



KIIT SCHOOL OF MANAGEMENT
KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY
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Presents

kontempore



**CO-CREATING A SUSTAINABLE APPROACH FOR
TALENT DEVELOPMENT IN FINANCIAL SECTOR**

24th January 2018 , MCA Club BKC, Mumbai

Introduction

Kontempore, drawn from the words contemporary and relevant is a movement. Organizations are going through huge talent transformation in next one decade because of automation, digitization, artificial intelligence, etc. Type of talent the industry required and opportunities it provided in the past will go through a huge transition with more part-time, contractual and consulting jobs. India needs to add more than 300 million employable individuals across industries by 2022, over 2013. That is a herculean task, however holds great promise to take our country to the next level. So, we are really excited to tap into your tremendous experience in this journey, that can make a big difference. Kontempore aims to bring industry professionals together to explore, evolve and co-create the next generation talent management plan.

Our Objective

Kontempore is an attempt to answer the big puzzle the country is grappling with - talent management and skill development. But here is the key difference... It's not just about solving the talent issues for large corporates but also creating an ever-growing knowledge-base of actionable insights on skill and talent development for organizations of all sizes, state and national governments and educational institutions.

Our goal is to make the hundreds of years of leadership experience count and make them available to those who really need it.



Need for Talent & Skill Development in Finance Sector

Technology, regulation and changing customer expectations are challenging traditional business models within financial services (FS). And with this comes a whole new set of skills and organisational demands. Bringing people strategies up to speed with disruption and change is an opportunity to innovate, differentiate and engage more closely with customers and other stakeholders. The risks of falling behind are highlighted by the 72% of FS CEOs who see the limited availability of skills as a threat to growth.

Top 3 Drivers :

- Indian banking sector is having the potential to become the fifth largest banking industry in the world by the year 2020
- Insurance industry in India is expected to grow at 14% by the end of 2017. It has been facilitated due to the special tax window for insurance policy under the budget. There is also an increase in the awareness among consumers with regard to their health insurance. The above factors have increased workforce recruitment by banks, contractual employment in the form of direct selling agent, mutual fund advisor, etc
- The explosion of startups along the intersection of finance, technology and commerce is resulting in rising demand for banking and finance specific talent.

Key Themes



FinTech Revolution and Its Impact



Future Skills – Demand Vs Availability



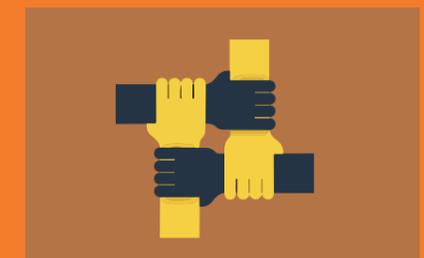
Retraining and Retaining



Attracting and Engaging Talent



Assessing the Leaders for the Future



Financial Inclusion – Creating High-quality Motivated Teams

Key Themes



FinTech Revolution and It's Impact:

The buzz around fintech has gained substantial attention of traditional financial institutions, start-ups, venture capitalists and regulators. Banks and regulators are hard pressed to revisit their operating model and policies respectively to create a conducive environment of collaboration and dynamism amidst the participants in the fintech ecosystem. The critical issue today is automation and emergence of technology in the society. The theme aims to explore where we stand now and what is the impact of fintech to current talent who are working or aspiring to work in financial services sector.

Future Skills – Demand Vs Availability:

As automation gathers pace, the value of skills that can't be replicated by machines is increasing. In addition to this creativity, digital capabilities and emotional intelligence play a vital role in today's marketplace. Ultimately, the future workforce will see human and machine working side-by-side, which calls for a whole new way of thinking, operating and collaborating – we explore the key developments shaping talent priorities over next five years and the strategies for managing them.

Retraining and Retaining:

The financial services industry is comprised of the banking, non-banking, securities and commodities, insurance and asset management sectors. Over the next few years, one will see significant changes in this industry with the rise of mobile banking, social networking, the millennial generation and the resultant talent gap. The theme will focus on how we can re-skill and nurture the key talent to succeed in a digital and connected environment.

Attracting and Engaging Talent:

What financial services professionals today look for in their jobs: A) pay commensurate with their performance B) a leader willing and able to make performance distinctions for the organization, C) well-defined career paths and opportunities for growth and D) a manager able to coach employees and support their professional development. The theme will provide insights which can help companies customize their approach to attracting, retaining and engaging the talent, and achieve an optimal return on their investment in talent.

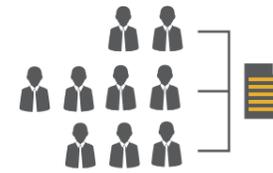
Assessing the Leaders for the Future:

The most pressing imperative for businesses today is the quest for impact and growth; with the biggest challenge being the talent and leadership needed to achieve and sustain performance in a rapidly changing business environment. What would it take to assess leadership skills required to succeed in a VUCA world?

Financial Inclusion – Creating High-quality Motivated Teams:

World leaders are embracing financial inclusion at an accelerating pace. An inclusive financial system that responsibly reaches all citizens is an important ingredient for social and economic progress for emerging markets and developing countries. The theme will focus on how we can create highly motivated teams to successfully achieve inclusion.

Large Scale Interactive Process : Aim



Clarify the scale and nature of the skills issues facing the sector and working in groups towards co-creating a practical road map



Providing insights to govt. and govt. bodies on talent side future and how the resource can be used in more optimized manner



Focus the response from employers and the skills system and converting the broad ideas into more specific and action-oriented plan



Finally, stimulate and support industry ownership for its future success through commitment and investment in skills

Programme Details

4.00 - 4.30 PM	High Tea and Networking
4.30 - 5.30 PM	Symposium Kick off and Context Setting
5.30 - 6.30 PM	Introduction to 6 discussion themes of the symposium, Idea generation through Large Scale Interactive Process
6.30 - 7.30 PM	Shortlisting of Ideas and Voting by entire group
7.30 - 8.00 PM	Preparation of Action Plans
8.00 - 8.15 PM	Closure and Vote of Thanks
8.15 PM ONWARDS	Dinner and Networking



Glimpse of Auto Kontempore

Auto Kontempore saw the who's who of the Indian Automotive and Auto Ancillary congregate to discuss the challenges facing the Indian Auto industry – both present and future. The presence of industry leaders helped the participants to view the challenges from the widest possible lens and look for potential solutions that are beyond the obvious, tried and tested ones.



This highly interactive process yielded ideas and inputs in the area of skill/capability gap , infrastructure & eco-system , leadership and work culture.



Auto Kontempore treaded on territory where most industry events hesitate to go. It was a true crowd-sourcing of ideas and was achieved through a Large Scale Interactive Process (LSIP). Participants were divided into groups. Each group had a team leader who facilitated a 5-step discussion process by asking provoking questions, encouraging debate and keeping the discussion on track without influencing the opinion of the group.





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KISS - A Home for 27,000 tribal children
(Ten Thousand Graduated Already)

 www.kontempore.com

 events@kontempore.com

 + 91 - 89205 31516