

# Monthly Coverage Dossier

September 2020

Future Generali India Life Insurance  
Company Limited

No	Overview of Activities	Key Publications
1	<p><b>Authored article</b></p> <p>It is prime time for re-imagining and rethinking the people agenda_ <b>Ruchira Bhardwaja</b></p> <p>Importance of analytics in HR_ <b>Ruchira Bhardwaja</b></p> <p>Marketing mantra in COVID times_ <b>Rakesh Wadhwa</b></p> <p>Real estate usage can be optimised post pandemic_ <b>S. Mahesh</b></p>	<ul style="list-style-type: none"> <li>• Business Manager</li> <li>• ET CIO</li> <li>• ET HR World</li>   <li>• Adab Hyderabad</li>   <li>• Hukumnama Samachar</li> </ul>
2	<p><b>Interview</b></p> <p>I continue to be bullish on Agency. Customers still prefer human interactions to understand how Life Insurance solutions fits into their life stage goals_ <b>Subhashish Acharya</b></p>	<ul style="list-style-type: none"> <li>• Insurance Alertss</li> </ul>
3	<p><b>Event resulted in industry story</b></p> <p>Insurance CIOs building virtual capabilities amidst pandemic_ <b>Byju Joseph</b></p> <p>Indian insurers adopting cloud and how!_ <b>Byju Joseph</b></p> <p>Largest virtual fintech meet attracts global attention_ <b>Ruchira Bhardwaja</b></p>	<ul style="list-style-type: none"> <li>• ET BFSI</li>   <li>• ET BFSI</li>   <li>• Banking Frontiers</li> </ul>

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No	Publication	Headline	Date	Coverage appeared
<b>Authored article</b>				
1	Business Manager	It is prime time for re-imaging and rethinking the people agenda_ <b>Ruchira Bhardwaja</b>	8th Sept 2020	Online
2	Adab Hyderabad	Marketing mantra in COVID times_ <b>Rakesh Wadhwa</b>	3rd Sept 2020	Print
3	Dabang Dunia	Marketing mantra in COVID times_ <b>Rakesh Wadhwa</b>	28th Sept 2020	Print
4	Hukumnama Samachar	Real estate usage can be optimised post pandemic_ <b>S. Mahesh</b>	24th Sept 2020	Print
5	ET CIO	Importance of analytics in HR_ <b>Ruchira Bhardwaja</b>	28th Sept 2020	Online
6	ET HR World	Importance of analytics in HR_ <b>Ruchira Bhardwaja</b>	28th Sept 2020	Online
<b>Interview</b>				
8	Insurance Alertss	I continue to be bullish on Agency. Customers still prefer human interactions to understand how Life Insurance solutions fits into their life stage goals_ <b>Subhashish Acharya</b>	22nd Sept 2020	Online
<b>Event resulted in industry story</b>				
9	ET BFSI	Insurance CIOs building virtual capabilities amidst pandemic_ <b>Byju Joseph</b>	10th Sept 2020	Online
10	ET BFSI	Indian insurers adopting cloud and how!_ <b>Byju Joseph</b>	24th Sept 2020	Online
11	Banking Frontiers	Largest virtual fintech meet attracts global attention_ <b>Ruchira Bhardwaja</b>	Sep-20	Print
<b>TOTAL COVERAGE: 5 Print and 6 Online</b>				

## **Authored article**

Date	8 September 2020
Publication	Business Manager
Headline	It is prime time for re-imagining and rethinking the people agenda
Link	<a href="https://www.businessmanager.in/current-topics-details.php?Id=160">https://www.businessmanager.in/current-topics-details.php?Id=160</a>

India's Best HR Magazine

## Business Manager

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Current Topics

#People Agenda

### It is prime time for re-imagining and rethinking the people agenda



Author  
Ruchira Bhardwaja - Chief Human Resources Officer, Future Generali India Life Insurance Company Ltd.

1 hour ago

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As the country tries to get back on its feet, one thing is for sure it will not be business as usual. The global pandemic has jolted everyone to adopt a new work paradigm, thereby grabbing a slice of time from the future and imposing it on present times. Ruchira Bhardwaj, CHRO Future Generali India Life Insurance Co. talks about the organisation adapt to the emerging situations and transformed to keep pace.

**How did you kick start the process of transformation?**

To address the required transformation at work, Future Generali India Life Insurance Company Limited (FGIL) -adapted two broad segments to address with the changing paradigm. The core to both the segments is around its people.

