

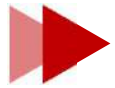


SHAPING TOMORROW'S LEADERSHIP LANDSCAPE

Navigating trends and building a future-ready leadership

ROUNDTABLE FACILITATED
BY ISHWA CONSULTING

SUMMARY REPORT



PANELISTS

KEYNOTE SPEAKER



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ROUNDTABLE FACILITATED BY
ISHWA CONSULTING

ishwa
WHERE PEOPLE MATTER

SHAPING TOMORROW'S LEADERSHIP LANDSCAPE

Shaping tomorrow's leadership landscape requires a holistic approach that integrates technological advancements, changing workforce, and evolving organizational dynamics.

Leaders must be adaptable and forward-thinking, **embracing emerging technologies** to drive innovation and efficiency.

Moreover, they must prioritize **diversity, equity, and inclusion**, recognizing the value of varied perspectives and experiences in fostering creativity and resilience.

By cultivating a culture of continuous learning, empathy, and collaboration, these leaders can effectively navigate the uncertainties of tomorrow's business landscape and inspire meaningful change.

Pillars of Future-Ready Leadership



Technology Adoption

Leaders must possess a deep understanding of emerging technologies and their potential impact on business operations



Agility and Adaptability

In today's rapidly changing business landscape, leaders must be flexible and open to new ideas



Dealing with Paradox

Leaders need to navigate the complexities of contradictory forces, perspectives, or expectations in their decision-making and actions



Diversity and Inclusion



Leaders must ensure fostering environments where all individuals feel valued, respected, and empowered

Strategic Collaboration



Strategic collaboration can take various forms, such as joint ventures, partnerships, alliances, or cross-functional teams

Employee Wellness



Encompasses initiatives and programs designed to support and enhance the physical, mental, and emotional well-being of workplace

Technology Adoption



Digital Mindset

Leaders in new age companies have **digital mindset**. They use various tech tools in routine operations. They are also fast to adopt technology. Traditional companies have also hired tech talent to operate in the current business environment.

- Saumya Khati



Find the Right Tech Tools

There has been an interesting transition lately. Tech adoption is not just happening at a functional/project level but is happening at an enterprise-wide scale. The leader's role is critical in **identifying the right tech tool** for their business.

- Mrinal Bhutani



Strategies for Implementation

- Deep understanding of emerging technologies
- Championing a culture of innovation
- Foster a mindset of continuous learning and experimentation
- Aligning technology initiatives with strategic objectives
- Communicate a clear vision of how technology can drive value

Diversity & Inclusion



Minority Representation in Leadership

Companies have policies and practices in place to foster an inclusive environment in the organization. WFH or hybrid work arrangements, flexible timings, transport facilities, support groups etc. are there. Having a minority representation in the leadership is also very comforting.

- Saumya Khati



Learning from the Air Force

In our company we have been able to achieve 30% diversity across levels. Corporates should take example from air force when women pilots were inducted and trained.

- Deepak Bhasker



Unrepresentation in Higher Education

Problem is lack of women in higher education. Premier colleges (IIT, IIM) have fewer women.

- Rishu Garg



Biases Still Exist

Women should act as role models for other females in the organization.

On the face organizations look inclusive, however biases do exist. Women leaders should be given opportunities in the mainstream business and not just in support functions.

- Smriti Handa



Strategies for Implementation

- Set a clear vision and strategy for advancing diversity and inclusion within the organization
- Establishing measurable goals and tracking progress toward achieving D&I objectives
- Foster a culture of inclusion by promoting awareness and understanding of diversity issues
- Advocate for practices that support inclusion, such as flexible work arrangements, parental leave, and affinity groups for underrepresented employees
- Understanding and addressing the unique perspectives, values, and needs of younger generation

Agility and Adaptability



Agile Leadership Team

The leadership team in our organization is **open to transformation**, scattered and diverse teams operate efficiently.

- Deepak Bhasker



Open to Diversification

An effective leader must not be afraid to speak his mind..embrace failure..take risk..

Our organization has expanded not only in its core domain but in various other sectors mainly due to the agile mindset of its leaders.

- Amitabh Hajela



Strategies for Implementation

- Demonstrate willingness to embrace change and think creatively
- Cultivate a growth mindset within their teams
- Encouraging experimentation and learning from failure
- Fostering an environment where decisions are made rapidly
- Remain attuned to emerging trends and technologies



Strategic Collaboration

You are never one.

A leader of today must be open to strategic collaborations between departments, teams, or organizations and work together towards common goals.

- Amitabh Hajela



Strategies for Implementation

- Careful planning, clear communication, and a shared understanding of the desired outcomes
- Identifying complementary strengths and resources among collaborators to maximize impact and leverage each other's capabilities
- Foster a culture of trust, transparency, and mutual respect
- Identifying and addressing potential barriers to collaboration, such as conflicting priorities or resource constraints



Dealing with Paradox

Leadership is all about dealing with PARADOX.

Every leader is exposed to situations where they must choose between the two opposing ideas simultaneously. The key is to skillfully manage paradoxes and drive performance, growth and resilience in the organization.

- Amitabh Hajela



Strategies for Implementation

- Embracing paradoxes as opportunities for innovation and growth rather than as obstacles to be overcome
- Strike a balance or find creative ways to integrate seemingly contradictory elements
- Foster an environment of open dialogue and critical thinking, encouraging diverse viewpoints and collaborative problem-solving

Employee Wellness



Emotional Quotient

New age young leaders do have ample knowledge and zeal to excel but may lack the **emotional quotient**. A leader must have humility to deal effectively with the current workforce.

- Smriti Handa



Assessment Tools

Companies are adopting new age tool to assess leadership. We use **InFeedo**, an **employee experience platform**, to get real-time feedback on leadership, culture, employee wellbeing etc.

- Rishu Garg



Wellness Index

We at, Physics Wallah, lay great emphasis on **Wellness Index** as a major parameter to assess leadership. It is extremely important to ensure employee wellness in our organization and leaders are held responsible to achieve this. We also value leaders who are capable of **creating future leaders**.

- Satish Khengre



Strategies for Implementation



Cultivate a culture that values work-life balance, stress management, and overall health



Lead by example, demonstrating healthy behaviors and encouraging open communication about wellness-related issues



Provide support and resources for employees experiencing mental health challenges

PARTICIPANT ORGANIZATIONS



FACILITATOR AND MODERATOR



Thank You



Do drop us an email or call us if you want to hear more about how we can help you with your leadership needs

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