kontempore

Co-creating A Sustainable Approach For Talent Management In IT/ITES Sector

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Venue: The Taj
MG Road
Bengaluru

KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY
Deemed to be University U/S 3 of the UGC Act, 1956
SCHOOL OF MANAGEMENT

Introduction :

Kontempore, drawn from the words contemporary and relevant is a movement. Organizations are going to go through huge talent transformation in next one decade because of automation, digitization, artificial intelligence etc. Type of talent industry required and opportunity industry provided in the past will go through 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, but 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 a next generation talent management plan.

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 the corporate but creating an ever-growing knowledge-base of actionable insights on skill and talent development for smaller organizations, state and national governments and educational institutions.

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

The future IT Talent of India

With the global ecosystem of the IT sector undergoing significant changes in the last couple of years, what lies ahead for India's growing talent pool of IT professionals?

The Indian IT talent space is currently in a state of flux. The industry has been a major contributor to the Indian economy. Directly or indirectly, the sector contributes around 10 percent to the gross domestic product, nearly 25 percent of exports, and employs over 13 million people. Smaller IT firms account for about 60% of this contribution, while women make up around 35 percent of the industry's workforce, making it one of the most diversity-friendly sectors in India. India is currently the world's largest global sourcing destination with around 3.7 million people directly employed by the IT industry.

Virtual Talent: With advances in technology and changing demographics, it is critical that company should focus on building a deep bench of virtual talent. By 2020 around 40% of the workforce will comprise remote or contingent workers.

Gig Economy: The concept of work is changing. Among the key reasons that are impacting the nature of work, the gig economy has emerged as one of the most important and rising trends. Though there is no accurate estimate of their numbers, it is projected that gig workers will comprise half the workforce by 2020, and as much as 80 percent by 2030.

Employee First: It is a transformational journey. Is your organisation ready to shift the gears from customers to employees?

Employability V/s Employment: The theme will focus on right skills required to come employable , and major reasons talent shortage.

Humanoid Readiness: The robots are ready, are your people prepared for it? Continuous improvement and automation remain top of the strategic agenda. The theme would focus on how organisations are preparing for this transformation. We want people to be process oriented and robots to be smarter.

Innovation in L&D: Augmented Reality (AR) and Virtual Reality (VR) will begin to find their way into various talent management toolkits. Advanced technologies will strengthen and augment the HR toolkit. Where, when and how people work will reflect the expectations of workers as well as the enablers unleashed by digital technology.

Virtual Talent :
Establishing Virtual Work Culture
Ease of Access
Expanding the reach

Gig Economy:
Blockchain-based marketplaces
Future of Work
Re-thinking role of regular employees

Employee First:
Rethink Relevance V/s Experience
Career Management
Open Work-Culture

Humanoid Readiness:
Cognitive automation
Robotic Process Automation
Digital Workforce

Employability V/s Employment:
Supply and demand of talent
Talent Spotting
Re-skilling and Upskilling

Innovation in L&D:
Design Thinking
Augmented Reality and Virtual Reality
Big Data & Predictive Analytics

Content By

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Talent Triathlon
A Think Talent Venture

We Support

KISS
KALINGA INSTITUTE OF SOCIAL SCIENCE

A Home for 37,000 tribal children (27,000 existing students and 10,000 graduated)

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