

TA Dialogues

6th Edition

TA LEADERSHIP RETREAT 2023

POST EVENT
REPORT

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Peepal
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GLIDER.ai



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EVENT OVERVIEW

The 6th Edition of TA Dialogues' Annual TA Leadership Retreat 2023 took place on the 20th of January, 2023. This Exclusive Nature & Wellness Retreat was hosted at The Tamarind Tree, Bangalore amidst heritage that is centuries old, with greenery that made it an escape from reality.

With a reach of over 1 Lakh TA Professionals, TA Dialogues is India's largest platform for the Talent Acquisition function. It is a platform for knowledge-sharing, insights, and reflections on the field of Talent Acquisition by various stakeholders. By giving these stakeholders and decision-makers a platform to engage on, TA Dialogues brings out the best of Thought Leadership. Our annual flagship event is an exclusive gathering of 100+ chosen TA Leaders and 10+ CEOs under a single roof to converse and deliberate about the challenges faced by the TA Fraternity & discuss the business / economic layout for the upcoming year and, of course, network.

▶▶▶ 150+ DELEGATES

▶▶▶ 95+ ORGANISATIONS REPRESENTED

▶▶▶ 350+ INVITE REQUESTS

▶▶▶ 75+ FORTUNE 500 FIRMS

▶▶▶ 10,000+ MAN-YEARS OF COLLECTIVE TA EXPERIENCE

DELEGATE OVERVIEW



A.S. Jayakumar
Tredence Analytics



Aarathi Kumar
Qualcomm



Abdul Hakeem M
Experian



Akshat Gupta
ThermoFisher
Scientific



Amod Gopinath
Societe Generale



Anju Sansoa
Swiss Re



**Anupam
Srivastava**
Reltio



Arpan Roy
Wells Fargo



Arvind Ramani
Independent



Ashish Mahajan
MoEngage



Aswathy Brijesh
Marvell Technologies
Pvt Ltd



**Aurobindo
Banerjee**
Atlan



**Bangari Madan
Mohan**
Apps Associates



Ben Walker
Glider.ai



Bhavna Verma
Wells Fargo



Bipin Tewari
Trane
Technologies



Chandna Raja
Telstra



**Christopher
Anand**
Amazon



Deepa J
Valtech



Deepashree J
Narayana Health

DELEGATE OVERVIEW



Dharmik Gohel
Atlan



Dileep Chandra
HP Inc



Dilip Telang
Centum T&S



Divya Parihar
EY GDS



Gaurav Gulati
Concentrix



Gautam Shetty
Mearsk



Harsha S
ANZ



Himanshu Ojha
Amazon



Hitler Carvalho
CommScope



Jagadamba B
Diageo



Jai Prashanth
Juniper Networks



Jaikishan Khatri
Levi Strauss & Co.



James Job
HGS



Jayanth BR
Appex
Semiconductors



Jayanth Tarimala
Emmes



Jayshankar M
BlueYonder



Jhansi Potham
Micron Technology
India



John Deepak
Alation India Pvt.
Ltd



K V Sudheer
Kumar
Innova Solutions



Kabita Paul
EY GDS

DELEGATE OVERVIEW



Kenny Antony
Pepper Content



Kurian Thomas
Akamai Technologies



Manas Kapoor
SwissRe



Mangalam Kumar
NextGen Healthcare



Manisha Sikka
W Energy Software



Manu Panwar
Quiph Media Pvt
Ltd. (SuperShare)



Mohan Ramakrishna
Epicor Software
Corporation



Muthu Makesh
Sagility



Muthukumar S
Wipro



Nadeem Pasha
Robosoft
Technologies



Namita Vyas
Nike



Narayanan
Sivasankaran
Bloomenergy



Naveen Kumar
Ellucian



Navin Patel
Affine



Nayazuddin Meer
VFI SLK



Neelam Roy
Zyous Infotech



Nikhil Agrawal
Consero



Paramveer Singh
Narang
CapitalOne DataLabs



Pavan Kumar
Eightfold



Piyush Lakhote
Hoonartek



Prabhas Rayan
Pinto
Impetus Technologies

DELEGATE OVERVIEW



**Prakash
Rengarajan**
Glider.ai



Prithveesh MM
Biocon Biologics



Rahul Dasgupta
EY GDS



Rajat Adhikari
Infogain India
Pvt. Ltd.



