

EBEKMED **WORKFORCE** **SUMMIT** FOR NURSES

Ideation on Talent Acquisition and Retention

24th August 2024

Venue: Radisson Blu Plaza Hotel,
Delhi Airport, New Delhi

**Ideation on
Talent Acquisition
and Retention**

In association with



About the Conference

Ebekmed brings the 1st edition of a flagship Summit – Workforce Summit for Nurses, themed "**Ideation on Talent Acquisition and Retention**," which aims to convene industry pioneers, administrators, and thought leaders to address some of the most pressing human resources challenges facing our healthcare systems today.

This summit provides a vital platform where experts will explore major trends and challenges daunting HR management, including employee shortages vis-à-vis limited talent pool, declining retention rates, workforce dissatisfaction, quiet quitting, burnout, and rising labor costs. The focus will be on discovering opportunities for addressing these issues, with innovative solutions and actionable strategies aimed at transforming talent management and performance enablement.

These human resources issues are increasingly misaligned with the evolving expectations of a more digitized and educated patient base, which is demanding greater value-based healthcare interactions. As patients seek more personalized and efficient care, the gaps in our current systems only exacerbate the challenges faced by healthcare professionals, ultimately affecting the quality of care provided. Addressing these misalignments is crucial to enhancing both workforce satisfaction and patient outcomes.

Employees have been rethinking what work means to them, which means HR needs to reconsider talent acquisition strategies. People increasingly expect a holistic value proposition that includes career growth, skills development, inclusion, belonging, fairness, trust, authenticity, purpose, a supportive company culture, and wellness. To help employees remain engaged and perform at their best, HR should be open to evolving culture, processes, and norms. This involves exploring innovative strategies, developing comprehensive solutions, and providing precise guidance for performance enablement.

Healthcare English Communication - Importance of Empathy, Patient Safety and Accuracy

1

Topic

Time: 10:50 a.m. - 11:30 a.m.

Effective communication in healthcare must be both empathetic and precise. This panel will explore how empathetic interactions build trust and enhance patient experiences, while clear and accurate communication is crucial for ensuring patient safety and preventing errors. The panel aims to deliberate strategies to elevate healthcare English proficiency as a foundation for empathetic communication and improve care outcomes.

PANEL MODERATOR



T K Arunachalam

Regional Director – South Asia (English)
Cambridge University Press & Assessment

PANELLISTS



Prof. Dr. Feba Geevarghese

Principal cum Professor
St. Stephen's Hospital College
of Nursing



Mr Peter Rodway

Co-Founder,
Specialist Language Courses, UK



Dr Phalakshi Manjrekar

Director Nursing,
PD Hinduja Hospital and MRC



Ms Rashma Nathani

Head HR
Kokilaben Dhirubai Ambani Hospital



Dr Sukrit Kumar

Medical Director
Rainbow Children's Hospital

Navigating the Challenges of Nurse Talent Acquisition.

2 Topic

Time: 11:35 a.m. - 12:15 p.m.

Attracting and retaining top nursing talent is increasingly complex in today's healthcare landscape. This panel will explore key challenges in nurse talent acquisition, including recruitment hurdles, competitive markets, and workforce shortages vis-à-vis limited talent pool, and declining retention rates. The panel aims to uncover effective strategies and innovative solutions for overcoming these obstacles by embedding upskilling into the daily routine and career growth path, to foster a culture of continuous improvement and job satisfaction, leading to higher staff retention.

PANEL MODERATOR



Ms Jahanara Shaikh
HR Head, Gleneagles Healthcare

PANELLISTS



Lt Col Mrinalini Choudhury
Nursing Superintendent
Ivy Hospital



Mr. Raju Kumar
Unit HR Head
CK Birla Healthcare



Ms. Snehal Sunand Gajbhiv
Deputy Manager - HR
Lilavati Hospital and
Research Centre



Dr Shalabh Gupta
Dean Academics
Santosh Deemed to be University



Dr Vincy Ashok Tribhuvan
Vice President - Nursing Administration
Care Group of Hospitals

Enhancing The Preparedness of Novice Nurses for Clinical Practice: Strategies and Insights

3 Topic

Time: 12:20 p.m. - 1:00 p.m.

