

ENGINEERING THE FUTURE OF WORK

POST SHOW REPORT

#JigsawofWork

MESSAGES

KEY HIGHLIGHTS

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IET'S FUTURE OF
WORK PLAYBOOK

TESTIMONIALS

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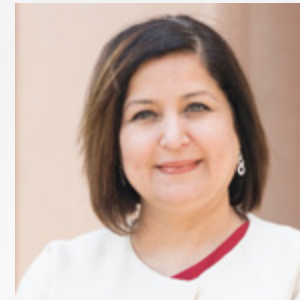
PARTNERS

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Shekhar Sanyal
Country Head & Director,
IET India

"India, with its diverse and layered workforce, is one of the most interesting and challenging markets in the world. From a Future of Work scenario, it presents the biggest jigsaw, and if we don't solve it right, it could lead to a disaster. The pieces of the jigsaw are scattered and not connected. The natural fallout of how jobs are changing is impacting the nature of work. The question that we need to ask ourselves is how prepared are we as industry and business, as higher education centers of learning, in our governance and regulatory systems or as individuals? The IET in its remit of working to engineer a better world has built a neutral platform with key stakeholders to help create a roadmap to navigate this change. As of now, the key quadrants of the jigsaw, we have identified are Higher Education, Organisations and their construct, Individual skills and growth patterns and Future Frameworks for skilling, regulations and legal. With the launch of IET's Future of Work Playbook we bring to you a wealth of views from global players of the work ecosystem. The Playbook consists of a series of articles that highlight the best practices for meaningful work and create a guideline that would help build organisational designs and policies feasible for the Future of Work domain. We look forward to more people joining us in this conversation in India and help us catalyse the Future of Work movement."



Mandeep Maitra,
Leadership & Transformation
Coach and Chair- IET's
Engineering the Future of Work
Steering Committee

"The Indian jobs and skills landscape is undergoing a major transition. Skill sets that are sought after today might be less relevant two years from now. Similarly, skills and organisation structures which are building blocks for success might be the ball and chain that will pull down productivity in a very short interval. It is a perplexing time for the Indian workforce as well as the industry. The IET's Engineering the Future of Work steering committee believes there is an urgent need for all stakeholders to come together and discuss the evolving Future of Work landscape in India. With a holistic mindset we plan to look at all aspects of the Future of Work jigsaw, including the input system of higher education (and the change required there), the management and structures of organisations (what will work and what will hinder), the learning path of the individual (how that will change) and the new frameworks that have to be devised for success. We look forward to how we can work together to help in this transition."

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Launch of India's first **neutral and all-inclusive platform for the Future of Work**

IET's Engineering the Future of Work platform was launched with the aim to unify the work dialogue in India which is still in its nascent stage. It is a neutral, credible and inclusive platform to address one of the largest and most complex workforce in the world; the Indian workforce. IET India kickstarted the first edition of the Future of Work dialogue on October 22 in Mumbai. The conference facilitated discussions on the future of higher education, organisations and their construct, individual skills

and growth patterns and future frameworks for skilling and regulations. It brought together stakeholders from various facets of the work ecosystem to create joined roadmaps and outcomes to navigate through the evolving world of work. India's first Future of Work Playbook was also launched at the event that provides alternate perspectives on how technology might shape the work practices and help building organisational structures to steer successfully through the Future of Work.

