





The following report provides a comprehensive overview of the two-day workshop titled "FUTURE OF WORK" | PREPARING FOR SUCCESS held on 27<sup>th</sup> and 28<sup>th</sup> of January 2023. It was conducted in association with The Department of Management & Commerce (DMC) and The Department of Mathematics & Computer Science (DMACS) of Sri Sathya Sai Institute of Higher Learning, Muddenahalli Campus. The purpose of the workshop was to gain insightful learning about the current and future work trends in this ever-changing data-driven world. A diverse group of speakers, participated in interactive sessions aimed at achieving the workshop objectives. This report highlights the key takeaways, major topics covered, and action items arising from the workshop.

#### SEQUENCE OF EVENTS AND TOPICS DISCUSSED

The proceedings of Day 1 started at 09:00 AM with Lighting of Lamp by the Chief Guest of the Day, Prof. B. Sai Giridhar, Vice-Chancellor (Acting), Prof. Pallav Kumar Baruah, Registrar (Acting), Dr. R. Raghunatha Sarma, Associate Professor and Head, Department of Mathematics and Computer Science, Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam and Sri B. Venkataramana,



Deputy Director, Sri Sathya Sai Institute of Higher Learning, Muddenahalli Campus. This was followed by **Invocatory Vedam**.

The Welcome Address was given at 09:10 AM by **Sri B. Venkataramana**, Deputy Director, Sri Sathya Sai Institute of Higher Learning, Muddenahalli Campus. Following this the Inaugural Address was given by **Prof. Pallav Kumar Baruah** who gave an outlook of the entire





workshop as a whole. Next, **Dr. R. Raghunatha Sarma** gave the Special Address in which he talked about his

and the student's bond with the Lord relating it to Data Science. This was then followed by the Chief Guest Address given by **Prof. B. Sai Giridhar** on 'What exactly is Future of Work and what exactly is preparing for success?'. This was the last event of the Inaugural Session which concluded at 10:45 AM.

After a short 15-min refreshments break, the workshop resumed with a talk on "Data Analytics empowering Digital Transformation" by **Sri L. Ganesh Kumar** at 11:00 AM. This was followed by parallel sessions for the DMC and the DMACS members. The DMC members had **Sri Vivekananda Bharathi**, an alumnus of Muddenahalli Campus speak on the topic: "What do Digital Marketers do?". The DMACS members at the same time had **Sri Basanta Sharma** speak to them about "Software-defined Networks". He too was an alumnus of Muddenahalli Campus. Thus, concluded the Morning Session of Day 1 at 01:00 PM. The participants and guests broke for lunch after this.

The Post-lunch session began at 02:00 PM by a talk by **Sri Mohit Sethi** on the topic: "Blockchain/distributed ledger side". This was followed by an interactive session by **Sri Sathya Sai Mudigonda**, An Adjunct faculty of Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam on the topic: "Shaping revolutionary actuaries for next gen. businesses".



The proceeding of Day 1 concluded with this at 04:30 PM.

The proceedings of Day 2 began with Invocatory Vedam at 08:45 AM. The first speaker of the day was **Sri Sai Prasanna Annamalai**, speaking on the topic: "Cloud computing empowering digital transformation". This was followed by an







interesting and fact-quipped session on "Data ecosystems from practitioners' lens" by **Sri Shoubhik Bose**. This was followed by a 20-min drinks break at 10:45 AM.

Following the drinks break, parallel sessions for the DMC and the DMACS members were conducted similar to day 1. The DMC members had **Sri N. Harish** speak to them about the key trends in personal finance, fintechs and its disruptions. At the same time, the DMACS members had **Sri P. Murali Krishna** speak to them on the topic: "Microservices". The parallel sessions were followed by an informative and interactive session on fintechs and their ability to challenge the status quo by **Sri Vivek Mandhata**. This was followed by Lunch at 01:00 PM.

Post-lunch saw the final session of the workshop. It began with **CA**. **Punith Kumar** speaking to us about the transformation in finance, digital co-workers in finance. Following this, **Sri Upendra Sai Matsa** spoke on preparing ourselves for the future.

