SHRM INDIA ANNUAL 25
Festival Of Work

Let's Celebrate You!

Agenda Outline

Day1: Thursday, November 13, 2025				
Start Time (Hrs)	**End Time (Hrs)**	**Venue**	**Details**	**Speakers**
08:00	09:00	**Registration & Networking Tea / Coffee**		
09:10	09:15	Raja Bagh	**Conference Opening**	
09:15	09:25	Raja Bagh	**Welcome Address** **Celebrating Work**	**Achal Khanna** CEO SHRM APAC & MENA
09:25	09:30	Raja Bagh	**Opening Performance** **A Whole New World**	**Esther Lalduhawmi Hnamte** Child Singer & Prodigy joined by a student choir from Ragaaz Studios
09:30	10:10	Raja Bagh	**Conference Opening Keynote Address** **A Global CEO's Perspective**	**Johnny C. Taylor, Jr.,** President & CEO SHRM

10:15	10:35	Raja Bagh	**Spotlight - Fireside Chat** *Session Partner: Vantage Circle* **Celebrating Recognition: The Strategic Driver of Engagement and Performance** Timely and authentic recognition has emerged as a strategic driver of engagement, morale, and performance in today's dynamic workplace. This session explores how recognition shapes leadership behaviors and reinforces organizational values. It also examines how technology and AI are helping make recognition more meaningful, measurable, and human at scale.	**Partha Neog** CEO & Founder Vantage Circle **Manu N. Wadhwa** Chief Human Resources Officer Sony Pictures Network
10:35	11:30	**Networking Break in Expo Area**		
11:30	13:10	**Mega/Concurrent Sessions**		
09:30	10:15	Mumtaz	**Masterclass** **Driving HR Excellence Through Agentic AI** In this interactive masterclass, SHRM unveils the new HRX Model for HR Excellence - a cutting-edge framework that defines how HR functions can evolve from operational efficiency to strategic impact. Building on SHRM's latest global research, this session explores what is Agentic AI and how it can help organizations fast-track their HR maturity journey. This engaging session will demonstrate how Agentic AI can move beyond automation to become an intelligent collaborator - one that senses, reasons, and acts to optimize HR performance. Through interactive discussions, mini-workshop exercises, and peer insights,	**Shaakun Khanna** Senior Advisor & Head - Leadership & HR Transformation SHRM India

			participants will: • Understand HR maturity excellence model and its impact on business performance • Explore practical Agentic AI use cases across talent, learning, analytics, and organizational strategy • Design a roadmap to harness AI as a catalyst for HR excellence and sustainable business impact This workshop-mode masterclass is ideal for forward-thinking HR leaders seeking to move from transformation to true intelligence - where technology doesn't just support HR, it helps lead it.	
11:15	12:15	Mumtaz	**Masterclass** **AI First HR: The Frontier Playbook** AI is no longer a promise for HR, but a practice shaping talent, engagement, and performance today. This masterclass will showcase the true power of AI with live demonstrations, share success stories and dominant use cases, and provide practical guidance on building an AI First HR organization. The path forward is clear. CHROs and HR leaders must evolve into architects of a frontier workforce where humans and AI collaborate to unlock scale and innovation.	**Sandeep Alur** CTO, Microsoft Innovation Hub Microsoft India
11:30	12:00	Jehangir	**Power Panel** *Culture and Rewards Partner: OC Tanner* **The New Culture Equation to Accelerate Business Strategy** • Understand what it really means to align culture with strategy • Culture as a Strategic Accelerator • Gain clarity on which legacy practices may hinder strategic agility • See how specific cultural choices can directly accelerate business	Moderator **Zubin Zack** Managing Director O.C. Tanner- South Asia, Middle East, Africa **Panelists** **Jaspreet Singh Bakshi** Partner & India HR Leader Marsh McLennan