130+
Attendees

60%
Decision
makers

16
Industry
representation

650+
Potential
Business
Handshakes

4
Partners

30+
Speakers

2
Super
Keynotes

3
Fireside
chats

5
Panel
discussions

Launch of **IET's Future
of Work Playbook**

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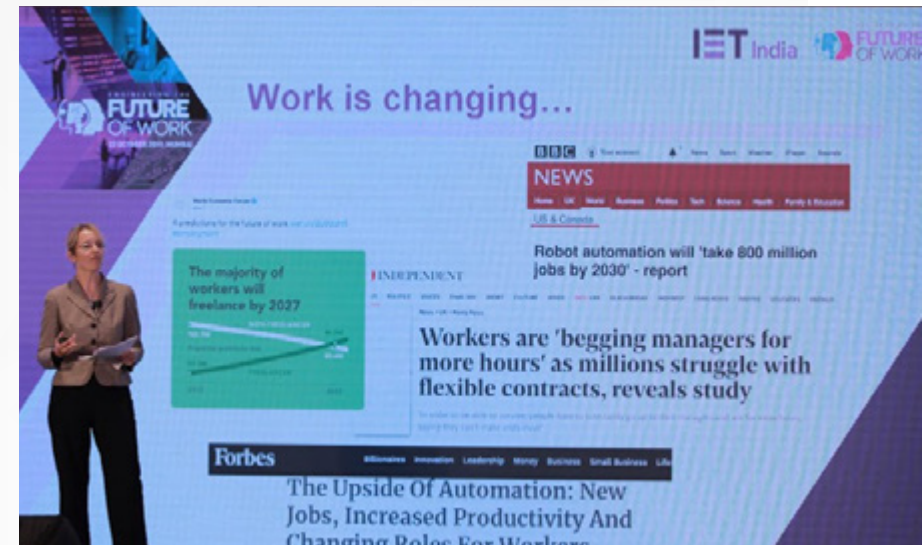
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Mandeep Maitra

Chair - Engineering the Future of Work Steering Committee, setting the context of the conference and highlighting the need for India relevant dialogue especially in the skilling space to help the country get ready for the Future of Work.



Opening Keynote address by **Naomi Climer**, Co-chair, Institute for the Future of Work, UK on ethics and fairness in the workplace and building a 'People First' approach in the society.

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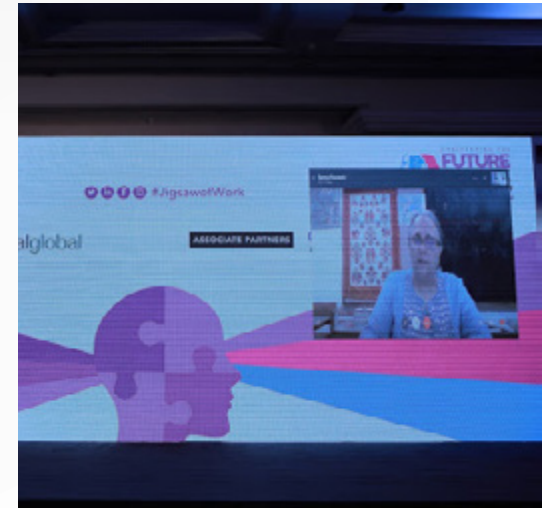
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Focused discussion on how to create a workplace that takes care of the minds that drive it through the '**mental health and well-being at work**' in the future' session.



Super Keynote address by **Padma Shri awardee, Reema Nanavaty**, on 'Democratising the Future of Work in India' especially focused towards the blue-collar workers in the unorganised sector.



Launch of India's first **playbook on the Future of Work**: An exclusive guide to navigate through the evolving world of work in India.



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Visioning the future with AI and automation discussed the changing nature of jobs led by automation. The focus was more on individuals and how they can enhance and add meaning to their own roles in a work-world that is driven by automation and AI. The panellists also agreed that the future presents work driven roles rather than task driven ones and AI will be a social leveler that provides a level playing field to everyone.



Learning and skilling for the future of work provided insights on skilling initiatives that should be initiated in the workforce to build meaningful careers that can counter the threat from technological displacement.

The impact of AI and automation on job security touched upon key challenges and opportunities in adoption, implementation and transition of AI and automation. The panelists discussed that while employees need to be self-driven to reskill, organisations too need to identify, encourage and guide their employees to reskill with the right set of tools which would make their jobs better and help drive efficiencies.