(a) **Immediate Focus:** Having a structured approach towards supporting employees as they shift into the new work routine.

(b) **Resetting Future Way of Working:** Designing people processes keeping in view the emerging business and customer requirements.

The instant focus of the company though remains to get the following 3 deliverables right and with an ability to be fully operational and have business continuity.

Published Date:	3 September 2020	Publication:	Adab Hyderabad (Hyderabad)
Journalist:	Bureau	Page No:	10

## కోవిడ్ - 19 శకంలో మార్కెటింగ్ మంత్రాలు..

పైదరావాడ్ (అదాబ్ పైదరావాడ్) : కోవిడ్ - 19 శకం లో మార్కెటింగ్ మంత్రాలు ఉపయోగించాలని, ప్లాడర్ అసరఫ్టి అండియా లైఫ్ ఇన్సూరెన్స్ కంపెనీ లిమిటెడ్ చీఫ్ మార్కెటింగ్ అండ్ కస్టమర్ అఫైర్స్ రాకేష్ వాన్సా అన్నారు. ఆయన మాట్లాడుతూ కోవిడ్ - 19 అంతర్జాతీయ మహమ్మలీ మనదేశం లో ఒక దీనియన్ ప్రబలను ఇక్కడే పరిమితం చేసింది. లాక్ డౌన్, విధానం, భౌతిక దూరం అవశ్యకత అనేవి కొనుగోలు దారుల ప్రవర్తనా లోకణాలను కూడా మారుస్తున్నాయిన్నారు. మారుతున్న పరిస్థితులను అనుగుణంగా, బీజినెస్ బీదర్లు, మార్కెటింగ్ నిపుణులకు బదు సూత్రాలు ఇవే అన్నారు. 1. మీ బ్రాండ్ ఉద్దేశ్యం, విలువలను రిఫర్ చేయాలన్నారు. ఒక స్పష్టమైన పర్సన్ ను పెర్సనలనున్న బ్రాండ్లు, తమ కీలక విలువలకు తట్టుబడిన బ్రాండ్లు ఈ పరిస్థితికి మారిపోవడాన్ని సులభంగానే భావిస్తామన్నారు. మార్కెట్ పిలుపు అప్పుడానికి సారథ్యం వహించడం లో అతి వేగవంతంగా ఉంటాయన్నారు. అనిశ్చిత పరిస్థితుల్లో పర్సన్ అనేది మన ప్లాటోనిక్ మాధ్యమాలను చేస్తుందన్నారు. 2. కొనుగోలుదారులను బాగా అర్థం

చేసుకోవాలన్నారు. ప్రస్తుతం పుస్తకస్థమిస్తున్న కాపాడుకునేందుకు అధిక ప్రాధాన్యం అవ్వాలన్నారు. అది మీ కార్యకలాపాలకు సుస్థిరతను అందిస్తుందన్నారు. అంతమాత్రాన సర్వేలు చేయాలనో, కస్టమర్లు రీసర్చి నిర్వహించాలనో? కాదన్నారు. ఇబ్బందులకు గురవుతున్న అంశాలవద్ద వేగంగా తగు చర్యలు తీసుకునేందుకు వీలవుతుందన్నారు. ఇలాంటి క్లిష్ట పరిస్థితుల్లో వినియోగదారులు బ్రాండ్ నుంచి మరోసారి గట్టి బోమిని కోరుతుంటారన్నారు. 3. డిజిటల్ కార్యక్రమాలను ముమ్మరం చేయాలన్నారు. ఇటీవల కాలం లో ఎన్నో సంస్థలు డిజిటల్ పరివర్తనకు లోనయ్యారని, ఈ నేపథ్యం లో ఈ మహమ్మారి మీ డిజిటల్ ప్రయత్నాలను మరింతగా వేగవంతం చేసేది కూడా కావచ్చున్నారు. తక్కువ ప్రభావంతో ఈ సంక్లిష్టాన్ని ఎదుర్కోవడం ఎంతో ముఖ్యమన్నారు. మార్కెటున్న మరోసారి తమ వాణిజ్య ప్రకటనల ప్లాటోనిక్ సమీక్షించుకోవాల్సి ఉంటుందన్నారు. ఓమ్ని ఛానల్ ఉనికిని పుష్టి చేసుకోవాల్సిన అవసరం ఉందన్నారు. 4. పటిష్టమైన కంటెంట్ ప్లాటోనిక్ ఉంచాలన్నారు. ప్రస్తుత పరిస్థితుల్లో ప్రబలు ప్రయోజాలపై

