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# Opening Remarks



**Chitresh Sharma**

CEO & Co-founder, Refyne

# Setting the Context



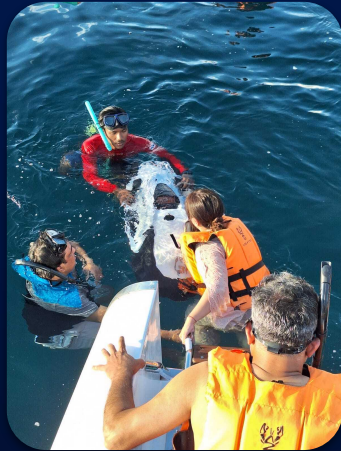
**Dr. Sanjay Muthal**

CEO, Agrolynx Consulting & Advisor to  
the Board of Refyne

# A glimpse into Spectrum 2022 (ESG)



# A glimpse into Spectrum 2023 (Agile Culture)



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CO-CREATING TOMORROW

# The Human Machine Alliance



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# Keynote Speaker



Mr. Shiv Shivkumar

# AI + HR



Financially stress-free employees are more focused, leading to increased productivity and innovation.

Empowering employees with financial tools enhances job satisfaction and loyalty.

## SPECTRUM

### Boosted Productivity

Financially stress-free employees are more focused, leading to increased productivity and innovation.

### Increased Employee Satisfaction

Empowering employees with financial tools enhances job satisfaction and loyalty.

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# Every new technology reshapes business.

**2** The Electric Motor in the 1800s

**4** The PC in the 1970s

**1** Steam Engine in the 1700s

**3** The Aircraft in the 1900s

**5** The Mobile in the 2000s





Let's look at  
past predictions  
involving technology

- **1920s**  
Personal flying car
- **1920s**  
Robots
- **1930**  
Audio books
- **1950s**  
Online shopping
- **1970s**  
NASA – We will live on Mars by 2000.



