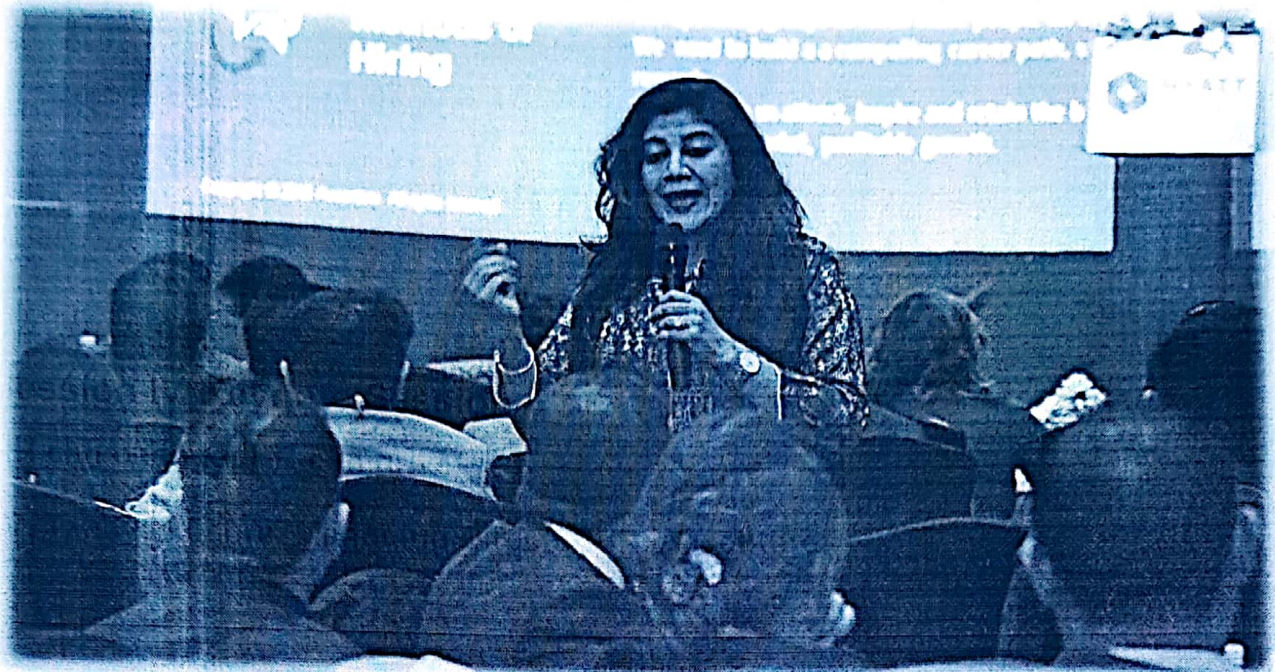


Session IV-Keynote Session

HR can change! HR can drive!

Dr. Tanaya Mishra, Managing Director HR, Accenture



Dr. Tanaya Mishra, one of the keynote speakers, initiated the session with great energy so as to engage the participants. Her session included topics such as Design Thinking, Talent Acquisition, Visual Communication, Psychometric Testing, DISC- Dominance, Influence, Steadiness and Compliance method and its importance in selecting candidates. She mentioned "In today's world, we should have flexible and liquid workforce as the world and technology is moving very fast. Therefore, we too need to be moving fast." Workforce has to be agile, constantly change and move as per trend. To emphasize the Talent acquisition, she clearly mentioned that we need to be clear of the people that we want, take time in understanding our organization, right analytics to understand our investment. We need to be sure whether we are hiring the right person and do they really have the passion trait in their DNA. She also suggested the participants to transform the method of hiring and provided the example of LinkedIn. She talked about embracing diversity and inclusion in our organization and to be more empathetic. Her session also included topics like "Hire next horizon skills", Performance and Potential (talent) Matrix, Visual Communication, Statement Starters, Concept Poster and

Prototype. She clarified all the queries that the participants had in regards to Learning and Development, specific tools to differentiate types of employees. She stated that if we relate our departments with animals then HR is a Leopard (*Cheetah*). She also mentioned about the UN Global Compact and how they encourage humans.