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New staffing models and gig economy focused on employee aspirations of increased independence, flexibility, control and job satisfaction. We also discussed the benefits of staffing models including flexible, contractual, gig-based as opposed to regular full time positions. The economic benefits of exploring such options were also brought to the fore.



Workplaces of future provided insights on workplace designs and operations which need to be as flexible and quick to turn around as the workforce in the future. We discussed evolving spaces like co-working and smart office spaces which create a balance between superlative experiences and productivity as well as drive motivation of the workforce.

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The Mental health and wellbeing session focused on ways to normalise mental health dialogue in the workplace. The panellists included mental health practitioners, aggregators and social workers who unanimously called for better policies that takes cognisance of the burden of mental health disorders that India faces. The discussions highlighted pivotal role that organisations should play in supporting mental wellbeing of their employees as well as ways to leverage technology to help foster mental health at workplace.

Future of Blue Collar Work in India discussed the digital-blue-collar workers of today. The discussions brought out interesting perspectives on how the divide between white and blue collar is becoming more vague in the digital world. Financial and legal safety nets that provide support to the new-age blue collar workers in India was also discussed.



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IET's FUTURE OF WORK PLAYBOOK

India's first exclusive guide to navigate through the evolving world of work

The IET's Future of Work Playbook presents a plurality of perspectives highlighting the best practices for meaningful work and creates a guideline that would help build organisational designs and policies feasible for the Future of Work domain.

It's 5P's framework on People and skills, Platforms, Places, Practices and Policies for the Future of Work that focus on forces shaping the future, trends around technological changes and their impact on work and workforce.



PEOPLE



POLICIES



PRACTICES



PLATFORMS



PLACES



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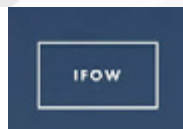
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Naomi Climer, Past President of the IET, Co-Chair of the IFOW, UK

"This was a thought provoking event with a really impressive array of speakers. The expertise on stage offered a number of different perspectives on future of work issues in India. The opportunities to talk to both the speakers and members of the audience were extremely useful - the event had attracted senior players from large corporates to entrepreneurs and the conversations outside the sessions were as interesting as the panels themselves! The IET's Playbook issued at the end of the event neatly pulled together a number of the key themes discussed and has been a useful reference point."



Pankaj Bansal, Co-founder & CEO, PeopleStrong

"I was excited to be at IET's Engineering the Future of Work event. It is a great forum for many reasons: most importantly, in helping organisations and individuals to be future-ready. The most important feature of this platform is that they have stitched the people, business, people and technology together on a single platform. The audience at this event was quite diverse and the IET has taken a great initiative by leading this dialogue."



Gaurav Kumar, President - Corporate Development, upGrad

"Let me congratulate the IET for starting this conversation because the Future of Work happens to be one of the most critical factors in the last decade. This is a conversation where you can bring relevant stakeholders together on one platform to understand what Future of Work is and take concrete steps to move ahead in this direction. This whole narrative needs a direction and this event is just one step. We need to take further steps to think about how we can influence policymakers."



Manmeet Singh, LEAP Digital Skills, Practice Area Lead- Future of Work Citibank

"I was delighted to be a part of the platform and apply the learnings from here in my organisation. The entire narrative is important to understand that employers are now looking for skill-sets and not just roles. I enjoyed my interaction with the speakers and the audience and this is a great platform which talks about multiple perspectives of Future of Work. It has been a great event because it has set the context related to the Future of Work. In the future editions, I would like to hear more about how India is adapting to this rapid change that is happening due to automation."

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*Sandeep Chattopadhyay, CEO
and MD, Xelpmoc*

"It was great to be invited to IET's Engineering the future of work. It is a great collaborative impact of great people coming together. Given the heritage of the IET, I am glad that they have been a pioneer to take the first step in this direction. It is fascinating to see the range of topics that were discussed. This is just a starting point and we need to take this conversation forward with the help of activities between now and the next event."



