



MahindraTM
University
Global Thinkers. Engaged Leaders.

CENTRE FOR
EXECUTIVE EDUCATION

HR Strategies for the Future Digital World

Programme Overview

With growth in remote working, Data, AI and the Gig economy, in every industry across the globe, HR professionals will have to re-evaluate & evolve their current practices, to be effective in the future. In this programme, participants will understand how the world of Human Resources and Talent Management is poised to change in the future. The program will emphasize individual growth and learning while challenging delegates to push their boundaries of comfort, to meet demands of business today, while concurrently envisioning their business demands of tomorrow (Duality of Leadership).

The programme, delivered through a series of webinars, seeks to offer areas for consideration for delegates that encompass elements of future signals (technology & business, strategy & execution), specifically for HR & talent leaders. Participants will be challenged to act & think differently, to align with the requirements of a changing world, where intergenerational collisions, black swans and the unknown, are coalescing to create the perfect storm of change and uncertainty. Insights will be augmented with qualitative (case studies and examples) and quantitative (people analytics) where appropriate.

Key Takeaways

- Why leaders must implement a growth mindset in a post COVID world
- How technology is affecting the HR function and considerations on implementation
- Understanding and developing culture
- The elements, constituents and human factors for the “work force of tomorrow”
- What the New World of Work may look like and how to prepare for this

Programme Duration: 4 sessions of 2 hours each, delivered in live virtual format, spread over 2 weeks.

Dates & Timing: 16,18,24 & 27 January 2023 (3.00 to 5.00 PM, IST)

Pedagogy

Each of the four sessions will entail content with questions and groupwork interspersed during the session and comprise thought provoking content drawing on faculty's research, emergent thought leadership, established models & frameworks, and engaging class interactions, to drive conversation from personal experience. To ensure an immersive and experiential experience, each session will include group discussions and personal reflections.

Who Should Attend

HR Leaders & Executives, who are responsible for Recruitment, HR Administration, Organization Development & Talent Management in various public & private organizations.



Key Topics Covered

Session 1: Technology Driving Change and the TUNA context

Themes Covered

- How the world is changing toward a TUNA context
- Technology that is already here that is reshaping HR
- How does technology drive the underlying fundamentals of a future HR function
- What is the role of data in HR

Key questions:

1. Which technology will have the biggest impact on the HR function in the future?
2. What are the “so what” implications of emerging technology
3. How can you think expansively though the full stack as defined by the Fourth Industrial Revolution?

Session 2: Culture Rules (Moving toward new power values)

Themes Covered

- Hofstede’s Onion and the role of HR
- Determining Googliness and a similar paradigm for your company
- How do high performing teams function?
- Moving toward new power values away from old power values

Key questions:

1. How can you deliberately create culture through understanding practice?
2. What should the smell of the place be tomorrow versus today
3. Which of the 5 pillars of Google’s Project Aristotle is the most important to focus on today?

Key Topics Covered

Session 3: Tomorrow's workforce (inter-generational theory and age of technology)

Themes Covered

- What is inter-generational theory and why is it important?
- Varying priorities of an emergent and emerging workforce
- The third act and a holistic approach to inclusive work
- Role of humans in an age of technology

Key questions:

1. How can you be sensitive to a diverse and often loggerheads workforce?
2. What does work mean for each generation?
3. Why being human is a key competitive edge in the world of HR?

Session 4: Office of Tomorrow (Shifting to Phygital)

Themes Covered

- Shifting to phygital
- 5 levels of asynchronous communication
- Meaning of work versus work for meaning
- Creating a third space, hybrid offices and incidental collisions

Key questions:

1. What is the ideal level of communication for your company?
2. How can you be phygital?
3. Can you create an attractive workplace of tomorrow?



FACULTY

Prof. Craig Wing

Craig Wing is a visiting faculty in Executive Education, at Mahindra University. He is also a visiting faculty at Duke Corporate Education, and several other Business Schools. His research that underpins his PhD, examines how can companies be more “Future Fit” and what to do to create a company that delivers results today and creates the business of tomorrow.