This was followed by the Valedictory Session which was presided over by **Prof. R. Gowrishankar**, Dean of Education, Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam. The Valedictory Function began with the presidential address given the Prof. R. Gowrishankar following which the chief guest address was delivered by the Chief Guest for Day 2, **Sri Natarajan Jagannathan**, President & Chief Operating Officer, Karur Vysya Bank, Karur, Tamil Nadu. The proceedings ended with the Vote of Thanks delivered by **Dr. K. Sayee Manohar**, Associate Professor and Head, Department of Management & Commerce, Sri Sathya Sai Institute of Higher Learning, Muddenahalli Campus. The two-day workshop ended with bhajans and Mangala Aarthi at 05:30 PM.











#### SUMMARY OF THE TOPICS DISCUSSED

Inaugural Address | **Prof. Pallav Kumar Baruah**, Registrar (Acting), Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam.



He emphasised on the intricacies of the very title of the workshop saying it was a thickly coupled statement. He said that sustaining happiness is itself preparing for success. Happiness is the eternal index. As long as we are clear as to why we are working, happiness will follow. Alan tuning proposed intelligence machine but was not accepted by his

counterparts then, as they couldn't foresee their future. Sir mentioned about a common problem of how the same land is sold to many people; data can also be mutated. Thus, blockchain helps rectify and reduce redundancy and mutation. The three aspects that are very important while sharing data are *a. Integrity b. Security and c. Privacy*.

Sir had also elaborated on the pursuit of happiness — no matter the advancement in technology, it is but a mere tool to enhance our livelihoods. Lastly, sir reminded us that one must have "Daiva Preeti, Paapa Bheeti and Sangha Neeti.", when we are taking the aid of Al and Technology.







Special Address | **Dr. R. Raghunatha Sarma**, Associate Professor & Head, Department of Mathematics & Computer Science, Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam.



Dr. R. Raghunatha Sarma had mentioned that our university is ready to make our students future-ready. Being ready for future is to connect the dots. Sir also said that we are future-ready if we achieve the goal of living in the present. Quoting an example of one of his students, he said that when he was laid off from his job in

IBM, he was dejected and crest-fallen. Later that night, Bhagawan Baba appeared in his dream and with a stern expression questioned him as to why he was scared when Bhagawan was there to protect him. Within a month from this dream, both the husband and wife get job in Hyderabad with double the payment! Sir emphasised on our unrealised course – everyday *Omkaram, Suprabhatam, games and the entire schedule* laid down by our divine Lord. Sir concluded that any experience – be it good or bad, will make you future-ready. Transformation of information to transformation of individual should happen.

Chief Guest Address | **Prof. B. Sai Giridhar**, Vice-Chancellor (Acting), Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam.

Prof. B. Sai Giridhar began his speech by saying that the cultivation of Human Values is the true education in one's life. Moving on to the computerisation of banks during the 1980's, he said that the banks in India were proposed with the idea of computerisation but they had refused to change their ways. What was being revealed here was the modality of work v/s the change in the work itself, this leads us to the way we work. Thus, we should have an





opened mind to accept what is to be learnt and this is then equated with growth – the aspiration of everyone to grow and learn. The only way we can be prepared for success is the way we equip ourselves with knowledge. He instated 8 main points that could really get us prepared for the future – success indeed! He began with the *ability to embrace change*, stating that we should be ready to re-learn and then put in our efforts. He spoke about the

aspect of creativity in all of us – having just a minor modification to change the outlook. Next, he spoke about the habit of critical thinking, possessing technological skills and digital literacy. He said that to be sustainable in this world, one should be ready to take up initiative and retain interpersonal skills. The art of self-management should help us tread our way up to success – our goal!



**Sri L. Ganeshkumar**, Practice Head - Hi-Tech, Communications and Media; L&T Technology Services, Bangalore. | Topic: "Data Analytics empowering Digital Transformation."

The emphasis on data and its usefulness in this era was discussed in the session. He said that data is the new oil in this era. IT & technology has to align to business and create some value to business. He said that technology and management are combined and committed.

This data will drive the behaviour of each individual in their buying behaviour. He later explained the 4 key enablers that are accelerating the digital economy, they are

- 1. Digital strategies & regulations,
- 2. Digital infrastructure,









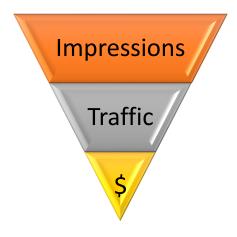
- 3. Data,
- 4. Digital skills.

He explained the 2 important metrics that each one should have – learnability and adoptability. Later he discussed on the pillars for digital transformation – User experience, connected intelligence, trust & safety, Digital connectivity – which are important. He said about the journey from data to customer intelligence.

