



5th August, 2023

TIMELINE FOR YUKTI

Break up of Proceedings on 05-08-2023

Guests Welcome, Conclave + HR Theme 1, Keynote Speaker, and Panel introduction	09:30 AM to 09:38 AM
Lighting of the lamp and inauguration ceremony by the Director and other Dignitaries	09:39 AM to 09:44 AM
Director's address to the audience	09:45 AM to 09:59 AM
Theme Presentation by students of IIM Amritsar	10:00 AM to 10:15 AM
Keynote Speaker's address to the audience	10:16 AM to 10:35 AM
Panel Discussion	10:36 AM to 11:45 AM
Q&A session	11:46 AM to 12:15 PM
Vote of Thanks	12:16 PM to 12:30 PM
Introduction for American Express Session	12:35 PM to 12:40 PM
Session by American Express	12:40 PM to 01:10 PM
Q&A session	01:10 PM to 01:20 PM
Lunch Break	01:21 PM to 02:40 PM
Guests Welcome, HR Theme 2, Keynote Speaker, and Panel Introduction	02:41 PM to 02:51 PM
Theme Presentation by students of IIM Amritsar	02:52 PM to 03:07 PM
Keynote Speaker's address to the audience	03:08 PM to 03:28 PM
Panel Discussion	03:30 PM to 04:40 PM
Q&A session	04:41 PM to 05:10 PM
Closing Remarks	05:11 PM to 05:15 PM
Vote of Thanks	05:16 PM to 05:20 PM

Theme 1

Impact of AI on HR: Opportunities and Challenges

Artificial intelligence (AI) is transforming the world of work, and HR is no exception. The use of AI in HR can provide significant benefits, including increased efficiency, improved decision-making, and enhanced employee experiences. However, it also poses challenges, including ethical concerns and the need for new skills and capabilities. Generative AI models like ChatGPT while offer great potential to streamline tasks and boost productivity, may also risk discrimination against a certain group of people. HR leaders must grapple with these issues and leverage AI's potential while mitigating its risks.

Discussion Questions

1. What are the top opportunities AI presents to HR, and how can HR leaders harness them to improve organizational outcomes?
2. How can HR leaders navigate ethical concerns surrounding AI's use in HR, such as bias, privacy, and discrimination?
3. What new skills and capabilities will HR professionals need to succeed in an AI-driven world, and how can organizations develop them?
4. How can HR leaders ensure that AI systems are transparent and explainable, enabling employees to understand how decisions are made and building trust in the technology?
5. What are the potential challenges associated with AI in HR, and how can HR leaders address them, such as job displacement and a lack of human touch in employee interactions?
6. How can organizations leverage AI to personalize employee experiences, including training and development, career pathing, and rewards and recognition, and create a more engaging workplace?

Discussion Questions

7. How can HR leaders work with their IT counterparts to ensure that AI is integrated effectively and securely into HR systems and processes, and what role should HR play in driving AI innovation within the organization?
8. What role should HR leaders play in ensuring that AI systems are designed and implemented in a way that aligns with organizational values and goals?
9. What are some best practices for using AI to optimize HR processes, such as recruiting, onboarding, and performance management, while minimizing the potential for bias and discrimination?
10. How can AI help organizations measure employee engagement and satisfaction, and what steps should be taken to ensure that the data collected is used ethically and responsibly?
11. How can HR leaders balance the need for efficiency and automation with the importance of maintaining human connections and empathy in the workplace?
12. What steps can organizations take to ensure that their workforce is equipped with the necessary digital literacy and technical skills to work alongside AI systems, and how can HR play a role in fostering a culture of continuous learning and upskilling?

Theme 1 Speakers

Keynote Speaker



Mr. Rahul Bagale
Group HR Head, Ford Motors Ltd.



Mr. Raj Raghavan
Chief People & Culture
Officer, Corestack.io



Mr. Paneesh Rao
Chief Sustainability Officer,
Mindtree



Mr. Abhay Kapoor
Chief Human Resources Officer,
Suzuki Motor Gujarat Pvt. Ltd.



Mr. Gaurav Ahluwalia
Managing Director, Human Resources,
JP Morgan Chase



Ms. Sunita Rebecca Cherian
Chief Culture Officer & Senior Vice
President - Corporate Human Resources,
Wipro Limited



Mr. Rahul Bagale

Group HR Head, Force Motors Ltd.

Speaker

Mr. Rahul Bagale is currently working as Group HR Head at Force Motors Limited. In this role, his focus is to partner with the Managing Director and Board of Directors focusing on Employee Growth and Business growth. He is also focusing on various HR initiatives and interventions across groups of Companies (India & Germany).

