



TOTAL REWARDS

CONCLAVE 2017



INTEGRATING EXPERIENCES

19TH JANUARY 2017 | THE LEELA GURGAON



Category Partners:

Culture Enabling Partner



Employee Engagement Partner



Employee Benefits & Rewards Partner



Wellness Partner



Exhibitors:





INTRODUCTION

HR leaders across Industries are increasingly focusing on providing a holistic experience to their employees. Creativity and innovation is the need of the hour to make an organization's offering individually relevant yet scalable for the entire workforce. For the HR and reward professionals, this dichotomy is further aggravated by the increase in younger workforce looking for instant gratification.

In previous years of this national event, the focus has been on overall trends in compensation and benefits. Taking this deeper, Total Rewards Conclave will bring strategic aspects and deep-dive on how rewards interconnect and provide a comprehensive employee experience that will enable you to attract and retain the best talent.



A good reward strategy needs an equally good communication plan.

CONCLAVE DELIBERATIONS


The Total Rewards Conclave, 2017 will bring to the fore many critical questions around the following themes:

Architecting Culture & Driving Engagement - The intangibles of culture play a critical part on the overall value proposition in an organization. This theme will focus on designing and investing in the 'right' culture for your organization. The different sessions will concentrate on linking culture with talent strategy, rewards, recognition, OD interventions leading to an aligned and engaged workforce.


Wellbeing & Discretionary Effort - Employee well being is a critical foundation not only for employee productivity but more for unlocking the latent talent from our workforce. Here, we focus on breaking down what most successful organizations are doing to unhitch the untapped potential by creating long-lasting opportunities for employee and employer alignment.

Learning, Capability Building and Careers - Increasingly HR and reward professionals will also need to inter-link the organizations' offerings of career progression and learning as it becomes critical to attract and retain top talent. This track series will focus on how including these elements in the value proposition will create a competitive advantage for organizations.


Differentiating by design – As the millennials move to leadership positions across the workforce, organization design is gaining considerable importance in the total rewards package. This theme will focus on how in today's business HR function can build opportunities for improving employee experience by simplifying processes, providing flexibility, innovation, talent mobility, etc. to create long-lasting relationships.



A peek into the future – Toppling annual performance reviews – For decades, organizations have focused on the performance curve and forced rankings. As organizations reconsider their performance management systems and move towards a culture of ongoing feedback, the biggest challenge is on quantifying performance and linking it to pay. The focus of the track series will be on identifying the impact of this paradigm shift on the design principles of total rewards packages while still maintaining it as a transparent process.



This highly interactive national conference provides a platform for renowned speakers, HR leaders and industry experts to share the best practices and experiences. In addition to our regular formats – panel discussions and talk shows, this year the focus will also be on experiential learning for the HR and reward professionals using case study based design workshops.



STUDY TOURS

Adding new depths to the Total Rewards Conclave, we have introduced a series of Study Tours – a live tour showcasing the cutting-edge reward practices by some of the most progressive organizations like Google, American Express, and others. Don't miss out this exciting experiential learning opportunity! Register now as these tours have limited availability.

A HIGHLY INTERACTIVE PLATFORM

Renowned speakers, facilitators and moderators will ensure a high level of participation and audience interaction to design a robust learning-sharing environment.

Keynote.....

Acclaimed leaders present their views and vision.



Panel Discussions.....

Moderated to encourage debates, opinion-sharing, and provoke forward thinking



Talk Show.....

Moderated by experienced facilitators' free-flow conversational sessions where domain experts share their experiences





Partner Showcase.....

A designated area where service providers can showcase their latest offerings to the Reward domain. User-friendly, high-tech and cloud-based solutions to meet every Reward Manager's need – they're all on display!



Masterclasses.....

True workshops that present best practices and provide hands-on experiences using frameworks and toolkits



Who should attend?

Reward and HR Directors, Compensation and Benefits Head, Reward Managers and other C&B Specialists, HR professionals with responsibility for reward, Consultants, Reward Technology service providers.

Relevant Target audience

The Total Reward Conclave, 2017 is exclusively targeted at over 400+ Reward practitioners and professionals. Individuals, who consistently use Reward as a tool to attract, engage and retain talent in multi-faceted organizations.

Sponsor value proposition

Connect with more than 400 professional who are looking for products and solutions you provide in compensation, benefits and/or wellbeing.

THE TOTAL REWARD CONCLAVE, 2017 will deliver significant brand visibility opportunities to sponsors. Human Resources (HR) Service providers that specifically deliver solutions specific to Reward/Compensation & Benefits/Recognition initiatives can expect the superlative value of directly connecting

with potential buyers. The networking opportunity is literally priceless! Furthermore, sponsors can also benefit from the discussions to better understand the complex needs of the community. The end-customer insights will help in modifying existing offerings as well as creating new solutions.

LEAGUE AWARDS TOTAL REWARDS 2017



People Matters League Awards - Total Rewards 2016 is an initiative to recognize and honor those organizations which are doing an exemplary job in the space of Total Rewards. The assessment process is conducted by a committee of external jury members and veterans of HR. The finalists give a face to face pitch to the jury on the day of event.

The purpose is to share the journey of participating organizations with the community and applaud the deserving.

