



IFCCI – ISH EXCLUSIVE ROUND TABLE CONFERENCE

'RESKILLING & UPSKILLING STRATEGIES FOR THE FUTURE WORKFORCE'

Date: 6th December 2023

Time: 11:00 am – 12:30 pm

Venue: Indian School of Hospitality, Gurugram Campus.

IFCCI HR Committee concluded a **successful round table conference** in association with the **Indian School of Hospitality, Gurugram** on 6th December 2023. This exclusive closed-door event was attended by the senior HR Leadership of IFCCI's member companies' who came together to discuss and deliberate on the key topic of the HR industry, '**Reskilling & Upskilling Strategies for the Future Workforce**'.

The session commenced with a warm welcome from the ISH Team, led by **Ms. Sonnia Singh, Director- Centre for Executive Education**, who organized a walk around their state-of-the-art Campus before leading all the participants to the Discussion Room and opening the forum for discussion.

Ms. Jyotsna Mansukhani, Head- HR & Recruitment Services, IFCCI, gave the opening remarks and thanked all the members for attending the event and shared the objectives of the **IFCCI HR Roundtable series**, which provides a platform to HR Practitioners for evaluating shared challenges across a diverse set of industries.

The session was skillfully moderated by **Mr. Kunal Vasudeva, Co-Founder & Managing Director, ISH**, where Mr. Vasudeva posed thought-provoking questions to our participants for analysing the ongoing challenges of attracting, developing, and retaining high calibre & high potential employees to ensure sustained value delivery.

Some of the key points discussed during the session focused on how companies **focus on multiple initiatives (like Employer Branding, developing a compelling EVP program, professional development roadmap etc.)** to attract top talent, especially in a competitive market. They also discussed in detail **different Talent Acquisition techniques** adopted by large-scale companies vis-à-vis companies from the start-up ecosystem. The members felt that tailoring TA techniques based on the specific needs and dynamics of the organisation's size is crucial for effective talent acquisition.

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It was also discussed how **Compensation plays a pivotal role** in attracting and retaining high-potential employees for multiple reasons: competitive compensation packages are seen essential to attract high-caliber individuals as talented professionals are known to weigh job offers based on the overall value of the compensation, including salary, bonuses, and benefits.

Further, **balancing Compensation with other aspects of the employee experience**, such as a positive work culture, growth opportunities, and open communication channels, is critical as a comprehensive talent attraction and retention strategy.

Importance of broadening the Talent Pool access through robust **Alumni programs** was also discussed. An Alumni Program helps in creating a network of past employees who serve as a valuable talent pool for future recruitment needs as they gain new experiences & bring in newer perspectives & skills while at the same time these individuals are already familiar with the company culture and may require less onboarding.

The discussion concluded with all participants agreeing that **Cultural fitment & Purpose Alignment of employees is the fulcrum to all employee retention strategies** and companies are exploring multiple roadmaps to upskill and reskill their workforce to ensure future readiness.

The event was followed by a four-course gourmet **lunch hosted by the Indian School of Hospitality**. All the participants thanked IFCCI for organising this interesting and insightful discussion.

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