In an era of rapid change and evolving workplaces, the need to cultivate future-ready talent is vital. Preparing novice nurses for the complexities of clinical practice is crucial for ensuring their success and patient safety. This panel will explore effective strategies, challenges, and best practices in preparing the graduates for the dynamic landscape ahead. The discussion aims to provide a comprehensive understanding of the expectations employers have for graduates entering the healthcare workforce, and the shared responsibility of academia, upskilling partners, and industry in shaping future-ready graduates.

PANEL MODERATOR



Col. Dr. Binu Sharma

Senior Director Nursing, Max Healthcare Institute Ltd

PANELLISTS



Dr Bhawna Bakshi

State Program Manager
JHPIEGO



Dr Jayachandran Hariharan

Managing Director
Vihaa Multi Specialty Hospital



Ms Girja Sharma

Chief Nursing Officer
Fortis Hospital



Ms. Renu Nagar

Principal, SN Institution of Nursing
Sciences, Nirwan University



Dr (Mrs) Suchita S Sawant

Principal, Bombay Hospital
College of Nursing



Ms Suman Yadav

Unit Head - HR
Rainbow Children's Hospital

Best Practices for Engaging and Retaining a Diverse Nursing Talent Pool

4

Topic

Time: 2:00 p.m. - 2:40 p.m.

Engaging and retaining a diverse nursing workforce is essential for delivering high-quality, culturally competent care. This panel will highlight best practices for attracting and supporting a varied nursing talent pool, including inclusive recruitment strategies, supportive work environments, and tailored professional development opportunities. The panel will further explore innovative approaches to performance enablement, engagement, inclusion, and sustaining a skilled workforce that drives organizational success and growth.

PANEL MODERATOR



Capt (Dr) Sandhya Shankar

Chief of Nursing-Fortis Healthcare, Medical Strategy and Operations Group

PANELLISTS



Ms. Deepa Chugh

Nursing Superintendent
Aakash Healthcare



Dr Dipti Shukla

Principal, Samarpan Institute of
Nursing and Paramedical Sciences



Ms Madhavi Chikale

Group CNO
SRV Hospitals



Ms. Precila Fernandes

Director Nursing
Medanta Hospital



Dr Supriya Sarkar

Cluster Head, Shalby Hospital



Ms Mitali Bose

General Manager - HR
Indian Spinal Injuries Centre

Leader's Vision: Talent Management - A Holistic Approach

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Topic

Time: 2:45 p.m. - 3:30 p.m.

Effective talent management requires a comprehensive and visionary approach from leadership. This panel will delve into holistic strategies for nurturing and retaining top talent, emphasizing the importance of aligning talent management practices with organizational goals, focusing on practical training, mentorship programs, and simulation-based learning, empowering, and leveraging data-driven insights to lead and transform service delivery through research-informed clinical practice.

PANEL MODERATOR



Dr Rita Lakhani

RNRM., Head Clinical Skills and Recognition, Ebekmed

PANELLISTS



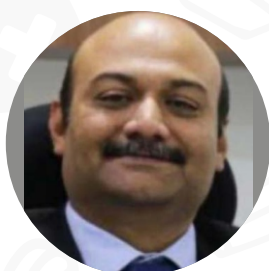
Dr. Jothi Clara

Country Director of Nursing
Gleneagles Healthcare



Mr Umesh Gupta

Senior Director
HR and Chief People Officer
Max Healthcare



Dr Rahul Medakkar

CEO, Star Hospital



Dr Manju Chhugani

Former Dean SNSAH,
Head of Department Obstetrics &
Gynaecological Nursing, Rufaida College of Nursing



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