SHRM INDIA ANNUAL 26
CONFERENCE & EXPO

26th & 27th November | YASHOBHOOMI Convention Centre New Delhi

POWER OF PEOPLE
CHANGE CLOCKED IN
WHAT'S NEXT?
#SHRMIAC26

Main Hall & Breakout
Agenda - Day 1
November 26, Thursday

Start Time	End Time	Session Details	Speakers
8:15	9:10	**Registration, Expo Interaction & Networking**	
9:15	9:20	**Curtain Raiser**	
9:20	9:30	**The Power of People: Context Setting**	**Achal Khanna** CEO SHRM APAC & MENA
9:35	10:05	**Opening Keynote** Humans First, Machines Second**:** Leading People in the Age of AI	**Vineet Nayar** Founder & Chairman, Sampark Foundation & Former CEO, HCL Technologies
10:05	10:35	**The Candid Exchange** AI + HR: The Transformation Journey	**Moderator** **Bob Goodwin** President, Career Club, Executive Advisor, SHRM **James Thomas** Vice President & Head SAP SuccessFactors India Sub Continent SAP **Yash Mahadik** President - Global Human Resources Lupin

10:40	11:00	Action Accelerator Session – To Be Announced	
11:00	11:35	**Unplug in Expo Zone** Tea & Networking Break	
11:35	11:55	Action Accelerator Session – To Be Announced	
11:55	12:00	Action Accelerator Session – To Be Announced	
12:00	12:15	Action Accelerator Session – To Be Announced	
12:15	12:45	**CHRO Panel** **People. Power. Pivot.** **Key discussion points:** • People as Enterprise Capital: Positioning human capability as a driver of competitive advantage and long-term value creation. • The New Leadership Mandate: Recalibrating power, influence and decision-making in an era of unprecedented change. • The Business Reinvention Imperative: Aligning organizational strategy, leadership and people priorities to shape the next phase of growth.	
12:45	13:50	**Unplug in Expo Zone** Lunch & Networking Break	
13:50	15:30	**Breakout Sessions**	
13:50	14:20	**Leading in an AI world** **Key learnings:** • Human Judgment: Making decisions that AI cannot make alone. • Leadership Competencies: The human capabilities that matter most in an AI-enabled workplace. • Trust & Connection: Building confidence, empathy, and meaningful human relationships. ***Session partner: Hogan***	**Krista Pederson** Managing Director, Asia Pacific Hogan Assessment Systems

13:50	14:20	**The Road to the CEO Office: From the Frontline to Exceptional Leadership** **Key discussion points:** • The Frontline Advantage: How early experiences with customers and operations shape leadership philosophy and decision-making. • From First Job to First Principles: Career-defining challenges, setbacks, and lessons that influence leadership journeys. • The Frontline Reality Check: What has changed and what remains broken in the employee experience.	**Moderator** **TBD** **Gopalji Mehrotra** CHRO Hindustan Power **Cdr Rohit Chaudhri** Head Human Resources & HR Business Partnering Ramboll, India **Colonel Tarun Vohra** VP & CHRO Lumax Industries
13:50	14:20	**Winning the Future: The Choices Leaders Cannot Afford to Avoid** **Key discussion points:** • Growth vs. Reinvention: Moving beyond familiar business models to create new engines of growth and competitive advantage. • Short-Term Gains vs. Long-Term Relevance: Balancing immediate business pressures with investments that will shape future success. • Talent vs. Capability: Shifting from acquiring talent to building the organizational capabilities that will determine who wins tomorrow.	**Moderator** TBD **Kinjal Choudhary** Global President – Chief People Transformation Officer Cadila Pharmaceuticals **Sushil Baveja** CHRO Jindal Stainless **Ritu Bhatia** Sr. Vice President, Global Hiring Leader Genpact
13:50	14:20	**From Credentials to Capability: Redefining Employability in the Age of AI**	**Moderator** **Amit Haralalka** Co-Founder & CEO MedhaviOne

