



## 15th CII National HR Excellence Award Confluence 2024-25

### “Learn from the Achievers”

27th March 2025 :: The Taj Mahal Palace, Mumbai

#### PROGRAMME

0830 – 0945 Hrs.	REGISTRATION AND NETWORKING TEA/ COFFEE
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1000 – 1030 Hrs.	INAUGURAL SESSION
1000 – 1020 Hrs.	<b><u>Welcome and Theme Address</u></b>  <b>Mr Rishi Kumar Bagla</b> Chairman, CII Western Region 2025-26 and Chairman & Managing Director, BG Electricals & Electronics India Ltd
1020 – 10225 Hrs.	<b><u>Vote of Thanks by:</u></b>  <b>Ms. Jane Karkada</b> Executive Director & Chief Human Resources Officer Confederation of Indian Industry (CII)

1030 – 1110 HRS.	<b>INNOVATIVE SIMPLICITY: THE POWER OF A STREAMLINED PROCESS IN DELIVERING EXCELLENCE</b>
	<p><i>The Mumbai Dabbawalas have perfected the art of creating efficient, straightforward processes that consistently deliver high-quality outcomes. Their success lies in leveraging simple yet powerful methods—from color-coded systems and precise logistics to disciplined execution and time-tested techniques—ensuring a seamless, error-free operation. This session will explore how simplicity can drive innovation, agility, and excellence across industries, offering valuable lessons on process efficiency, resource optimization, and customer-centric execution.</i></p> <p><b><u>Moderator:</u></b></p> <p><b>Mr. Deepak Deshpande</b> Vice President &amp; Head Customer Experience Tata Business Excellence Group (TBExG)</p> <p><b><u>Panelist:</u></b></p> <p><b>Mr. Subhash Gangaram Talekar</b> President Mumbai Dabbawala Association</p>

<b>1110 – 1200 HRS.</b>	<b>HR 2030: REIMAGINING THE WORKFORCE FOR A DISRUPTIVE DECADE</b>
	<p><i>The world of work is evolving faster than ever, driven by AI, automation, shifting workforce expectations, and economic disruptions. As businesses prepare for the future, HR leaders must go beyond traditional strategies and embrace agility, innovation, and data-driven decision-making to stay ahead.</i></p> <p><i>This session will explore how forward-thinking organizations are redesigning talent strategies, redefining employee experience, and integrating technology to create a workforce that is resilient, adaptive, and future-ready. Through real-world case studies and expert insights, discover how HR can lead the way in reshaping work, driving business growth, and preparing for the challenges of the next decade.</i></p> <p><b><u>Moderator:</u></b></p> <p><b>Mr. Rajiv Krishnan</b> MD &amp; CEO Ma Foi Strategic Consultants</p> <p><b><u>Panelists:</u></b></p> <p><b>Ms. Richa Dubey</b> CHRO Nayara Energy</p> <p><b>Mr. Praveen Kumar</b> Deputy President &amp; Corporate HR Head Kalpataru Projects International Ltd</p> <p><b>Mr. Jasbir Singh Malhotra</b> President Cluster HR Head-Renukoot and North Cluster, Hindalco Industries Limited, Aditya Birla Group</p>

<b>1200 – 1215 HRS.</b>	<b>TEA/ COFFEE BREAK</b>
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<b>1215 – 1300 HRS.</b>	<b>BLENDING LEARNING WITH TECHNOLOGY FOR A BOOSTER DOSE IN DEVELOPING TALENT</b>
	<p><i>Digitalization in learning has revolutionized the opportunities for people to learn and grow. AI, ML and automation are game changers in the learning journey.</i></p> <p><i>The session will encompass debates on the opportunities for learning blended with technology. The direction and boundaries for lifelong learning through this blend shall be discussed with examples, where possible, from the corporate sector.</i></p>