# Adopting AI is a no brainer

AI is Tech driving Tech transformation

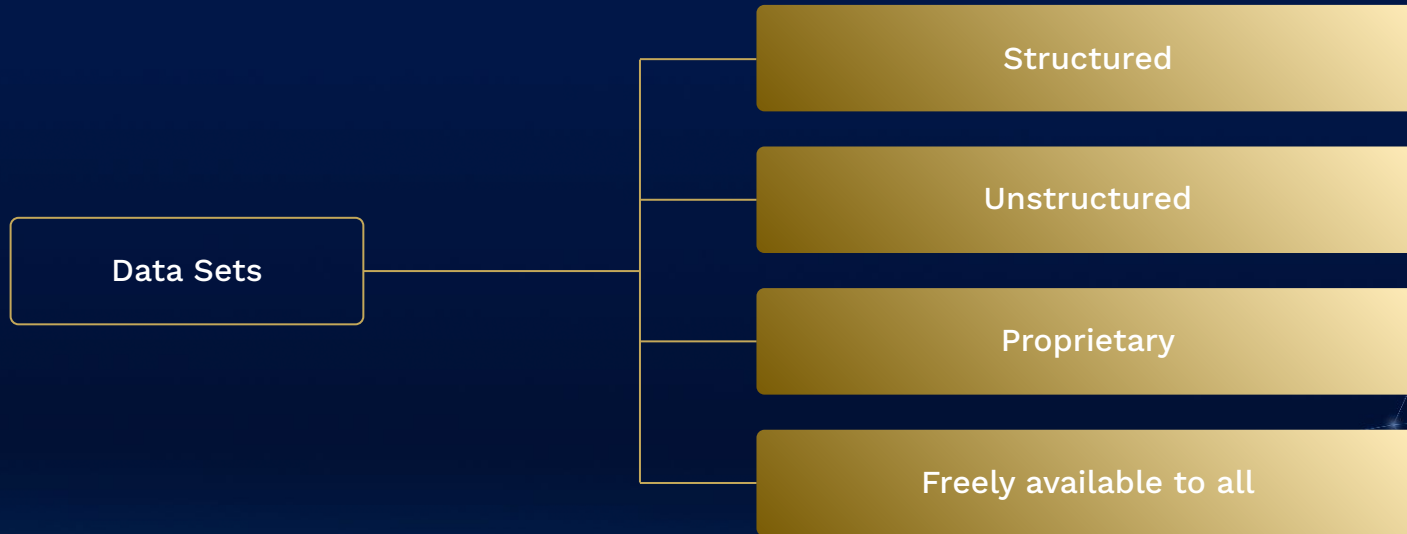
Organizations are learning about AI

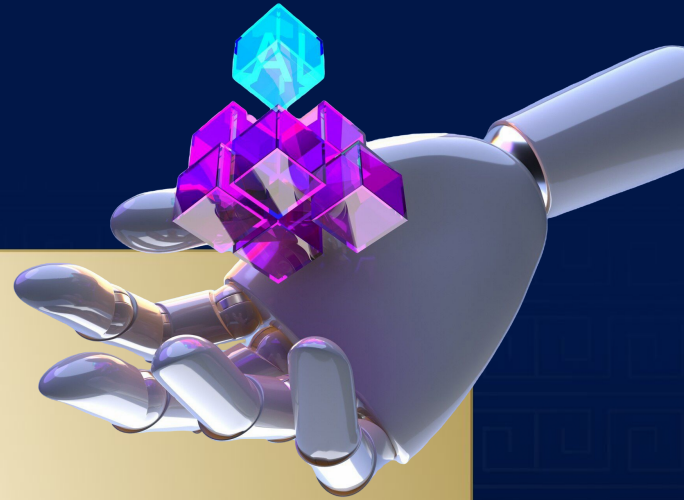


# The latest AI news in Aviation



## Q: Is a 1 billion point data set better than a 50 million point data set?





**More than 40%** of work can be augmented, automated and reinvented with **Gen AI**



70 % of employees fear AI  
**Job Loss !!**

## How are companies looking at AI?

34%

Proactive

22%

Reactive

44%

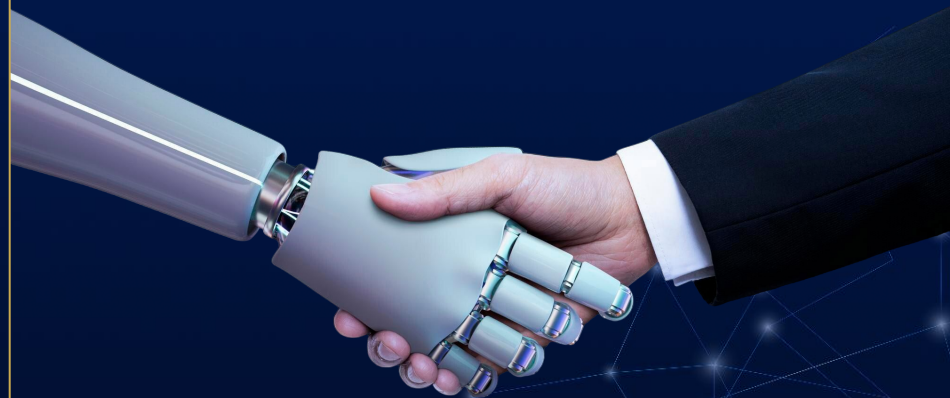
No action

Only 8 % of organizations are using AI in their Core Area



## Current use cases

- Recruiting
- Learning
- Employee Engagement
- Internal Mobility
- Analytics



# Efficiency

**1. Basic Efficiency**

**2. Augmented efficiency**

**3. Differentiated Efficiency**

**4. Intrusive efficiency**



# The 5 Ps of AI

Productivity

Personalization

Price management

Predictability

Proposals / Business cases



# Challenges to AI

## Organization

Cost Stakeholder buy in  
Accountability  
Inconsistent priorities  
HR role in tech solution