			outcomes	**Ashutosh Anshu** Board Director and CHRO Hitachi India **Ruchira Bhardwaja** Chief Human Resources Officer Kotak Life
11:30	12:00	Roshanara	**Power Panel** *Session partner: CFA Institute* **From Degrees to Deliverables: The Rise of Skills-Based Hiring in Finance** • Bridging the Gap for New Graduates: Degrees alone aren't enough - finance employers seek candidates with practical, job-ready skills from day one. • Future-Proofing Finance Teams: Investing in skills development today builds resilient, adaptable teams ready for evolving financial technologies and regulations. • Hiring for Potential: Prioritize problem-solving skills and commercial acumen - opening doors for adaptable talent from diverse backgrounds.	**Moderator** **Arati Porwal** Senior Country Head-India CFA Institute **Panelists** **Abhishek Kumar Sinha** General Manager RBI **Gunjan Malviya** Human Resources Director Experian India **Rakhee L. Malik** Head-HR, India Kearney
11:30	12:00	Sheesh Mahal	**Power Panel** *Session partner: Zing HR* **Beyond Diversity: Elevating Employee Experience Through Technology** • From Diversity to Experience: How organizations can move beyond diversity metrics to create meaningful, personalized employee experiences that drive engagement and retention. • Technology as an Enabler: The role of unified HCM and digital tools in fostering equitable opportunities, transparent communication, and connected workplace cultures.	**Moderator** **Rohit Chaudhri** Head HR & HR Business Partnering Ramboll **Panelists** **Prasad Rajappan** Founder & Managing Director ZingHR **Dr. Ankur Baruah** Director HR Oil India **Anupama Kaul**

			• Shaping the Future Workforce: Using data, AI, and automation to shape adaptive, inclusive workforce strategies aligned with evolving business models.	Human Resources Leader Cummins, India Region
11:25	12:00	Jahanara	**Power Panel** **Celebrating Skills That Shift and Talent That Transforms** • Championing continuous learning, unlearning, and reinvention • Redefining talent beyond traditional labels • Creating ecosystems that enable adaptive growth at every level	**Moderator** **Dimple Mehta** Director Soul Diets **Panelists** **Srilata Kolachana** Director of Learning and Development, APAC CGI **Udit Bhatia** Director - India Learning Leader EY **Rubi Khan** Head - Learning, Talent & OD Luminous Power Technologies (Schneider Group) **Rajlakshmi Saikia** VP - Learning Innovation, Capabilities & Insights, Global Operations Learning Synchrony
12:20	12:50	Mumtaz	**Powe Talk** *Session partner: ThreeFish Hogan Assessments* **The Charisma Trap: The Dark Side of Leadership** Charismatic leaders often appear charming and inspirational, but charisma can mask important performance risks. This session explores the dark side of leadership	**Allison Howell** VP, Market Innovation Hogan Assessment Systems

			charisma and the related personality derailers that can undermine success. Using real-world examples of charismatic leaders, attendees will learn about dark-side personality characteristics and practical strategies to recognize, manage, and mitigate leadership risks before they become a problem.	
12:05	12:35	Jehangir	**Power Panel** *Session Partner: Deel* **From Artificial to Agentic: The New Intelligence Powering Work** • From Automation to Autonomy: How agentic AI is shifting work from task execution to intelligent decision-making. • Human + Machine Synergy: Redefining collaboration, creativity, and control in AI-driven workplaces. • Ethics and Empowerment: Balancing trust, transparency, and accountability in the age of autonomous intelligence.	**Moderator** Mark Samlal General Manager Deel **Panelists** **Uttam Lal** Director (Personnel) NHPC **Capt. Rajneesh Bhardwaj** CHRO Paradeep Phosphates **Akanksha Choudhary** Director HR & Head of HR India Insight Solutions
12:05	12:35	Roshanara	**Power Panel** *Session partner: Unstop* **Redefining Talent Engagement at Public Sector Enterprise** • Beyond Bureaucracy: Reimagining employee experience to drive purpose, pride, and performance. • Digital and Cultural Transformation: Leveraging technology and mindset shifts to modernize engagement. • Future-Ready Workforce: Building agility, continuous learning, and leadership for the next era of public service.	**Moderator** **Ankit Agarwal** Founder & CEO Unstop **Rashmi Govil** Director HR Indian Oil **Manish Patil** Director HR ONGC

