



# Leveraging Technology for a Superior Employee Experience

**A Digital HR Transformation Journey**

**July 27-30, 2021 | 9:00AM-1:00 PM**



**Future Ready  
Now**



## Program Overview



**"WHEN DIGITAL TRANSFORMATION IS DONE RIGHT, IT'S LIKE A CATERPILLAR TURNING INTO A BUTTERFLY, BUT WHEN DONE WRONG, ALL YOU HAVE IS A REALLY FAST CATERPILLAR."**

**GEORGE WESTERMAN**

The COVID Pandemic has forced the world in changing how we live, how we work, and how business is organized and conducted. Business continuity is the key to survival and success. Digital Technology has come to the rescue to stay connected, engaged and serve the needs of stake holders.

Technology, is a key driver in Business Transformation. Spending on digital transformation technologies and services is forecast to grow 10.4 percent in 2020 to \$1.3 trillion according to IDC estimates. Yet, a significant number of organizations are not getting transformation right because of a fundamental quandary over what digital transformation really is. While organizations are investing in innovative technologies, most are lagging or failing to respond to consumers' new expectations due to "meager digital literacy."

So is true in Human Resources Management. HR needs to leverage Technology to create value and services for its stakeholders. It's about value, people, optimization and the capability to rapidly adapt through an intelligent use of technologies and information. HR needs to strive towards ubiquitous optimization across processes, divisions and the business ecosystem of a hyper-connected organization & employees to deliver superior Employee & Stakeholder experience within the organization.

Digital transformation has the potential to transform when done right. It enables HR to reap significant benefits. But in most cases the execution doesn't match strategy and live up to the expectations. One of the main reasons is that HR is not Digitally Literate or Digital Savvy.



## Digital HR is part of the greater landscape of digital disruption

Mobile and other technologies allow HR leaders to revolutionize the employee experience through new digital platforms, apps, and ways of delivering HR services.

Digital HR helps improve both employee experience and organizational success by transforming the HR function from paper-based, reactive and time-consuming to digital-first, mobile and optimized.

HR can also help business leaders and employees shift to a digital mind-set, a digital way of managing, organizing, and leading change.

### Digital HR Program

This program on Digital HR Transformation is about helping HR professionals and Business Leaders to understand how Technology can be leveraged to help deliver a superior performance & experience to the stake holders.

This program helps participants to learn new capabilities, mindsets, and behaviors needed to cope up with the Digital disruption and take advantage of them.

### Takeaways

By the end of the program, the participants will be in the position to understand how to leverage Technology in various stages of Employee Life Cycle and deliver superior HR support to its stake holders and deliver a superior Employee Experience.

### Program Delivery

Participants are engaged through a variety of learning methods such as interactive and educational exercises, while learning from practical real-life case studies.

**Video  
Presentations**



**Polling  
Exercises**



**Real-life  
Scenarios  
Discussions**



**Case  
Studies**



**Quizzes/  
Tests**





Day	Topics Covered
01	<ul style="list-style-type: none"> <li>• Future of Work</li> <li>• Future of HR</li> <li>• Employee Experience (Employee Life Cycle Stages)</li> </ul>
02	<ul style="list-style-type: none"> <li>• Digital Transformation</li> <li>• The Digital Technologies Landscape – What is – SMAC, Digital Labor, Mobile Technologies, VR, Algorithms, Robotics, RPA, Automation, Chatbots, AI, Big Data, Blockchain, IOT, Cloud, Gamification</li> <li>• Technology adoption in Business</li> </ul>
03	<ul style="list-style-type: none"> <li>• Hands on Project by Participants identifying Technologies that can be adopted by them at each stage of the Employee Life Cycle</li> <li>• Digital Employee Experience - Adapting and Leveraging enabling Digital Technologies in HR, at each stage of the Employee Life Cycle (SMAC, Digital Labor, Mobile Technologies, VR, Algorithms, Robotics, RPA, Automation, Chatbots, AI, Big Data, Blockchain, IOT, Cloud, Gamification) and leveraging technology to drive value for the business.</li> </ul>
04	<ul style="list-style-type: none"> <li>• Digital Mindset (How HR can drive business outcomes in a digitally disrupted environment?)</li> <li>• Digital HR journey</li> </ul>

## Who Should Attend

- Business Leaders looking to harness the full potential of their greatest Asset - People
- A CHRO looking to leading the HR Transformation.
- A HR Innovator interested in co-creating the Digital Revolution in HR
- A HR Operations professional who realizes that they can provide superior services by leveraging technology.
- Academicians keeping pace with Digital disruption.
- IT leaders who can help HR transform through Digital Technologies.

## Duration

Four Half Days Online (Four hours per day)



## Fees

Corporate Participants : Rs. 6500/-

Academicians : Rs. 5000/-

Students : Rs. 3500/-

## Register Here

<https://forms.gle/6fqxjHex3e2VS7jd9>

## WORKSHOP FACILITATORS



### Ramesh Ranjan - Program Director

He is the Founder & Editor of [www.humanengineers.com](http://www.humanengineers.com). He works as Advisor @ Farsight Technologies, an award winning company providing Digital HR Technology products, solutions & services.

He is a Business Consultant and an Executive Coach to CEOs & CXOs. A visiting Professor at ISME, XIME, WE School, IFIM, NMIMs and Christ University, Bangalore.

Till recently he was the Content Management Partner for NASSCOM – IIMB – Leadership Resource Centre and the Vice President HR @ Schneider Electric.

In a career spanning nearly 3 decades, he has been Head of HR and held leadership positions in India & globally in organisations like Schneider Electric India, American Power Conversion (APC), Chevron Texaco/Caltex India, Praxair India, Co Systems India, Indian Herbs & ITI.

He was the Vice President of NHRD Bangalore Chapter 2015-2017 and also the Honorary Secretary of the National HRD Network, Bangalore Chapter, member of the India HR Council of the AMCHAM, New Delhi, Member of the Roundtable of HR Directors of Petroleum Companies, and Member of the India HR Council of Conference Board.

He is a certified CEO / Leadership Coach, Mentor for Start-ups, Trainer , Blogger & a Speaker.





### Dr. Meenakumari- Head of ICT @ ISME

In academic since 1996, Dr Meenakumari has held various positions in Educational Leadership, Higher Education Administration, and Research & Innovation. She has published more than 34 papers in reputed journals with h-index and i10 index. Her research is cited in UNESCO ICT implementation policy. She has presented 26 research papers in International / National Conferences and won two best paper awards in the International Conferences. She was a keynote speaker and chaired the session for the International Conference ICETC 2009 organized by IEEE and IACSIT held at Singapore and in many other international conferences.

She was the convenor for a National Conference for three years. She is a reviewer for many International and Indian journals and has served as an examiner for PhD thesis evaluation. She is currently guiding PhD and MPhil research scholars and also serving as Board of Studies (BOS) member for reputed autonomous institutions.

## For further details contact:

Prof. Rajendra Desai- Mob: 9886538504 | [raj@isme.in](mailto:raj@isme.in)

Prof. Kiran Kumar- Mob: 7019493813 | [kirankvk@isme.in](mailto:kirankvk@isme.in)

## About ISME

ISME is a 15 year old business school located on Sarjapur Road, Bangalore founded by a group of alumni of CMU, Purdue and Wharton. ISME has been conducting Management Development Programs for various Private and Public Sector Institutions. Our faculty keep a keen eye on the frontiers of technology and latest management techniques to build their repository of knowledge and skills. ISME offers a PhD program in Management, PGDM with AICTE approval and NBA accreditation and undergraduate programs in Business Management and Commerce.