*Anshul Khurana, Co-Founder,
Entitled Solutions*

"The IET has created a very important platform for the future of work. With the demographics and the constant changes that are taking place, it is important for us to start the conversation now. IET's Future of Work is a great platform where industry, academia and government come together and take concrete steps to embrace the change that is happening."



*Ashish Goenka, Director,
Redbrick Offices*

"It is phenomenal that an organisation like the IET is creating a platform of this magnitude. They have created one such platform for IoT in the past and have been successful. I hope this platform will also touch some of those areas which concern the future of work in the upcoming editions. I heard some eye-opening cases from the experts here. I would like to wish the IET all the best."



*Shashank Murali, Co-Founder,
TapChief*

"I am so glad to be a part of the platform which talks about the Future of Work. IET India has created a great platform with such a diverse set of speakers and therefore it is a great place to network and meet other leaders from HR, academia, industries who are passionate about the future of work."

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The platform to connect with key decision makers



NAOMI CLIMER

CBE, Past President of
the IET, Co-Chair of the
IFOW, UK



MANDEEP MAITRA

People Practitioner,
Leadership &
Transformation Coach



REEMA NANA VATY

Leader, Self Employed
Women's Association
(SEWA)



RAJAT MALHOTRA

COO, JLL



ROBIN BHOWMIK

Chief Business Officer,
Manipal Global Academy



SHEKHAR SANYAL

Futurist, Impact of
Technology, Country
Head & Director, IET India



SHARAD SAXENA

VP & Business Head,
OYO WorkSpaces



LUX RAO

Director & Leader –
Solutions, NTT India



RAMESH VANTIPALLI

Director EUC, Systems
Engineering, VMware India



ANUJA KAPUR

Advocate & Criminal
Psychologist



PANKAJ BANSAL

Co-Founder & CEO,
PeopleStrong



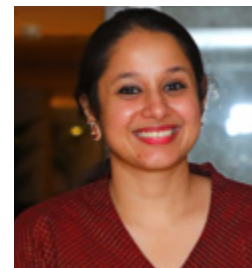
SAMIR DESAI

VP- Central Operations
and Customer Experience,
Oyo WorkSpaces



VARUN CHAWLA

Co-founder, 91
Springboard



ANITHA KAVERI

Future of Careers, Head,
Sectors, IET India



**SANDIPAN
CHATTOPADHYAY**

CEO and MD, Xelpmoc

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SUMIT LAKHANI
CMO, Awfis Space
Solutions