12:05	12:35	Sheesh Mahal	**Power Panel** *Session partner: Avvanz* **Social Media in Talent Strategy: Risks, Rewards, and Reputation** • Risk vs. Reward: Balancing employer brand visibility with potential reputational risks in candidate screening and outreach. • The New Background Check: Leveraging social media insights ethically and effectively in hiring decisions. • From Hashtags to Hires: Using social platforms strategically to attract, engage, and retain top talent.	**Moderator** **Kannan Chettiar** CEO & Co-Founder Avvanz **Panelists** **Aditya Kohli** CHRO Orient Electric **Shilpa Narang Jerath** CHRO OPPO India **Dev Jha** CHRO India Glycols **Dr. Ranjan Kumar Mohapatra** Founder & CEO, HridaySe Consulting Former Director, HR Indian Oil
12:05	12:35	Jahanara	**Beyond Pilots: Scaling AI Adoption in the Enterprise** *Session partner: Zensible* • Why most Gen AI pilots stall — and what it takes to move from experimentation to enterprise adoption. • How CHROs are balancing innovation, ethics, and workforce readiness in the age of AI. • Building the foundations for scale: data, integrations, governance, and human-centered design. • Real stories and frameworks from leaders transforming HR and business operations through agentic AI.	**Moderator** **Nicel KM** Co-Founder Zensible **Panelists** **Ruchi Mago** Head Human Resources and Employee Experience Orange Business **Seema Gupta** Sr. Vice President - Talent Management Publicis Media Services
12:55	13:25	Mumtaz	**Power Talk** *Session partner: Masters' Union*	**Pratham Mittal** Founder Masters' Union

			Bridging the Supply Talent Gap in the Age of AI This Power Talk will highlight how academia and industry can collaborate to develop industry-ready professionals and address the hiring and skills challenges emerging in today's dynamic environment.	
12:40	13:10	Jehangir	**Power Panel** *Session partner: KEKA* **Salary Benchmarking: From Risk Mitigation to Talent Magnet** • Stay competitive in a shifting talent market: Benchmarking ensures your pay practices attract and retain top talent. • Expose and close pay gaps before they become brand risks: Uncovers pay gaps, promotes fairness, and strengthens employer brand. • Align compensation with business strategy and market movement: Enables agile decision-making in fast-changing talent landscapes.	**Moderator** **Dedeepya Ajith John** Senior Director – South & Advisory Services APAC SHRM India **Panelists** **Veena Bansal** CHRO M3M India Group **Rashi Gupta** Chief Human Resources Officer EDF Power Solutions India **Vishal Chopra** SVP, Marketing Keka
12:40	13:10	Roshanara	**Power Panel** *Session Partner: Prismforce* **Future-Ready Workforce: Leveraging Skills Intelligence for the Agentic Era** • Stay Ahead of Rapid Skill Shifts: Understand how AI is transforming work at the task level and why keeping up with skill demands requires new, agile approaches. • Unlock Workforce Intelligence: Learn how to turn fragmented skill data into a unified, actionable view that supports faster, smarter talent decisions. • Amplify HR's Impact with AI:	**Moderator** **Somnath Chatterjee** Founder & CEO Prismforce **Panelists** **Aditi Gujral** Global Head -Talent & Culture CoE Firstsource **Richa Sharma** Vice President Human Resources Capgemini India

			Explore how AI & digital agents can deliver personalized development at scale, enabling HR to drive change without increasing headcount.	**Asma Sultana** Head of Human Resources eClerx
12:40	13:10	Sheesh Mahal	**Power Panel** *Session Partner: BI WORLDWIDE* **Beyond Applause: The ROI of Recognition in Business Performance** • Beyond Motivation: R&R as a driver of revenue, productivity, and retention. • Measurable Impact: Linking R&R to KPIs like sales, satisfaction, and performance. • Recognition that Reinforces: Shifting from emotional rewards to behavior-based outcomes. • Strategic Fit: Aligning R&R with business goals for measurable results.	**Moderator** **Rupak Ray** VP - Customer Success and Strategic Solutions BI WORLDWIDE **Panelists** **Debasis Sarkar** Executive Vice President - Global C&B and Enterprise HR Head, HCLTech **Subnesh Sharma** Sr. Director HR Strategy VVDN Technologies **Richa Sethi** Global Head-Performance & Talent Management UST
12:40	13:10	Jahanara	**Power Panel** **Celebrating Total Wellbeing** • Holistic Health: Integrating physical, mental, and financial wellbeing into one strategy. • Culture of Care: Embedding wellbeing into leadership, policies, and everyday work. • Sustainable Performance: Linking employee wellbeing to productivity, retention, and growth.	**Moderator** **Premlata** CGM-HR, NTPC & CHRO, NSPCL **Panelists** **Paresh Ranpara** Director HR Grid India **Krishna Kumar Thakur** Director (HR) BHEL **Michelle Senanayake** Group CPO & Corporate Communications Officer Sunshine Holdings PLC

