



#SHRMTECH2026 Agenda – Day 1

Day 1 May 21, 2026 – Thursday			
Start Time	End Time	Session Details	Venue
08:00	09:00	Registration, Expo Interaction & Networking	
09:00	09:05	Conference Opening	Jasmine 2
09:05	09:15	Opening Address Achal Khanna CEO SHRM APAC & MENA	Jasmine 2
09:20	09:50	Opening Keynote From Connection to Cognition Vinay Tonse MD & CEO Yes Bank	Jasmine 2
09:55	10:25	Human Experience Track The 2026 Blueprint for an Engaged Workforce The discussion will focus on the core pillars of modern employee engagement: <ul style="list-style-type: none"> •Recognition as a driver of engagement •Employee well-being and holistic support •Tax optimization strategies to enhance employee value Session Partner: AdvantageClub.ai Moderator Smiti Bhatt Deorah Co-founder & COO AdvantageClub.ai Dr. C. Jayakumar Executive Vice President & Head - Corporate Human Resources (CHRO) Larsen & Toubro	Jasmine 2
10:30	10:50	Impact Address Reimagining Work: Leading AI-Driven Workforce Transformation Krishnakumar Natarajan Former CEO, Mindtree Managing Partner, Mela Ventures	

10:50	11:25	<p>Human Experience Track Global HR Playbook that Actually Drives ROI</p> <p>Global HR Insights that can be Indian HR Super-powers:</p> <ol style="list-style-type: none"> 1. Global insights from HR leaders from 45 countries, across 6000 companies 2. A global framework for Indian HR leaders to define ROI of HR Tech initiatives 3. How Indian HR leaders can leap-frog global counterparts 4. Global practices that Indian HR leaders can use to supercharge their teams <p>Session Partner: Edenred</p> <p>Moderator Pranjal Sharma Board Advisor & Author, India Innovates</p> <p>Nick Burns Senior Advisor Edenred</p> <p>Minaxi Indra Managing Director Edenred, India</p>	Jasmine 2
11:25	11:50	Networking Break	Expo Zone
11:50	13:30	Mega and Concurrent Sessions- WIP	
11:50	12:20	<p>Workforce 2030: The Next Frontier of Talent and Transformation As organizations prepare for the next decade, talent and transformation agendas are becoming deeply interconnected. This session explores how leaders can rethink talent strategies, build critical capabilities, and drive transformation to create agile, future-ready organizations by 2030.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> •Redefining Talent Strategy: Moving from roles to skills and capabilities • Transformation at Scale: Aligning people, processes, and technology • Future-Ready Workforce: Building agility, adaptability, and continuous learning • Leadership for 2030: Enabling leaders to drive change and sustained performance <p>Session Partner: Zoho</p> <p>Moderator Charles Godwin HR Leader Zoho</p> <p>Sushil Baveja Chief Human Resources Officer Jindal Stainless</p>	Jasmine 2

		<p>Gautam Sinha Chief Human Resources Officer Birla Opus Paints - Grasim Industries</p> <p>Arti Dua Partner & National Talent Leader EY</p>	
11:50	12:20	<p>Masterclass The eX-Factor: Where Employee Experience Wins</p> <p>Employee Experience has moved beyond systems and surveys to become a decisive driver of trust, engagement, and performance. As workplaces adopt AI and real time insights, the real challenge is not intelligence - but action. This session explores how organizations can shift from measuring sentiment to continuously sensing, predicting, and improving everyday employee experiences.</p> <p>Key Discussion Points:</p> <ul style="list-style-type: none"> • The evolution of EX from process efficiency to experience outcomes • The “AI Ire” paradox: smart insights, unresolved frustrations • Why micro moments matter more than policies and dashboards • Rethinking eNPS from a score to a continuous signal • Role of Agentic AI in real time listening and predictive action • Embedding experience ownership into leadership and culture <p>Learning partner: TCS Chroma</p> <p>Saubhik Baral Head of Transformation Delivery TCS Chroma™</p> <p>Priyadarshani Ogale Human Resources – Strategic Initiatives Tata Consultancy Services</p>	Expo 2
11:50	12:20	<p>From Benefits to Behaviour: Designing Intelligent Ecosystems</p> <p>Employee benefits are no longer just about allowances- they play a role in shaping everyday choices. With access to real-time data from meals, fuel, and other daily spends, organisations now have a better understanding of how employees live and work.</p> <p>This discussion will explore how companies can combine human understanding with these insights to design benefits that are more relevant, flexible, and impactful. It will focus on how everyday decisions- what employees eat, how they commute, and how they spend- can influence wellbeing, productivity, and engagement. At the same time, it will address the importance of using data responsibly, with the right balance of technology and human judgment.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Using everyday spend data (meals, fuel, telecom etc.) to understand employee needs better 	Expo 3

