Jaipuria Institute of Management, Jaipur is part of Jaipuria Group of institutions established under the Integral Education Society. Jaipuria Group has a long history of providing educational excellence to the youth of India since establishment of Seth Anandram Jaipuria College in Calcutta (now Kolkata) in 1945. The first management institute of Jaipuria was established in 1995 in Lucknow, followed by in Noida (2004), in Jaipur (2006), and in Indore (2010). The PGDM program offered at Jaipuria Institute of Management, Jaipur is approved by the AICTE (All India Council of Technical Education), accredited by NBA (National Board of Accreditation) and recognized by AIU (Association of Indian Universities) as equivalent to MBA Degree. The institute has been ranked 71st among all management institutes of the country by NIRF, MHRD in the year 2019. The Institutes also offers PGDM (Service Management) Program, and Fellow Program in Management (FPM).

The institute strives to inculcate life-skills in students and to provide them opportunities and assistance in what they would like to become in their lives. The infrastructure, ambience, and the learning eco-system available at Jaipuria-Jaipur altogether provide excellent, conducive and serene milieu for students to grow and realize their potential.

There are following four pillars of student centric learning model at the institute:
1. Deeper industry interface through sharing of learning and MoUs, mentoring and internship.
2. Blending of Formal & Informal learning and strong Individual Development Plans (IDPs).
3. Leveraging technology to provide 24*7 Learning Environment, and
4. Emphasis on holistic development through strong social connect and global exposure.

IIM-Ahmedabad wrote a case study on Jaipuria Institute of Management, Jaipur focusing on its student engagement initiatives and its attempt to blend formal and informal learning systems. Jaipuria Institute of Management, Jaipur makes concerted efforts towards enhancing deep learning, resulting into very satisfying learning experience and meaningful student engagement, leading to several positive outcomes in terms of improved employability and improved placements.

The institute has the distinction to be ranked as Great Place to Work by Great Place To Work Institute.

Jaipur is named after its founder, the warrior and astronomer, sovereign Sawai Jai Singh II (ruled 1688 to 1744). It is 260 kms. from New Delhi and 240 kms. from Agra. The Walled City of Jaipur, painted in pink, can attract any visitor with admiration. Stunning backdrop of ancient Forts viz. Nahasgarh, Amer, Jaigarh and MotiDungri are dramatic testimonials of the bygone era. The Pink City, as Jaipur is known, is one of the most sought after tourist destinations of India, and is part of the tourism golden triangle along with Delhi and Agra.
INTRODUCTION

According to Dave Ulrich, a new millennial HR should play the role of a strategic curator. The HRs should curate appropriate strategies to navigate paradoxes or uncertainties related to structure, policies, employees, and external factors. HRs need to embrace agile practices to develop flexible people processes and can create a climate of innovation in the organization. Adopting an agile work methodology, HRs can re-skill and realign employee competencies that are required to counter constant changes in the business environment. Keeping in mind that the need of the hour is to become an “Agile-lite”, the upcoming HR Conclave has come up with the following themes.

THEME-1
AN AGILE AND DIGITAL ORGANIZATIONAL TRANSFORMATION: THE ROLE OF HR

Millennial and Gen Z employees are tech-savvy and in a constant need for challenge and change. With the exponential increase in technologies, most of the organizations have a bouquet of software to manage the business and related operations. However, employees are overloaded with information and need a purpose-filled value proposition of technologies in use. HR can play a pivotal role as a “technology integrator” and can pave ways to build a digital agenda for the organization. The challenge lies in the process of agile and digital organizational transformation. Agile methods and practices can be useful when HRs want to create a lab mindset where experimentation can be executed without the risk of failure, process automation is implemented without the loss of manpower, and efficiency in HR processes can be optimized without compromising on effectiveness. By turning Agile, HR can help create an organization where people, teams, and business functions can create an advantage out of the unexpected. But still, a bigger question looms- how and what agile methods and tools can HR adopt to bring an agile and digital organizational transformation?

THEME-2
HOW TO COACH AND DEVELOP LEADERS TO EMBRACE AN AGILE MINDSET

Unless leaders and top management adopt agile mindsets to manage agile teams, the adoption of HR agile approaches can be futile. Assessment of current leadership styles and how that can fit with the agile-enabled work environment is a challenging task for the agile HRs. It may demand the creation of new leader behaviours such as creativity, engaging, and agile. As an agile culture ensures a flatter organizational structure with high empowered employees working at the ground level, traditional managers may find it difficult to manage such an agile workforce.

TAKE AWAYS:
- Learning about recent trends and practices in the field of agile HR management
- Finding answers to the Future of Agile Management in the field of HR
- Networking with HR managers/professionals and others interested in HRM

TARGET AUDIENCE:
- The Conclave is open to all individuals interested in human resource management including academicians, HR professionals, entrepreneurs, consultants, and students

DATE, TIME & VENUE

Friday, 18th October, 2019
02:30 PM to 04:00 PM
Auditorium, Jaipuria Institute of Management, Jaipur.

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UNLESS LEADERS AND TOP MANAGEMENT ADOPT AGILE MINDSETS TO MANAGE AGILE TEAMS, THE ADOPTION OF HR AGILE APPROACHES CAN BE FUTILE. ASSESSMENT OF CURRENT LEADERSHIP STYLES AND HOW THAT CAN FIT WITH THE AGILE-ENABLED WORK ENVIRONMENT IS A CHALLENGING TASK FOR THE AGILE HRs. IT MAY DEMAND THE CREATION OF NEW LEADER BEHAVIOURS SUCH AS CREATIVITY, ENGAGING, AND AGILE. AS AN AGILE CULTURE ENSURES A FLATTER ORGANIZATIONAL STRUCTURE WITH HIGH EMPowered EMPLOYEES WORKING AT THE GROUND LEVEL, TRADITIONAL MANAGERS MAY FIND IT DIFFICULT TO MANAGE SUCH AN AGILE WORKFORCE.