Mr. Bagale is a competent professional with exposure to all facets of Human Resources and organisational effectiveness and transformation. A Certified Six Sigma Green Belt holder with international exposure (seven countries) of cross-country transverse projects. His 25+ Years of stint with diverse industry experience comprises Food & Beverages, Consumer Electronics, FMCG & Automotive Industries. He has significantly contributed to setting 8 greenfield projects and change management initiatives, and signed multiple (14) productive long-term wage settlements.

Mr. Rahul Bagale is passionate for encouraging the new HR generation in developing, enriching & encouraging their values. He holds Bachelor's Degree in Law from Pune University and a Master's Degree in Personnel Management from the Institute of Management & Research Technology, Pune University.



Mr. Raj Raghavan

Chief People & Culture Officer, Corestack.io

Keynote Speaker

In January 2023, **Mr. Raj Raghavan** pursued an exciting opportunity with CoreStack Inc., an Enterprise SaaS Company in Cloud Services Management and Governance based in Bellevue, WA. He is part of their Executive Team and leads their people to function globally, and has been tasked to support the growth and scaling of this deep technology company.

Between early 2018 and January 2023, Raj was IndiGo's Senior Vice President & Head of HR. Prior to that, he had worked at Amazon for over seven years and was lastly their Head of Human Resources (Asia Pacific & Middle East). Mr. Raghavan's earlier stints were with GE for over ten years across various businesses and geographies and several senior HR leadership positions at Hindustan Unilever, Ford Motor Company, and HSBC.

He serves as an Independent Non-Executive Director on the Board of HealthCare Global Enterprises Ltd (HCG), India's largest provider of Oncology care and at the forefront of the battle against cancer.

He has a Master's in Personnel Management & Industrial Relations from the Madras School of Social Work, India and is a Global Fellow of The Wharton School in Talent Management.



Mr. Paneesh Rao

Chief Sustainability Officer, Mindtree

Speaker

Mr. Paneesh Rao is a senior leader with more than three decades of experience in managing Human Resources across industries and geographies. In his current role as Chief Sustainability Officer, he drives LTI Mindtree's ESG commitment, which is vital to the company's vision of balancing growth and sustainability in building long-term stakeholder value, including for society at large. He also leads the company's corporate social responsibility (CSR) program.

Prior to his current role, Mr. Rao was the company's Chief People Officer, overseeing the entire gamut of people function and employee life cycle management; heading a large team of 200+ HR professionals globally, he drove significant initiatives for creating an organization climate that fosters innovation, high energy culture, and making the company an '**employer of choice**'.

A creative thinker, problem solver & decision maker, effectively balancing the employee needs with the mission of the organization. He pioneered initiatives and led large interventions with the objective of creating an organisational climate providing workforce strategy and management, translating into a wide range of people programs, career development, total rewards, inspiring and leading large teams to deliver business needs and stimulate the environment.



Mr. Abhay Kapoor

Chief Human Resources Officer, Suzuki Motor Gujarat Pvt. Ltd.

Speaker

Mr. Abhay Kapoor is HR Professional with 3 decades of experience in diverse sectors of Retail, E-commerce, Automobiles, Pharmaceuticals, Consumer Durables, Glass, Engineering, IT and ITES with large Indian, American, European, Korean and Japanese MNCs with Global footprints. He has been working as Head of HR with Suzuki Motor Gujarat, a 100% subsidiary of Suzuki Japan and earlier worked with Hindware, Amazon, Escorts-Kubota, Ranbaxy, LG Electronics, Murugappa group and Aptara Corporation in leading HR and ER roles.

He holds Master's Degree in PMIR, Degree in Law and Advance Certification in HRM from AOTS, JAPAN. He is certified "Six-Sigma Green Belt", Certified "Change Agent", "Thomas Disc Profile Assessor", Certified Trainer on "Performance Coaching and Counselling" and ILO Certified Trainer on "EOSH".

Mr. Kapoor's strength lies in creating value for business through HR Agility, Innovation and Inclusion for business in a fast-paced global environment. He led many Change Management Initiatives and successfully institutionalized strategies for organisation transformation. He led projects on Capability Building and Competencies, Organization design and restructuring, E-learning, HR Digitization, Outsourcings and Great Place to work certification. He is an active Speaker in Conferences and Seminars on HR, IR and Latest Management trends and also serves on various executive committees of CII, FICCI, AIMA, NHRD and NIPM. He has also served as General Secretary of Faridabad Industries Association, President of Faridabad Management Association of AIMA and Vice President of Haryana Productivity Council. He has many awards and accolades for his contribution to the industry and HRER Excellence.