Ranjana Sagar
Attrra



Reju Varghese
Ola Electric



Ritesh Jha
FIS



Ritu Chaubey
CommScope



Roopa G
Blume Global



Roshan Singh
CNH Industrial



S Manikandan
Wells Fargo



Sanah T
Global Knowledge
Technologies



Sandeep Rao
Accenture



Sandeep Sethi
Emids



Sandhya Gulati
CSG



Sanjay Tripathi
CNH Industrial



Santhosh Kumar
Ellucian



Saurabh Prasad
Glider.ai



Sharon Solomon
Katzion



Sheetal P
Amazon India

DELEGATE OVERVIEW



Shilpika Saxena
Morgan Stanley



Shweta Singh
Enterprise Bot



Smitha Pradeep
Aptos Retail



Sougata Sen
Hexaware
Technologies



Sudhir Kumar B
Aeries Technology



Sudip Datta
Sagility health



Sukhi Sudarshan
Ernst & Young (EY)



Swaminathan
Lakshmanan
Olam Information Services
Pvt Ltd



Swapneel Singh
Morningstar



Swaroop Kanaparth
Ezetap Mobile Solutions
Pvt Ltd



Tahir Hussain
MethodHub
Software Pvt Ltd



Triveni Ranjith
Battula
EY



Urvashi Verma
Xperi



Usha Murthy
Kuppahalli
Google



Utpal Kirodian
Upstox



Vaishali Sridhar
Transunion



Vanitha V
Amazon



Vasudevan
Parthasarathy
Ola Elevator Company



Vindhya
Mathranda
CommScope



Vishal Bansal
Lenovo



Vishwanadh
Raju
Dun & Bradstreet

EVENT RECAP



BREAK THE ICE WITH ANMOL GARG

Our Host and Emcee, Anmol, conducted an interactive icebreaker session to kickstart the day for our delegates with fresh air, laughter therapy and some much-needed time in the Bangalore sun.

WELCOME & INTRODUCTION

The welcome address to the 6th Edition of the Annual TA Leadership Retreat 2023 was delivered by Ms. Kaveri Karnam (COO - of Peepal Consulting). In her address, Kaveri highlighted the growth of TA Dialogues and the annual TA Leadership Retreat since its inception. Kaveri also gave the audience an exclusive glimpse into the exciting events lined up for the year by TA Dialogues!



PANEL 1

Gaurav Sharma

Gaurav Sharma is the Vice President of IBM India Software Labs (ISL). In addition, he drives a broader mission of leading IBM Cloud Paks across Asia Pacific markets and is the Strategy and Sales leader for Global System Integrator's (GSIs).

In the critical mission of leading IBM Cloud Paks across Asia Pacific, he is responsible for building technical elite teams who will drive enablement on IBM Cloud Paks and help the field teams increase revenue and market share on IBM's hybrid multi-cloud strategy. In his role as the GSI Strategy and Sales leader, Gaurav is responsible for accelerating ecosystem revenue through technical enablement / eminence, steering adoption and consumption of IBM Cloud Paks, and enhancing developer participation within GSIs. Gaurav is passionate about contributing to various Indian Government flagship initiatives including Niti Aayog's Atal Tinkering Labs and Education and Skills Development (AI Curriculum in CBSE). He is part of the Engineering council in NASSCOM and is on the Innovation Panel for CII.

Resham Sahi

As Vice President for Technology, Resham leads Maersk's omnichannel digital transformation; helping to transform Maersk from a diversified conglomerate to an integrated global logistics company, enabled by technology. Modernising technology and building digital platforms is the route to creating a new standard in e-commerce and an industry-leading customer experience across all channels. Resham is leading a platform portfolio to enable more customer value and integrate container logistics, across channels. Resham has enjoyed a diverse career with leadership roles in omnichannel retail, e-commerce, analytics, ERP and CRMS. Prior to joining Maersk in 2018, Resham worked for US retailer, JC Penney, leading their commerce and big data agenda alongside building a 24/7 operations and support team. Resham is an active contributor and speaker on the subject of digital transformation and an advocate for diversity and women in technology to help shape future leaders.



