



Under the aegis of Vijayam Educational Trust

CATALYST COLLEGE

(A Unit of CIMAGE Group of Institutions)

Institution approved by Education Department, Government of Bihar, Affiliated to Patliputra University, Patna.



Ref: CC/W.RSP-NOT/22/44/49

Date: 25-Aug-2022

NOTICE

This is to inform all the Students that a workshop on Adapting to Change: Talent Acquisition and Employee Retention for Evolving Business Trends will be organized on 12.9.2022 from 9:30 AM to 5:30 PM in the auditorium of Catalyst College.

The workshop is completely free, and no money will be charged for the Training or Certification.

Interested students are instructed to meet the Activity In-Charge / Class Coordinator for more details and their registration.

By the order of

Principal


Principal
CATALYST COLLEGE
Plot No.- C-16(P) Patliputra Industrial Area
Patliputra, Patna-13

Plot No.C16(P), Patliputra Industrial Area
Patliputra, Patna- 800013



(+91) 7250767676



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Date- 12/09/2022

Workshop Title:

Adapting to Change - Talent Acquisition and Employee Retention for Evolving Business Trends

Number of Students Participated: 59

Objective:

The purpose of this workshop is to help businesses stay competitive by addressing the shifting landscape of talent acquisition and employee retention strategies in light of evolving business trends, such as technological advancements, remote work, generational shifts, and changing employee expectations.

Model 1 . The Evolving Business Landscape (30 minutes)

- Current Trends Impacting Talent Acquisition:
 - Technological advancements (AI, automation, data analytics).
 - Remote and hybrid work models.
 - Diversity, Equity, and Inclusion (DEI) in the workplace.
 - The gig economy and rise of contract/temporary roles.
 - Changing expectations around work-life balance, wellness, and benefits.
- The Changing Role of HR and Recruitment:
 - Leveraging AI and data for sourcing and selection.
 - The shift from traditional recruitment methods to more modern, agile approaches.
 - How the candidate experience and employer branding have become central.

Model 2. Strategies for Talent Acquisition in a Changing Market (45 minutes)

- Adapting Recruitment Processes:
 - Integrating technology: AI in candidate screening, virtual interviews, and onboarding.
 - Building agile recruitment strategies to fill roles faster and more efficiently.
 - How to tap into new talent pools (remote workers, diverse candidates, niche skill sets).
 - Employer Branding: How to make your company stand out in a crowded market.



- Case Study: Successful companies that adapted their talent acquisition strategies in response to changing trends.

Model 3. Employee Retention in an Evolving Environment (45 minutes)

- Understanding Employee Expectations in 2024:
 - Work-life balance, mental health support, and wellness programs.
 - Career growth, skill development, and continuous learning opportunities.
 - Flexible benefits packages (customized to individual employee needs).
- Creating a Culture of Engagement and Inclusion:
 - Importance of inclusive leadership, diverse teams, and belonging.
 - How to keep employees motivated and satisfied in a remote/hybrid setting.
- Building Long-Term Loyalty:
 - Retention strategies: recognition, rewards, career development, and leadership support.
 - Feedback loops: regular check-ins, surveys, and staying connected with employees.

Model 4. Workshop Activities and Breakout Sessions (30 minutes)

- Group Discussions:
 - What are the biggest challenges in adapting talent acquisition practices to the changing market?
 - How can we improve employee retention in our current organizational culture?
- Scenario-Based Exercises:
 - Break the group into smaller teams and provide real-world scenarios to address.
 - Develop a talent acquisition strategy for a growing remote-first company.
 - Develop a retention strategy for an organization facing high turnover due to burnout.

Model 5. Best Practices and Actionable Takeaways (20 minutes)

- Talent Acquisition:
 - Prioritize agility and flexibility in your hiring processes.
 - Use data-driven decision-making tools and technology.
 - Emphasize the candidate experience from first touch to hire.
- Employee Retention:
 - Personalize employee development programs.
 - Foster a strong organizational culture of trust, respect, and recognition.



- Invest in health and wellness programs, as well as professional development.
 - Leveraging Technology and Tools:
 - Highlight tools for employee engagement, feedback, and communication (e.g., performance management software, HRIS, etc.).
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Target Audience:

- HR Professionals
- Talent Acquisition Leaders
- Managers and Team Leaders
- CEOs/COOs of organizations undergoing transformation
- Learning and Development Specialists.

