



## Mini Workshop on Best Practices for Employment Contracts with Key Employees

- Organized by NIDHI Center of Excellence at Venture Center -

Coverage & Potential gains	<ul style="list-style-type: none"><li>Information and insights on employee contracts and protection therein</li><li>The letter and spirit of managing relationship with key employees</li></ul>
Organized by	<ul style="list-style-type: none"><li>NIDHI-Center of Excellence @ Venture Center</li><li>Legalogic Consulting</li></ul>
Supported by	<ul style="list-style-type: none"><li>Venture Center, Pune (<a href="http://www.venturecenter.co.in">www.venturecenter.co.in</a>)</li><li>DST-NSTEDB</li></ul>
For whom	<ul style="list-style-type: none"><li>Founders &amp; employees of the startups</li><li>Employees having critical information</li><li>Senior management/Admin/ HR &amp; payroll/ legal and finance professionals of any organization</li><li>Incubation managers and startup mentors</li><li>Anyone who wishes to learn about managing employee issues.</li></ul>
When	<ul style="list-style-type: none"><li><b>Friday, 26 November, 03:00 pm-4:30 pm</b></li></ul>
Where	This Event will be online   Link to the Event will be shared with the selected participants a day prior to the event.
Contact	Technical queries: Gayathry S   <a href="mailto:gayathry.s@venturecenter.co.in">gayathry.s@venturecenter.co.in</a>   +91- 9172232211 Registration related: Lipika Biswas   <a href="mailto:lipika@venturecenter.co.in">lipika@venturecenter.co.in</a>
Registration	Registration Process: Apply online at: <a href="https://tinyurl.com/26nov-workshop">https://tinyurl.com/26nov-workshop</a> More on: <a href="http://nidhicoe.venturecenter.co.in/technical-worksops/">http://nidhicoe.venturecenter.co.in/technical-worksops/</a> Seats limited <b><i>The event is FREE for participants but prior registration is mandatory</i></b> Organizers reserve the right to accept or refuse or delay registrations so to optimize the composition of the group and hence maximize learning for all participants



## Introduction

### What does it mean by employee agreements and protections?? What is the hard and soft side of effective management of relationship with key employees?

Protecting confidentiality and intellectual property apart from ensuing ethical conduct is important for all entities. Employee agreements outline the rights and responsibilities of employees involved in the employment relationship. This program is intended for early stage companies to be aware of the importance of proper documentation with the employee.

Key takeaways from the event:

- Best practices for the employees who are critical and also, employees having critical information
- Role and responsibility of employers & employees
- Importance of having proper documentation with the employee
- Importance of protecting confidentiality and intellectual property
- Understanding critical employment issues for the employers
- Insights from HR & legal aspects on effective management of relationship with key employees

## Workshop Outline

Program shall consists of:

- Talk & panel discussions
- Q&A sessions

## Workshop Outline

26 November 2021, Friday			
Time	Duration	Session title	Workshop mentor
03:00-3:15	15 min	Session 1: <ul style="list-style-type: none"> <li>• <b>Welcome &amp; Introduction</b></li> <li>• <b>Overview of the sessions</b></li> </ul>	Gayathry S
3:15-3:45	30 min	Session 2: <ul style="list-style-type: none"> <li>• <b>Employment Contracts : The bridge for effective employer – employee relationships</b></li> </ul>	Vivek Sadhale
3:45-4:30	45 min	Session 3: <ul style="list-style-type: none"> <li>• <b>Panel Discussion — The hard and soft side of effective management of relationship with key employees</b></li> </ul>	Panel Discussion Speakers: Shyne D Kochuveed Amit Choudhary Vivek Sadhale Premnath V (Moderator)

**About the Speakers/ panelists (in alphabetical order of the last name)**



**Amit Choudhary**

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**Head Human Resources, TBWES (Thermax Babcock Wilcox Energy Solution Pvt Ltd)**

Mr. Amit has more than 20 years of experience in the fields of Human Resources, in varied domains such as consulting, manufacturing, and international business & corporate. In his consulting role with the right management he has provided HR solutions to companies in manufacturing, IT, Pharmaceuticals, Logistics, and construction sector. In human resource sector, he has worked with Thermax Ltd in the role of Business HR, Compensation & Benefits, International HR, Transformation initiatives, Talent management, and corporate HR. In his current role, Mr. Amit takes care of people aspects of business for TBWES having 3 manufacturing facility and 1 port assembly unit having around 2500 employees.