## Technical

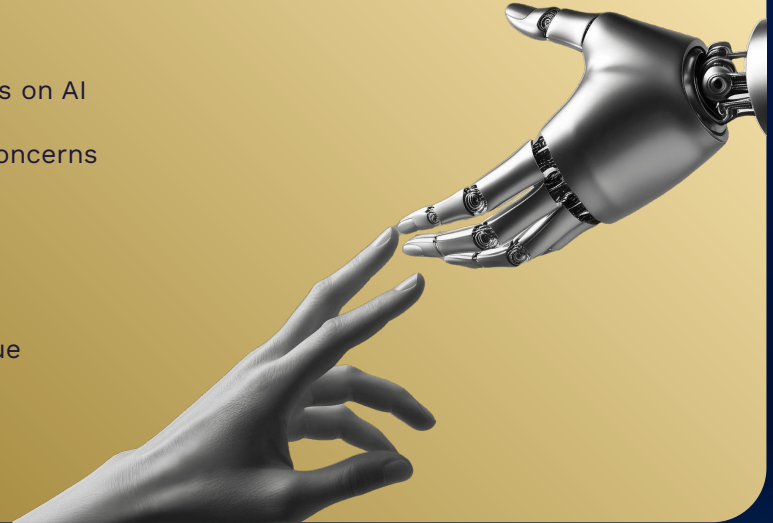
Complicated integration  
Data quality and availability  
Training chat bots  
Biased data

## Legal

Lack of AI authority  
Different country rules on AI  
Uncertainty  
Data leaks, security concerns

## Employee

Distrust  
Lack of perceived value  
Change management  
Lack of education





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**“AI + HI = ROI”**

Artificial Intelligence + Human Intelligence = Return on Investment

Johnny C Taylor CEO SHRM





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## Key considerations for ethical AI in HR

AI does not understand the intrinsic values and motivations that drive human beings



# AI works when leaders ask the right questions to analyze their data

Financially stress-free employees are more focused, leading to increased productivity and innovation

Empowering employees with financial tools enhances job satisfaction and loyalty

Leaders should ask the questions because AI and technology are neutral

Increased Productivity

Financially stress-free employees are more focused, leading to increased productivity and innovation

Increased Employee Satisfaction

Empowering employees with financial tools enhances job satisfaction and loyalty



# Information must reach everyone and have a shared responsibility.

Financially stress-free employees are more focused, leading to increased productivity and innovation.

Empowering employees with financial tools enhances job satisfaction and loyalty.

## Remove obstacles

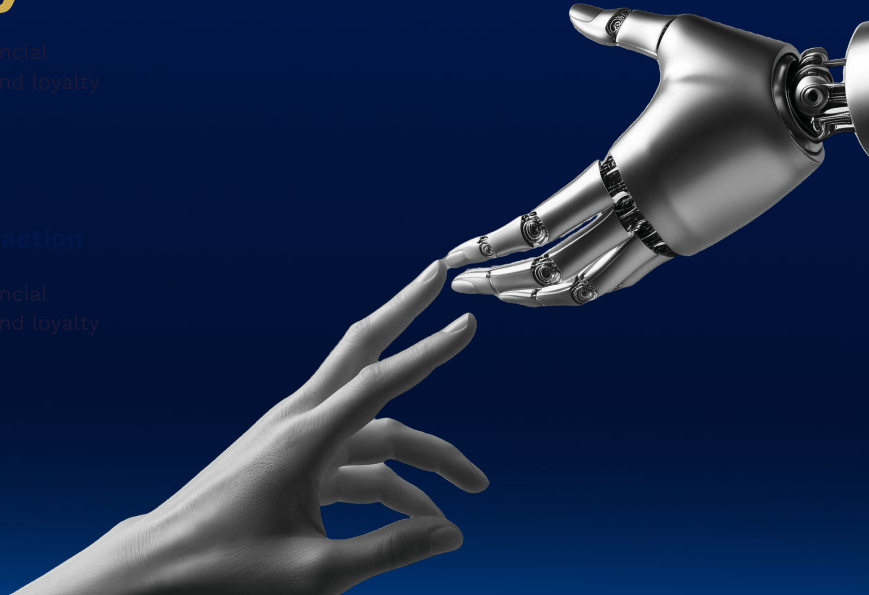
Business Productivity

### AI in HR

Financially stress-free employees are more focused, leading to increased productivity and innovation.