		<ul style="list-style-type: none"> • Moving from fixed benefits to more flexible and adaptive offerings • How technology can guide daily choices without adding complexity • Linking employee behaviour to outcomes like wellbeing, engagement, and productivity • Ensuring trust through responsible and transparent use of data <p>Session Partner: Pluxee</p> <p>Moderator Anish Sarkar Managing Director - Pluxee India and Director - India, Philippines & Indonesia Cluster</p> <p>Madhavi Lall Managing Director, Head-HR, India Deutsche Bank</p> <p>Reena Wahi Partner and Head - People, Performance & Culture KPMG in India</p> <p>Sakshee Sud Director - Human Resources Tata Starbucks</p>	
11:50	12:20	<p>Culture by Design: What Separates High Performance Cultures from High Burnout Ones</p> <p>High-performing cultures drive speed and results but without intentional design, they can lead to burnout and disengagement. This session explores how organizations can balance performance with wellbeing by building cultures that sustain both results and resilience.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Performance vs. Pressure: Where high performance crosses into burnout and how to spot early signals • Culture by Design, Not Default: The role of leadership, systems, and rituals in shaping sustainable cultures • Metrics that Matter: Moving beyond output to include energy, wellbeing, and long-term productivity indicators • Manager as Culture Carrier: How leadership behaviors influence team experience and performance outcomes <p>Session partner: O. C. Tanner</p> <p>Moderator Zubin Zack Managing Director - Middle East, Africa & South Asia O.C. Tanner</p> <p>Gurucharan Singh Gandhi Chief Human Resources officer Vodafone Idea</p> <p>Subhashish Banerji Chief - Human Resources & Administration</p>	Expo 4

		<p>ICICI Prudential Life Insurance</p> <p>Preeti Kannan President & Chief Human Resources Officer IIFL (India Infoline Group)</p>	
12:25	12:55	<p>The Core R&R Playbook: Budgeting Smart, Recognizing Right & Measuring Outcomes Recognition & Rewards (R&R) is evolving from a discretionary spend to a strategic lever for performance, culture, and retention. This session explores how organizations can design a smarter R&R playbook - optimizing budgets, driving meaningful recognition, and linking efforts to measurable business outcomes.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Budgeting with Intent: Allocating R&R spends for maximum impact, not just coverage • Recognition That Works: Moving beyond one-size-fits-all to timely, meaningful recognition • Linking to Outcomes: Measuring impact on performance, retention, and engagement • From Spend to Strategy: Aligning R&R with business goals and leadership accountability <p>Session Partner: AdvantageClub.ai</p> <p>Moderator Sourabh Deorah Co-founder & CEO AdvantageClub.ai</p> <p>Rajiv Naithani Chief People Officer Persistent Systems</p> <p>Vasumathi Parthasarathy Global Head – Performance Management & Employee Recognition TCS</p> <p>Geethaa George Senior Executive Vice President HR HDFC Bank</p>	Jasmine 2
12:25	12:55	<p>The Overlooked Majority: Designing EX for the Workforce Beyond the Office For years, employee wellbeing has been built around a single assumption: that work happens in the office. As a result, care has followed infrastructure - better chairs, better lighting, wellness rooms, cafeterias, engagement zones. We have learned how to design thoughtful, progressive experiences for employees we can see.</p> <p>But a fundamental question remains largely unasked - What about the employees we don't see?</p> <p>Across sales, service, operations, and frontline roles, many employees spend their days on the road - navigating traffic, safety risks, fatigue, and uncertainty. They're often the first</p>	Expo 2

