

1.5 days | Multiple Speakers | Live Q&A



Insight beyond information



IMA India's Annual CHRO Roundtable

22ND - 23RD AUGUST, 2025

Park Hyatt Hyderabad

DELEGATE AGENDA

Friday, 22nd August, 2025

Registration and High Tea

2.30 PM - 3.00 PM

Kick off the 2025 CHRO Strategy Roundtable with a vibrant evening of connection and celebration. Set against the elegant backdrop of the Park Hyatt, this welcome evening will bring together peers from across the country for relaxed conversations, good cheer, and the perfect start to a weekend of insight, reflection and lasting camaraderie.

Geopolitics, Policy and the Workforce: What CHROs Need to Know

3.00 PM - 4.30 PM

Rajat Sethi, Chief Policy Analyst, IMA India



As geopolitics and economic policy continue to reshape the global business environment, CHROs are increasingly required to think beyond the organisation and respond to macro-level disruptions. In this session, Rajat Sethi will unpack the evolving political and economic landscape: from global trade tensions and the US-China rivalry to India's economic positioning and regulatory shifts. The session will explore how these forces are influencing capital flows, labour markets, job creation and the skilling agendas. With a lens on both risk and opportunity, the discussion will offer strategic insights to help CHROs align talent planning with the new realities of a multipolar, policy-sensitive world.

Discussion Break

4.30 PM - 5.00 PM

Navigating the Talent Paradox in the Human Cloud Era

5.00 PM - 6.00 PM

Antony Alex, Founder and CEO, Rainmaker



The rise of AI and digital platforms has redefined how, where and by whom work gets done. As automation accelerates, organisations face a critical paradox: How do we leverage technology for efficiency while investing in distinctly human capabilities like creativity, critical thinking and empathy? This session explores the evolving contours of the talent landscape: from managing a fluid, boundaryless workforce to fostering collaboration between humans and AI. It will also unpack the expectations of emerging generations who bring unprecedented digital fluency and equally distinct aspirations to the workplace.

Mind games: Inside the Mysterious World of the Mentalists

7.00 PM - 8.00 PM

Mohit Rao, Mentalist



Mentalism combines psychology, hypnosis, suggestion, cold reading, neuro-linguistic programming (NLP), misdirection and a number of other subtle skills of observation to create the illusion of a sixth sense. While it may sound technical on paper, the live experience is anything but - it's surprising, delightful and often downright mind-bending. In this session, Mohit Rao will blur the lines between logic and mystery - prompting you to question what's real, what's possible and just how much of your own mind is truly your own. He has the ability to 'read your mind, control your thoughts and even influence decisions'. Using his skills, he has predicted the exact closing of the BSE Sensex live on national television, hypnotised over 25,000 people worldwide and used telepathy to drive a car blindfolded! Experience an hour of sheer bewilderment, mystery, joy and thrill as he regales us with his inimitable skills.

Dinner

8.00 PM

Saturday, 23rd August, 2025

GCCs in Transition: Talent, Technology and the Evolving Role of HR

9.00 AM - 10.30 AM

Priyaranjan Jha, Senior Vice President, Iron Mountain



As Global Capability Centres (GCCs) evolve from cost arbitrage hubs to innovation-driven strategic partners, their talent and operating models are undergoing fundamental transformation. In this session, Priyaranjan Jha, a senior business leader with deep experience in the GCC space, will explore the forces reshaping global GCCs and what they mean for HR leaders in India. With AI adoption accelerating across enterprise functions, the session will address how the rise of intelligent automation, platform thinking and data-centricity is redefining skill requirements, talent structures and career pathways. Beyond AI, it will also examine the broader shift in expectations from GCCs - from delivery arms to centres of excellence - and what this means for the HR function at large. It will share a business leader's perspective on how HR can partner more strategically in this transformation: how hiring models, learning ecosystems, performance frameworks and workforce planning must adapt to remain relevant and value-adding in a GCC 3.0 world.

Discussion Break

10.30 AM - 11.00 AM

Leadership Readiness for the Future: Building and Backing Organisation- Builders

11.00 AM - 12.30 PM

Amrita Madiah, Executive Coach and Former India Leader - Talent Management, Development and D&I, Adobe



As business models evolve at pace and technology continues to reshape the workplace, CHROs are being called to re-examine not just the skills but also the mindsets that future-ready leadership demands. This session explores a central question: *Do we have the right leaders to ride the next wave?* Specifically, the discussion will look at how organisations are identifying and enabling leaders who are not just 'organisation managers' but institution-builders - those with the foresight, courage and disruptive thinking needed to shape long-term change. These leaders may challenge norms and take time to deliver impact, so how can CHROs support them? Through real-world storytelling and table conversations, participants will reflect on leadership mix, the importance of diversity of thought and what it takes to create the cultural conditions for bold leadership to thrive.

Lunch

12.30 PM - 1.30 PM

Re-Imagining HR with AI: A Blueprint for Workforce Transformation

1.30 PM - 3.00 PM

Shailesh Kumar, Chief Data Scientist, Reliance Jio



AI is transforming how enterprises operate. Simultaneously, HR's role is evolving from that of a 'transactions enabler' to one of being the 'strategic architect' of AI-first organisations. Yet, most HR teams are still navigating fragmented systems, legacy workflows and a limited understanding of how to truly embed AI into the people function. In this high-impact session, Dr Shailesh Kumar will explore how CHROs can lead the transition from siloed digital tools to intelligent, connected ecosystems that reshape everything from workforce planning to learning and development, performance management and employee experience. Moving beyond automation and dashboards, the session will offer a hands-on roadmap to help HR leaders reimagine their role in an AI-first enterprise - from architecting future-ready workflows to aligning talent, culture and decision-making with the pace of technology. Dr Kumar will share practical insights from large-scale AI deployments across industries and how they can inform the next wave of transformation in the HR domain.

Break

3.00 PM - 3.30 PM

Leading from the Edge: A Conversation on Courage, Commitment and Cause

3.30 PM - 5.00 PM

Colonel (Retired) Sonam Wangchuk



On the night of May 30, 1999, then Major Sonam Wangchuk led a daring mission in the high-altitude battlefield of Chorbat La, Ladakh, reclaiming a strategic ridge at 18,500 feet from enemy intruders. This act of exceptional courage earned him the Maha Vir Chakra, India's second-highest wartime gallantry award. In this fireside conversation, Colonel Wangchuk reflects on the values that define courageous leadership: purpose, resilience and moral conviction. Drawing from decades of military service and his post-retirement work in nation-building, he brings a rare clarity on what it takes to lead through uncertainty and inspire others through action. This session invites leaders to reflect on what truly motivates people to commit, persevere and when needed make the ultimate sacrifice for their team, their values or their country.

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