



IT & ITES

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A Tech- tonic Shift

Indian Tech Industry employed around 4.5 lakh people in FY2022 and is expected to hire around 10 lakh professionals by end of 2023 according to the Indian Staffing Federation. Accelerated digital transformation, and advent of newer technologies such as Web 3.0, Metaverse has led to increase in demand for skilled tech talent. The technology sector faces a huge dearth of talent as the demand and supply gap continues to widen, tipping the scales against the employers. As per a NASSCOM report, this tech talent gap stands at 21.1% as a percent of supply.

The industry also faces challenges related to talent retention with an attrition rate of around 20% making it even more difficult for the employers to bridge the gap. Further to this, top tech companies have also raised concerns over practices such as moonlighting where employees take up side-hustles as an alternative source of income. Challenges like these impact the industry adversely and make us wonder what the future of work will look like.

The technology industry in India is no stranger to disruptions and has always been quick to adapt to the changing landscape. As major organisations move away from traditional work models and embrace evolving trends of hybrid working model, it is imperative that the leaders rethink strategies to create a more collaborative and engaging work environment.

In continuation to our flagship event - **Most Preferred Workplace**, we now turn the spotlight specifically on the tech sector with our upcoming initiative **Most Preferred Workplace 2022 -23 IT & ITES Edition**.



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In this forum, we bring together human resource leaders from IT & ITES companies to discuss and deliberate emerging workplace trends such as hybrid work models, gig economy and best practices around hiring, reskilling, upskilling of talent. We will also deep dive into employee retention strategies and understand how situations like moonlighting be tackled in an effective way.

In this exclusive industry platform, we bring forth inspiring stories of business and human resource leaders who have strived to create a thriving workplace. We will also laud leading IT & ITES companies that have particularly succeeded in their holistic reorientation of the business landscape, which has seen them create an employee experience that is competent, meaningful, collaborative, and inspiring.

Shaped by In-depth Research

This unique initiative has been shaped by insights gleaned from an industry-wide study conducted by Allegiant Market Research, with organisations appraised on the following parameters



Why attend?



Interact and network with industry stalwarts



Learn newest workplace trends in IT & ITES sector



Build your knowledge through thought leadership sessions



Engage with industry peers



Recognition and Felicitation ceremony

Industries Covered



IT Services



Software product developers and engineering services



Hardware systems manufacturers



Cloud and data center service providers



Co-location service providers

Key Discussion Points



Insightful discussions around current HR trends in the tech industry



Industry best practices to overcome challenges around attrition and moonlighting



Explore technologies that enable creating a collaborative and seamless hybrid working model



Learn effective employee retention strategies



Enhance employee engagement



Avenues like these open up important dialogue, and create platforms for sharing and learning to ensure we build continuously on the progress we are making in the area of diversity, equity and inclusion.

-- Dr. Ritu Anand, Chief Leadership & Diversity Officer, TCS



"This pandemic really taught us something better. We were always service oriented, so I would say this was an opportunity for our team to develop multi-faceted skills. They not only worked towards their defined job responsibilities, but they took initiative proactively as well. This gives a sense of satisfaction, and taught us to enjoy the moment. Having our employees focus on this paid off."

-- Kaushik Khona, CEO, Go Airlines (India)



Agenda*

18:00	Registrations
18:20	Welcome Address
18:25	Opening Remarks
18:30	KEYNOTE ADDRESS: Top HR priorities in the new world of work <ul style="list-style-type: none">- Employee experience and wellbeing- Creating an inclusive work force- Future of work paradigm – opportunities and challenges
18:40	FIRESIDE CHAT: Evolving landscape of workforce <p>As Indian tech companies continue to opt for flexible and hybrid working models for their employees, the industry has also recently raised concerns around trends such as moonlighting where employees take up secondary jobs to add to their existing source of income. Whilst there are a lot of companies that have taken extreme measures of sacking the employees citing conflict of interest, there are a few tech firms who hold mixed reviews. Trends like moonlighting, gig economy, quite quitting or the great resignation indicate that there is a significant shift in employee mind set. In this session, we discuss the ever-evolving landscape of workforce, the challenges associated with it and how best can leaders navigate through these bottlenecks.</p>
19:30	PANEL DISCUSSION: Winning the talent war – Recruit, retain and reskill <p>Increased pace of technological advancements, growing impetus on digital transformation and have led to increase in demand for highly skilled resources. Fostering a culture of continuous learning, skilling and upskilling of employees are of great essence to ensure business continuity. In this session, we bring together leaders from the tech industry to discuss:</p> <ul style="list-style-type: none">- Workforce strategies to retain top talent and reduce attrition- How are tech firms redesigning talent acquisition strategies?- How are organisations building an agile and future-ready work force?- Best practices to manage evolving skillset needs- Capability initiatives for employee engagement
20:15	Recognition of Most Preferred Workplaces in the IT and ITES Sector
21:00	Cocktails and Dinner

**This is a draft agenda and is subject to change*

Organisations That Trust Us

						
						
						
						
						
						

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Eminent Speakers from Previous Edition



Dipankar Ghosh
CHRO
Bajaj Consumer Care Ltd



Jacob Jacob
Group CHRO
Malabar Group



Mahendra Inge
Head – Human Resources
Serum Institute of India



Jaya Virwani
Diversity, Equity, & Inclusiveness
& Ethics Leader
EY GDS



Kaushik Khona
Chief Executive Officer
Go Airlines (India) Ltd.



Manish Chaudhari
President & Chief of Staff
Poonawalla Fincorp Limited



Pankaj Khanna
EVP, Revenue Assurance
& Head HR, BPS
Coforge



Dr. Ritu Anand
Chief Leadership &
Diversity Officer
Tata Consultancy Services



Harshvendra Soin
Global Chief People Officer
& Head Marketing
Tech Mahindra



Pooja Kanwal
Moderator

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Team Marksmen's mission is to help organisations and leaders from across sectors create impactful change that matters.

Our work stems from a holistic understanding of every client's personalised context, unique requirements, sector dynamics, and macroeconomic environment. This allows us to create brand solutions and bespoke industry-centric knowledge platforms that resonate with audiences, thereby helping advance the practice of management.

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