Gaurav Sharma
Vice President
IBM India Software Labs



Resham Sahi
VP - Technology
A. P. Moller- Maersk



Muthu Kumar
GVP Engineering
(India Engineering Head)
Juniper Networks India Pvt Ltd



Sweety Rath
VP - HR
ExtraHop
MODERATOR

PANEL 1

MuthuKumar M

MuthuKumar M is the Group Vice President of Engineering and Managing Director of Juniper Networks India Pvt. Ltd. Kumar was instrumental in setting up the Juniper's 'India Excellence Center' (IEC) and has been associated with its growth and success for nearly two decades.

Driving a strong culture of innovation, trust and collaboration combined with relentless focus on execution - Kumar has established Juniper India as the largest global Innovation center for the company. MuthuKumar has 30 years of experience in the telecom industry and was associated with Novell, Tasman Networks and successful startups in the Silicon Valley prior to Juniper.

Sweety Rath (Moderator)

As a Talent partner to business Sweety works extensively on the entire employee life cycle, with valuable contributions made in the Talent Attraction & Acquisition, Talent management, Compensation & Benefit, OD Intervention in Culture building & Talent Marketing.

Her core area of strength lies in creating executional business strategy around People & Productivity which impact the business and drive success. Sweety has led People Functions in Product setup, ODC model, System Integrators, GIC & GCC set up, Private Equity led Hi-tech companies from entry set up, scale, re-structure, growth, Acquisitions and ultimately completion of the inflection of exit/merger. Sweety works for ExtraHop, a GARTNER #1 in the growth NDR (network detection response) space as a Global VP of Human Resources.



Gaurav Sharma
Vice President
IBM India Software Labs



Resham Sahi
VP - Technology
A. P. Moller- Maersk



Muthu Kumar
GVP Engineering
(India Engineering Head)
Juniper Networks India Pvt Ltd



Sweety Rath
VP - HR
ExtraHop
MODERATOR

GREAT RESIGNATION. GREAT REHIRE. GREAT RECESSION. CEOS INSIGHTS ON THE TALENT ACQUISITION LANDSCAPE FOR 2023

PANEL SUMMARY

This panel witnessed an interesting and interactive conversation that covered each panelist's biggest learnings and takeaways from 2022 with the panelists highlighting how they incorporate employee wellness in their respective organizations.

Gaurav Sharma threw light on the TA Trends and challenges observed in their workforce expansion across India in the last 2 years with mentions of the importance and impact of a good value proposition. His statement, *"We (IBM Software Labs) started going where the talent was - in emerging clusters."* received special appreciation. The discussion also included the models of hybrid work offered to employees.

Resham Sahi elaborated on the evolution of strategies, templates and approaches that should be taken with the changing times to attract young talent today. Quoting Resham from her address, *"We are not choosing the employees, the employees are choosing us."*

MuthuKumar also took the opportunity to emphasize that an organization's employees are its biggest advocates when it comes to attracting quality talent. The panel also elaborated on addressing the area of process automation, AI in recruitment in the present day, and the need for human-led processes.

The panel concluded with **Sweety** bringing forward a few thought-provoking & real-time questions from the audience with mentions of rejected profiles to be considered for different requirements, gender and diversity metrics, flexibility, and the importance of role models.



EVENT RECAP



PEEPAL CONSULTING: TA LANDSCAPE FOR 2023

Peepal Consulting is a leading player in the Strategic Recruitment Services space in India with an extensive understanding of India's talent landscape. Peepal ran a survey that collected insightful responses from 100+ of the industry's finest Talent Acquisition Heads, including MDs, CEOs and CTAOs from across India.

This session highlighted the hiring goals, hybrid work models, and talent challenges faced by some of the leading organizations represented at the Retreat.

GLIDER.AI : INDUSTRY SESSION

Satish Kumar, CEO & Co-Founder- Glider.AI.

Glider.AI is a Talent Quality Platform helping Enterprises, MSPs, and Suppliers validate, place, and hire qualified talent at scale. Glider AI has won SIA Shark Tank's Most Innovative Technology in the Staffing Industry for 2021.



