

## 5th Edition FICCI Innovation Summit- A FICCI HR Committee Initiative

*Future of Work- Innovation, Inclusion & Purpose Driven*

*September 3, 2024, Hotel ITC Grand, Mumbai*

09:00 – 09:30 Hrs.	<b>Welcome and Registration</b>
<b>Inaugural Session: 0930 – 1000 Hrs.</b>	
09:30 – 09:32 Hrs.	<b>Opening Remarks: Mr. Manish Singhal</b> , Deputy Secretary General, FICCI
09:32 – 09:37 Hrs.	<b>Inaugural Address: Ms. Lakshmi C</b> , Senior Managing Director-HR Lead, Accenture India & Co-Chair, FICCI HR & Skills Committee
09:37 – 09:45 Hrs.	<b>Keynote Address: Mr. Amit Kalyani</b> , Vice Chairman & Joint Managing Director, Bharat Forge & Chair, FICCI HR & Skills Committee
09:45 – 10:00 Hrs.	<b>FICCI X BCG – Plenary Report on “Emerging Key HR trends” Launch &amp; Presentation</b> <b>Speaker: Mr. Ashish Garg</b> , MD & Senior Partner, APAC People & Organization Practice Lead, BCG
10:00 – 10:15 Hrs.	<b>FICCI National HR Innovation Awards Felicitations</b>
<b>Session 1 (Fireside Chat with CEO) – Leadership for Future: Navigating Change in a VUCA &amp; BANI World</b>	
10:15 – 10:55 Hrs.	<p><b>Session Format – Fireside Chat</b></p> <p><b>Session Brief:</b> This fireside chat aims to delve into the strategies and mindsets necessary for transforming business in a rapidly changing environment due to technological advancements, Gen-Z workforce &amp; digital disruption. The distinguished CEO will share insights on how to steer organizations through turbulent times, foster resilience, and drive innovation at every aspect from organizational structure to technological advancements. This interactive session will explore real-world examples, personal experiences, and forward-thinking approaches to leadership.</p> <p><b>Speakers:</b></p> <p><b>Mr. Subramanian Sarma</b>, Member of the Board &amp; President (Energy) at L&amp;T</p> <p><b>In conversation with:</b></p> <p><b>Ms. Lakshmi C</b>, Senior Managing Director-HR Lead, Accenture India &amp; Co-chair, FICCI HR &amp; Skills Committee</p>
10:55 – 11:25 Hrs.	<b>Networking Tea Break</b>
<b>Session 2 – Purpose-Driven Innovation: Embedding Purpose into Organizational DNA</b>	
<b>Session Host: Ms. Snehal Shah</b> , Professor Organisation Behaviour, Associate Dean, Academics & Research, Organisation & Leadership Studies, SPJIMR	

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<p><b>11:25 – 12:20 Hrs.</b></p>	<p><b>Session Brief:</b> This panel will explore how purpose-driven innovation transforms organizations, making them more resilient, sustainable, and engaging for employees. Esteemed leaders will share insights on integrating purpose into organizational DNA, emphasizing workplace wellbeing, sustainability, and deep employee engagement, showcasing best practices and success stories leading to tangible outcomes.</p>
	<p><b>Session Format: Panel Discussion</b></p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Mr. Ajay Soni</b>, Chief Learning and Leadership Development Officer at Aditya Birla Group</li> <li>• <b>Mr. Dilip Pattanayak</b>, President &amp; CHRO – Steel &amp; Corporate, JSW Group</li> <li>• <b>Mr. Girish Ramesh Luthra</b>, Chairman, Luthra Group</li> <li>• <b>Ms. Shipra Saraf</b>, Head HR India, Kenvue</li> </ul>
<p><b>Session 3 – The Future of Work: How DEI Will Shape Tomorrow’s Workplace</b> <b>Session Host: Ms. Neetu Chitkara</b>, MD &amp; Partner, BCG</p>	
<p><b>12:25 – 13:20 Hrs.</b></p>	<p><b>Session Brief:</b> As the workplace continues to evolve, diversity, equity, and inclusion (DEI) are becoming increasingly critical in shaping the future of work. This panel discussion will explore the transformative impact of DEI initiatives on tomorrow’s workplace, highlighting how organizations can create inclusive environments that drive innovation, engagement, and success. Our panel of industry leaders and experts will share their perspectives on the importance of DEI, strategies for effective implementation, and the long-term benefits for both employees and organizations. This dynamic conversation will highlight upon the future landscape of work shaped by DEI principles with the help of real-world examples.</p> <p><b>Session Format – Panel Discussion</b></p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Mr. Burjor Dadachanji</b>, General Manager &amp; Managing Director, Abbott’s Specialty Care Business in India</li> <li>• <b>Ms. Ruchika Varma</b>, Chief Marketing, Customer &amp; Impact Officer, Future Generali India Insurance Co. Ltd.</li> <li>• <b>Ms. Archana Chadha</b>, Head of HR, HSBC</li> </ul>
<p><b>13:20 – 14:15 Hrs.</b></p>	<p><b>Lunch Break</b></p>
<p><b>Session 4 – Future Proofing the Workforce</b> <b>Session Host: Ms. Veena Swarup</b>, Former Director HR, Engineers India Ltd</p>	