Increased Employee Satisfaction

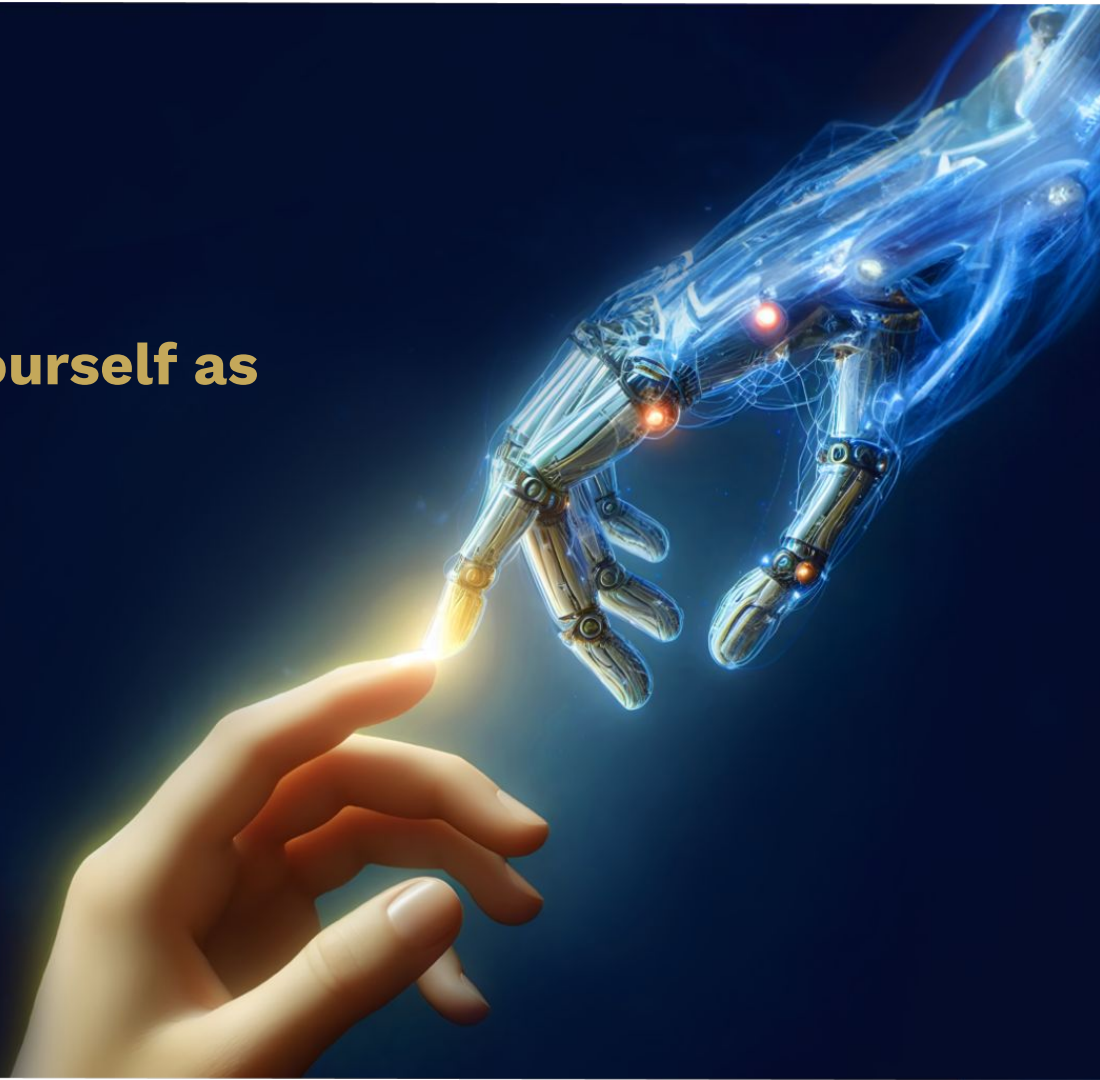
Empowering employees with financial tools enhances job satisfaction and loyalty.