PANEL 2

Jayashree Mantri Easwaran

Jayashree is a Chartered Accountant and a finance professional with a passion for entrepreneurship, an avid runner, and a certified counselor as well as a nutritionist. Giving back to society is also one of her guiding tenets, and she participates in philanthropic initiatives in her spare time. In 2019, she joined Diageo as Senior Vice President of End-to-end Commercial. In October 2021, she became the Global Finance Experience Director and then the Managing Director of Diageo Business Services India in December 2021.

She spent several years as the Finance Director at HP before joining Diageo, where she drove Operational Excellence for Global F&A. She has also Co-founded, designed, and built India's first multi-lingual audiobook company, Contracted with major publishing houses (Harper-Collins, Tata-Westland, Penguin) with 36 titles across English, Kannada, and Bengali, under the brand Bookstalk audiobooks private limited.

Satish Kumar

Satish Kumar, Co-founder & CEO of Glider AI, Inc., a Talent Quality Platform. Glider AI's mission is to make hiring fair and opportunity accessible to everyone through unbiased, DE&I-enabled vetting of candidate skills for a job. Satish is passionate about HR Tech and EdTech, focusing on competency development.

He is committed to changing how the world hires, making talent quality the leading analytic, and bringing transparency to full-time and contingent workforce ecosystems. Glider AI is the system of record for talent quality at top Enterprises, Staffing Firms, and Contingent Programs. Satish's last venture, Edulastic, was acquired by Sumeru Equity Partners. He is a serial entrepreneur and loves working on futuristic ideas with executives to solve business challenges. He is an ex-Oracle, a U.C. Berkeley alumni, and an IIT-K graduate.



Jayashree M Easwaran
MD & Finance Experience
Director
Diageo Business Services
India



Satish Kumar
CEO & Co-Founder
Glider AI



Rajiv Verma
VP - Engineering
Jumio Corporation



Rithvik Vijay
Head Of Human Resources
Natixis Services in India
MODERATOR

PANEL 2

Rajiv Verma

Rajiv works as a Vice President, Engineering at Jumio, and runs their India engineering. Through a career spanning 30+ years, Rajiv has worked at diverse locations and industry sectors.

He began at a Wall Street brokerage house ITG in Los Angeles. His career has taken him through Fortune 100 companies like Microsoft, Yahoo, Intuit, AOL, and Startups, both in US and India.

Wall Street, E-commerce, Social, Operating Systems and Ad-Tech are a few sectors that Rajiv has worked in. His current gig, Jumio, is a market leader in the identity & risk space, and Rajiv was also their Bangalore Employee #1!

Rithvik Vijay (Moderator)

Rithvik has close to two decades of experience across a wide spectrum of HR roles. Most recently before joining Natixis CIB, he was Lead HR Partner for Swiss Re's Property and Casualty business. Rithvik also helped establish Swiss Re's Hyderabad Office and headed Benefits and Wellness for the location.

Prior to Swiss Re, Rithvik spent 9 years with Goldman Sachs, where he was responsible for their HR Service Delivery, Contingent Worker Strategy, People Data, Process Risk, and HR platforms globally. He was also the lead HR Partner for their Finance, Risk, and Real Estate businesses.

In addition to his HR experience, Rithvik is also a certified Six Sigma Green Belt, a Social Accountability and Information Security auditor, and a TDMSI assessor.



Jayashree M Easwaran
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Diageo Business Services
India



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Glider.AI



Rajiv Verma
VP - Engineering
Jumio Corporation



Rithvik Vijay
Head Of Human Resources
Natixis Services in India
MODERATOR

NAVIGATING THROUGH AN UNCERTAIN 2023: CEOS EXPECTATIONS FROM A STRATEGIC TA LEADER

PANEL SUMMARY

The moderator, **Rithvik**, set the context for the discussion by talking about the uncertainty caused by industry headlines across social media lately.

Jayashree highlighted the importance of employees up-skilling themselves in the face of automation making certain roles redundant. Her address included pointers on transformation, digitisation, changing hiring numbers, and the proactive building of pipelines for niche skills. She extensively mentioned that predicting the challenges we are likely to face in the future, internal mobilisation, and retention of talent are among the need of the hour.