SHASHANK MURALI
Co-Founder, TapChief



SAMIP MUTHA
VP & Group Head –
Digital & Innovation, RPG
Group



GAURAV KUMAR
President - Corporate
Development, upGrad



ASHISH GOENKA
Director, Redbrick Offices



AMIT VADERA
Business Head,
TeamLeas



MANI KUMAR
Co-Founder & CPO, The
Mind Clan



ANSHUL KHURANA
Co-Founder, Entitled
Solutions



YESHAB GIRI
Head IT Staffing &
Specialties, Randstad
India



PRANJAL SHARMA
Economic analyst,
Advisor and Writer



MANMEET SINGH
LEAP Digital Skills,
Practice Area Lead-
Future of Work Citibank



DR PRAKRITI PODDAR
Managing Trustee,
Poddar Foundation



DR AMIT MALIK
Founder & CEO,
InnerHour

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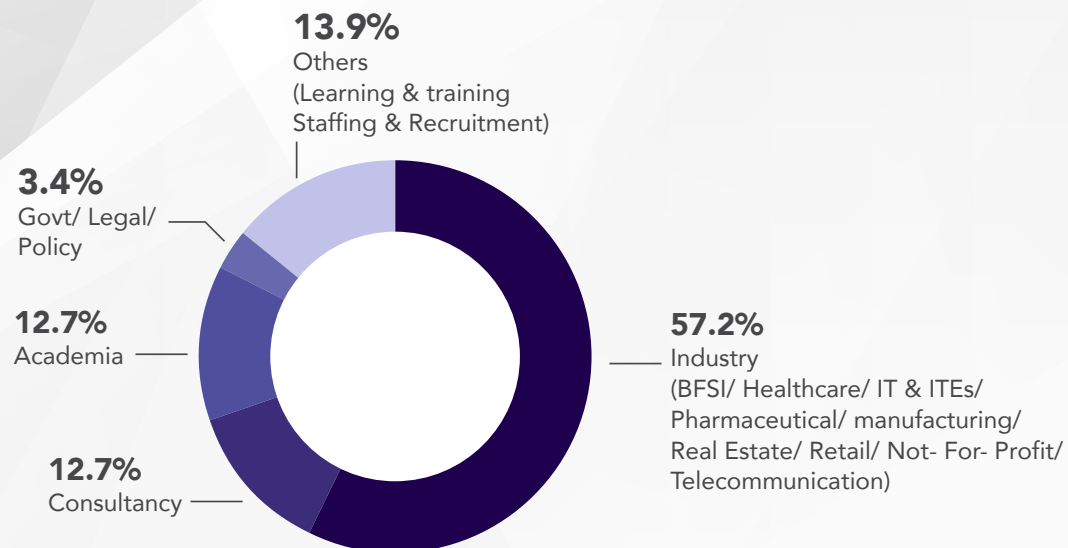
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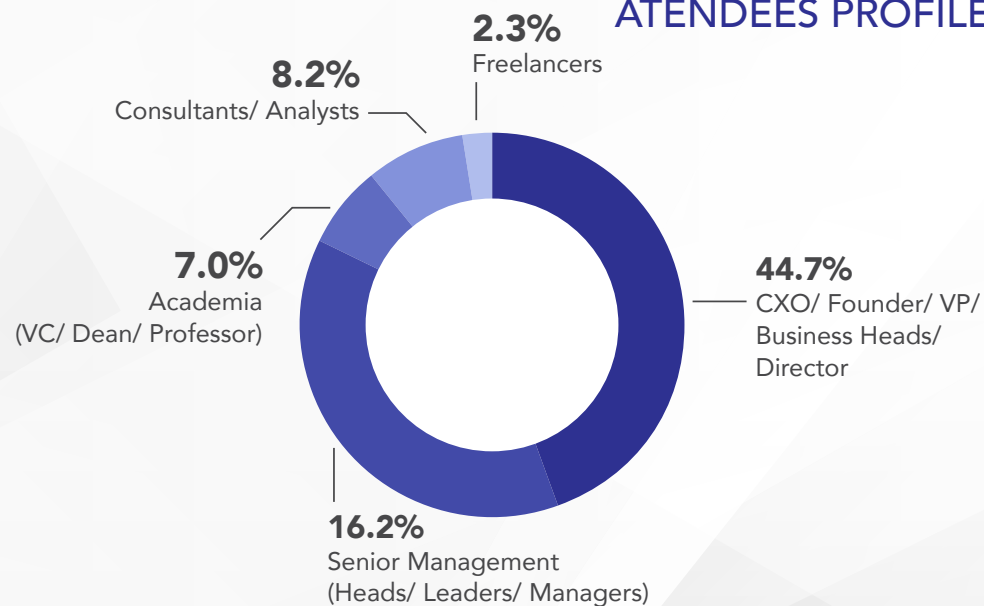
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14 Media
Clips

Media Impact

66,05,801

16 on-ground
interviews

PUBLICATIONS



EVENT LISTING

Conference on future of work

Institution of Engineering and Technology India is organising a one-day event on the Future of Work at Taj Land's End in Mumbai on October 22. To register and for more information, log on to fow.theietevents.com.

NEWS BYTE

New staffing models

The Institution of Engineering and Technology (The IET) is organising a conference on 'Engineering the future of work' in Mumbai on October 22.