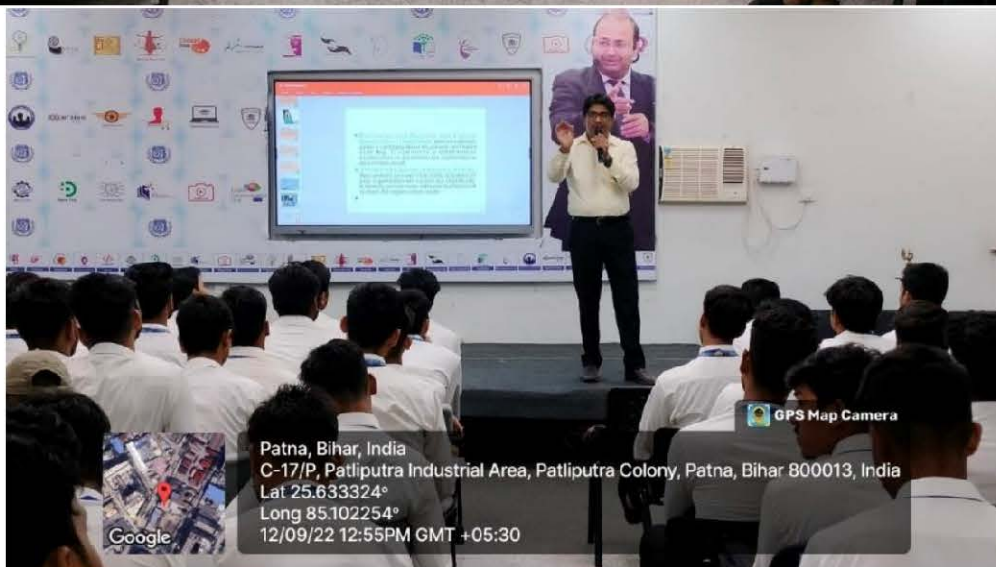


Adapting to Change Talent Acquisition and Employee Retention for Evolving Business Trends

Date:12/09/2022



Principal
CATALYST COLLEGE
Plot No.- C-18(P) Patliputra Industrial Area
Patliputra, Patna-13



Adapting to Change Talent Acquisition and Employee Retention for Evolving Business Trends

Date:12/09/2022

Registration

For Workshops/Seminars/Conferences during Academic Year 2022-2023

Adapting to Change: Talent Acquisition and Employee Retention for Evolving Business Trends

(12 September 2022)

S. No.	ID	Name of the student	Student's Signature
1	445-8034	Bittu Kumar	Bittu Kr.
2	445-8240	Chandani Kumari	Chandani Kr.
3	445-8104	Charu Kumari	Charu Kumari
4	445-8246	Gulshan Kumar	Gulshan Kumar
5	445-8229	Jyoti Kumari	Jyoti Kr.
6	445-8239	Jyoti Kumari	Jyoti Kr.
7	445-8045	Khushboo Kumari	Khushboo Kr.
8	445-7992	Kishan Kumar	Kishan Kumar
9	445-8279	Kumar Raushan	Kr Raushan
10	445-8161	Kumari Priyam	Kumari Priyam
11	445-7858	Kumari Sweta	Kumari Sweta
12	445-8041	Md. Konen Alam	Md. Konen Alam
13	445-8054	Mili	Mili
14	445-8088	Mohit Singh	Mohit Singh
15	445-7919	Pallavi	Pallavi
16	445-8163	Pallavi Dubey	Pallavi Dubey
17	445-8030	Pankaj Kumar	Pankaj Kr.
18	445-8116	Puja Kumari	Puja Kumari
19	445-8055	Purnima Kumari	Purnima Kr.
20	445-8037	Raushan Kumar	Raushan Kumar
21	445-8064	Ravi Ranjan	Ravi Ranjan
22	445-8005	Ripu Kumar	Ripu Kr.
23	445-8052	Rishu Kumar	Rishu Kr.
24	445-8079	Ritik Kumar	Ritik Kr.
25	445-8220	Ritik Raj	Ritik Raj
26	445-8091	Riya Raj	Riya Raj
27	445-8267	Robin Raj	Robin Raj
28	445-7871	Rohit Raj	Rohit Raj
29	445-8006	Saurabh Kumar Jha	Saurabh Kr Jha
30	445-8266	Sbeena Khatoun	Sbeena Khatoun
31	445-8090	Shrishti Kumari	Shrishti Kr.



32	445-8065	Sneha Gupta	Sneha Gupta
33	445-8128	Suman Prakash	Suman Prakash
34	445-8127	Sunita Kumari	Sunita Kumari
35	445-8165	Taufiq Ahmad	Taufiq Ahmad
36	445-8025	Vikash Kumar	Vikash Kumar
37	445-8092	Vikash Kumar Pandit	Vikash Kumar Pandit
38	445-8245	Vishwas Sinha	Vishwas Sinha
39	445-8040	Vivek Kumar	Vivek Kumar
40	445-7102	Amrendra Kumar	Amrendra Kumar
41	445-7111	Krishna Kumar	Krishna Kumar
42	445-7103	Ankit Kumar	Ankit Kumar
43	445-7124	Shrishty Kumari Singh	Shrishty Kumari Singh
44	445-7119	Chandan Kumar	Chandan Kumar
45	445-7113	Durgesh Kumar Jha	Durgesh Kumar Jha
46	445-7106	Naina Saki	Naina Saki
47	445-7155	Naina Bharti	Naina Bharti
48	445-7183	Ashish Kumar Jha	Ashish Kumar Jha
49	445-7214	Shobha Kumari	Shobha Kumari
50	445-7229	Ruchi Jha	Ruchi Jha
51	445-7259	Vinita Kumari	Vinita Kumari
52	445-7268	Rajnish Kumar	Rajnish Kumar
53	445-7285	Pawan Krishna Gandhi	Pawan Krishna Gandhi
54	445-7303	Riya Kumari	Riya Kumari
55	445-7320	Sumit Kumar	Sumit Kumar
56	445-7365	Abdur Rahman	Abdur Rahman
57	445-7426	Aditya Kumar	Aditya Kumar
58	445-7425	Sunny Kumar	Sunny Kumar
59	445-7236	Golu Kumar	Golu Kumar



(Sign.)

Course Coordinator