14:30	15:30	Vazir	**Workshop** **Why financial literacy and planning matters more than pay rises** *Session Partner: Nobias* Financial Wellness is no longer a nice-to-have for HR, but one of the biggest differentiators for companies closing the gap between employer priorities and employee needs. This workshop will provide practical guidance on how to help employees put their money to work to cover their needs and build their legacy. Democratize access to financial advice with Nobias, a SEBI RIA - from budgeting to goal-based investing - all delivered in one modern platform. Solve your greatest business challenges with Financial wellness.	**Dr. Tania Ahuja** Founder & Chief Executive Officer Nobias
16:00	17:30	Vazir	**Workshop** *Learning Partner: LinkedIn* **Ch(ai) over Conversations** A high-tea where global leaders connect over the future of work, AI, and a cup of India's finest hospitality.	**Facilitators** **Vibha Adlakha** Director - Customer Success, LinkedIn Talent Solutions, India & Japan **Ashissh Kaul** Director - Knowledge & Advisory & Business Head – PSE, SHRM India
13:10	14:20	**Lunch & Exposition: Refuel & Recharge**		
14:20	14:45	Raja Bagh	**Theatre Based Activity** **ctrl - alt - delight** An Improv comedy show on workplaces	**Anshu Daga** Founder, The Inner Startup, Artistic Director, Roots & Wings Theatre, Coach & Performer Nautankibaaz Improv Collective **Ankur Sardana** Founder, Nautankibaaz Improv Collective &

				Head of Design, Tata Neu, Tata Digital **Ankur Nigam** Standup Comedian Comedy Coach Nautankibaaz Improv Collective
14:50	14:55	Raja Bagh	**Report Launch** *Session Partner: Quantiphi – Google Cloud* **Driving Enterprise Productivity with Agentic AI** SHRM India Unveils Landmark Research on Agentic AI and the Future of Work in Collaboration with Google Cloud and Quantiphi	**Richard Rekhy** Vice Chair, Grant Thornton Bharat & Former CEO, KPMG in India **Andy Waroma** Head - Corporate Sales, APAC Google Cloud **Mohini Palchowdhury** Global Head, People & Culture, Quantiphi
14:55	15:05	Raja Bagh	**Report Launch** *Session Partner: Keka* **The Big Reveal: Inside India's HR Pay Pulse** India HR Salary Benchmarking Report 2025	**Achal Khanna** CEO SHRM APAC & MENA **Tapan Acharya** Chief Revenue Officer Keka
15:05	15:20	Raja Bagh	**Spotlight - Fireside Chat** *Session Partner: Indeed* **The Modern Hiring Stack: Brand Signals, Real Proof, and Human-Guided AI** As talent increasingly chooses employers before applying, hiring is being redefined. This session explores how leading organizations build a modern hiring stack - anchored in authentic employer branding, employee voice, and AI-driven decision-making that enhances speed, trust, and culture,	**Richard Lobo** Chief People Officer Tech Mahindra **Rohan Sylvester** Talent Strategy Advisor Indeed

			offering practical insights to attract and engage right-fit talent at scale.	
15:25	15:35	Raja Bagh	**LinkedIn - SHRM Playbook Launch** *Session Partner: LinkedIn* **Talent Strategy Playbook: The Future Starts Now** Talent Strategies for the Future of Work	**Achal Khanna** CEO SHRM APAC & MENA **Teena Wooldridge** Senior Director - APAC & China Marketing LinkedIn **Ruchee Anand** Senior Director – Talent & Learning Solutions LinkedIn India
15:35	16:05	Raja Bagh	**Power Panel** **Leading the Celebration:** CXOs on Culture & the New Code of Work	**Moderator** **Pranjal Sharma** Economic Analyst, Advisor & Author The Next New **Panelists** **Richard Rekhy** Vice Chair, Grant Thornton Bharat & Former CEO, KPMG in India **Sanjeev Jain** Chief Operating Officer Wipro
16:10	16:30	Raja Bagh	**Spotlight: Fireside Chat** *Session Partner: Salary Se* **Financial Wellbeing: The New Cornerstone of Employee Experience** Financial anxiety has become a silent productivity killer across India's workforce, and organizations are realizing that pay alone doesn't create financial confidence. This session explores how financial well-being has evolved from a 'nice-to-	**Moderator** **Prabir Jha** Founder & Chief Executive Officer Prabir Jha People Advisory **Panelists** **Sudhanshu Bhatnagar** Global Head Compensation & Benefits Tech Mahindra