He has handled diverse assignments varying from individual assessment to organizational assessment, leadership development to supervisor development, creating and deploying HR systems and processes to change management. During these engagements, Mr. Amit has worked closely with business leaders for success of the intervention. He has great expertise in organizational development by architecting and executing development initiatives for client companies in the areas of leadership capability building, change management, competency framework, HR strategy, and development center and performance management system. He is also working on developing and implementing compensation plan, HR policies & processes, and employee experience survey. Amit has also contributed by setting up international operations in South East Asia, SAARC, and Africa.



**Shyne D Kochuveed**

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**Co-founder & Partner, PeopleWiz Consulting LLP**

Mr. Shyne D Kochuveed is has expertise in entrepreneurship and digital HR and brings over 24 years of extensive industry experience in areas such as digital HR transformation, people focused business transformation and HR business partnering. His consulting experience spans across Engineering, Retail, Manufacturing, Agri & Agri tech and IT sector. Mr. Shyne has gained domestic and international work experience by working with industry stalwarts like Thermax, Siemens, and University of Oxford. He has been pivotal in the inception and expansion of PeopleWiz Consulting LLP, a company at the forefront of HR consulting services, operating from India and Singapore.

His areas of expertise include Business Analysis and Process Re-engineering, business transformation, and also, business appreciation and leadership. As a business analyst with Oxford university, he has worked extensively to recreate and design business processes, decision matrix, and organization structures. Also, he has helped clients troubleshoot bottlenecks and realize business benefits with his uniquely honed execution skills along with an orientation for detail. Apart from founding and successfully expanding a consulting firm, Mr. Shyne has mentored a large number of companies in their scaling up initiatives.



**Vivek Sadhale**

**Vivek Sadhale**

**Founder Partner, LegaLogic Law Firm**

Vivek brings over 24 years of extensive experience with an expertise spread over numerous fields including international technology and commercial contracts, successful IPO, top tier venture capital investment and private equity funding, M&A/takeovers, joint venture agreements, managing Investor Relations, having worked with reputed Indian and Multinational organizations, with exposure to Finance and Treasury functions.

Vivek has extensively worked on negotiating international commercial contracts, negotiating IP Licensing deals, dealing with IPR-related issues, employment law, designing Employee Stock Option negotiating foreign currency loans, M&A, PE and VC deals, Restructuring matters and establishing domestic/overseas offices and companies. Vivek worked with Persistent Systems Ltd.



for thirteen and half years as Company Secretary and Head – Legal and Investor Relations. He also has working experience with Kirloskar Group, Bombay Dyeing and Siemens.



**Premnath V**

**Premnath V**  
**Director, Venture Center | Head, NCL Innovations | Head, IP Group, NCL**

Premnath V is currently the Head, National Chemical Laboratory (NCL) Innovations - the group within NCL charged with the responsibility of championing the cause of technology innovation within NCL. He is also the Founding Director of the Venture Center - a technology business incubator on NCL campus. Mr.Premnath is also a Scientist, Polymer Science & Engineering Division at NCL with an interest in technology development for biomedical products. He holds a B.Tech. from the Indian Institute of Technology - Bombay and a Ph.D. from the Massachusetts Institute of Technology, USA. He has also been a Chevening Technology Enterprise Fellow with the Centre for Scientific Enterprises, London Business School and Cambridge University, UK. He brings with him considerable experience in technology development and commercialization (two successfully commercialized families of products), working with start-up companies (in Cambridge-UK and India) and engaging with large corporations on research and consulting projects as project leader. More information at: [www.premnath.org](http://www.premnath.org)



### Organized By :



The National Science and Technology Entrepreneurship Development Board (NSTEDB), Department of Science and Technology, Government of India has awarded Venture Center with the status of a NIDHI-CoE (National Initiative for Developing and Harnessing Innovations — Center of Excellence an umbrella programme conceived by DST). This award is accompanied by a grant of Rs. 50 Cr for 5 year duration to help Venture Center scale-up its activities and demonstrate greater success to accommodate more than 100 startups at any time and to upgrade and add new facilities for supporting science and technology based startups. NIDHI-COE is catalyzed and supported by NSTEDB Division, Department of Science and Technology, New Delhi. For more information, visit: <http://nidhicoe.venturecenter.co.in/>



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### Supported By :



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Department of Science & Technology (DST) was established in May 1971, with the objective of promoting new areas of Science & Technology and to play the role of a nodal department for organising, coordinating and promoting S&T activities in the country. For more information: <https://dst.gov.in/>