	<p><b><u>Moderator:</u></b></p> <p><b>Mr. Yogi Sriram</b> Consultant Strategic HR Former Senior VP Corporate HR, L&amp;T &amp; Member Excom</p> <p><b><u>Panelists:</u></b></p> <p><b>Mr. Samik Basu</b> Chief Human Resources Officer Hindalco Industries Limited</p> <p><b>Mr. Sudeep Dev</b> Chief Human Resources Officer &amp; Executive Vice President, VE Commercial Vehicles Ltd.</p> <p><b>Mr. Uttam Lal</b> Director (Personnel), NHPC Limited</p> <p><b>Mr. Ganapathi Subramanian</b> Chief Human Resources Officer Sundaram Home Finance</p>
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<b>1300 – 1400 HRS.</b>	<b>LUNCH BREAK</b>
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<b>1400 – 1450 HRS.</b>	<p><b>THE HR METRICS THAT MATTER: MEASURING WHAT DRIVES BUSINESS SUCCESS</b></p> <p><i>In today's data-driven world, HR is under increasing pressure to demonstrate its impact on business outcomes. Traditional HR metrics like headcount and turnover rates are no longer enough—leaders need actionable insights that link people strategy to business performance, productivity, and growth.</i></p> <p><i>This session will explore which HR metrics truly matter, how organizations can leverage data and analytics to drive decision-making, and the role of AI and predictive analytics in shaping workforce strategies. Through real-world case studies, learn how high-performing organizations are measuring and optimizing talent, engagement, and performance to gain a competitive edge.</i></p> <p><b><u>Moderator:</u></b></p> <p><b>Mr. Gopinath Govindan</b> Director - Human Resources Apraava Energy</p> <p><b><u>Panelists:</u></b></p> <p><b>Mr. Ganesh Chaudhari</b> Head of Human Resource at Kirloskar Pneumatic Company Limited</p>
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	<p><b>Mr. Shantanu Das</b> Senior Vice President - Human Resources Zydus Wellness</p> <p><b>Mr. Santosh Rai</b> Head of Human Resources - Larsen &amp; Toubro Precision Engineering and Systems IC</p> <p><b>Dr. Anuradha Rao</b> Vice President, Global Organization Development - Culture &amp; People Experience Ensono</p>
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<b>1500 – 1520 HRS.</b>	<b>BANK OF BARODA'S "MASTERSTROKE" : BEST PRACTICES FOR EXCELLENCE &amp; INNOVATION</b>
	<p><i>Bank of Baroda has been at the forefront of HR transformation, driving employee engagement, leadership development, and workforce agility. This session will showcase the bank's most impactful HR strategies, highlighting how innovation and people-centric practices are shaping a high-performance culture and fueling business success.</i></p> <p><b><u>Moderator:</u></b></p> <p><b>Mr. Deepak Deshpande</b> Vice President &amp; Head Customer Experience Tata Business Excellence Group (TBExG)</p> <p><b><u>Panelist:</u></b></p> <p><b>Mr. Shailendra Singh</b> Chief General Manager Bank of Baroda</p>

<b>1520 – 1550 HRS.</b>	<b>Expert Keynote Address</b>
	<p><b><i>Keynote Address on "Unleashing Human Potential in a Tech-Disrupted World" by:</i></b></p> <p><b>Ms. Meenakshi Priyam</b> Head - Human Resources, Automotive Business Mahindra Group</p>

<b>1550 – 1600 Hrs.</b>	<b>TEA/ COFFEE BREAK</b>
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1600 – 1715 HRS.	AWARD PRESENTATION CEREMONY
16:00 – 16:20 Hrs.	<b><i>Special Address by Chief Guest:</i></b> <b>Mr. Puneet Chhatwal</b> Chairman, CII National Committee on Tourism & Hospitality and Managing Director & Chief Executive Officer The Indian Hotels Company Limited (IHCL)
16:20 – 16:45 Hrs.	<b><i>Category-wise Award Presentation to Winning Organizations</i></b>
16:45 – 17:00 Hrs.	<b><i>Assessor Felicitation Ceremony</i></b>

*End of Award Confluence*