



IFCCI HR Committee FY 23-24

MULTI-CITY BREAKFAST MEETING

On Wednesday, 27th September 2023,

From 9:00 am to 10:30 am

Minutes of Meeting

1. **Indo-French Chamber of Commerce & Industry** under the aegis of its **HR Committee** organised a **Multi-City Breakfast Meeting** on Wednesday, 27th September, from 9:00 am to 10:30 am.
2. The event brought together the members of IFCCI HR Committee for a networking session and to deliberate on the agendas for the upcoming year, the underlying theme being – ‘**Reinventing HR – HR as a True Business Partner**’. The HR Committee leadership for FY 23-24 was introduced and the roadmap for the upcoming year was discussed.
3. We were joined by **40 HR Leaders across the six cities**, and everyone connected via video conference for a cohesive and smooth session.
4. Ms. Rishika Roy, Head – Committees & Partnerships, opened the forum and thanked all the member companies who hosted the session in their respective offices. She introduced the new leadership of IFCCI HR Committee as follows,

CHAIRPERSON

- Laurent Ladroyes, Personnel Director – India, Michelin

VICE-CHAIRPERSON

- Shalini Nair Kumar, Head – P&C, India and APAC, Amadeus
- Snehalata Deshmukh, HR Country Manager, Naval Group India.

5. All the CVCs shared the introductory remarks and discussed about the past activities of the HR Committee. It was highlighted that the HR Committee won the award of the ‘**Best Functional Committee**’ at the **Indo-French Business Awards 2023** held in Delhi in the presence of the Ambassador of France to India.



6. The HR Heads discussed their key topics of interest and expectations from the Committee engagement as follows:

- a) Sharing of Best Practices amongst the HR leaders
- b) Creating an environment for Employee Retention
- c) HR Policies for Expat employees
- d) Reduction of Carbon Footprint
- e) Attracting the GenZ workforce
- f) More Networking and Brainstorming Sessions
- g) More discussions on Diversity & Inclusion and EVP trends
- h) The role of AI in Human Resources

7. Mr. Atul Gupta, Partner, Trilegal lead the discussion for the **'Ask the Expert'** Session to gauge the **legal HR & Employment issues** faced by the HR Heads. Following are the topics of interest that emerged as the tentative themes:

- a) Employee Classification (Blue Collar & White Collar)
- b) Disciplinary Matters and Termination policies
- c) Sexual Harassment Act and Implications
- d) Freedom of Speech
- e) New Labour code
- f) New Apprenticeship Proposal by the GOI
- g) Employee Data Protection laws

8. The underlying theme for the session focused on how the HR can emerge as a true Business Partner and make place in the boardroom.

9. **'HR for HR'** emerged as an important criterion for **unlocking the true potential of HR and fostering a real community.**

10. It was suggested to use the IFCCI platform and network with the HR heads belonging to different industrial backgrounds.

11. Mr. Benoit Renard, MD, Air Liquide India and Mr. Anish Sarkar, CEO, Sodexo joined the session in Delhi & Mumbai respectively to share their remarks.



12. Ms. Suvarna Mishra, CHRO, Sodexo gave the closing remarks and thanked all the participants for joining. The session ended with a Breakfast Networking at all six locations.

Thanking our Hosts

Bangalore – Ms. Shalini Nair Kumar, Head – P&C, India and APAC, Amadeus

Chennai – Mr. Sampath Kumar, Country Vice President - HR & Admin, Fives India Engineering & Projects Pvt. Ltd.

Delhi – Ms. Renu Rohatgi, HR Director, Air Liquide India

Hyderabad – Mr. Arvind Mathur, Sr. Director | Head – Global People Operations, Corporate Affairs & Global Mobility, Cyient

Mumbai – Ms. Suvarna Mishra CHRO, Sodexo

Pune – Mr. Laurent Ladroyes, Personnel Director - India, Michelin

Thanking the Annual Patrons of IFCCI HR Committee for FY 23-24

- AltoVita
- Capgemini
- emlyon business school
- Sopra Banking Software
- Trilegal

About Indo-French Chamber of Commerce & Industry (IFCCI)

Established in 1977, the Indo-French Chamber of Commerce and Industry (IFCCI) belongs to a worldwide network of 120 French Chambers (CCIFI) in 90 countries with over 33,000 companies. IFCCI is one of the most active bilateral chambers in India that promotes mutually beneficial trade relations between India & France and caters for its members' needs and interests. For more information, please visit <https://www.ifcci.org.in/>

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Mumbai office:
Ador House, Plot/CS No.34, 6-K,
2nd Floor, Dubash Marg, Opp. Lion
Gate,
Fort, Mumbai-400 001
Tel: +91 90040 21821
contact (@) ifcci.org.in

Delhi office:
DLTA Complex, RK Khanna
Stadium, 1st Floor (Gate 3)
1, Africa Avenue
New Delhi - 110 029
Tel: +91 11 6922 3100
contactdelhi (@) ifcci.org.in

Chennai office:
Old 27, New 66, III Street,
Abirampuram,
Chennai - 600 018
Tel: + 91 44 4217 8710
contactchennai (@) ifcci.org.in

Bangalore office:
Unit 1303-1304, 13th Floor
Prestige Meridian II, No.30,
MG Road, Bangalore - 560 001
Tel: +91 80 6194 9749
contactbangalore (@) ifcci.org.in

Hyderabad Office:
T-Hub 2.0, 20 Inorbit Mall Rd,
Vittal Rao Nagar, Madhapur,
Hyderabad, Telangana 500081
Tel: +91 80 6194 9749
contactbangalore (@) ifcci.org.in