నలుగురినీ కలవడం పై తక్కువ సమయం వెచ్చిస్తారన్నారు. ఫలితంగా వారు ఉపకారజాలపై ఎక్కువ సమయం వెచ్చిస్తారన్నారు. ఎక్కువ కంటెంట్ ను, వివిధరకాల కంటెంట్ ను వినియోగిస్తారన్నారు. ఆన్ లైన్ అన్వేషణ పోల్చిమారడంలో వినియోగదారులు మరింతో సమాచారాన్ని క్రమిస్తారన్నారు. బ్రాండ్లు వివిధరకాల కొనుగోలుదారులను, వారి అవసరాలను దృష్టిలో ఉంచుకుని పటిష్ట కంటెంట్ ప్లాటోనిక్ రూపొందించుకోవాలన్నారు. 5. అనేదికీ గా ఉండాలి, కలిక్టివ్ ఫింక్ చేయాలన్నారు. కోవిడ్ 19 సంక్లిష్టాన్ని అధికమించేందుకు ప్రబలు, సంస్థలు, కమ్యూనిటీలు మధ్య అన్ని స్థాయిల్లో కూడా భారీ స్థాయిల్లో కూడా భారీ స్థాయిలో పరస్పర సహకారం అవసరమన్నారు. మన సహాయం బాగా అవసరం అయిన వారికి తోడ్పాటునందించేందుకు ఎన్నో సంస్థలు, ఛారిటీలను రంగం లోకి దించేందుకు తీవ్ర ప్రయత్నాలు అడుగుతున్నాయన్నారు. నూతన, మెరుగైన సాధారణ ప్రపంచాన్ని నిర్మించడంలో అవి పారదర్శకంగా వుండాలని, మానవత్వంతో సామాహిక దృక్పథంతో వ్యవహరించాలన్నారు.



Published Date:	24 September 2020	Publication:	Hukumnama Samachar (Jaipur)
Journalist:	Bureau	Page No:	05

## ऑफिस की जगह का अधिकतम उपयोग महामारी के बाद मुमकिन

नई दिल्ली। कोविड काल के बाद जिंदगी वैसी नहीं रहने की उम्मीद की जा सकती है, जैसी कि यह इसके पहले हुआ करती थी। प्रवासी मजदूरों को घर लौटने की जदोजहद, घरेलू सामान को लाने-ले जाते ट्रक और शराब की दुकानों के बाहर का दृश्य, ये कुछ ऐसी घटनाएँ हैं, जो लंबे समय तक भुलाई नहीं जा सकेंगी। घर के नीकरोँ पर अब आप ज्यादा निर्भर नहीं रह सकते। आत्मनिर्भर बनने और समय का कुशलता से प्रबंधन करने के लिए लोग तेजी से अपनी स्किल्स का विकास कर रहे हैं।



एस. महेश, ईवीपी और प्रमुख - ऑपरेशंस, फ्यूचर जनरली इंडिया

लाइफ इंश्योरेंस कंपनी लिमिटेड ने बताया महामारी से उत्पन्न व्यवधान ने व्यवस्थाओं को भविष्य की ओर देखने के लिए प्रेरित किया है। व्यावसायिक क्रियाकलाप जो कभी धीमी और इतिमिनान से होती थी और जिसमें योजना बनाने, कल्पना और परामर्श के लिए बहुत सारे ठहराव थे। आज यह यात्रा वैसी नहीं रही है। चुनौतियों से भरे इस समय में जरूरी हो गया था कि सभी स्टाफों को जोड़ते हुए भविष्य की ओर ले जाने वाला एक सेतु बनाया जाए और यह सेतु ईट और सीमेंट से नहीं, बल्कि टेक्नोलॉजी पर आधारित हो। महामारी को लेकर आए तात्कालिक बदलावों में से एक यह है कि कर्मचारियों को वर्क फ्रॉम होम करने की जरूरत है। यह एक अवसर है जिसे महामारी के बाद कहीं से भी काम करने के रूप में साकार किया जा सकता है।