Mr. Gaurav Ahluwalia

**Managing Director, Human
Resources, JP Morgan Chase**

Speaker

Mr. Gaurav Ahluwalia is currently responsible for leading the HR function for JPMorgan Services in India. Leading HR services and people strategy for the business, Mr. Ahluwalia's current challenges revolve around providing strategic and operational HR direction across varied lines of business. He joined JPMorgan Chase from HSBC, where he was Head of HR and also a member on the Board of the GSC company.

In a career spanning 26 years in HR, Mr. Gaurav Ahluwalia has been associated with leading organizations and has worked both in India and abroad in industries that include Banking, Telecom and IT. He has established and strengthened the HR function in various legal entities of HSBC and in other organizations. This experience gave him an entrepreneurial spirit based on collaboration and teamwork, as well as a strong understanding of business operations, organizational dynamics, and expertise in blending HR solutions with business requirements. In addition, Gaurav brings an interesting mix of Human Resource Management and Organizational Development expertise.

Mr. Ahluwalia holds a Masters degree in HR Management and Organizational Development from the prestigious Delhi School of Economics. He has also served on the National HRD Executive Committee at Hyderabad, India, in various senior capacities.



Ms. Sunita Rebecca Cherian

Chief Culture Officer & Senior Vice President – Corporate Human Resources, Wipro Limited

Speaker

Ms. Sunita Rebecca Cherian serves Wipro Limited as the Chief Culture Officer & Senior Vice President – Corporate Human Resources. Ms. Sunita's career over two decades has spanned Sales, Human Capital Strategy, Board Strategy, Total Rewards Strategy, Workforce Transitions, Mergers & Acquisitions, Organizational Design, HR Shared Services, Sustainability and Inclusion & Diversity. As a Human Resources leader, she helped shape the HR strategy and has led change strategies for leadership and across the talent landscape for various divisions including a start-up unit.

Ms. Cherian is currently on the HR Advisory Board of TA Pai Management Institute (TAPMI) and was on the Board of Bangalore International Centre. She is Chair of Wipro's Inclusion & Diversity Council and spearheads the Culture change initiative across the organization. She was the Chair of NASSCOM National Diversity & Inclusion Council and member of CII and Catalyst D&I Core Committee. She is a member of World Economic Forum – Global Future Council as well as World 50 I&D Impact Community.

Under Ms. Sunita Cherian's guidance, Wipro Limited has been widely recognized for its Inclusion framework and sustained initiatives in the last decade. "Women of Wipro" transformed the pace of inclusion and empowerment of women employees and was much awarded.

She is an Electrical and Electronics Engineer and holds a Post Graduate Diploma in Business Administration. She is a Master Coach, a Hogan specialist and a certified Six Sigma Black Belt.



Session by American Express

Mr. Sachin Gulati

Head, India Campus Recruitment, American Express

Dr. **Sachin Gulati** has more than two decades of diverse experience in Leading Multicultural teams with a delivery focus on Global Campus Recruitment Strategy, Talent & Performance Management, Inclusion & Diversity, Business Analytics, Shared Services Operations and Marketing Campaign Management. As part of his current role, he enjoys interacting with students across campuses in India and practices research interests in the fields of sustainability and the future of work.

Mr. Gulati's commitment to professional development is evident through his participation in the pioneering cohort program for Future Chief Human Resources Officers (CHROs) at the esteemed Indian School of Business. Additionally, he has earned certification in Leadership Excellence from Harvard Business School. He also Contributed to the HIMSS AsiaPac 2008 Conference and Exhibition in Hong Kong (20th - 23rd May 2008) by acting as the proposal reviewer for the submissions.