			have' benefit to a strategic HR priority that directly impacts retention, productivity, and employer brand.	**Aarti Srivastava** CHRO Capgemini India **Piyush Bagaria** Co-Founder SalarySe
16:30	17:00	Raja Bagh	**Leadership Spotlight** **People First:** Celebrating Collaboration	**Gautam Khanna** CEO P. D Hinduja Hospital & Medical Research Centre **Moninder N. Jain** VP & Head- Global Emerging Markets Logitech
17:00	17:30	**Networking High Tea**		
17:30	Onwards	Raja Bagh	**Awards Evening** *(Exclusively by invite)*	

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Agenda Outline

Day2: Friday, November 14, 2025				
Start Time (Hrs)	**End Time (Hrs)**	**Venue**	**Details**	**Speakers**
09:00	09:45	Mumtaz	**Masterclass** **Coaching as a Strategic Lever for Business in 2025** By the end of this masterclass, participants will: • Grasp the evolution of coaching and its critical role in 2025. • Recognize sector-specific use cases that directly impact business. • Debunk myths and reset their perspective on coaching. • Walk away with a clear 3-step action plan to leverage coaching as a driver of business growth, succession readiness, and workforce resilience.	**Facilitators** **Pavitra Singh** CHRO & VP PepsiCo India & South Asia **Debeshi Chakraborty** President – ICF Delhi NCR Chapter Leadership & Story Coach-Dezinecareers
09:00	09:45	Jehangir	**Masterclass** *Culture and Rewards Partner: O.C. Tanner* **What works, What Doesn't, and Why: The Recognition Blueprint** • Recognition as a strategic driver: Moving beyond appreciation to impact performance and engagement. • Embedding recognition in culture: Making it a daily, sustainable practice. • Why programs fall short: Uncovering gaps between intent and lasting impact. • Critical success factors: Authenticity, timing, inclusivity, and consistency. • Linking recognition to results: Connecting appreciation to measurable business outcomes.	**Candy Fernandez** Director – People & Great Work Middle East, Africa, South Asia O.C. Tanner **Seepika Singhal** Senior Director HR & Head-Global Total Rewards, Centre of Excellence Brillio Technologies
10:00	11:00	Vazir	**Onboarding and Inducting Digital Employees to Augment Productivity at Work** *Learning partner: Oracle*	**Madhukar Uniyal** Head - Solution Engineering, Oracle Applications

			As the future of work evolves, AI agents will increasingly augment human roles, fundamentally reshaping how organizations operate. This shift will directly influence HR functions, transforming core practices across hiring, talent management, and learning. Let's collaborate to explore how critical HR processes will be impacted by this change and identify the new skills and competencies HR professionals will need to thrive and deliver value in this emerging environment.	
10:00	10:05	Raja Bagh	**Day1 Highlights & Recap**	
10:10	10:40	Raja Bagh	**Day2 Opening Session** **Turning the Kaleidoscope: Celebrating Leadership and Growth in a Changing World** • Leading Through Transformation – New tools for an era of seismic change • Reinvention Required – Why learning is non-negotiable for future-ready leaders • Elastic Leadership – Building teams that thrive on change • No Playbook? No Problem. – Adaptability when the roadmap doesn't exist • Joy as Strategy – Humor and human connection as culture catalysts	**Jessica Jensen** Chief Marketing & Strategy OfficerLinkedIn **Kirthiga Reddy** CEO Verix & OptimizeGEO
10:45	11:00	Raja Bagh	**Spotlight: Fireside Chat** *Session Partner: AdvantageClub.ai* **Creating Scalable Personalized Recognition & Flexible Well-being Frameworks** How AI & Technology Can Enhance EX The future of employee experience demands flexibility, personalization, and seamless integration across rewards, benefits, and well-being. In	**Smiti Deorah** Co-Founder & COO AdvantageClub.ai **Chandini Kamal** Global Head - Diversity, Equity and Inclusion, People & Culture (Engage & Experience, Wellness, R&R) HCLTech