Satish highlighted the complexities of the information and data available on the media these days. He made interesting points surrounding budget allocations and insights to be made available when it comes to hiring projections for an organisation. **Rajiv** took the discussion forward by talking about the various factors that effect the economy in different situations. He believes that 2023 is expected to be a year of consolidation and not expansion. The panel also elaborated on the importance of retaining top talent, bridging the skill gaps, and multiple effective strategies of attracting top talent. The panel highlighted the importance of using this period to step back and assess your current recruitment process and real-time analysis of the process outcomes.

The panel discussion moved to a close with interactions from the audience addressing gender diversity in roles, role compensations and budgets.





ARCHITECTING A PURPOSE-LED TALENT ACQUISITION FUNCTION

Mr. Sreekanth K Arimanithaya (Global Talent & Enablement Services Leader - Ernst & Young GDS) also addressed the gathering for a special segment on 'Architecting a Purpose-Led TA Function'. Mr. Sreekanth was introduced and welcomed by Ms. Sukhi Sudarshan (Director- Global Leader Talent Acquisition, EY). For over 27 years, Mr. Sreekanth has had multifaceted executive leadership experience in Business Transformation. Presently, he is driving a complete re-imagination of the Talent Function at EY Global Delivery Services as the Global Talent Leader.

How can you be a transformational leader with a core purpose driving you?

In his address, Mr. Sreekanth, sharing his experiences with the audience, highlighted his transition from a job to a career. He shared that, from his learnings at organizations like Toyota and GE, the 3 characteristics involved in building a career include: a platform to contribute, a platform to learn, and a platform to grow as a leader. He defines his purpose as a higher calling, it's what encourages him to contribute to more people, to his family, and as a leader at EY. He proceeded to elaborate on the 5 Questions to Define Your Purpose. Mr. Sreekanth believes that "Purposeful organizations and leaders attract and retain a large number of people, and also display higher productivity and innovation."

On connecting this with the TA function, Ms. Sukhi shared the influence of her very name on shaping her career path. Ms. Sukhi shared her journey with the audience and elaborated on the impact that she observed she could create through recruitment as a career. She highlighted how TA affects a candidate as well as the individuals connected with them. Mr. Sreekanth believes that Leading others is, in itself, a noble profession owing to the effort and impact created on an individual's career and life for the best. Mr. Sreekanth shared how the TA team at EY has transformed the function of the organization. He spoke about the scarcity market, competitive hiring, the role of recruiters, and the 5 Ds in creating abundance in the marketplace in the coming future. He also threw light on the success of Freelancing for the youth in Bangladesh over the years.

Mr. Sreekanth also took questions from the audience and closed his address receiving great appreciation from the audience for his presence at the event and his insightful address to the delegates at the TA Leadership Retreat 2023.

EVENT RECAP



SOUND HEALING WITH YOGABANDHU PRASHANTH

An international yoga teacher, massage therapist & sound healer with over 13 years of experience in this field, Prashanth has conducted sound healing and meditation sessions for more than 200 organizations in 20+ countries. He is also the founder of "Ojas Yoga Academy".

Our delegates experienced the healing powers of the Tibetan Singing Bowls during this wellness session and testified to feeling rejuvenated, moved and refreshed.

VOTE OF THANKS

The closing remarks for the panel discussion were delivered by Hiba Javad, with gratitude extended to the Panelists, Delegates and Event Partners.

TA Dialogues also appreciated the TA Leaders who showed great support and enthusiasm on various social media platforms in the days leading up to the event.



TA LEADERS INDUSTRY ROUNDTABLES

• • • •



IT PRODUCTS & SOFTWARES I



BFSI



IT PRODUCTS & SOFTWARES II



PHARMA, HEALTHCARE & LIFESCIENCES

This segment was a one-of-a-kind interaction among TA Leaders from different industries.

With 8 curated Roundtables, 6 Industries and over 100 TA Heads, the segment proved to be an insightful and engaging one with delegates sharing their experiences and discussing multiple strategies for TA in the current Indian landscape for 2023.