		<p>point of contact and critical to business continuity, yet their work experience is rarely designed - it's endured. This panel challenges HR leaders to confront some difficult questions:</p> <ul style="list-style-type: none"> • Have our care frameworks unknowingly privileged proximity? • Do our policies assume visibility equals safety? • And are we truly inclusive if well-being ends when employees step outside office premises? <p>Session partner: Ayvens</p> <p>Moderator Amol Gupta Senior Director & Head - People Team India BNY</p> <p>Suvajit Karmakar Country Managing Director India & Asia Sub-Regional Director Ayvens</p> <p>Nazneen Husain HR Director – Cummins Emission Solutions and Components Business, India</p> <p>Dr. Kunal Kumawat Human Resources Manager - Compressor Technique Customer Center Atlas Copco, India</p>	
12:25	12:55	<p>The New Wellbeing Stack: Physical, Mental, Financial Health</p> <p>Wellbeing is no longer a standalone initiative - it is a strategic imperative that spans physical, mental, and financial health. This session explores how organizations can move beyond fragmented programs to build an integrated wellbeing stack that supports employees holistically and drives sustained performance, resilience, and engagement.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • From Programs to Systems: Integrating physical, mental, and financial wellbeing into a cohesive strategy • Financial Wellbeing as a Core Pillar: Addressing financial stress and its impact on performance • Personalization at Scale: Designing wellbeing interventions tailored to diverse workforce needs • Linking Wellbeing to Outcomes: Measuring impact on productivity, engagement, and retention <p>Moderator Saleel Panse Global Talent Acquisition CoE Leader Sun Pharma</p> <p>Sharad Verma Vice President & Chief Human Resources Officer Iris Software</p> <p>Viekas K Khokha Chief Human Resources Officer Sharda Motors</p>	Expo 3

		<p>Amit Sharma Group Chief Human Resources Officer Gokaldas Exports</p>	
12:25	12:55	<p>From Screening to Signal: The New Science of Quality Talent Acquisition As hiring scales, the challenge is no longer access to candidates - but identifying true quality amid noise. This session explores how organizations can move from resume-driven screening to signal-based decision-making, leveraging data, technology, and smarter evaluation methods to make faster, high-quality talent decisions at scale.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • From Volume to Value: Moving beyond resumes to identify meaningful hiring signals • Speed with Quality: Balancing faster hiring with better decision-making • Signal Design: What truly predicts performance, potential, and fit • Tech & Intelligence: Using AI and data to enhance, not replace, human judgment <p>Session partner: Cohesyve</p> <p>Moderator Sabeena Ladak Head HR Corporate & TA Cipla</p> <p>Varun Gautam Head-Talent Supply Chain (TM, TA & L&D) Persistent Systems</p> <p>Archana Chaddha Market Head of People, India HSBC</p> <p>Arpit Bansal CEO Cohesyve</p>	Expo 4
13:00	13:35	<p>AI at the Core: Transforming Automation into Intelligence As AI matures, organizations are moving beyond rule-based automation to intelligent systems that can learn, adapt, and drive decisions. This session examines how AI is being embedded at the core of workflows to enhance efficiency, improve decision-making, and unlock new levels of productivity.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • From Automation to Intelligence: Evolving from task execution to decision-driven systems • AI in Workflows: Embedding intelligence into day-to-day operations and processes • Human + AI Collaboration: Redefining roles, judgment, and accountability • Scaling Impact: Moving from pilots to enterprise-wide transformation 	Expo 2

