecosystem

Friday, 30th August 2024



**NATIONAL
INSURANCE
ACADEMY**

presents



HR SUMMIT 2024





HR 3.0 to 4.0: Realigning the Talent Ecosystem

National Insurance Academy is delighted to announce its annual event TATVA- HR Summit 2024 on 30 August 2024, Friday. This year's theme **"HR 3.0 to 4.0: Realigning the Talent Ecosystem"** promises an exciting lineup of speakers, discussions, and presentations which will provide valuable insights and new perspectives for realigning the talent ecosystem and preparing the workforce for the future.

The Human Resource function has evolved significantly over a period of time in response to the changing business environment, technological advancements, shifting workplace demographics, and the ever-evolving employee needs and expectations. From the use of HRIS (Human Resource Information System) to adoption of Artificial Intelligence, Machine Learning, and other emerging technologies, the HR function has progressed immensely.

According to a latest report by McKinsey, the 21st Century Industry Revolution (the Fourth Industrial Revolution or 4IR or Industry 4.0) is DIGITAL- which is driven by disruptive trends like advanced analytics, automation, and human-machine interaction. To prepare the workforce for Industry 4.0, the HR function must also advance from HR 3.0 to 4.0. The phenomenon of HR 4.0 posits disruption for the Talent, Talent Providers, Talent Acquirers, and Talent Nurturers.

Therefore, it is imperative to effectively realign the talent ecosystem and bring all the contributing stakeholders- the HRs, the B-Schools, and the Next Gen workforce- to convergence and identify the strategies for creating an agile and adaptive workforce.

The one-day event shall be held in the lush green campus of National Insurance Academy, Pune and shall comprise of three panel discussions and a presentation round as per the following Event Flow.



TOPICS

PANNEL - I

The Architects of Work: HR Perspective for a Disruptive World

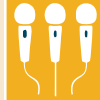
- How is HR leveraging AI, ML, and Data Analytics to enhance processes, practices, and decision making?
- What talent strategy do HRs adopt for creating a new generation of workforce which is ready for Industry 4.0?
- What critical skills and competencies are essential for the future workforce and what initiatives is HR adopting for reskilling, upskilling, and retooling?



PANNEL - II

Next-Gen Talent: Redefining the Employee Experience

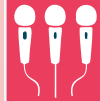
- What does the Next-Gen workforce really want and how are organizations addressing these demands?
- What role does technology play in redefining the employee experience?
- How are organizations adopting a holistic approach to DEI (diversity, equity and inclusion), employee engagement, and well-being?



PANNEL - III

Business Schools: Forging the Leaders of Tomorrow

- Gen Z is demanding and impulsive! How prepared are the organizations for addressing their aspirations and concerns?
- How can academic institutions prepare and adapt to the fast-paced industry trends, like technology acceleration, digital disruption, and changing insurance regulatory landscape?
- What are the major challenges in aligning academic outcomes with industry expectations in ever evolving business dynamics?



