



IFCCI HR CONCLAVE AND AWARDS 2025

Theme : 'HR 5.0: Unlocking Business Potential for an Uncertain Tomorrow'

Date: **28th February 2025**

Venue: **Hyatt Regency, New Delhi**

The **Indo – French Chamber of Commerce (IFCCI)** successfully organised the **Fifth Edition** of its flagship event, the HR Conclave and Awards 5.0 on the theme, 'Unlocking Business Potential for an Uncertain Tomorrow' on February 28, 2025, in New Delhi, bringing together **100+ Industry leaders from the Indo-French Business Community**.

We were honoured to have **H.E. Mr. Thierry Mathou, Ambassador of France to India**, grace the event as the Chief Guest and share his special address to the Indo-French business community where he highlighted the strong human and economic ties between both the nations. He emphasized the importance of the role played by HR Leaders in shaping the future of talent ecosystem and encouraged that the French industry in India takes lead in hiring alumni from French Institutions, the finest ambassadors of French academic excellence, thus strengthening the shared bond between both countries.

Ms. Rishika Roy (Head – Committees & Partnerships, IFCCI) opened the event with her welcome remarks and a brief on the activities of IFCCI Committees.

The **Keynote Address** was led by **Mr. Suraj Chettri, (Chairperson – IFCCI HR Committee and VP & Head of HR, Airbus India)** who highlighted the importance of Human Capital and constant organisational evolution to prepare for an uncertain future. He emphasized the importance of working in an ecosystem and encourage innovations, technology enhancements and new ways of working. He ended with a focus on nurturing the current talent of the organizations thus driving success in the organisation and the larger society as a whole.

An informative **CHRO Panel Discussion on 'HR as Architects of Organizational Resilience and Transformation'** was led by **Mr. Dhruv Mehra** (Head of Global Growth, upGrad Enterprise) with our esteemed panellists, **Ms. Vandana Tilwani** (CHRO India & Chief Inclusion Officer, APAC, Havas), **Mr. Rakesh Kumar Yadav** (Head of Human Resources, SYSTRA India), **Ms. Snehalata Deshmukh** (CHRO & Data Protection Officer, Naval Group India) and **Ms. Ruchi Mago** (CHRO & Employee Experience Officer, Orange Business Services). The Speakers discussed some of the biggest shifts shaping the future of work such as AI & Talent, the role of Gen Z workforce, managing cost pressures and the importance of HR's seat at the Table leading business transformation.

The Conclave also witnessed **two Voice of Insight – Thought Leaders Podium** which is a prominent platform for Thought Leaders to share their unique perspectives on critical Business issues. The first VOI was led by **Ms. Richa Sharma** (Vice President & Head, HR Projects – India, Capgemini) who shared her special remarks on **"Embracing Polarity: Navigating Complexity with Confidence"**. The second VOI

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,
Abiramapuram,
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

Pune Office:
Awfis, 3rd Floor, Baner Business
Bay, Pashan - Sus Road, Behind
Audi Showroom, Off Mumbai
Bangalore Highway, Pune 411045
Tel: +91 90 2101 5861
contact (@) ifcci.org.in



of the day was led by **Dr. Katan Hirachand** (Chief Executive and Chief Country Officer, Societe Generale Bank, India) who highlighted the importance of creating emotionally intelligent teams and shared his unique CEO perspective on the topic, **“The Future of Work: Preparing for Success with Emotionally Intelligent Teams”**.

The Conclave also observed a **thought-provoking CEO Fireside Dialogue** on ‘**Strategic Leadership for a Disrupted Tomorrow: Bridging Talent and Innovation**’ which was skilfully moderated by **Ms. Renu Rohtagi** - Leadership Programs Director, Air Liquide with our esteemed panellists, **Mr. Anish Sarkar** (MD - India Director - India / Philippines / Indonesia Cluster, PLUXEE), **Dr. Katan Hirachand** (Chief Executive and Chief Country Officer, Societe Generale Bank, India) and **Mr. Sunil Goyal** (Deputy CEO, Sopra Steria India). The CEOs undertook key topics during their discussions and shared insights on how businesses can integrate technology with human empathy, champion DEIB efforts despite growing political resistance and how AI is an enabler but can never replace the “human touch”.

A key moment was **upGrad Enterprise’s** exclusive launch of **The Workplace Wishlist 2025** — a snapshot report uncovering the skilling priorities and preferences of the Indian workforce. The launch was followed by a **CHRO Fireside Chat** led by **Ms. Shirin Rai Gupta** (Director - Marketing, upGrad Enterprise) with **Mr. Suraj Chhetri** (VP & Head of HR, Airbus India) and **Ms. Natasha Singh** (Director HR India, SBS). The report revealed compelling insights, including the growing demand for AI skills, the retention impact of employer-led skilling, and the critical yet overlooked role of soft skills — what Mr. Suraj Chhetri aptly termed as “power skills”.

The Business Sessions were followed by the **IFCCI HR Awards 2025 ceremony** in the presence of **H.E. Mr. Thierry Mathou, Ambassador of France to India**.

Congratulations to all the winners!

- Visionary CHRO Award: Vandana Tilwani, CHRO, Havas India
- Employee Wellness and Wellbeing Initiatives (SME): SBS
- Employee Wellness and Wellbeing Initiatives (Large Enterprise segment): Capgemini
- DEIB Force Multiplier Award (SME): Pluxee India
- DEIB Force Multiplier Award (Large Enterprise segment): Schneider Electric India Pvt. Ltd. (SE)
- Innovative Upskilling Initiatives of the Year Award: Saint-Gobain India Private Limited - Glass Business
- Innovative Upskilling Initiatives of the Year (Large Enterprise segment): Amadeus India
- Planet-Impact HR Leadership Award: AAPC India Hotel Management Private Limited (Accor India)
- HR Best Practices (Small & Medium Enterprise): SYSTRA India
- HR Best Practices (Large Enterprise segment): Airbus India Pvt Ltd
- Jury Special Award: Khaitan & Co.

Ms. Estelle David (South Asia Director, Business France) took the CHROs and HR Leaders through an informative VIE presentation and the benefits of hiring a VIE in India.

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Ms. Jyotsna Mansukhani (Head – HR & Recruitment, IFCCI) shared a brief presentation of the activities of the Department and **launched the 5th edition of the HR e-booklet** – an annual compilation of Thought Leadership articles from leading CHROs from the Indo-French Business community.

An expert summary was presented by **Ms. Apeksha Mattoo** (Partner – Labour & Employment, Trilegal), summing the course of the event which was followed by the official Vote of Thanks by **Ms. Ms. Snehalata Deshmukh** as Vice-chairperson, IFCCI HR Committee FY24-25.

The Conclave wrapped up with a networking hi-tea and was highly appreciated by all the participants for the quality and relevance of its contents and discussion.

Thanking our Partners for their support:

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