During Yukti 2023, he will speak about Campus Careers and the Colleague Value Proposition at American Express

Theme 2

Cultivating a Mentally Healthy Workplace: Nurturing Employee Well-being and Promoting Mental Health

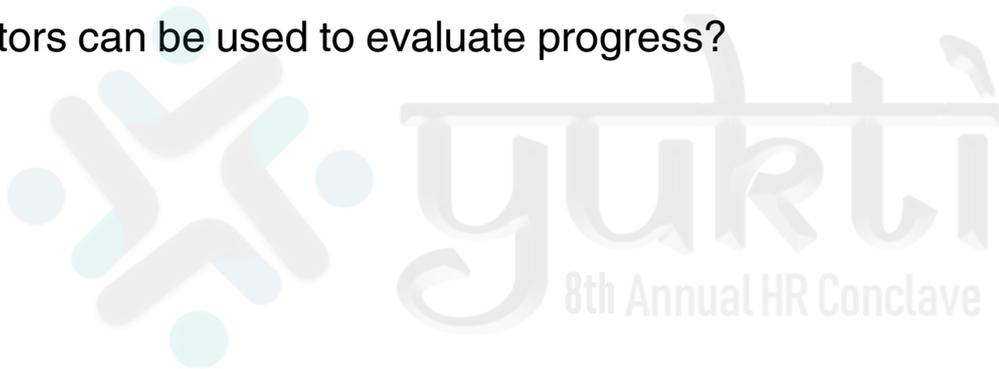
Cultivating a mentally healthy workplace involves fostering employee well-being and promoting positive mental health. It encompasses creating a supportive environment that prioritizes mental well-being, implementing mental health programs and initiatives, reducing stigma, and encouraging work-life balance. Organizations can enhance productivity, engagement, and satisfaction by nurturing employee well-being. Promoting positive mental health involves raising awareness about mental well-being, providing resources and support systems, and empowering employees to care for their mental health. A mentally healthy workplace contributes to a positive organizational culture and benefits both individuals and the organization as a whole.

Discussion Questions

1. What effective strategies can organizations implement to create a mentally healthy workplace environment?
2. How can leaders foster a supportive culture that prioritizes mental health and well-being?
3. What initiatives or programs have successfully reduced the stigma surrounding mental health in the workplace?
4. How can organizations promote work-life balance and prevent employee burnout to support positive mental health?
5. What resources and support systems should organizations provide employees to effectively address mental health challenges?
6. How can organizations raise awareness about mental well-being and promote mental health education among employees?
7. What steps can organizations take to ensure that their policies and practices align with fostering a mentally healthy workplace?

Discussion Questions

8. How can technology and digital tools be leveraged to support employee well-being and mental health in the workplace?
9. What role do employee engagement and recognition play in promoting positive mental health within organizations?
10. How can organizations measure the effectiveness of their efforts in cultivating a mentally healthy workplace, and what metrics or indicators can be used to evaluate progress?



Theme 2 Speakers

Keynote Speaker



Mr. Pradeep Chavda
HR Transformation Director APAC,
Middle East & Africa and Director
Human Resources, INDIA, Sodexo



Mr. Dharm Rakshit
Sr. GM HR and Lead Employees
Relations, Hero Motocorp Ltd.



Ms. Divya Sonali Minz
Director Human Resources,
Avnet India Pvt Limited



Mr. Gaurish Wagh
Global Talent Management &
Change Expert



Ms. Sandhydeep Purri
Chief People Officer, Sapphire Foods
- Pizza Hut & KFC



Mr. Mukul Mathur
Group Head HR (CHRO),
CJ Darcl Logistics



Mr. Pradeep Chavda

HR Transformation Director APAC, Middle East & Africa and Director Human Resources, INDIA, Sodexo

Speaker

Mr. Pradeep Chavda is currently the HR Transformation Director APAC, Middle East & Africa and Director Human Resources, INDIA at Sodexo. In addition, he is also on the Board of Director at Tourism & Hospitality Skill Council of INDIA, DWSSC, India, with a demonstrated history of 20 plus years of experience, including managing a large workforce and 85000 plus employees in national/international locations in Digital Banking, Telecom, Hospitality - Facility Management & Food Services, Pharma and FMCG industry.

Mr. Chavda has been a speaker at various IIMs, NHRDnNetwork, WILL and many other national forums engaging in Managing Organizational Transformation through Leadership Development, Women Leadership, Technology Adoption and creating Talent Cultures of Diversity and Inclusion.

He is the founding Member and CHRO of INDIA's first Payments Bank. Mr. Pradeep is also the youngest CHRO of a Bank in INDIA. He has implemented two large-scale National level Start-ups in Banking and Telecom Sectors.

Mr. Pradeep Chavda has also designed & experimented with Zero Designation and 3 Band organization below the CXO level.



Mr. Dharm Rakshit

Sr. GM HR and Lead Employees Relations, Hero MotoCorp

Keynote Speaker

Mr. Dharm Rakshit is a distinguished Global Human Resource Leader with an impressive academic background from prestigious institutions such as Xavier Institute of Social Service, Wharton School of Business, and Erickson Coaching International. Throughout his illustrious career, he has been a driving force in driving positive change and innovation in HR practices, making significant contributions to renowned companies like Aditya Birla, Tata Steel, Coca-Cola, Cadbury, Godrej Industries, and L&T Constructions.