According to a press release, the event will facilitate a dialogue

on the need to build tools and adapt them at a rapid pace in workplaces as well as build resilient systems – for individuals, organisations and policies.

Topics like new staffing models and gig economy, impact of automation and AI on jobs and future

of blue-collar jobs in India will be discussed.

"Future of Work Playbook", a guide to navigating the world of work, will be launched at the event.

For details, visit <http://fow.theietevents.com/>

Published: 29th September 2019

Why there is a pressing need for Indian graduates to step up their skill game

Shekhar Sanyal, Director and Country Head, IET India, emphasises that the future of the job market will change the 'idea of work' as we know it and we need to be prepared well in advance



Ashish Ayyappa
Editor Live



Shekhar Sanyal (Photo: The Practico)

Terms like 'skills gap' and the 'changing employment landscape' are being heavily discussed these days when it comes to the future of the ever-evolving job market, but to really understand the implications of these for young graduates and job-seekers in India, it is enough to look at a few alarming statistics.

IET's Engineering the Future of Work, Oct 22, 2019 - Mumbai

October 9, 2019

IET's Engineering the Future of Work conference will facilitate dialogues on five nuances of Future of Work that are still at nascent stages. Surviving the Future of Work requires us to build tools and adapt them at a rapid pace in our workplaces as well as build resilient systems – for individuals, organisations and policies.

The Engineering the Future of Work will be held on October 22 at Taj Lands End, Mumbai. The conference will include a mix of fireside chats, panel discussions and super keynote sessions. Please find the agenda to the event here.

SESSIONS

Opening Remarks: Creating a society that is future of work ready

Fireside Chat: Learning and skilling for the future

Keynote: Mental health and well-being at the workplace

Panel Discussion: New staffing models and the gig economy

Panel Discussion: Impact of AI and automation on job security

Panel Discussion: Workplaces of the future

Making the future everyone's business



If you were asked, "Is your organisation Future of Work ready?" chances are that you may not have a ready yes or no answer. But if you were asked "Is being Future of Work ready a part of your organisation's strategic roadmap?" well, you have no explicit, no?

The extensive research that led to our conceptualisation of the Engineering the Future of Work forum made it apparent that Future of Work is not a single, major, overnight shift. It is a long-term compendium of multiple, significant changes – both at macro and micro levels.

Developed economies around the world are dealing with an aging population, steep increase in education costs and pressure to find talent within their regions. Each of these is already fuel to the other – creating a vicious cycle.

The 4th Industrial Revolution and widespread automation is a response to these pressures. Automation promises to enhance productivity, deliver faster results while labor cost tends to spiral as our skills. On the other, it takes away millions of jobs. Automation, job losses, which are coming to take over the world – these have been the dominant themes to the Future of Work dialogue.

The International Labour Organisation based in their 2019 report that over 3.1% of activities in the workplace may be automated in India. However, it is predicted that while 1.1 million jobs will be lost to the increased use of automation it will also create 1.2 million new jobs.

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ASSOCIATE PARTNERS



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*Robin Bhowmik,
Chief Business Officer,
Manipal Global Academy*

"This is an exciting event which The IET has started. Being a leader in initiating dialogues around the current topics, the IET has created a platform which has expert speakers together. The Future of Work will be agile, skill-based and based on multiple models with humans being at the core of it. It is not about technology taking away jobs but technology creating more jobs in the future."

*Sharad Saxena,
VP & Business Head,
OYO Workspaces*

"I want to congratulate IET India for creating this platform at this scale where the relevant stakeholders come together to take the agenda of Future of Work forward. It is about how the work, workplaces and skills will shape up in the evolving world of work. The question is quite pertinent and this is the most appropriate time to think about it."



SEE YOU NEXT YEAR
SEPTEMBER, 2020

COME JOIN US!

Sales & Partnership:
sbhowmich@theiet.in

Speaking Opportunity:
UjaniGhosh@theiet.in

Marketing/ PR:
ShreayaBajaj@theiet.in