		Key discussion points: • Credentials vs. Skills: Rethinking the role of degrees and credentials in entry-level hiring. • Experience vs. Academic Performance: What matters more when identifying entry-level talent? • AI & Entry-Level Hiring: How AI is shifting the focus from degrees to skills and employability. ***Session partner: MedhaviOne***	
14:25	14:55	**Culture Fit and Pedigree do More Harm than Good** **Key debate points:** • Real signal or easy shortcut: Do fit and pedigree predict good hires, or do they just feel safe? • Strong teams or the same teams: Does hiring for fit build trust, or does it fill the room with people who all think alike? • Fair filter or closed door: Are degree and college filters a practical way to screen at scale, or do they shut out good people? ***Session partner: Equip***	**Big Debate** Moderator **Jayanth Neelakanta** CEO Equip
14:25	14:55	**Employee Experience Beyond the Office: Rethinking Flexibility & Business Travel** **Key discussion points:** • Evolving Employee Expectations: Flexibility, trust, and support across the business travel experience. • Reducing Administrative Burden: Simplifying bookings, approvals, and expenses	Moderator **Sherril Nayyar** Director - Corporate Channel myBiz by MakeMyTrip **Nilankur Mazumdar** Head of Human Resources United India Knowledge Center **Dilrukshi Kurukulasuriya** Executive Director, CHRO

		through myBiz and better processes. • Autonomy vs. Accountability: Balancing employee choice with travel budgets, safety, and compliance. ***Session partner: myBiz by MMT***	DIMO (Diesel & Motor Engineering PLC)
15:00	15:30	**AI Won't Fix Broken Work: Rethinking Productivity in the GCC** **Key discussion points:** • Automation vs. Work Redesign: Why AI alone cannot fix inefficient processes. • Efficiency vs. Business Value: Turning AI-driven productivity gains into measurable business outcomes. • Technology vs. Accountability: Redefining ownership and responsibility as AI transforms work. ***Session partner: Medline***	**Moderator** **Swagatam Basu** Talent Management Lead Analyst SHRM **Monika Potharkar** Senior Vice President Medline
15:30	16:00	**Unplug in Expo Zone** Lunch & Networking Break	
16:00	16:20	**The Viewpoint** **The Power to Influence: Designing Ideas That Move People** • Persuasive Intelligence: Fuse credibility, clarity and conviction to move audiences from passive agreement to decisive action. • Emotional Resonance: Turn compelling stories into catalysts for belief, connection and action.	**Vineet Panchhi** Writer, Communication Coach & Storyteller

		• Perception Shifts: Challenge entrenched assumptions to reshape how people think, feel and respond. • Influence Architecture: How do powerful ideas translate conviction into collective momentum? • Narrative Precision: Craft ideas that command attention and make messages impossible to ignore.	
16:20	16:50	**Think Forward** **The Talent Transformation: Defining Industry Academia Expectations**	**Moderator** **Shiv** Operating Partner, Advent Private Equity & Chair of SHRM India Conferences & Council **Dr. Vinita S. Sahay** Director IIM Bodhgaya **Dr.(Fr.) Sebastian George S.J.** Director, XLRI - Xavier School of Management, Jamshedpur, & Vice Chairman, XLRI's Board of Governors **Prof. Vijaya Bhaskar Marisetty** DEAN (Academics) IIM Visakhapatnam
16:50	17:25	**The Candid Exchange** An Ambassador is the Power of the People of the Country	**Ambassador Ajay Bisaria** Former High Commissioner of India to Canada & Pakistan *In conversation with* **Pranjal Sharma** Board Advisor & Author, India Innovates & Member, SHRM India Conferences & Council

17:25	17:30	PSE Felicitation
17:30	Onwards	SHRM HR Excellence Awards

Workshops – Day 1 | 26 November

12:00	13:00	**The Skill Gap Isn't the Problem. The Learning Gap Is.** Key learnings: • Are We Building the Right Skills? Identifying the capabilities that matter as roles and business needs to evolve. • From Training to Capability: Moving beyond course completion to development that translates into real-world performance. • Learning at the Speed of Change: Creating faster, continuous ways for people to acquire and apply new skills. • Making Learning Part of Work: Embedding development into projects, experiences, coaching, and everyday work – not just formal programs. ***Session partner: Sommet Education***	**Dr. Albian Albrahimi** Assistant Dean of Graduate Programs and Assistant Professor Les Roches in Crans-Montana, Switzerland
16:00	17:00	**Build Workforce Ai Capability: A Live Simulation for Hr Leaders** Every organization is investing in AI. The difference is rarely the technology. It is how the organization builds capability, and that is where HR leads. Key learning points: • Understand where AI investments create lasting organisational value	**Prasad Mane** Co-Founder & Chief Business Officer Humaine Labs

		and where adoption efforts fail to deliver impact. • Identify the critical capabilities, skills, and leadership behaviours required to scale AI across the workforce. • Explore research-backed approaches to driving AI adoption beyond pilots and experimentation. ***Session partner: Humaine Labs***	