			this session, we'll explore how Agentic AI enables holistic recognition and Flexi Well-being, where employees can actively shape their own wellness and rewards journeys based on their needs, moments, and motivations. Join this session to learn from a fireside chat discussing a case study on how a large organization digitised their recognition globally.	
11:05	11:10	Raja Bagh	**The State of Executive Coaching in India**	**Pavitra Singh** CHRO & VP PepsiCo India & South Asia **Amogh Deshmukh** Head - Leadership Practice SHRM India **Ashissh Kaul** Director - Knowledge & Advisory & Business Head - PSE SHRM India
11:10	12:00	**Networking Break in Expo Area: Brew & Bond**		
12:00	13:05	**Mega/Concurrent Sessions**		
10:00	10:30	Jehangir	**Power Panel** *Session partner: mfine* **Anticipate. Adapt. Thrive: Redefining Personalized Well-being at Work** • From Reactive to Predictive: How organizations can leverage data and behavioral insights to anticipate employee well-being needs before issues arise. • Personalization in Practice: Designing flexible, individualized wellness programs that align with diverse employee profiles and evolving work models. • Building a Culture of Adaptability:	**Moderator** **Siri Vishwanath** Chief Business Officer mfine **Panelists** **Alexander Rinku** HR Team Director Oracle, India **Dileep Joshi** CHRO Okaya Power Group **Geetika Kwatra**

			Empowering leaders and teams to embed proactive care and resilience into everyday workplace culture.	Vice President-Human Resources, India NatWest Group
12:00	12:30	Mumtaz	**Power Panel** *Session Partner: LinkedIn* **Scaling India GCCs: The Future of Skills, Leadership & Global Impact** • Building leadership & niche skills for the future • Creating a talent edge in a competitive market • Strengthening employer brand & innovation positioning	**Moderator** **Ruchee Anand** Senior Director- Talent & Learning Solutions LinkedIn, India **Panelists** **Vidya Munirathnam** Vice President - Human Resources Lowe's India **Atul Kapoor** Vice President & Hyderabad Center Head HCA Healthcare – India **Rajarshi Chakravorty** Centre Head Amdocs **R.J. Fox** Vice President Marketing, Talent Solutions, LinkedIn
12:00	12:30	Jehangir	**Power Panel** *Session partner: Zoho* **Beyond Experience: How Ecosystems Are Redefining Employee Journeys** • Understand the Power of Talent Ecosystems: Learn how integrated platforms, partnerships, and cross-functional networks are shaping personalized employee journeys. • Design Holistic Employee Experiences: Gain insights on aligning learning, well-being, performance, and mobility into one seamless journey. • Adopt Ecosystem for Retention & Growth: Discover how ecosystem-led	**Moderator** **Charles Godwin** HR Leader Zoho **Panelists** **Pallab Mukherji** Chief People Officer Equitas Small Finance Bank **Aditya Kohli** CHRO Orient Electric

			strategies drive engagement, adaptability, and long-term talent retention.	**Harpreet Datta** CEO & Founder, Astralis Solutions & Chief Business Officer-Education GMR Group **Varun Gautam** Senior Corporate Vice President Talent Supply Chain Persistent Systems
12:00	12:30	Roshanara	**Power Panel** *Employee Experience Partner: Pluxee* **Reimagining the Employee Experience through Adaptive Benefits** • Personalized Benefits: Designing flexible programs to meet diverse employee needs. • Well-being & Family Care: Strengthening support through mental health, financial wellness, and family care, with a focus on childcare benefits. • Engagement & Retention: Using adaptive benefits as a strategic lever to boost loyalty and culture.	**Moderator** **Suvarna Mishra** Country HR Director Pluxee India **Panelists** **Sanjeev Sahgal** SVP - People Experience & GCC Assurant **Amit Vaish** VP Human Capital & Head HR, India Optum **Ketika Kapoor** Co-Founder and CEO ProEves
12:00	12:30	Sheesh Mahal	**Zero Cost. 100% Impact: The Smart Way to Boost Employee Satisfaction** *Session Partner: Zaggle*	**Arati Parashar** VP & Business Head Zaggle SAVE **Anamika Parihar** Sr. Vice President, BUHR Maruti Suzuki India
12:00	12:30	Jahanara	**Power Panel** **People, Purpose, Planet: Driving a Sustainable Future** • Sustainable Culture: How HR can integrate ESG principles into everyday	**Moderator** **Bhanu Sharma** Managing Partner Helyxa Consulting Group