		<p>Moderator Kiran Bhagnure Khapre Chief Human Resources Officer KOEL</p> <p>Rachana Singh Bhal Executive Director - Strategic HR & Talent Management NTPC</p> <p>Sandeep Batra Chief Human Resources Officer JSW Steel and Corporate</p> <p>Dr. Anil Salvi MD & Group Head - Human Resources JM Financial</p> <p>Neelmani Singh Group Head - Learning & Head Aditya Birla Global Centre for Leadership Learning 'Gyanodaya' Aditya Birla Group</p>	
13:00	13:30	<p>Benefits Beyond Compensation: Building a Truly Employee-Centric Workplace As employee expectations evolve beyond compensation, organizations are rethinking how benefits, wellbeing, and flexibility shape the overall employee experience. This session explores how employee-centric benefits strategies can strengthen engagement, retention, and workplace trust.</p> <p>Key Discussion Points:</p> <ul style="list-style-type: none"> •Employee Expectations Have Evolved Beyond Salary •Personalized Benefits & Rewards Are the Future •Financial Wellbeing is Emerging as a Core HR Priority •Technology is Transforming Employee Benefits •Strong Benefits & Rewards Programs Drive Retention & Employer Brand <p>Session Partner: Zaggie</p> <p>Moderator Arati Parashar Business Head & Vice President Zaggie Employee Benefits business</p> <p>Rachana Dubey Regional Head - Human (ISC & SEA) Döhler India</p> <p>Madhurya Hariharan Director Human Resources Lennox India Technology Centre</p> <p>Manisha Kadagathur Chief Human Resources Officer IKS Health</p>	Expo 3
13:00	13:35	<p>Talent, Skills, and the Next Decade of Work Understand how organizations are redefining talent and capability to stay competitive in a rapidly evolving world of</p>	Expo 4

		<p>work. Gain insights into the skills, learning models, and leadership approaches needed to build future-ready workforces.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • From Roles to Skills: Shifting from job-based to capability-driven talent models • Skills That Matter: Identifying and building critical skills for the future • Learning That Scales: Rethinking L&D for continuous, on-demand capability building • Leadership for the Future: Enabling leaders to drive agility, growth, and performance <p>Moderator Parneet Soni Head Human Resources - Retail Finance Piramal Capital and Housing Finance</p> <p>Paresh Ranpara Human Resources Director GRID-INDIA</p> <p>Ajay Trehan Founder & Chief Executive Officer AuthBridge</p> <p>Atul Mathur EVP HR & Head L&D Aditya Birla Capital</p> <p>Rubi Khan Head- Learning, Talent & OD Luminous Power Technologies (Schneider Electric Group)</p>	
13:30	14:45	Networking Lunch	Expo Zone
14:45	15:15	<p>Technology & Innovation Track HRMS as a Productivity Engine: Driving Workforce Performance Through Cloud & AI</p> <p>Modern HR technology is evolving beyond payroll and compliance to become a key driver of workforce productivity, employee experience, and operational agility. In this fireside conversation, HR leaders from healthcare, real estate, and technology services will share how they are leveraging modern HR platforms to solve workforce challenges and drive business impact at scale.</p> <p>Session Partner: Keka</p> <p>Moderator Tapan Acharya Chief Revenue Officer (CRO) Keka</p> <p>Ankur Goel HR Director Anarock</p>	Jasmine 2

		<p>Madhu Baloria Head-People Growth & Engagement System Plus Solutions</p> <p>Denu Thomas Group Head (Human Resources & Industrial Resources) Ruby Hall Clinic</p>	
15:20	15:40	<p>Impact Address The New Competitive Edge Isn't Talent or Tech - It's Intelligence at Scale</p> <p>Manish Gupta Group CIO Aditya Birla Group</p>	Jasmine 2
15:45	15:55	<p>SHRM Trailblazers Felicitation of Indian Industry Stalwarts</p> <p>Achal Khanna Chief Executive Officer SHRM APAC & MENA</p>	Jasmine 2
15:55	16:25	<p>Leadership and Strategy Track Connected Intelligence in Action: Agentic AI Redefining Enterprise Performance</p> <p>Key Shifts:</p> <ol style="list-style-type: none"> 1. From isolated HR systems to connected intelligence layers across the enterprise 2. From automation (task execution) to agency (decision initiation + orchestration) 3. From HR efficiency to enterprise performance and adaptability <p>Session Partner: Workday</p> <p>Moderator Richard Rekhy Vice Chair, Grant Thornton Bharat & Former CEO, KPMG in India</p> <p>Sunil Jose President Workday India</p> <p>Puneet Rajput Chief Human Resources Officer Piramal Pharma</p> <p>Kavita Kurup Senior Vice President & Chief People Officer Cyient</p>	Jasmine 2
16:30	16:50	<p>Impact Address Reimagining Talent in the New World order of AI</p> <p>Arun Jain CMD, Intellect Design Arena & Founder, Polaris Group</p>	Jasmine 2
16:50	17:30	<p>Future-Tech Track Workforce 2030: Skills, Systems, and Shifts</p>	Jasmine 2