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<p><b>14:15 – 15:10 Hrs.</b></p>	<p><b>Session Brief:</b> This session will explore strategic workforce planning to predict skillset demands amidst evolving market conditions and evaluate the availability of these skills within the organization. Key points of discussion will include developing hybrid skillsets that combine technical expertise with soft skills for versatile employees and identifying candidates for targeted upskilling and reskilling programs. Panelists will emphasize implementing tailored reskilling programs that address specific industry needs and individual career aspirations. The session will also cover the importance of cultivating emotional intelligence to manage and inspire diverse teams, recognizing the unique values and work styles of Baby Boomers, Gen X, Millennials, and Gen Z. Additionally, we will discuss leveraging emerging technologies for strategic business integration, promoting adaptable leadership with a growth mindset, and championing cultural competency and inclusivity in global team leadership. Finally, the commitment to ethical, sustainable, and responsible leadership will be highlighted as a cornerstone of future workforce strategies.</p> <p><i>Session Format: Panel Discussion</i></p> <p>Speakers:</p> <ul style="list-style-type: none"> <li>○ <b>Mr. Ravi Shankar Nori</b>, MD, Accenture – Learnvantage</li> <li>○ <b>Mr. C Jaykumar</b>, Group CHRO, L&amp;T</li> <li>○ <b>Dr Vilas Zode</b>, Chief General Manager (I/C) – Human Resources, HPCL</li> <li>○ <b>Mr. Manoj Sharma</b>, President &amp; CHRO, Aarti Industries</li> </ul>
<p><b>15:10 – 15:25 Hrs.</b></p>	<p><b>Learnvantage Session by Learning Partner, Accenture: Become a talent creator: How to ensure clarity, agility and relevance on your skilling journey</b></p> <ul style="list-style-type: none"> <li>○ <b>Mr. Ravi Shankar Nori</b>, MD, Accenture – Learnvantage</li> </ul>
<p><b>Session 5 – Transforming Future of Work with New Age Tech</b> <b>Session Host: Mr. Varun Kejriwal, MD &amp; Partner, BCG</b></p>	
<p><b>15:25 – 16:20 Hrs</b></p>	<p><b>Session Brief:</b> This session will delve into a crucial topic that preoccupies the minds of many leaders as they strive to make decisions that enable their organizations to thrive today while preparing for the future. It will explore the transformative potential of cutting-edge technologies such as Generative AI (GenAI), HR process automation, HR Analytics, and the Metaverse to drive organizational excellence. Panelists will emphasize methods to enhance organizational efficiency through task automation, the personalization of employee experiences by leveraging technology and data and adapting to new ways of working influenced by technological advancements. Participants will gain valuable insights into optimizing talent management and improving decision-making processes within their organizations. The discussion will also highlight the latest advancements and practical applications of these technologies, demonstrating their impact on productivity, employee engagement, and overall business outcomes.</p> <p><b>Session Format: Panel Discussion</b></p>

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	<b>Speakers:</b> <ul style="list-style-type: none"> <li>• Ms. Gopali Contractor, Managing Director – Lead, AI &amp; Gen AI at ATCI + Global Lead, Center for Advanced AI for India and ATCs, Accenture</li> <li>• Ms. Buvana Iyer, Director, IBM Client Engineering, India and South Asia</li> <li>• Mr Subbu Iyer, Founder &amp; CEO, Gigggr Technologies Inc.</li> <li>• Ms. Rajkamal Vempati, CHRO, Axis Bank</li> </ul>
16:20 – 16:45 Hrs.	Networking Tea Break
<b>Session 6 – HR Innovation Awardees Presentation</b> <b>Session Host – Mr. Surender Mehta, CHRO, Nykaa</b>	
16:50 – 17:30 Hrs.	Presentation by Winners of FICCI National Innovation Awards 2024
17:30 – 17:35 Hrs.	Feedback and Closure followed by Networking Tea.

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