			behaviors, values, and organizational rituals. • Impactful Talent: Developing skills, mindsets, and leadership capabilities to drive sustainable business practices. • Measurable Outcomes: Linking people strategies to measurable ESG outcomes and long-term organizational impact.	**Panelists** **Paras Kaushik** Group CHRO and CIO HT Media Group **Abhijit S Rao** Vice President & Head People & Culture Keka **Rittik Mondal** Senior Manager, Country Marketing Indeed
12:35	13:05	Mumtaz	**Power Panel** *Session Partner: Salary Se* **The New Age of Employer Benefits: From Perks to Purpose** As work and life boundaries blur, employee expectations from their employers are rapidly evolving. Today's employees want benefits that are meaningful, flexible, and deeply aligned with their personal and financial well-being. This panel brings together visionary HR leaders and innovators to discuss how India Inc. is redefining the benefits playbook, moving from perks that please to benefits that truly perform.	**Moderator** **Piyush Bagaria** Co-Founder SalarySe **Rajiv Naithani** CPO Persistent Systems **Meera Mohandas** India Rewards Head Wipro **Hemant Kumar Ravi** Vice President & Head-Talent Transformation and People Experience Infogain
12:35	13:05	Jehangir	**Power Panel** **CHROs at the Helm: Celebrating the Rise of HR in the C-Suite** • Strategic Influence: CHROs as key drivers of business and transformation. • Data & Culture: Using people insights to fuel performance and innovation. • Future Leadership: Redefining HR for the AI era and evolving workforce needs.	**Moderator** **Sandeep Banerjee** CHRO Eveready **Panelists** **Prateek Dubey** Global CHRO Mankind Pharma **Pascoal Moses Dantas** Group Chief People Officer

				YASH Group & HLE Glascoat **Meghna Bhatt** Head of Talent Management &OD Ashok Leyland
12:35	13:10	Roshanara	**Power Panel** *Session Partner: iClean Tech* **Empowering Talent for Tomorrow: Tech, Transformation & the New World of Work** • Harnessing technology to unlock human potential: How digital tools and AI are enabling smarter, more personalized talent journeys. • Skilling for agility, not just roles: Preparing talent for continuous reinvention in a rapidly evolving workplace. • Creating cultures that drive transformation from within: Embedding adaptability, innovation, and ownership at every level.	**Moderator** **Katamneni Gopichand** Vice President Corporate Head - HR, Admin & IT Systems, Compliance iClean - Takasago Thermal Engineering **Panelists** **Viekas Khokha** SVP & CHRO Sharda Motor **Shikha Bhatnagar** Human Resources Director Noventiq **Ritu Bhatia** Sr. Vice President Global Hiring Leader Genpact
12:35	13:05	Sheeshmahal	**Power Panel** *Session Partner: ThreeFish Hogan Assessments* **Building Culturally Adaptive Talent Systems** • Integrating cultural intelligence into talent acquisition, development, and retention strategies. • Designing inclusive policies that respect and leverage cultural diversity across global teams. • Empowering leaders to foster adaptability, empathy, and collaboration in multicultural	**Moderator** **Dr. Pradnya Parashar** Managing Director Three Fish Consulting India **Panelists** **Param Kaur** Director, People Shared Services Publicis Sapient **Vimmi Chachra** CHRO Sopra Steria India