कई संगठनों ने पहले ही छोटे स्तर पर ऐसा करना शुरू कर दिया है। जल्द ही यह एक सामान्य प्रक्रिया बन जाएगी। यह संगठनों के लिए महत्वपूर्ण अवसर है कि वे रियल एस्टेट क्षेत्र में अपनी मौजूदगी का फिर से आकलन करें। अब उन्हें फिर से सोचना होगा कि उन्हें ऑफिस के लिए कितनी जगह की वाकई जरूरत होगी। उन्हें कार्य की नई संस्कृति के मद्देनजर अपने कार्य स्थलों को फिर से डिजाइन करना होगा। इसे एक उदाहरण के तौर पर समझा जा सकता है। मान लीजिए किसी ऑफिस को फिलहाल 100 लोगों के लिए डिजाइन किया गया है। अब अगर इनमें से एक बड़ी संख्या में लोगों को कहीं से भी काम करने की अनुमति दे दी जाए, तो ऑफिस की जगह को नए सोशल डिस्टेंसिंग मानक के आधार पर तैयार किया जा सकेगा और जगह की भी बचत होगी। ज्यादातर मामलों में वास्तविक जरूरत वाली जगह में भारी कमी होगी। इससे लागत में भी काफी कमी आ सकती है। यह जो बचत है, यह न केवल जगह में कटीती से होगी, बल्कि प्रति व्यक्ति होने वाले खर्च में कमी से भी इस पर फर्क पड़ेगा। जब ऑफिस में लोग ही कम होंगे, तो बिजली, पानी, कैंटरिंग, कनेक्टिविटी, यूनिफॉर्म और लॉन्ड्री पर होने वाले खर्च जैसे कई अन्य खर्च ब खुद ब खुद कम हो जाएंगे।

Date	28 September 2020
Publication	ET CIO
Headline	Importance of analytics in HR
Link	<a href="https://cio.economictimes.indiatimes.com/news/strategy-and-management/importance-of-analytics-in-hr/78356797">https://cio.economictimes.indiatimes.com/news/strategy-and-management/importance-of-analytics-in-hr/78356797</a>



## Importance of Analytics in HR

*People Data which is clean, rich and relevant makes the discussions more focused, more productive and more meaningful.*

ETCIO • September 28, 2020, 08:38 IST












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*By Ruchira Bhardwaja*

The current Covid-19 crisis has exposed the workforce to times of volatility, uncertainty and unpredictability. The pandemic has fast-tracked the “future of work” and brought it to the doorsteps of our workplace. Companies have been pushed to revamp and re-evaluate their current workplace scenarios. Resulting in ‘People Data’ and ‘People Analytics’ taking the centre-stage in the “new normal” landscape.

The People Analytics space could be further divided into two broad buckets (a) [Data Analytics](#) ‘about’ your people and (b) Data Analytics ‘for’ people.

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### Data Analytics ‘About’ People

*Analyse Data about people to build winning teams:* In the movie Moneyball (based on a true story), the characters of Brad Pitt and Jonah Hill use the sophisticated sabermetric approach to analyse players’ strengths, scout them and eventually build a team of winners out of otherwise undervalued players in the baseball universe. It is an example of how analysing multiple variables could be core to composing stronger and relevant teams.

*Share relevant people analytics with managers for better decisions:* There is a strong case for sharing relevant data about people with managers to aid decision making. For example, analytics about performance trends, coefficient of variation about employee-customer relationship, predicting probability of stay of an employee based on lead indicator analysis, drawing correlation between learning initiatives and performance outcomes, etc.

Date	28 September 2020
Publication	ET HR World
Headline	Importance of analytics in HR
Link	<a href="https://hr.economictimes.indiatimes.com/news/hrtech/importance-of-analytics-in-hr/78357023">https://hr.economictimes.indiatimes.com/news/hrtech/importance-of-analytics-in-hr/78357023</a>

## Importance of Analytics in HR

*The People Analytics space could be further divided into two broad buckets (a) Data Analytics 'about' your people and (b) Data Analytics 'for' people.*

ETOD • September 28, 2020, 08:54 IST



*Due to Covid, we see an increased decentralisation of the work force and an emergence of a new ecosystem of collaboration of new workplace partnerships.*

By Ruchira Bhardwaja

The current Covid-19 crisis has exposed the workforce to times of volatility, uncertainty and unpredictability. The pandemic has fast-tracked the "future of work" and brought it to the doorsteps of our workplace. Companies have been pushed to revamp and re-evaluate their current workplace scenarios. Resulting

in 'People Data' and 'People Analytics' taking the centre-stage in the "new normal" landscape.

The People Analytics space could be further divided into two broad buckets (a) Data Analytics 'about' your people and (b) Data Analytics 'for' people.