Main Hall & Breakout
Agenda – Day 2
November 27, Friday

Start Time	End Time	Session Details	Speakers
9:00	9:45	**Masterclass 1 | Masterclass 2 | Masterclass 3 | Masterclass 4**	
10:00	10:30	**Rev Up** The Power of Performance: Why Great Organizations Win Through Their People	**Santosh Iyer** MD & CEO Mercedes-Benz India
10:30	11:10	**The Viewpoint** India's GCC Advantage: From Talent Hubs to Global Enterprise Engines	**Richard Rekhy** Vice Chair, Grant Thornton Bharat & Former CEO, KPMG in India **Vivek Nath** Senior Managing Director & Head of India WTW **Divya Nanavaty** Managing Director United India Knowledge Center **KK (Krishna Kumar)** Head of HR PepsiCo GCC & Global HRBP PepsiCo

11:10	11:25	Action Accelerator Session – To Be Announced	
11:25	11:55	**Unplug in Expo Zone** Tea & Networking Break	
11:55	13:35	**Breakout Sessions**	
11:55	12:25	**Big Debate** **Equal Opportunity vs Differentiated Investment: Develop Everyone Equally or Invest Where It Matters Most** **Key discussion points:** • Equal Access vs. Strategic Investment: Should development opportunities be universal or based on business needs? • Broad vs. Targeted Development: Build skills across the workforce or prioritize critical roles? • Fairness vs. Business Impact: Does equal treatment create equity or limit value? ***Session partner: Threefish Consulting***	**Big Debate** Moderator **Dr. Pradnya Parashar** Managing Director ThreeFish Consulting **Sanjev Vaid** CHRO National Bank for Financing Infrastructure & Development **Avishek Roy** Director HR Perffeti Van Melle India **Dinusha Jayamanne** Director - People Brandix Apparel **Pushp Kumar Nayar** Director HR BPCL
11:55	12:25	**Technology, Psychology, and Workplace Well-Being** **Key discussion points:** • Digital Overload vs. Well-Being: The impact of constant connectivity on mental health. • Emotional Labor vs. Authenticity: The hidden emotional cost of professionalism. • Technology vs. Human Connection: How digital workplaces shape relationships and belonging.	**Moderator** **Dr. Jini K. Gopinath** Chief Psychology Officer Shyro Health **Deepti Vij** Senior Director HR - Building Automation (India & APAC) Honeywell **Ganapathi S Subramanian** CHRO Sundaram Home Finance

11:55	12:25	**From Getting Hired to Staying Employed: What Needs to Change** Key discussion points: • Hiring vs. Retention: Bridging the gap between getting hired and building a sustainable career. • Skills vs. Employability: Aligning education and training with evolving workplace demands. • Onboarding vs. Integration: Helping new hires transition into productive, engaged employees. ***Session partner: IPE Global***	**Moderator** **Vandana Bahri** Director - Women's Economic Empowerment Children's Investment Fund Foundation (CIFF) **Hemalakshmi Raju** Chief Learning Officer & Head – Diversity, Equity and Inclusion, Hydrocarbons Business Reliance Industries
11:55	12:25	**Culture By Design: How Everyday Actions Shape Extraordinary Outcomes** **Key discussion points:** • Values vs. Behaviors: Translating organizational values into everyday actions and decisions • Recognition vs. Reinforcement: Encouraging behaviors that drive growth, creativity, and performance • Trust vs. Control: Building credibility through transparency, consistency, and leadership actions ***Session partner: O.C. Tanner***	**Moderator** **Karan Bhasin** Director Sales & Culture & Recognition Strategist, IMEA O.C. Tanner **Nusrat Rahim** VP, India HR Head & Global Head, Inclusion & Belonging EXL **Smitha Subhas** Director – HR Business Partner, APAC & EMEA Tech Uber **Fabian J A Figredo** Director People & Culture India Vestas
12:30	13:00	**AI-Native. Human-Led. The New Work Architecture.** **Key discussion points:** • AI-Native Work: Moving beyond AI adoption to redesign how work gets done.	**Moderator** TBD **Amrita Pandey** Group HR Head PB Fintech