He mentioned about the modern business problems like data siloes, data quality issues, complexity with legacy systems, meeting customer expectations and also gave the need to have items to overcome the former – a defined data strategy, data management plan, a defined change management plan. Data analytics is the science of analysing raw data to make conclusions about that information. He explained about the types of data analytics that are descriptive, diagnostic, predictive, prescriptive.

**Sri Vivekananda Bharathi**, Head of Growth, JoinMyTrip, Chennai. | Topic: "What do Digital Marketers do?"

He started the speech by telling that digital marketer is not a digital marketer anymore. He explained why digital market is loved/embrace/forced – scalable, measurable, personalization, contextualization. Then he gave some facts about the funnel.











Later, he went on to give some insights on what do digital marketers do and how does it start. The two vital components under the latter are **finding users** (performance rating, email outreach) & users finding you (Organic). Then he elucidated about the growth marketing as it finds and tests the market.

**Sri Basanta Sharma**, Senior Software Engineer, IBM, Bangalore | Topic: "Software-Defined Networks."

In the speech, the speaker discussed Software-Defined Networking (SDN) and its related topics, including:

1. Software-Defined Networking (SDN): The speaker provided an overview of SDN and how it differs from traditional networking. SDN is a network architecture that separates the control plane and data plane, allowing for more flexible and automated network management through software.



- 2. Network Architecture: The speaker discussed the architecture of SDN, including the various components and how they interact with each other to provide network services.
- 3. Advantages of SDN: The speaker highlighted the benefits of SDN, including increased network agility, programmability, and automation. The speaker also discussed how SDN can help organizations save time and resources while improving network performance and security.





4. SDN Firewall: The speaker touched on the topic of SDN firewall, which is a firewall that is integrated into the SDN architecture. The speaker discussed the advantages of using an SDN firewall, such as increased visibility and control over network traffic, and the ability to quickly respond to threats.

**Sri Mohit Sethi**, Senior Vice-President, KrypC, Blockchain, Bangalore. | Topic: "Blockchain / distributed ledger side."

He began his speech by defining what a blockchain is. Blockchain is an advanced database system that enables transparent sharing of information among the network of participants.



It stores data in blocks, that are linked together in a chain, providing a chronological record that cannot be modified without the consensus of the network. It is an unchangeable ledger. He emphasised on the terminologies such as public ledger, Ethereum, hyper-ledger, hedera hash graph. He said that trust is the basis for any

transaction in the world of today. The role of intermediaries has been drastic in these times. The nature of atomic transaction, cryptography and ptp networks and smart contracts. The only challenges of blockchain are scalability and rules & regulations.







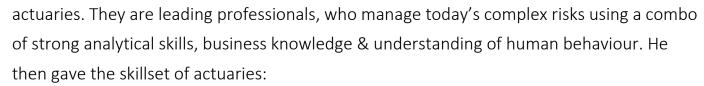
**Sri Sathya Sai Mudigonda**, Adjunct Faculty, Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam. | Topic: "Shaping Revolutionary Actuaries for Next Gen. Businesses."

He gave the idea about human life which involves 3 stages – life, money, death. He mentioned one of swami's quotes, "God's grace is like insurance". Then later he elaborated

on the concept of business opportunity having capital, risk and profit. Then he gave the idea on the concept - successful project – which has 3 broad categories. They are:

- A. Specify the problem.
- B. Develop the solution.
- C. Make the model dynamic.

He gave the exquisite definition of who are



- i. Strong analytical skills.
- ii. Love for numbers.
- iii. Agile thinking.
- iv. Business savviness.
- v. Effective communication.
- vi. Statistical and mathematical modelling.
- vii. A strong foundation in mathematics.

Finally, he gave wonderful insights about the data science and its opportunities and challenges immersed in it.







**Sri Sai Prasanna Annamalai**, Software Engineer, Azure Storage, Microsoft India, Bangalore. | Topic: "Cloud Computing - empowering Digital Transformation."

He commenced his talk with why the name cloud computing has popped up? Then he gave information about the AWS S3 (Simple, Storage, Service) – father of all clouds. He said that an amazing spiritual significance of cloud computing is that it is present everywhere. He further emphasised more on the building blocks of cloud computing (Network, Storage,



**Compute).** Also, he explained about the data centres as storage + network + compute.

Later, he went on elaborating about the forms of cloud computing. These are

- i. laas Infrastructure as a service.
- ii. Paas Platform as a service.
- iii. Saas Software as a service.
- iv. Serverless.

