

6th Edition FICCI Innovation Summit- A FICCI HR Committee Initiative

Purpose, People, and Possibility: The HR Trinity

September 10, 2025, Hotel Lalit, Mumbai



0900 - 0930 Hrs.	Welcome and Registration
Inaugural Session: 0930 – 1000 Hrs.	
0930 - 0932 Hrs.	Welcome Address: Mr. Chetan Bijesure, DSG, FICCI*
0932 – 0942 Hrs.	Inaugural Address: Ms. Lakshmi C, Senior Managing Director-CHRO, Accenture in India & Chair, FICCI HR Committee
0942 – 0950 Hrs.	Theme Address: Ms. Rajkamal Vempati, Head HR, Axis Bank & Co-Chair, FICCI HR Committee
0950 – 1000 Hrs.	Keynote Address: Mr Ranjan Bhattacharya, Managing Director - Head of Strategy, HSBC Middle East & India Chief of Staff – India*
1000 – 1002 Hrs.	Concluding Remarks: TBC
1002 – 1015 Hrs.	FICCI National HR Innovation Awards Felicitation
1015 -1030 Hrs.	Launch of FICCI X GT- Knowledge Report on Future-ready Workforce 2.0: C-suite Strategies for Thriving in a Shifting World Speaker: TBC
1015 – 1115 Hrs.	Session 1- “Fail Fast, Learn Faster: Leadership Lessons in Experimentation Under Pressure” <i>A fireside chat between a CEO and CHRO -</i> During challenging times, courageous leaders don’t just manage crises—they unlock new possibilities. This fireside chat will explore how leaders embraced experimentation under pressure, turning uncertainty into a catalyst for growth. The session will highlight how leaders fostered a culture where failure was reframed as learning, enabling teams to innovate with confidence and speed. Importantly, it will showcase how these actions created meaningful opportunities—for employees to stretch, grow, and lead, and for organizations to evolve, adapt, and stay competitive. Attendees will gain actionable insights on leading with agility, learning through action, and building innovation-ready workplaces. Moderated by: Ms. Lakshmi C , Senior Managing Director-CHRO, Accenture in India & Chair, FICCI HR Committee Speaker: TBC
1115 – 1140 Hrs.	Networking Tea Break
1140 – 1235 Hrs.	Session 2: Panel – “From Roles to Readiness: Reimagining Talent to Build a Culture of Continuous Learning & Innovation” As the pace of change accelerates, organizations must shift from rigid, role-based models to talent strategies rooted in adaptability and growth. This panel will explore how forward-thinking leaders are reimagining talent through the lens of <i>readiness</i> —focusing on building agile, learning-driven workforces that can innovate at scale. Panelists will

	<p>share how they're embedding continuous learning into the culture, enabling career mobility, and aligning development efforts with business transformation goals. From reskilling and upskilling strategies to internal talent marketplaces, this session will offer actionable insights on creating future-ready organizations where people are empowered to learn, adapt, and lead innovation from every level.</p> <p>Moderated by: GT</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Dr C Jaykumar, Executive VP & CHRO, Larsen & Toubro • Mr Ayush Gupta, Director HR, GAIL
1235 – 1330 Hrs	<p>Session 3: Panel – “<i>Harnessing AI for a Culture of Everyday Innovation -Responsibly</i>”</p> <p>Artificial Intelligence is no longer just a future disruptor—it's a present-day enabler of innovation at every level of the organization. This panel will explore how leaders are embedding AI tools and mindsets into daily workflows to spark continuous improvement, smarter decision-making, and agile execution. The discussion will highlight real-world examples of AI being used to democratize innovation—from frontline automation to personalized learning and HR analytics. Panelists will also address the ethical imperatives of responsible AI adoption, including bias mitigation, transparency, and trust. Attendees will gain practical insights into building a culture where innovation, powered by AI, becomes everyone's business.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Unmesh Pawar, Chief People Officer South Asia, Dentsu International • Manisha Kapoor - CEO & Secretary General, ASCI* • Ruchira Bhardwaja, Joint President & Chief Human Resources Officer at Kotak Life*
1330 – 1430 Hrs	Networking Lunch
1430 – 1525 Hrs	<p>Session 4: Panel- Future-Proofing Inclusion: Leading Diverse & Multi-Gen Teams for Sustained Innovation</p> <p>As organizations face increasing complexity and disruption, the ability to harness the full potential of diverse and multi-generational teams has become essential for sustained innovation. This session will explore how inclusive leadership can unlock creativity, collaboration, and resilience across age groups, backgrounds, and identities. Panelists will share strategies for bridging generational gaps, amplifying underrepresented voices, and embedding inclusion into everyday decision-making. The conversation will also address how to safeguard DEI efforts during times of organizational change and shifting priorities. Attendees will gain actionable insights to future-proof inclusion and build innovation-ready cultures that thrive on diverse perspectives.</p> <p>Moderator: TBC</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Dr Saundarya Rajesh - Founder-President, Avtar Group

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	<ul style="list-style-type: none">• Puneet Rajput, CHRO, Piramal Pharma Ltd.*
1525 – 1620 Hrs	<p>Session 5: Innovation Without Permission: How to Enable Bottom-Up Ideas to Scale”</p> <p>Activity Based by Design Thinking Experts <i>How orgs can institutionalize grassroots innovation by creating pathways from floor to boardroom.</i></p> <p>Innovation story slam – <i>open it up to the audience to share a bottom-up idea they championed. Since this is an innovation without permission, it’ll be a great way to close with an idea sharing from our audience.</i></p>
1620 – 1715 Hrs	<p>HR Innovation Awardee Presentations</p> <ul style="list-style-type: none">• <i>Live case presentations by winners and runners-up of National HR Innovation Awards</i>• <i>Format: 5-minute pitches + moderated Q&A</i>
1715 – 1730 Hrs	<p>Closing Remarks and Networking High tea</p>