

**NHRD**  
NETWORK

# 26<sup>th</sup> National Conference



SAVE  
the Date

 **5<sup>TH</sup> & 6<sup>TH</sup> APRIL 2024**

 **Taj Taal Kutir Convention Centre, Kolkata**

#NHRDNCKOL

#26THNHRDNC#BEYONDTOMORROW

# CHROs need to push beyond HR Boundaries

**NHRD Keynote**

**Kolkata 5 th  
April 2024**

**Shiv**













**Why do other  
functions have  
better  
engagement?**







**Great Resignation**

**Quiet Resignation**

**QUIT Tok**

**Work from hometown**

**New Normal**

What's the company stand?



## Things have changed/are changing

**Opportunities**

**EMI**

**Risk taking ability**

**Savings vs Investments**

**Distractions**

**Technology**

**Skills**

**Professionalization of Family Bizs**

**Personal branding/Social media**



**Do we in  
companies  
have test match  
policies when  
the world is in T  
20 mode?**





**Where do we push the boundaries?**

**Nothing is Business as usual anymore!**

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1. Start with an ***outside in view***, not an inside-inside view. Business 1 st, HR 2 nd





2. ***Seek Insights***,  
not information,  
we have too  
much  
information we  
don't use.





# 3. Push for *Effectiveness*

● >>> Efficiency





**4. *Do more for  
the first time  
manager.***

**He/she needs  
it most.**







**5. *Agility comes from horizontal collaboration, push that and measure that.***





6. **Start with SD – skills description**, not a JD – Job description

Soft skills in the new battleground for talent.  
Talent needs a skyscraper of skills now.



**7. *Flexibility has become a fundamental right now,***  
**how flexible is the only question!**

**Asking people to return to work means higher attrition, especially amongst women.**



# 8. AI is the new elephant in the room

- **33 % of employees fear AI will replace them**
- **USA had 720 layoffs per day in 2023, in 2024 it is 780 layoffs per day**
- **AI releases 30 minutes to 2 hours per day for anyone who uses it.**
- **The real threat is HR not using AI**
  
- **Jobs won't change first, TASKS will change**



**9. *Focus on gender parity salary*, today women earn 84 % of men's salary!**





10. ***Beware of driving loyalty,*** loyalty degenerates into sycophancy which becomes feudalism.

***An organization wins when it has capability, not loyalty.***



11. *Tamasha*  
*Engagement is*  
*not HR,* it belongs  
in a circus.



12. Above all, pls remember your colleagues want to enhance CV value.





**Over to you now !**