Finally, he explained why digital transformation is essential.

**Sri Shoubhik Bose**, VP & Head, Risk & Regulatory Data Platforms, Wells Fargo, Bangalore. | Topic: "Data echo system from practitioners' lens."



Sri Shoubhik Bose began his entire outlook on the topic by comparing the differences between data and information, where he said that most of the data that is being generated is but noise. He spoke about the challenges faced by the organisations in the data







ecosystem stating that there is huge growth in data volume and complexity. The talent and skill that is required is unavailable. Trust on data and its quality is at question and there are wide spread concerns about data security and the regulations concerning it. Thus, in this time and hour, data governance is primary. He went on to state that the one who owns the data is accountable to the data. He spoke about the data flow – extracting raw data, filtering, cleaning and transforming the given raw data and applying business specific logic. The three broad areas of data ecosystems are data engineering, data governance and data analytics. Finally, he said that we should have the knowledge of the domain and also the idea of interpretation.

**SRI N. HARISH**, Co-founder - "Save right", building hyperlocal Robo advisory app in Fintech, Bangalore. | Topic: "Key trends in Personal Finance, Fintech and its disruptions."

Sri Harish started by giving importance to strive for efficiency (pot of gold). He then explained the 3 main features of >4 theory, they are:

- 1. Irreversible UPI.
- 2. USP UBP (differentiating factor) WhatsApp, true caller.
- 3. High tolerance Zomato delivery.



Then he elaborated where this theory won't hold good, they are:

- 1. Affordability (Train v/s flight).
- 2. Readiness (Smartphone Uber app).
- 3. Learning effort (Tally, SAP).
- 4. Configuration (Domestic maid).
- 5. Branded lanes (Xerox, Paytm, Google, Dunzo).





**Sri P. Murali Krishna**, Senior Software Engineer, DELL Tech, Bangalore. | Topic: "Microservices."

In the speech, the speaker discussed Microservices, including:

1. Microservices: The speaker defined microservices as a software architecture approach where an application is composed of small, independent services that communicate with each other to deliver a complete application. The speaker emphasized the importance of this



- approach in today's fast-paced and rapidly changing technology environment.
- 2. Microservices Architecture: The speaker described the architecture of microservices, including the components and how they interact with each other to provide the desired functionality.
- 3. Challenges: The speaker discussed the challenges associated with implementing microservices, including increased complexity, coordination, and management of multiple services. The speaker also discussed the importance of having a strong DevOps culture and processes to successfully implement microservices.
- 4. Advantages: The speaker highlighted the benefits of using microservices, including increased scalability, flexibility, and faster time to market. The speaker also discussed how microservices can help organizations respond more quickly to changing business requirements and technological advancements.
- 5. Companies that use Microservices: The speaker mentioned companies that have successfully adopted the microservices approach, such as Netflix, Amazon, and Uber. The speaker emphasized the importance of understanding the needs and goals of an organization when deciding if microservices is the right approach for their specific needs.







**SRI VIVEK MANDHATA**, Partner at Boston Consulting Group (BCG), Chennai. | Topic: "Fintechs | Challenging the Status Quo."

Sri Vivek had spoken about the increase in the market share of the Fintech companies in the past 3 years, stating that this industry hit a historic high of 2.8 billion dollars in 2021 but dropped 83% to 473 Million dollars of investment in 2022. The top financed companies in 2022 were followed by CRED, PINELABS, INNOVITI. Sir went in to explain



what an open architecture is – stating that anyone could facilitate payments under such an architecture. The main idea of UPI was to attack small digit transactions now it rules the P2M payment market. BHIM was the first UPI app. Using this technology, payment banks such as PhonePe, GPay, and Paytm have immensely excelled in the Indian payment market.

With over 2 billion dollars in funding, lending is the largest segment receiving 42% of all investments for Indian Fintech in 2022. The pandemic - induced push in the health insurance sector appeared to be a warning as multiline insurers received 68% of all funding in 2022. Neobanking is the latest branch of the Fintech industry. Other new emerging topics include wealth tech, Fintech SaaS, etc. regulations are highly effective in safeguarding risks and protecting and providing level playing field. Sir had also mentioned that the industry can benefit from clarity and harmonisation. Lastly, he was happy of India's AA frame work which is a step ahead in secured sharing, democratisation and sachetisation.