		<p>Moderator James Atkinson Vice President, Thought Leadership SHRM</p> <p>Pavitra Singh CHRO & VP PepsiCo India & South Asia</p> <p>Shraddhanjali Rao Head of Human Resources Google India</p>	
17:30	Onwards	<p>Day 1 Closing remarks Followed by Laughter Break and Networking in the Expo Zone</p> <p>Anirban Dasgupta Stand-up Comedian & Writer</p>	Jasmine 2

**To Be Confirmed*

#SHRMTECH2026 Agenda – Day 2

Day 2 May 22, 2026 – Friday			
Time		Session Details	Venue
Start Time	End Time	Keynote Hall	
10:00	10:05	Day 1 Highlights	Jasmine 2
10:10	10:40	<p>Day 2 Opening Keynote The Next Era of Enterprise Transformation</p> <p>Rajesh Jejurikar Executive Director & CEO, Auto and Farm Sector Mahindra & Mahindra</p>	Jasmine 2
10:45	11:15	<p>Workforce & Skills Track The Hiring Paradox: Why More AI Isn't Always Better Hiring</p> <p>The Core Argument AI is the most significant hiring investment organisations are making right now. And yet talent leaders are reporting the same frustrations: wrong candidates getting through, longer time-to-fill, and drop-offs no dashboard can explain. The problem isn't the investment. It's what's underneath it.</p> <p>Session Partner: Indeed</p> <p>Rohan Sylvester Talent Strategy Advisor Indeed India</p> <p>Aarti Srivastava CHRO Capgemini</p> <p>Chetana Patnaik CHRO LTM</p>	Jasmine 2
11:20	11:25	Report Launch	Jasmine 2

		<p>SHRM India Skill Intelligence Report 2026: From Talent to Skills, India's Future of Work</p> <p>Nishith Upadhyaya Executive Director, Knowledge & Advisory Services SHRM East</p>	
11:25	11:55	Networking Break	Expo Zone
11:55	13:00	Masterclass /Mega & Concurrent Sessions- WIP	
09:15	10:00	<p>Masterclass AI-led Reimagination of the People Function</p> <p>Vikas Siddeshwar Partner, AI and Technology Leader McKinsey & Co.</p>	Expo 3
09:15	10:00	<p>Masterclass Reimagining Capability Development and Coaching: Leveraging AI & Conversational Bots for Scalable, Personalized Learning</p> <p>James Atkinson Vice President, Thought Leadership SHRM</p> <p>Nishith Upadhyaya Executive Director, Knowledge & Advisory Services SHRM East</p>	Expo 2
11:55	12:25	<p>Masterclass The HR Growth Engine: A Masterclass on Evolving Your Engagement Strategy</p> <ol style="list-style-type: none"> 1. Live diagnostic benchmarking against 1,000+ organizations globally 2. Discover why Leaders outperform Low Performers 3. Learn how to link engagement strategies with business outcomes 4. Understand India's opportunity to leapfrog to Leader status 5. Join India's Economic Value Study as a founding participant <p>Learning partner: Edenred</p> <p>Nick Burns Senior Advisor Edenred</p> <p>Minaxi Indra Managing Director Edenred, India</p> <p>Akshay Sethi Head of Marketing & Strategy Edenred India</p>	Jasmine 2
11:55	12:25	<p>Leadership in the Age of Connected Intelligence As intelligence becomes increasingly connected across humans, AI, data, and systems - the role of leadership is being fundamentally redefined. This session explores how leaders can navigate this new landscape by combining</p>	Expo 2