### Data Analytics 'About' People

**Analyse Data about people to build winning teams:** In the movie Moneyball (based on a true story), the characters of Brad Pitt and Jonah Hill use the sophisticated sabermetric approach to analyse players' strengths, scout them and eventually build a team of winners out of otherwise undervalued players in the baseball universe. It is an example of how analysing multiple variables could be core to composing stronger and relevant teams.

**Share relevant people analytics with managers for better decisions:** There is a strong case for sharing relevant data about people with managers to aid decision making. For example, analytics about performance trends, coefficient of variation about employee-customer relationship, predicting probability of stay of an employee based on lead indicator analysis, drawing correlation between learning initiatives and performance outcomes, etc.

# Interview

Date	22 September 2020
Publication	Insurance Alertss
Headline	I continue to be bullish on Agency. Customers still prefer human interactions to understand how Life Insurance solutions fits into their life stage goals
Link	<a href="http://www.insurancealertss.com/Insurance/NominationForm/19416">http://www.insurancealertss.com/Insurance/NominationForm/19416</a>

**insurance alertss**

I continue to be bullish on Agency. Customers still prefer human interactions to understand how Life Insurance solutions fits into their life stage goals. Mr. Subhasish Acharya, Executive Vice President & Head – Proprietary Channels, Future Generali India Life Insurance Company, in conversation with our Editor in Chief Mr. Vivek JAIN

Mr. Subhasish Acharya is responsible for scaling up the agency business, especially focusing on further improving persistency, increasing ticket size and enhancing SM/Agent productivity.

Mr. Subhasish is a seasoned sales professional with over 24 years of experience across the financial services and FMCG sectors. Prior to joining FOLI, he was the Chief Agency Officer at PNB MetLife for over 5 years and played a key role in improving the 13th Month persistency and significantly increasing the new business premium. He started his career with Asian Paints, post which he also worked with Kotak Mahindra Bank, ICICI Bank, Madura Coats and Bausch & Lomb. Mr. Subhasish is an Engineering graduate from BITS Pilani and has done his MBA from IIM-Bangalore.

**Q. What kind of challenges you and your agents' network have you faced in the last 5 months?**

Prior to COVID-19, agents and employees were accustomed to face-to-face meetings for all interactions with customers. The lockdown made this challenging and well nigh impossible in many cases. The biggest challenge has been to reimagine the sales process to minimize face-to-face interactions without declining productivity. Getting the sellers & customers to change their mindset was the biggest challenge and it required attitudinal & skill training to make it possible.

We have tried to mitigate the impact of COVID 19 by embracing digital wholeheartedly. We launched a Digital Sales Kits which helped our distributors to reach out to their prospects & customers remotely. It helped in providing all relevant information to customers in a timely manner. Our processes have been digitalized to make the entire sales journey paperless and amenable to remote selling.

**Q. What are the challenges you anticipate for the next 7 months?**

While the lockdown is lifted, the threat of virus remains. Prospects & customers are still apprehensive about face-to-face interactions and arranging meeting is a big challenge. The uncertainty among salaried & business owners about future cash flows and variability will be an issue as well.



**Mr. Subhasish Acharya, Executive Vice President & Head – Proprietary Channels, Future Generali India Life Insurance Company, in**

## **Event resulted in Industry Story**

Date	10 September 2020
Publication	ET BFSI
Headline	Insurance CIOs building virtual capabilities amidst pandemic
Link	<a href="https://bfsi.economictimes.indiatimes.com/news/insurance/insurance-cios-building-virtual-capabilities-amidst-pandemic/78036615">https://bfsi.economictimes.indiatimes.com/news/insurance/insurance-cios-building-virtual-capabilities-amidst-pandemic/78036615</a>



From The Economic Times

## Insurance CIOs building virtual capabilities amidst pandemic

*The Covid-19 pandemic led to serious lockdowns and a transition to work from home environment. Insurance, one of the most critical and important sectors, too had to manage the disruption. At ETBFSIConverge, Insurance CIOs share their experience on how they managed and how they see upcoming times in terms of technology adoptions, customer expectations and simplifying processes.*

ETBFSI - September 10, 2020. 15:28 IST












As the Covid-19 pandemic has disrupted almost all sectors it has had its effects on the insurance industry, too. While India remains to be an under penetrated country when it comes to insurance coverage, life insurers did lose a good amount of business in the month of March as the pandemic had set in creating a large uncertain environment. The lockdowns to curtail the spread of the infection had aggravated the challenges as the entire workforce had to be transitioned to a remote working environment or commonly known as work from home environment.