			workplaces.	**Anita Maalik** CHRO Jakson Group
12:35	13:10	Jahanara	**Power Panel** **Celebrate Potential, Not Just Pedigree** • Broaden access to talent by valuing skills and potential over traditional credentials. • Challenge bias in hiring and advancement tied to elite backgrounds or institutions. • Invest in development to nurture high-potential individuals from diverse paths.	**Moderator** **Mihirini de Zoysa** Lead Coach/Managing Director Corporate Druids **Panelists** **Rajesh Rai** SVP & Head HR - APAC GlobalLogic, Hitachi **Pooja Minocha** Vice President & CHRO Bata India **Richa Kale** Director HR Egon Zehnder
12:35	13:05	Mumtaz	**Power Panel** **Celebrating the Human-AI Collab Era** • Amplifying Human Potential: How AI enhances creativity, decision-making, and productivity rather than replacing human roles. • Ethical Synergy & Trust: Building transparent, fair, and explainable AI systems that align with human values and social good. • Co-Evolution of Skills: Preparing people for an AI-augmented future through continuous learning, digital literacy, and adaptive collaboration.	**Moderator** **Reena Gupta** Founder & CEO Wisdocity **Panelists** **Mahipal Nair** Managing Director, Trellix India & Vice President-HR India & APJ **Christine Kirbach** CHRO and Head of Global HR Elektrobit Automotive **Sohini Chakroborty** Director - People Development Optum

14:00	15:00	Vazir	**Masterclass** *Session partner: GAIL* **Harnessing Intelligence for Human Effectiveness** *(Exclusively for GAIL Invitees)*	**Shaakun Khanna** Senior Advisor & Head - Leadership & HR Transformation SHRM
13:05	14:05	**Lunch & Exposition: Midday Mingle**		
14:05	14:35	Raja Bagh	**Leadership Spotlight** **Celebrating Evolving Workplaces** This session focuses on the transformation of work, people, and purpose - where every shift shapes a smarter, more human workplace. Explore how organizations are reimagining culture, capability, and connection in an age of continuous change.	**Hemant Kumar Ruia** Country Manager India Subcontinent DP World **Devesh Sharma** CEO Inox Solar
14:40	15:10	Raja Bagh	**CHRO Power Panel** *Session Partner: Vantage Circle* **The Future of Work: Building Human-Centric Workplaces in the Age of AI** As AI reshapes the world of work, organizations are reimagining workplaces that elevate human creativity, empathy, and connection. This session explores how leaders are designing inclusive, purpose-driven, tech-enabled environments - balancing automation with trust, wellbeing, and human potential to build truly human-centric workplaces for the future.	**Moderator** Partha Neog CEO & Founder Vantage Circle **Sukhjit S Pasricha** Group CHRO IndiGo **Sharad Verma** VP and CHRO Iris Software
15:15	15:45	Raja Bagh	**CHRO Power Panel** **Leading People Through Change: The Evolving Face of HR** As India Inc. transforms, so must its leaders. This high-impact dialogue features HR leaders who have steered organizations through transformation. The session explores how leadership mindsets, people strategies, and cultural stewardship are evolving	**Moderator** **Ayush Gupta** Director, Human Resources GAIL **Manmohan S. Kalsy** CHRO Inbrew Beverages

			across sectors to build resilient, future-ready workforces.	**Dr. Praveen Purohit** CHRO Vedanta
15:45	16:15	**Tea & Networking: Evening Connections & Conversations**		
16:15	17:00	Raja Bagh	**SHRM Big Debate - From Insights to Impact** **Different Strokes: Who's Designing the Future of Work?** The future of work is being shaped by diverse voices and unconventional thinkers redefining culture, design, and innovation. This session delves into emerging roles and models transforming workplaces across industries, highlighting how inclusion, experimentation, and collaboration are driving the next chapter in the evolution of work.	**Moderator** **Sharmila Bhowmick** Veteran Journalist, formerly with CNBC-TV18 & Business Today Founder, Mocha Ink & Host, Mocha Talks Podcast **Team Gen X:** **The Custodians of Culture** **Vineet Mishra** VP Operations, India & South Asia Accor **Rashmi Govil** Director HR Indian Oil **Team Gen Y:** **The Culture Creators** **Dhruv Sahai** Chief Operating Officer CARPL.ai **Ritu Kumar** Director Human Resources-India, Lithuania & Poland, Global HR Services COWI India

17:05	17:35	Raja Bagh	**Closing Session** **Celebrating Bold Ideas**	**Pratik Gandhi** Indian Theatre & Film Actor & Host Ideabaaz **Raj Nayak** Founder & Managing Director House of Cheer Networks
17:35	Onwards	**High Tea & Networking: Evening Connections & Conversations**		