		• Jobs Reimagined: Redesigning roles around what humans and AI do best. • The Human Advantage: Identifying the capabilities that matter most when AI handles more execution. ***Session partner: Zigtal***	**Jeeva Balakrishnan** President & CHRO Cholamandalam Investment and Finance Company **Dr. Narahari Narasimhaiah** VP - AI and Cybersecurity Sage IT
12:00	13:00	**Retention and Attraction of Talent: Benefits Do Matter** **Key discussion points:** • Total Rewards: Communicating value beyond fixed salary. • Personalization: Aligning rewards with diverse employee needs and priorities. • Salary vs. Wealth Creation: Shifting focus from monthly pay to long-term financial growth. ***Session partner: Pine Labs***	**Moderator** **Sharad Sharma** Head of Total Rewards, Payroll & HR Operations Pine Labs
13:05	13:35	**Rethinking the Future of Work: The Human Dimensions of Leadership, Wellbeing and Organisational Culture** **Key Discussion Points** • Explore how ancient wisdom and Indian Knowledge System (IKS) principles can address evolving workplace and leadership challenges. • Discover a holistic perspective on wellbeing that goes beyond physical and mental health. • Understand the role of purpose, self-awareness, and balance in enhancing individual and organisational effectiveness.	**Moderator** **Dr. Srinivas** Founder, VMentor.ai & Yugma.ai Co-Founder, SARATHI.ai

		• Identify practical approaches to building resilient, inclusive and people-centric workplaces. ***Session partner: VMentor.ai***	
13:35	14:35	**Unplug in Expo Zone** Lunch & Networking Break	
14:35	14:40	CEO Felicitation	
14:40	15:20	**Reverse Keynote** **The Workforce Reset** • Recast Workforce Architecture: Redesign workforce models to meet the realities of a transformed world of work. • Decipher Talent Disruption: Anticipate emerging skill demands before they reshape the workplace. • Recalibrate Work Design: Challenge entrenched conventions to redefine how work is structured and measured. • Who Owns the Reset? Determine which leadership choices will distinguish workforce pioneers from those left behind. • Interrogate Workforce Readiness: Uncover critical capability gaps that could undermine future competitiveness.	**Alexander Alonso** Chief Knowledge Officer SHRM
15:20	16:00	**The Candid Exchange** **Work, Worth & The Next Generation: Unlocking India's New Talent Paradigm**	**Navya Naveli Nanda** Founder, Project Naveli, Co-Founder, Nimaya Foundation *In conversation with*

		Key Talking Points: • Your worth was earned and not just handed over to you • Gen Z - what does it mean from HR pov - you have not set any boundaries, is the Gen Z story real, or are they feeling the burnout • Empowering young women - what does it mean to create real leadership for young women • Women Entrepreneurship - are orgs failing to create - how can they do • If you are the CHRO of a large conglomerate, what are the 3 things that you would change	**Pavitra Singh** CHRO & VP PepsiCo India & South Asia
16:00	16:30	**CHRO Panel** **Power of People in the Age of AI**	
16:30	17:00	**Celebrity Up Close** **Own Your Story:** *Reinventing Success*	**Raj Nayak** Managing Director House of Cheer Networks *In conversation with - revealing soon*
17:00	Onwards	**Conference Closing**	

Workshop – Day 2 | 27 November

14:30	15:30	**The Wellbeing Equation: Meaning × Purpose × Belonging** **Key learnings:** • Reframe wellbeing through a leadership and organizational lens. • Understand the relationship between well-being, engagement, and performance. • Identify hidden factors that drain energy and motivation within teams.	**Dimple Mehta** Mindfulness Based Leadership Coach & Director Soul Diets