Currently holding a prominent leadership position at Hero MotoCorp, Mr. Dharm Rakshit continues to make a significant impact on the organisation's success through his visionary HR leadership. He possesses expertise in various aspects of human resource management, including Talent Management & Development, Organization Design & Structure, HR Strategy & Culture, and Risk Mitigation & Governance. Mr. Rakshit actively contributes to the HR community through participation in prestigious committees such as NHRDN, CII, and PHCCI, sharing knowledge and best practices to nurture HR capabilities and build a stronger HR community. Beyond his professional pursuits, he takes on the role of a mentor, guiding and inspiring young talents to unlock their full potential. His diverse interests in traveling, cooking, and photography reflect his passion for exploring new cultures and cuisines, capturing the beauty of the world through his lens.



Divya Sonali Minz

**Director Human Resources,
Avnet India Pvt Limited**

Speaker

Ms. Divya Sonali has rich 22+ years of industry experience in the domain of People Practices having worked in varied industries from Healthcare, IT, Telecom, Engineering and HR Consulting. She completed her Master's in Business Administration from Birla Institute of Technology, MESRA. She is a certified professional in psychometric instruments and behavioural practice for DISC, MBTI, OPQ and MQ.

Currently, she is working as Director of Human Resources at Avnet India Pvt Limited.

Ms. Divya Sonali's passion towards people made her move from Marketing to Human Resources, and she has worked extensively in HR Strategy, Business Partnering, Talent and Change Management, People Processes, People Development, Assessments, HR Consulting and Sales Project Management. She has spearheaded various OD, L&D, and People Management initiatives across the regions for leadership development, team effectiveness, employee engagement, project management, job benchmarking, etc.

Under strategic L&D and HR initiatives, she has played a vital role in several projects involving Teams & Business Units, in organisation transformation, leadership development, setting up of assessment and development centres, competency mapping, team building initiatives, co-facilitated experiential workshops including inbound and outbound activities. She has been an assessor for several Assessment & Development Centres for various clients.

She brings in the flavour of flexibility and mobility by having experience physically working in different geographies of India. She has set up several HR practices in the areas of Talent Management and People Development. Her interest lies in exploring the areas new and unknown, be it personally or professionally.



Mr. Gaurish Wagh

**Global Talent Management &
Change Expert**

Speaker

Mr. Gaurish Wagh is a talent development expert with over 22 years of experience in learning & development. He's been associated with organisations like Accenture, Sodexo & Credit Suisse. He is an electronics engineer, a storyteller, an international coach, a culture expert & a pet parent. He loves art, music, is a tea connoisseur and has a penchant of writing short stories.

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Ms. Sandhydeep Purri

**Chief People Officer, Sapphire
Foods- Pizza Hut & KFC**

Speaker

Ms. Sandhydeep Purri has worked across Manufacturing, Media & Entertainment, Consulting, Information Technology and Retail industries and has also worked across geographies, including Asia Pacific, Europe and North America, on Large Scale Change Management and HR Projects. Currently, she is working as Chief People Officer of Sapphire Foods. She has handled all major functions of HRD, including Leadership Development, Coaching, Corporate Governance, Talent Management, Engagement, Talent Acquisition, Performance Management, Compensation & Benefits, HR Operations, Counselling, and Change Management.



Mr. Mukul Mathur

Group Head HR (CHRO), Ex- CJ Darcl

Speaker

Mr. Mukul Mathur is an accomplished C-suit Human Resource Leader with the chronicled success of 22 years. A value-driven, passionate & result-oriented, dynamic HR Leader with great respect for people, culture, processes, innovation & creativity. Being a "Transformation Expert", "Performance Catalyst" & "Business Enabler" and someone who is known for solving complex organizational challenges with ease in diversified culture & matrix organizational structures, he has been able to make some serious positive impact on organizations with some of the most complex organizational challenges.

He is a strong believer of diversity & inclusion, which reflects in the fact that he is a **Mentor to a Shark Tank Season 2 Start-up "BeUnic"**, an organization which is working for the upliftment of the LGBTQ community. He has been instrumental in enabling BeUnic by promoting inclusivity at workplaces, by designing strategic interventions to enhance sensitization amongst their employees and making the LGBTQ community financially independent through deployment at corporates and fostering entrepreneurship.



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8th Annual HR Conclave