Every standout practice will have the following distinguishing features which will form the criteria for evaluation:

- Displayed innovation
- Are scalable in design and implementation
- Made a significant impact to the business

CATEGORIES



BEST IN CULTURE ARCHITECTURE Brought to you by BI Worldwide

To recognize teams that are tangibly reporting high levels of engagement in the workforce



BEST IN BUILDING CAREERS

To recognize teams providing opportunities for career progression and learning as a part of total rewards



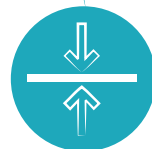
BEST IN WELLNESS Brought to you by HOD

To reward amazingly unique wellness programs with high employee coverage



BEST IN HOLISTIC RECOGNITION Brought to you by O.C. TANNER

To felicitate teams adopting innovative methodologies to recognize the employee performance and efforts



BEST IN ALIGNING BENEFITS

To recognize innovative benefits bouquet that includes the right mix of employee-centric tangible and intangible benefits



SPEAKERS



VINEET NAYAR
Founder Chairman,
Sampark Foundation &
Former CEO
HCL Technologies



VIKAS JOSHI
HR Senior Director, Asia Middle
East and North Africa
PepsiCo



AMITABH JOHRI
Head of Strategic Initiatives and
Chief Operating Officer
Quattro



NISHIT SHAH
Chief Financial Officer
Infosys BPO



MANOJ SHARMA
SVP - HR & Group Head Total Rewards
Vedanta Resources



SURYANARAYANA KODUKULLA
Director- People Operations, Sales, India
Google



SATHEESH KV
Director - Rewards
Flipkart



SUMAN PAUL
Senior Director - Rewards
Viacom18 Media



MAHALAKSHMI R
Head HR India
Mondelez (erstwhile Cadburys)



SANCHAYAN PAUL
Head Of Rewards, Organisation
Effectiveness & Change
Vodafone India



MANOJ SHARMA
SVP - HR & Group Head Total Rewards
Vedanta Resources



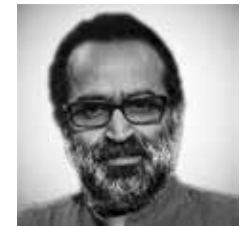
SUMAN PAUL
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POOJA LAL
Director New Business
Development
BI Worldwide



SATISH MOHAPATRA
Head - C&b, Global Mobility, HR
M&a For South Asia Cluster
Siemens



SANTHOSH BABU
Managing Director of OD Alternatives
OD Alternatives



PREETI CHANDRASHEKER
India Business Leader
Benefits
Mercer



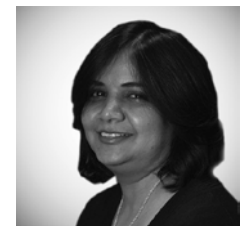
JEFF BIRK
Manager
Speaking & Training
O.C. Tanner



ISAAC KOSHY
Associate Vice-President
Rewards, Group Human
Resources
Emirates NBD



SHANTHI NARESH
India Business Leader
Talent Consulting and
Information Solutions
Mercer



PREETI GUPTA
Senior President
Group Human Resources
Aditya Birla Group

Our Partners

Diamond Partners:



O.C. TANNER

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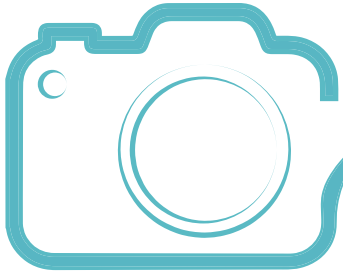


Wellness Partner



Exhibitors:





FLASH BACK



400+
Delegates



25+
Global
Speakers



429+
Contributions



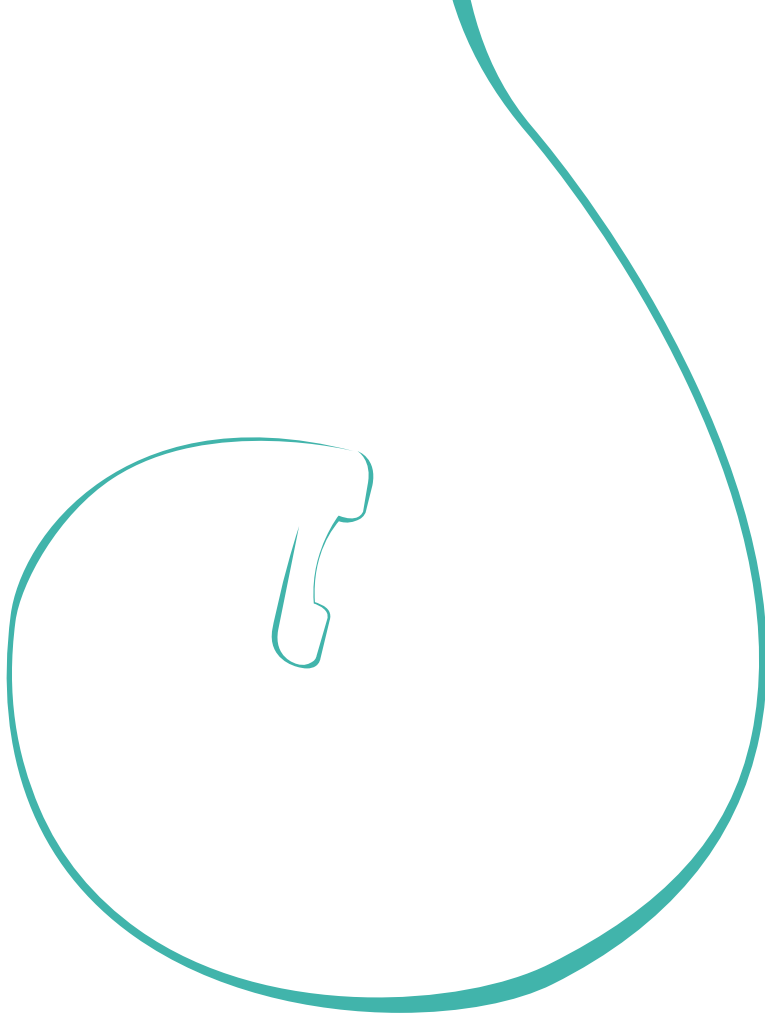
18
Partners



12
Sessions



80000
Impact on



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