STARTUPS



IT SERVICES & CONSULTING I



MANUFACTURING & ENGINEERING



IT SERVICES & CONSULTING II

TESTIMONIALS



"It's never easy to pull any event. The amount of effort and coordination required backstage can get overwhelming. The Peepal team has done a fantastic job. Looking forward to working and partnering with this overachieving team!"

-Smitha Pradeep, Aptos Retail



"I think it's a wonderful platform created by Peepal Consulting to bring the top TA Leaders of the country to one place. There is no such forum existing. This brings in a platform where we can exchange ideas, and leverage the strength of the network. I have also seen the way the team engages in terms of the WhatsApp group, etc. so there are a lot of synergies that can happen over a period of time. Kudos to the 6th Edition!"

-Roshan Singh, CNH Industrial



"It's been a fantastic event, primarily because of the time allocated to the networking. The roundtable session was incredibly informative and we wish we had more time for that, everyone was so engaged! Everything was taken care of! I'll definitely come back again!"

-Ben Walker, Glider.AI



"I got to meet a lot of people this time and met a lot of people for the second time and that was really great. I got to exchange a lot of perspectives. The last session on the BFSI panel was really relevant to me. The knowledge that I gained from sitting on my seat and these perspectives really help me do my job better. So it's really good."

-Rithvik Vijay, Natixis Services In India



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10-500 monthly hires
Set up in 2 weeks

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Upto 35% reduction in the total recruitment time

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DEPENDABILITY



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350+ man-years of TA Expertise
500+ Satisfied Clients
Countless Relationships
Commitments Delivered



MAKE YOUR RECRUITMENT STRATEGIC WITH PEEPAL



9.2

CANDIDATE
ENGAGEMENT
SCORE



80%

OFFER TO JOINEE
CONVERSION



95%

CLIENT
RETENTION



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PROCESS
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CONTINGENCY
HIRING

EXECUTIVE
SEARCH

CONTRACT
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TALK TO US :

+91 9513642298

sales@peepalconsulting.com





Talent Connect:
Outreach and engage top talent



Talent Assess:
Deep Tech and Non-Tech Skills Assessment



Talent Interview:
Live or One-Way Video



Talent Learn:
Keep your best people engaged and trained!

Reduce Interview Tax & Put Your Hiring on *Autopilot.*

67% Improved Candidate Quality

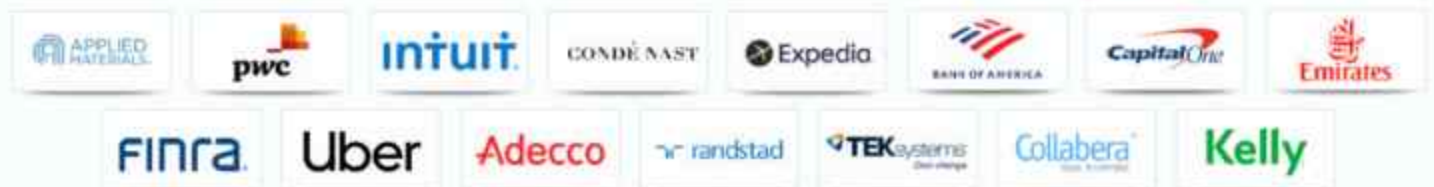
3x Faster Hiring

90% Reduced Candidate Fraud

- Talent Quality Platform**
 - Integrated Suite of products across Candidate Outreach, Engagement, Assessment, Interview and UpSkilling.
- Industry Leading Fraud Prevention across hiring stages**
 - Over 100 checkpoints before, during and after the assessment.
 - Innovative features like Multi-Device Proctoring, Face detection, Screen Share detection, Human Voice detection and many more to prevent candidate fraud.
 - Impersonation checks across hiring stages to make sure it is the same candidate.
 - Experience with testing over 1 Million candidates in India in various scenarios.
- Industry Leading Skill Coverage:**
 - Vast coverage of over 250+ Technologies and 200+ Non-Tech areas with over 250,000 questions.



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Get In Touch

TA Dialogues

TA Dialogues



www.tadialogues.in

INSIGHTS | KNOWLEDGE SHARING | NETWORKING

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