**You need to position yourself as  
both a mediator and a  
facilitator of human AI  
interactions**

AI + Human Beings Interaction





**The integration of AI and human beings is supervised by IT and not HR**

AI + Human Beings Interaction

# AI isolates human beings from each other

Individual



**You have to educate employees that AI is not a profit enhancing tool, its an investment for long term sustainable value**

Profit Vs Value



# Amazon School



**Do not delegate your  
thinking to AI**



# AI does not know why you are in business



# The role of strategy , the time frame of strategy and budgeting change with AI.





# Adoption of AI should not drop either **Ex** or **Cx**

Employee experience | Customer experience



# Forces students to use AI

‘Insights’



## Soft skills

- Curiosity
- Empathy
- Communication
- Proactive thinking

**70 % of employees  
feel that soft skills are  
more important than  
hard skills**



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# Tea Break



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# Panel Discussion

CO-CREATING TOMORROW

# The Human Machine Alliance

Moderator



**Dr. Sanjay Muthal**

CEO, Agrolinx Consulting & Advisor  
to the Board of Refyne

# Leadership Thoughts



"If you've got a sentient humanoid robot that is able to navigate reality and do tasks at request, there is no meaningful limit to the size of the economy."

**Elon Musk, CEO, Tesla**

"We are in the human-labor business, and today 50% of Global Domestic Product (GDP) is paying humans to do work every day, in other words human labor. That amounts to a marketplace of \$40 trillion a year. It's 10 times bigger than all of transportation combined."

**Brett Adcock, CEO, Figure AI**

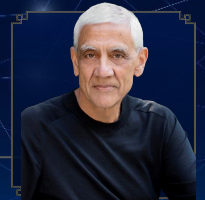


"Humanoid robots will be as common as cars are today. 100 years from now, it's very clear, we'll have humanoid robots everywhere. They will likely be the largest volume mechanical system the world makes."

**Jensen Huang, CEO, NVIDIA**

"By 2040 there could be a billion bipedal robots doing a wide range of tasks, freeing humans from the slavery of the bottom 50% of really undesirable jobs like assembly line and farm workers. This could be a larger industry than the auto industry."

**Vinod Khosla, Khosla Ventures**



# Meet Our Panelist



## Ruchira Bhardwaja

### Joint President & CHRO, Kotak Life

The 'thinking' CHRO takes a reflective approach to building resilience in people. Fueling the potential of people power is entirely possible with the help of technology, she says, as she fires up the Capacity, Capability, and Culture pillars at Kotak Life. Harnessing human skillsets of curiosity and explorative learning through intelligent systems is not new to her.



# Meet Our Panelist



## Jaikrishna B

President & Group CHRO, Amara Raja Group

Engages over 17000 employees across 17 business verticals. He believes in building holistic welfare for people through hands-on leadership, practising diversity in hiring and learning initiatives, and vitalising the people function by finding unique avenues for upskilling and psychological safety.

# Meet Our Panelist



## Dr. Sujiv Nair

### Global CHRO & CTO, Re Sustainability Ltd

Sujiv Nair's twin passions of people and planet have followed an inspiring course for over 30 years. He combines CSR and ESG touchpoints with re-engineering and the use of multiple skills in the day to day to make the planet a lasting home. Through his work, he proves that business goals can endure side by side with sustainability.

# Meet Our Panelist



## Ajay Bhatt

Global President HR and Corporate  
Communications, Intas Pharma

Watches over 19000+ employees in 86 countries. He believes that disruption has become a quality of the times. He upholds ways to ace the times through core domain expertise, by getting the fundamentals right, and no-fail personal ethos and soft skills. Diversity of thought is crucial, he says, as it helps fuel innovation.

# Panel Discussion Members



**Ruchira Bhardwaja**  
Joint President & CHRO  
Kotak Life



**Jaikrishna B**  
President Group HR  
Amara Raja



**Dr. Sujiv Nair**  
Global CHRO  
Re- Sustainability Ltd.



**Ajay Bhatt**  
CHRO  
Intas Pharma

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# Manthan



# Vote of Thanks



**Anurag Tripathi**

VP & Business Head at Refyne

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