**CA. PUNITH KUMAR**, Associate Director, PwC India, Bangalore. | Topic: "Transformation in Finance, Digital co-workers in Finance."



Just like the finance minister of the nation, the company is also bestowed with a finance minister namely – CFO. Managing the cashflow and long-term financing should be the aim of every CFO in a company. The need of the hour is the transformation of the finance – enhancing it in the perspective of effectiveness and efficiency, real-time

information — thus looking both backwards and forward. He said that we should have effective finance planning so that we can reduce payroll expenses and the other costs like licenses, office rental and training. All that is required is to focus on what is important, foster collaboration for synergies and increase flexibility to react to urgencies and changes. Finance is seen as the centre of excellence, viewable to mass market and helps to improve the red flags. With the times changing nowadays, what is expected is to shift to a modern finance operating model. We should focus on innovation and growth — focus on the part of upskilling. He spoke about the digital co-workers in finance — the supply chain involved, human resources & the sales and product suppliers. He concluded by saying that we should readily add value to the team and in our career, path ahead become more focused.







**SRI UPENDRA SAI MATSA**, Director - Consulting Services, LatentView Analytics, Chennai. | Topic: "Preparing ourselves for the Future."

Sri Upendra kicked off his talk by mentioning three important facts – be aware of present, develop awareness about the future and having a mindset to change. Next he gave information about the key trends shaping the future, they are:

- Disruption is normal.
- New operating models & new technologies.
- The data economy.
- Egalitarian and homogeneous.

Later he went on to give insights on future of work. Employers will "quiet hire" in-demand talent, non-traditional candidates, organizations will need to address workforce, definition of workplace changing etc. He also coined a term, IMP (Ideal employee profile). He also mentioned what a company will do to get ready for future gen-employees. They are:

- Being agile & adaptive.
- Stronger foundational skills.
- Techno-functional skills.
- Analytical mindset.
- Let go to learn more.

Finally, he concluded the talk with the foundations of a Sai student and its edge over others – technical skills,



values & discretion, empathy & cooperation, spiritual founding. In the end he gave insights on how to prepare ourselves for the future.





**Prof. R. GOWRISHANKAR**, Dean of Education, Sri Sathya Sai Institute of Higher Learning, Prasanthi Nilayam.

IoT, i.e. Internet of Things has nowadays taken a U-turn re-naming itself it as IoE, i.e. internet of Everything – Sir began by saying this. He said that globalisation has made us to connect with things and people around the world in a seamless manner. He also said that banking has become a customer interaction service. All that is required is to look at the future of our country and then work in a tireless manner in that direction. For communication, language is very important and also the flow of communication. The driving force of today's youth is the technology that has changed the outlook of everything that has made our life so easy and going effortlessly.

**SRI NATARAJAN JAGANNATHAN**, President & Chief Operating Officer, Karur Vysya Bank, Karur, Tamil Nadu.

Sri Natarajan was the chief guest for the Day 2 proceedings. He spoke of the importance of having the linkages between the traditional banking sector and fintechs in order for them to be successful. He also provided his valuable experiences in the corporate world and how he dealt with them. As earlier mentioned time and again about the importance of persistence and determination required to achieve success in the corporate world was again reiterated by him. Finally, we could feel that his talk was the perfect end to a successful workshop.











#### CONCLUSION

In conclusion, the two-day workshop on "FUTURE OF WORK | PREPARING FOR SUCCESS" showcased how data analytics is becoming increasingly relevant in today's job market. With businesses generating and collecting vast amounts of data, the need for professionals who can analyze and make sense of this data has never been greater. Through hands-on activities and expert insights, participants were able to gain a deeper understanding of how data analytics can be used to inform decision-making and drive business growth. As we move forward, it's clear that data analytics will continue to play a critical role in the future of work and it's essential for professionals to develop the skills necessary to succeed in this field. Also, fintechs are showing the transformative impact on the traditional banking sector. Participants learned about how fintechs are using technology to offer innovative financial services, increase accessibility, and enhance the overall customer experience. The workshop also highlighted the importance of collaboration between traditional banks and fintechs in order to meet the evolving needs of consumers and businesses. It's clear that fintechs and the banking industry will continue to play a crucial role in shaping the future of work and financial services. As such, it's essential for professionals to stay informed about the latest developments and trends in this field in order to stay ahead of the curve.





#### PHOTO GALLERY







