While Insurance hitherto was dominated by largely face-to-face interaction induced selling, it has completely transitioned to a digital medium irrespective of the channel. Insurance CIOs deliberated and discussed the technology impact, customer service, front-end & back-end management among other aspects around technology adoption amidst pandemic in the insurance industry.



*At ETBFSIConverge, Insurance CIOs share their experience on how they managed and how they see upcoming times in terms of technology adoptions, customer expectations and simplifying processes.*

Date	24 September 2020
Publication	ET BFSI
Headline	Indian insurers adopting cloud and how!
Link	<a href="https://bfsi.economictimes.indiatimes.com/news/insurance/indian-insurers-adopting-cloud-and-how/78291303">https://bfsi.economictimes.indiatimes.com/news/insurance/indian-insurers-adopting-cloud-and-how/78291303</a>



## Indian Insurers adopting cloud and how!

*Indian Insurers across life and general are on a different stage in their journey of cloud adoption. In the old scenario CIOs were on their normal cloud adoption roadmap by migrating critical applications on cloud while the pandemic has pushed not only insurers but other enterprises and sectors to adopt cloud as it brings flexibility and agility.*

ETBFSI • September 24, 2020, 12:48 IST












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India's young **insurance** industry as compared to the global peers is steadily evolving with adoption of new age technologies which enable faster deployment of services not internally but end users too.

Indian insurance companies have started adopting **cloud** and all are at different stages. Insurance CIOs & CTOs believe having a right cloud roadmap which is aligned to the enterprise's policy is critical in determining the pace of cloud adoption.

The pandemic has fastened the pace of cloud adoption as India had imposed one of the most stringent lockdowns where all the economic activities and physical exchange of services had come to halt. Face to face selling of policies was a pre-dominant factor across the insurance industry and more heavily in life insurance. The lockdown forced insurers to enable end-to-end digital delivery of services right from onboarding to policy issuance to settlement of claims.

Published Date:	September 2020	Publication:	Banking Frontiers Magazine
Journalist:	Bureau	Page No:	15



**OCEN can democratise lending to street vendors**

Nandan Nilekani, Co-founder and Non-Executive Chairman of the Board, Infosys, stated that democratizing credit in India is the need of the hour. India needs to go that extra mile in offering credit to the most deserving, smallest businesses and individuals. According to him, Open Credit Enablement Network (OCEN) a platform that connects lenders with marketplaces and thereby with borrowers is a technology system, currently under discussion. If implemented, it can democratize lending to micro enterprises and street vendors in a big way. He suggested, account aggregator service protocols developed and backed by RBI can be a game changer. There is a need to realise that public systems need to be designed keeping in mind not just the top 50 million users but the 1 billion users, the masses, he added.

**Mobile banking may be preferred to internet banking**

SBI chairman Rajnish Kumar said that mobile banking, in the days to come. Out of 100 transactions at SBI, only 9 transactions are being mobile banking may become the most preferred banking channel, even more than internet made in branches. Mobile banking has seen a rise from 25%-30% to 55% of all the transactions now.



**Aadhaar KYC, video KYC is future, will pick up pace**

Naveen Surya, Chairman, Fintech Convergence Council, said currently India is a very fertile ground for the progression of collaborations between banks and fintechs, accelerating the growth of nascent sectors like neo-banking and digital lending. Aadhaar KYC and video KYC would be the norm in the future and will pick up pace extensively in the near term.



**Pandemic a great catalyst for the industry**

Dilip Asbe, Managing Director and CEO, NPCI said the phenomenal success of the home-grown platform of UPI is a testimony in itself as to how far we have come as a nation. The pandemic has been a great catalyst for the industry and we aim to develop an ecosystem where digital transactions are executed remotely, possibly by majority of our population, he added.

[mehul@bankingfrontiers.com](mailto:mehul@bankingfrontiers.com)

**The Way Forward**



**Summary:** In an industry where maximum customers are rural and semi-urban, digital onboarding and enrolment are key stakes, but the strategies differ widely from organization to organization.

**Shilpa Desai**  
GM, Head-Marketing & CSR  
Fullerton India Credit Co



**From Attrition to Retention**



**Summary:** Analytics and insights are important tools in hiring and retaining the right candidates. There must be joint goal settings and other measures to reduce organization's rifts.

**Ruchira Bharadwaja**  
CRO, Future Generali India Life Insurance



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