



Confederation of Indian Industry

INNOVATIVE HIRING STRATEGIES

4 APRIL 2008: INDIA HABITAT CENTRE, NEW DELHI

The most important corporate resource over the next 20 years will be smart, sophisticated workforce. The demand for this resource is sure to go up; however, the supply is already dwindling. This seminar has an agenda to identify how to attract and hire talent in a unique and in an innovative fashion. Seminar also aims to develop a new and relevant Talent Mindset that will aid in retaining top workers and outline a Market Driven Hiring Process that will enable an organization to recruit quality candidates. The focus of this program would be to –

- Identify steps needed to devise innovative hiring strategies
- Understand the benefit of a market driven hiring process
- Review the steps that go into a market driven process and how to implement them in your organization

<u>Timing</u>	<u>Session Theme</u>	<u>Session Detail</u>	<u>Speakers</u>		<u>Moderator</u>
			<u>Company</u>	<u>Represented by</u>	
0830- 0900 hrs	Registration				
0900- 0915 hrs	Inauguration & Welcome	Welcome Address	Maruti Suzuki	Mr S Y Siddiqui	
0915- 0935 hrs	Expectation setting by students			MDI/IIT/SRCC	
0935- 1005 hrs	Talent Landscape Perspective	The war for talent is on and we need to know the field before we start playing. The understanding of current scenario and challenges faced due to availability of right talent would be discussed	NIIT	Mr P Rajendran	
1005- 1020 hrs	Discussion				
1020- 1030 hrs	Concluding Remarks and Vote of Thanks		Exclusive Search Recruitment Consultants	Dr PVR Murthy	
1030- 1100 hrs	Tea / Coffee				

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1100- 1230 hrs	Talent Sourcing Strategies	<ul style="list-style-type: none"> Branding- Building an employer brand that addresses the needs of its targeted employee base Unique ways of sourcing talent- Web2.0/Referral/Campus Hiring Students' perspective - Voice of Students to identify the expectations 	Infosys BPO	Mr Sandeep S Joshi	Mr R Sankar Executive Director Pricewaterhouse Coopers
			Capgemini Consulting	Dr S Chandrasekhar	
			TCS	Mr D P Nambiar	
1230- 1330 hrs	Hiring for Retention	Organization's capability to find out the right combination of skill, attitude and aptitude for the particular role, position to make the Hiring program a success	PeopleStrong	Mr Pankaj Bansal	Dr PVR Murthy CEO Exclusive Search Recruitment Consultants
			Sona Koyo Steering	Mr Hari Nair	
			Max India	Mr P Dwarkanath	
1330- 1430 hrs	Lunch				
1430- 1600 hrs	Mass & Class Hiring	<ul style="list-style-type: none"> Hiring in volume for similar positions and Hiring for specialist roles are two ends of spectrum Calculating the ROI on the recruitment process 	Genpact	Mr Rajneesh Sinha	Mr. Sameer Wadhawan Nokia Siemens Network
			TAS	Mr Rajesh Dahiya	
			Patni	Mr M Lakshmanan	
1600- 1630 hrs	Tea / Coffee				
1630- 1730 hrs	Global Hiring-Fishing in the big ocean	India is becoming Asia-pac; UK is becoming Europe; Regions are becoming global; Companies are going global in business hence the need for global talent planning & innovative international hiring practices	Aricent	Mr Aadesh Goyal	Mr N S Rajan Partner - Human Capital Ernst & Young
			Motorola	Mr Raghuram Reddam	
			Satyam	Mr Mukund Menon	
1730- 1745 hrs	Concluding Remarks and Vote of Thanks		Maruti Suzuki	Mr S Y Siddiqui	

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