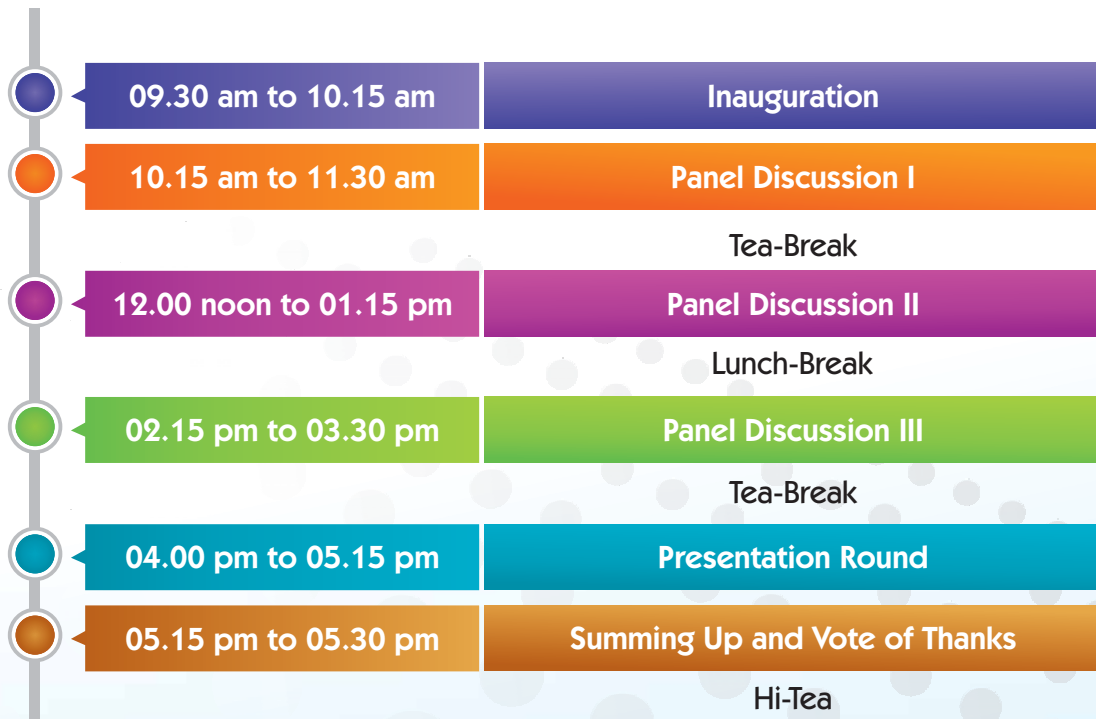
PRESENTATION

Next Gen Talent Strategy

- HR 3.0 to 4.0: Aligning stakeholders for creating future ready Talent Ecosystem today
- HR 3.0 to 4.0: Technology enabled Next Gen Talent Strategy
- HR 3.0 to 4.0: Next Gen Talent Strategy to manage fast paced changes in business environment, regulations, and customer expectations.



EVENT FLOW



About Tatva - HR Summit



Tatva is the Sanskrit word for 'elements'. Life is coming together of the five Tatvas - Ether, Earth, Water, Wind and Fire. Tatva is the amalgamation of vision, strategy, research, innovation, competitiveness and is conceptualized as an event that initiates veins of inquiry into the contemporary HR culture. Tatva, the essence of any being needs to be considered with the changing landscape of work as it brings in new dimensions into the picture which in essence constitutes the very nub of new age organization.

Tatva was conceptualized in the year 2006 and since then it has been a rewarding and an edifying journey for the Academy. The Summit is an effective platform not only for exchange of ideas, views, and suggestions but also for networking and discussions on current and future trends that constitute the world of work.

About National Insurance Academy

The Academy is a premier institution devoted to equipping the insurance industry with the best of talents. It was established in year 1980 by the public sector insurance companies viz. Life Insurance Corporation of India, General Insurance Corporation of India, The New India Assurance Company, National Insurance Company, United India Insurance Company and The Oriental Insurance Company under the aegis of Ministry of Finance - Government of India on 16th December 1980 to be the institute of excellence in learning and research in Insurance, Pension and allied areas.

A major activity at the Academy has been designing, developing, and conducting innovative Management Development Programmes (MDP) for the last forty-four years, professionalizing management in India and Afro-Asian countries.

The Academy is a recognized PhD Research Centre of Savitribai Phule Pune University (SPPU) and offers PhD Programme in Management.

The Post Graduate Diploma in Management (PGDM) Programme (equivalent to MBA) approved by All India Council for Technical Education (AICTE) and accredited by National Board of Accreditation (NBA), is a flagship programme of the Academy which was started to fulfil the growing demand of skilled professionals in Insurance and Risk Management, along with Management. The programme offers dual expertise in Management and Insurance which is a blend of technical competence in insurance and creative problem-solving with managerial insights.

The Academy promotes, develops, and fosters research and consultancy activities on institutional and individual basis and publishes BimaQuest- the Journal of Insurance, Pension and Management (indexed in UGC-Care list and EBSCO) and Students' magazine- Pravartak.

Contact

HR Summit Coordinators

Dr. Archana Singh | (M) 9422320250 | E-mail: sarchana@niapune.org.in
Dr. Ruchika Yadav | (M) 9049152699 | E-mail: ruchikayadav@niapune.org.in

Student Coordinators

Yashi Vyas | (M) 6269356942 | E-mail: pgp2325.Yashi@niapune.org.in
Gunjit Verma | (M) 8982814233 | E-mail: pgp2325.gunjit@niapune.org.in



**NATIONAL
INSURANCE
ACADEMY**

25, Balewadi, Baner Road, NIA PO,
Pune 411 045 (India)
Tel: +91 - 20 - 27204000, 27204060
Website: www.niapune.org.in