		<p>human judgment with machine intelligence, driving better decisions, stronger collaboration, and more adaptive organizations.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Connected Intelligence in Action: Integrating human insight with AI and data-driven systems • Leadership Shift: Moving from control to orchestration and informed decision-making • Decision-Making in Complexity: Balancing speed, data, and human judgment • Leading Distributed Systems: Enabling collaboration across teams, technology, and ecosystems <p>Moderator Asma A. Shaikh Co-Founder and Managing Director Enthral.ai</p> <p>Beena More Former Executive Leader & CHRO & Founding Member Bank of India Investment Managers</p> <p>Dr. Urmi Chatterjee Head of Human Resources, Asia Pacific Japan & India Siemens Healthineers</p> <p>Pushp Kumar Nayar Executive Director (HRD) BPCL</p>	
11:55	12:25	<p>The Next Growth Playbook: Where Talent Meets Business Strategy</p> <p>As growth becomes more complex and competitive, talent is emerging as a critical driver of business outcomes. This session explores how organizations can align talent strategy with business priorities to enable scalable, sustainable growth, bridging the gap between people decisions and business performance.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Talent as a Growth Lever: Linking people strategy directly to business outcomes • Aligning Strategy and Execution: Connecting workforce planning with growth priorities • Building Growth Capabilities: Identifying and developing skills that drive scale • Sustaining Growth: Balancing performance, culture, and long-term resilience <p>Moderator Vaibhav Goel Head of HR (Oil & Gas - E&P) & Senior VP Reliance Industries</p> <p>Poonam Burman Chief Human Resources Officer Godrej Industries (Chemicals)</p> <p>Bhagwati Shetty</p>	Expo 3

		<p>Chief Human Resources Officer Comviva</p> <p>Dr. Riddhiman Mukhopadhyay Assistant Director Marketing and Industry Representation Cell Pune Institute of Business Management (PIBM)</p> <p>Rohit Sharma Chief Human Resources Officer USV</p>	
11:55	12:25	<p>From Process to Intelligence: The Future of HX with AI As AI reshapes the workplace, human experience (HX) is evolving from process-led interactions to intelligent, personalized journeys. This session explores how organizations can design AI-enabled systems that move beyond efficiency to enhance engagement, improve decision-making, and create more meaningful employee experiences across the lifecycle.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • From Process to Experience: Shifting from efficiency to intelligent, employee-centric design • Personalization at Scale: Using AI to tailor journeys, nudges, and interactions • Decision Intelligence: Enabling better, faster decisions for employees and managers • Designing for Trust: Ensuring transparency, ethics, and adoption in AI-driven HX <p>Moderator Sameer Shaikh Senior Director, FSS & Technology XPO</p> <p>Shikha Bhatnagar Human Resources Director Noventiq</p> <p>Rajat Grover Chief Human Resources Officer SBI Mutual Fund</p>	Expo 4
12:30	13:00	<p>How Far Can AI Go? Real Use Cases and the Limits Ahead AI is rapidly moving from pilots to real-world impact across functions - from hiring and customer experience to decision support and automation. This session examines what's truly working today, where AI is scaling, and where its limits still lie, helping leaders separate real opportunity from overreach and prepare for what comes next.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • What's Working Today: High-impact AI use cases across HR, CX, and operations • From Pilot to Scale: What separates successful deployments from stalled experiments • Limits & Trade-offs: Where AI falls short – bias, accuracy, context, and trust 	Expo 2

		<ul style="list-style-type: none"> • What's Next: How far AI can realistically go and what leaders should prepare for <p>Session Partner: Alldigi Tech</p> <p>Moderator Alexander Rinku HR Director Oracle, India</p> <p>Sanchayan Paul Chief Human Resources Officer Network18 Media & Investments</p> <p>Kaushik Das Senior Director & Head – Talent, Learning & Culture TIAA Global Capabilities</p> <p>Yoganandh Udayakumar AVP - Product Management & Technology Alldigi Tech</p>	
12:30	13:00	<p>Inclusive Cultures in a Digital-First World As workplaces become increasingly digital, hybrid, and AI-driven, building inclusion requires more than intent, it demands conscious design. This session explores how organizations can embed inclusion into systems, leadership behaviors, and everyday practices to create belonging, equity, and sustained engagement at scale.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Inclusion by Design: Embedding equity into systems, policies, and workflows • Leadership in a Digital Context: Driving inclusive behaviors in hybrid and AI-enabled teams • Tech as an Enabler: Using platforms and data to reduce bias and improve access • Everyday Inclusion: Turning intent into consistent, scalable practices <p>Moderator Manas Bisht VP - Sales & Partnerships Xoxoday</p> <p>K K Thakur Director - Personnel NMDC</p> <p>Gopal Chhetri Senior Vice President, BU Leader & Global GCC Head CGI</p> <p>Rajnish Kumar Vice President – Human Resources Department Newgen Software Technologies</p>	Expo 3
12:30	13:05	<p>Designing Trust, Experience, and Outcomes Across the Employee Lifecycle</p>	Expo 4

