



IMA India's Annual CHRO Roundtable

7TH – 8TH OCTOBER, 2026

The Westin, Gurgaon

DELEGATE AGENDA

Wednesday, 7th October, 2026

Registration

2.00 PM - 2.30 PM

At Nurture Hall, The Westin

Kick off IMA India's Annual CHRO Roundtable with a vibrant evening of connection and celebration. This welcome evening will bring together peers from across the country for relaxed conversations, good cheer and the perfect start to a day of insight, reflection and lasting camaraderie.

Leading Through Change: A Playbook for Uncertain Times

2.30 PM - 4.00 PM

Shiv Shivkumar, Operating Partner, Advent International

Drawing on four decades of building and leading teams across Nokia, PepsiCo, and the Aditya Birla Group, Shiv Shivakumar will explain what separates resilient leadership from the rest. This will be a candid, experience-driven conversation on empathy, adaptability and what it takes to lead people through uncertainty.

Break

4.00 PM - 4:30 PM

The New Compliance Mandate: Protecting People, Data, and Trust

4:30 PM - 5:30 PM

Antony Alex, Chief Executive Officer, Rainmaker

The CHRO's compliance mandate is rapidly expanding as evolving regulations reshape the workplace. Today, two of the most critical pillars of this mandate are workplace safety under the PoSH (Prevention of Sexual Harassment) framework and data governance under the new DPDP (Digital Personal Data Protection) Act. Although managed through separate processes, they raise a common question: can employees trust the organization to act fairly and responsibly

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when concerns arise? In this highly engaging session, Antony will examine how CHROs can build stronger, unified governance across both PoSH and the DPDP Act. Join us to explore how to drive clear accountability, establish reliable reporting mechanisms, and properly equip managers and Internal Committees to protect both your people and their data.

The Wellbeing Dividend: Rethinking Retention Strategy

5:45 PM - 6:45 PM

Amarendra Tiwari, Senior Vice President and Business Head, Tata Capital



As organisations face growing pressure to retain critical talent, retention is no longer just about pay but also about how supported employees feel in their everyday lives. This session led by Tata Capital will explore how thoughtfully designed wellbeing interventions, such as flexible benefits and asset-leasing programmes to initiatives that strengthen financial security and ease everyday financial stress, can become powerful but often underestimated levers for engagement and loyalty. As organisations rethink what employees truly value, the discussion will examine how financial wellbeing can be embedded within the employee proposition to build a more secure, committed and resilient workforce.

Networking Dinner & Cocktails

7.30 PM onwards

At The Foyer

As evening falls, join us for dinner and cocktails at the Foyer, The Westin Gurgaon, for a relaxed evening of conversation and connection.

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India in the Decade Ahead: Separating Opportunity from Ambition

9.00 AM - 10.30 AM

Adit Jain, Chairman and Editorial Director, IMA India



The global economic order is being reshaped by geopolitical fragmentation, shifting supply chains and new patterns of investment. Adit Jain will examine what these changes mean for India's growth story, distinguishing durable opportunities across consumption, manufacturing, energy and digital infrastructure from policy ambition that may not translate into business reality.

Break

10.30 AM - 11.00 AM

The Adaptive Edge: How Businesses Can Thrive in an Age of Continuous Disruption?

11:00 AM - 12:30 PM

Jay P Desai, Founder & Managing Director, Universal Consulting



The global business environment is becoming increasingly complex, shaped by geopolitical conflict, economic competition, technological disruption, pandemics and climate change. As disruption intensifies and predictability declines, traditional management approaches, which were designed for a more stable and linear world are proving inadequate. Drawing on evolutionary biology, complexity science, management and economics, this session will explore how organisations can build the capacity to adapt continuously. It will examine the institutions, foundations and mechanisms that enable adaptability, and identify practical strategies businesses can use to develop an enduring adaptive edge.

Lunch**12:30 PM - 1:30 PM****The Future-Ready Workforce: Rethinking How Organisations Hire and Build Talent****1:30 PM - 2:45 PM****Pravin Goel**, Vice President and Country Head, PFI Innovation Centre

As AI adoption accelerates and India-based offices take on a larger role within multinational organisations, the talent landscape is undergoing a fundamental shift. CHROs must determine which capabilities will become critical, how roles and career paths should evolve, and whether these skills should be hired or developed internally. The session will also examine how multinational organisations can translate AI-enabled productivity into measurable business value and build a shared enterprise culture while enabling India-based teams to retain their local identity and exercise greater influence globally.

The Evolving CHRO Mandate: What Does the Business Need from HR Now?**2:45 PM - 3:45 PM****Vishpala Reddy**, Head People Function, Philips India

The discussion will explore how the CHRO's role is expanding as organisations contend with technological change, shifting workforce expectations and greater pressure for business performance. It could consider how HR leaders balance their responsibilities to employees with the organisation's need for productivity, agility and growth.

Break**3.45 PM - 4:15 PM****Knowing When to Turn Back: Ambition, Risk and the Discipline of Stopping****4:15 PM - 5:15 PM****Arjun Vajpai, Professional Mountaineer**

High-altitude climbers decide when to turn back before they begin a summit push. In thin air, the moment they most want to press on may be the moment they are least able to judge the risk. Organisations face a similar test when they have invested heavily in a programme or placed great expectations on a high performer: stopping can feel like failure, even when continuing carries the greater cost. Arjun Vajpai, the first Indian to summit eight of the world's fourteen peaks above 8,000 metres, has faced that decision on Makalu, Kanchenjunga and Annapurna. Drawing on those experiences, he will explore how leaders can set limits before pressure takes hold, recognise when to push and when to protect their people, and make the decision to turn back a sign of sound judgement.