

NIIT Confluence 2022: The Woodstock of Learning

Mediawire Last Updated: Feb 12, 2022, 12:30 PM IST



- By Lionel Alva

The advancements that we have seen in the past 18 months, in terms of technology and skills have been epoch-making. The NIIT India Confluence 2022 was an exclusive event that offered a panoramic view of how learning is driving performance across industries. The theme for this year was “Transformative Learning for Achieving Business Outcomes” – which takes forward the discussions held during last year’s Confluence. Professionals took away some key learnings from the various industry leader address sessions and power-packed CXO, GCC, and Fintech panel discussions.

“NIIT India Confluence 2022 was bigger, better, and richer than the previous ones. We had over 600 Business, HR and Learning leaders participating in this year’s Confluence from over 300 organizations”, said Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd. The pandemic has impelled new frameworks to achieve an organizational balance. Rajendra S Pawar, Chairman & Co-Founder, NIIT Group said, “Organizations need to Introduce SACRED - Sensitivity, Agility, Connectivity, Readiness, Empathy, and Discipline!” He elucidated upon tried and tested strategies to remain productive in such times. He further added that COVID has put everyone in the crucible of learn and adapt or perish.

Shedding light on the role of organizations as enablers of learning, Amitabh Chaudhry, Managing Director & Chief Executive Officer, Axis Bank, observed, “Constant 360 communication with employees is the key to reaching high levels.”

It is here that an active platform helps foster a culture of learning. In some ways, the NIIT Confluence is a #WoodstockOfLearning for L&D professionals. “NIIT Confluence is a platform where like-minded and passionate learning & development professionals come together to share their expertise and learn together in an electric, powerful environment. Akin to what the Woodstock Festival was for musicians,” said Vijay K Thadani, Co-Founder, Vice Chairman and MD, NIIT.

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It's not only about learning at an individual level but GCCs have fast established themselves as centres for excellence, innovation, and resilience. "Financial services are changing rapidly. GCCs play a critical role at JP Morgan and Chase. A revolution is seen in GCC. There is a lot of focus on reaching scales and heights coupled with increased complexity," avered Dinesh Chawla, Managing Director, JPMorgan Chase & Co.

Everything from retail to the manufacturing sectors has witnessed the benefits of leveraging GCCs. Sudeep Ralhan, VP – People, Walmart Global Tech India, said, "Today GCCs act as a holistic partner of the organization that they are focussing on."

However, are GCCs a panacea or do they espouse limitations? "Decisions being centralised hinders the aspirations of GCCs. Instead, a focus on the leadership enhances decisive possibilities for the organization," asserted Dr. Yogesh Kumar Bhatt, EVP and Business Head, StackRoute, An IIIT venture.

Sapnesh Lalla, Chief Executive Officer and Executive Director, NIIT, moderated a CXO power panel on navigating the next talent at the heart of strategy which expounded how talent is set to evolve amidst changing business paradigms, and the ongoing war for talent.

In many ways, the pandemic forced us to think outside the box and consider strategies that we otherwise would not for our survival. "Keep learning constantly. Don't be afraid to ask, don't self-restrict yourself. Don't be scared about your dreams," asserted Guneet Monga, Globally acclaimed, Indian film producer.

Another facet to consider is that digitilisation has expanded boundaries. Gary Kirsten, Former international cricketer, International Cricket Coach, Leadership Consultant, Philanthropist and Entrepreneur stated that the environment should be fluid enough so that a good base for talents is created.

Ostensibly, technology experts are in high demand today. "We are currently in an ecosystem where the demand for technology is too high due to the situation," avered Anuj Malhotra, Sr. Partner & Vice President, Service Lines and Operations, IBM.

The trends instilled by the pandemic are certainly here to stay. "COVID-19 has been a catalyst for creating an irreversible era of digital nomads and a highly personalized workforce," said Keshav R Muruges, Group CEO, WNS Global Services.

Even industries deemed to be conservative have not been an exception to the flurry of changes. Chetan Garga, Managing Director, Allstate, said, "There's a lot of stops happening in the industry-changing pattern due to the pandemic. Typically, insurance is considered as a very conservative space but insurance is changing that aspect due to talent. A lot of talents exist in our organization itself but we are critical about their potential." The industrial renaissance that we are seeing today bears the insignia of the adaptability of the human spirit to survive and overcome odds. Click [here](#) to know more about NIIT India Confluence 2022.