For two decades, Craig has advised clients to understand, create and design their ideal futures through Imagineering and thinking from the future. His areas of expertise include emergent technology (AI, blockchain, Quantum, CRISPr), business models (platform, experience), company culture and New World of Work. Across Africa, he has spoken at length on the Fourth Industrial Revolution and the preparedness of the continent.

Craig, as a consultant to the United Nations, advises the Nigerian government on their future country plans; he moderated the 10th BRICs summit on 4th Industrial Revolution with President Xi, Putin and Ramaphosa & PM Modi in attendance. He has hosted sessions at the African Innovation Symposium with the United Nations. He was head of Innovation for B4SA as South Africa sought to recover from the Covid-19 pandemic. He is a keynote speaker at conferences including the SA Innovation Awards, Finance Indaba, Manufacturing Indaba, Africa Agri conference & ITWeb Digital Economy. His clients include UNAIDS, Tata, Shell, MTN, Airbus, Danone, Nestle, Anglo American, Microsoft, Fidelity, Accenture, Barclays, Investec, Discovery, Standard Bank, BMW, Huawei, and Mubadala fund.

He has a BSc (Eng), MSc (Usability) and MBA from Babson College (USA) as a recipient of the prestigious Frederic C Hamilton scholarship for significant entrepreneurial achievement. As head of small business marketing for Google, he launched South African Business Woza online where SME's created 50,000 websites in its inaugural year – one every ten minutes.

Craig's accolades include: AFLI Desmond Tutu Fellow, AshokaU Changemaker, WEF Global Shaper, Mail and Guardian Top 200 under 35, Destiny Man & African Independent Top 40 under 40, disruptive Innovation speaker at TEDx and profiled at the Clinton Global Initiative. He is the youngest graduation speaker at University of Johannesburg. He is also an angel investor in disruptive, technology driven start-ups.

Craig holds 2 Provisional patents in vision systems and computer components; He started 4 Companies, including a non-profit in Silicon Valley; has presented over 500 keynotes globally in over 45 countries; advised/mentored 1000+ entrepreneurs; and has advised Google X, Alphabet's “Innovation Lab”

About Centre for Executive Education

The Centre for Executive Education (CEE) at Mahindra University, creates and conducts learning programmes for working professionals, which are designed to provide timely and relevant knowledge, insights and perspectives, that help them progress in their current and future roles in organizations. By enhancing performance of executives, these programmes are aimed to positively impact the organisations that they work for.

Executive Education Programmes at Mahindra University span across multiple business disciplines, engineering & data science, and law, for different seniority levels, in various national and international geographical locations.

CEE's mission is to be a hub for engaging & beneficial interactions between business leaders and the academia. The centre works with some of the finest faculty in India and from leading Global Business Schools. Participants will have opportunities to learn from the innovative research and consulting experience of the faculty, wide experience of the peer group of learners, and from Industry practitioners who bring in strong domain knowledge.

About Mahindra University

Mahindra University, established in May 2020, is a multi-disciplinary global education and knowledge campus which offers industry-aligned curricula, a student-centered learning environment, and opportunities for international exposure. The University offers Undergraduate and Post Graduate programs in its five Schools namely Ecole Centrale School of Engineering, School of Management, School of Law, Indira Mahindra School of Education, School of Media and Liberal Arts.

The Mahindra University is a multidisciplinary, research-centric institution, founded with the core purpose of facilitating higher education that is empowering, transformational and application-oriented. The University has been established in a sprawling, green, 130 acres at Bahadurpally in Hyderabad. The University provides students with a modern lifestyle and a unique multi-cultural immersion in a predominantly green campus. The Lecture Theaters, Seminar Halls and Syndicate Rooms deploy state-of-the-art technology, to impart a multi-media, interactive learning experience to participants.

Executive Housing facilities on campus come with contemporary design, spacious & comfortable air-conditioned rooms. Sports are an integral part of the campus environment, with grounds available for almost all kinds of sports. The Library stocks over 13000 volumes on a wide variety of subjects. It deploys a Library management system with RFID indexing and inventory. It also has an E-Library with access to thousands of online resources, providing students and executives with free access to digitized academic journals.



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