



Future-Ready HR: Trends, Innovations & Collaboration
An Exclusive IFCCI HR Roundtable, 5th June 2025, New Delhi, India

Date: 5th June 2025

Time: 8:30 am – 11:00 am

Venue: IFCCI Delhi

The Indo-French Chamber of Commerce and Industry (IFCCI) under the aegis of its HR Committee was delighted to host an ***exclusive, by-invitation*** HR Roundtable discussion at IFCCI's Delhi office, in honour of the visit of **Mr. Patrick Burguet, Vice President Human Resources Europe, Africa, Middle East, India, Air Liquide**. This closed-door event was attended by Senior HR leaders from IFCCI Member Companies. We were also joined by **Mr. Benoit Renard, Managing Director India, Air Liquide**.

The session began with a warm welcome by Chairperson IFCCI HR Committee, **Mr. Suraj Chhetri, VP, Head of HR - Airbus India & South Asia, and Head of Site - Bangalore, Airbus India**, followed by context setting by **Ms. Renu Rohtagi, Leadership Program Director, Air Liquide** and Vice-Chairperson IFCCI HR Committee.

Mr. Benoit Renard, Managing Director India, **Air Liquide**, and **Mr. Patrick Burguet**, Vice President for Europe, Africa, Middle East & India, **Air Liquide**, jointly highlighted the strategic importance of India in **Air Liquide's global growth** plans. They emphasized the vast potential of Indian talent and the critical role of Human Resources in driving organizational success. Both leaders acknowledged the energy, ambition, and adaptability of Indian professionals, underscoring HR's evolving role in enabling digital transformation, particularly through AI adoption, reskilling, and future-ready talent strategies. They also expressed a strong interest in deepening collaboration with IFCCI and engaging with diverse industry perspectives to foster innovation and growth.

The conference witnessed two sessions, the first one being on, **AI and Automation in HR** led by **Ms. Anamika Sahay, People Function Leader, Genpact**, wherein she shared insights on the company's HR transformation journey, highlighting initiatives like the implementation of Workday, the launch of the self-driven learning platform Genome, and the use of AI tools such as AI Guru and Amber to personalize learning and enhance employee experience. The shift reflects Genpact's move toward a tech-enabled, scalable, and employee-centric HR mode.

And the second session on **Upskilling and Reskilling Initiatives in HR**, was led by **Ms. Monika Shrivastava**, Learning Expert, **Schneider Electric India** and **Mr. Hitesh Sharma**, General Manager, **Schneider Electric India**. In a deeply insightful session, Schneider Electric showcased how learning and development form the foundation of its People strategy. Emphasizing early career hiring, company invests in a strong ecosystem of continuous learning through curated, business-aligned interventions. Internal initiatives like 'Gurukul' focus on

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technical upskilling, while platforms such as **MySchneider** and Schneider Electric University extend learning to customers and partners as well.

They have an approach which is learner-centric, emphasizing self-nomination, bite-sized learning on-the-go and community-led knowledge sharing. Schneider leverages global academies, expert networks, and localized learning leaders to deliver impactful programs.

The event then witnessed an **interactive roundtable discussion** focused on how **HR is changing to keep up with today's fast-moving work environment**. One big takeaway was the need for ongoing learning, upskilling and reskilling so companies can stay ready for AI and new tech. Everyone agreed that working globally and having flexible talent strategies is essential to stay competitive. HR itself is going digital, moving away from old-school training to more open, self-paced learning. AI is helping make this learning more personal and engaging for employees. With Gen Z and newer generations joining the workforce, expectations are shifting. HR needs to create more personalized, engaging experiences that not only support growth but also build a strong sense of community and purpose. HR isn't just a support role anymore, it's a key business partner helping drive growth, build future skills, and shape company culture. As AI changes jobs and skills, HR's role in preparing employees for the future is more important than ever. Spotting skill gaps early, embedding learning into daily work, and managing change smoothly will be the keys to success.

The event was followed by a Networking Breakfast. All the participants thanked IFCCI for organizing this interesting and insightful discussion.

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

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