		<p>Organizations today need to deliver a seamless, high-impact employee journey - from hiring the right talent to enabling performance and sustaining engagement. This session explores how trust, intelligent systems, and meaningful experiences come together to drive better decisions, stronger culture, and measurable business outcomes across the employee lifecycle.</p> <p>Key Discussion Points</p> <ul style="list-style-type: none"> • Building Trust at Entry: Ensuring credibility and risk mitigation in hiring decisions • Intelligence in Action: Using data and AI to drive performance, growth, and decision-making • Designing Experience: Creating meaningful recognition and engagement moments that matter • Driving Outcomes: Connecting people practices to business impact across the lifecycle <p>Moderator Atma Godara Vice President, Head - People & Culture ACME Group</p> <p>Biplob Banerjee Chief Human Resources Officer Emami Limited</p> <p>Sumit Neogi Managing Director Human Resources - MEISA Region FedEX</p> <p>Swapnil Kulkarni Director Human Resources Danaher Corporation</p> <p>Mrigank Tripathi President - Growth PeopleStrong</p>	
13:00	14:15	Networking Lunch	Expo Zone
14:15	14:45	<p>Leadership & Strategy Track AI, Quantum, and the Next Wave of Disruption Explore emerging technologies reshaping industries and redefining possibilities</p> <p>Dr. Yatindra Dwivedi Director Human Resources Power Grid Corporation of India</p> <p>R. Swaminathan Founder ComplIQ AI Ventures</p>	Jasmine 2
14:45	15:05	<p>Impact Address AI in HR: Overcoming Barriers, Unlocking Potential How AI is transforming HR across 138 tasks - where it delivers real value, what's holding adoption back, and how to overcome skill gaps and organizational barriers to unlock its full potential.</p>	Jasmine 2

		<p>James Atkinson Vice President, Thought Leadership SHRM</p>	
15:10	15:40	<p>Technology and Innovation Track Leveraging the Employer Brand to Maximize Connected Intelligence</p> <p>Moderator Dr. Ashita Aggarwal Professor of Marketing & Chairperson - PGDM & PGDMBM SP Jain Institute of Management & Research.</p> <p>Bhaskar Ramesh Business Head JioHotstar, Entertainment</p> <p>Tushar Vyas Chief Strategy Officer, WPP India, Board Director, Growth & Digital Transformation Leader</p>	Jasmine 2
15:45	16:15	<p>Human Experience Track Transformation at Scale: Turning Strategy into Enterprise-Wide Adoption</p> <p>Moderator Dr. Swatee Sarangi Group HR Head - India, North America and Emerging Markets Dr. Reddy's Laboratories</p> <p>Rohit Thakur Group Chief Human Resources Officer Mahindra & Mahindra</p> <p>Ayush Gupta Director, Human Resources GAIL</p>	Jasmine 2
16:20	17:10	<p>SHRMTech26 Big Debate Connected Intelligence: Will AI Redesign Work or Will Leaders Redefine It?</p> <p>Moderator Ankit Vengurlekar Founder Antar Wellness</p> <p>Cassio Simões Managing Director Tetra Pak</p> <p>Dr. Tooba Modassir Chief Human Resources Officer, Citi India & Cluster HR Head - Indian Subcontinent, including Sri Lanka & Bangladesh</p> <p>Nagma Malim Senior VP - HR & Business HR Head, Asia Region Birla Carbon, Aditya Birla Group</p>	Jasmine 2

		<p>Apurva Sule Head Growth Lupin Digital Health</p>	
17:15	Onwards	<p>Beyond Conference Celebrity Session You Can't Automate This</p> <p>Boman Irani Indian Actor, Director and Screenplay mentor</p> <p>Moderator Raj Nayak Founder & Managing Director House of Cheer Networks</p>	Jasmine 2
Conference Closing Remarks Followed by Networking in the Expo Zone			

**Keynote Hall - Jasmine 2*