



IFCCI HR Committee Exclusive Session on

The V.I.E Advantage for French Companies in India

Organized by **The Indo-French Chamber of Commerce & Industry (IFCCI)** in collaboration with the **Consulate General of France in Mumbai** and **Business France India**

Date: 27th June 2025

Time: 9:00 AM – 11:30 AM

Venue: Residence of France, Mumbai

The Indo-French Chamber of Commerce & Industry (IFCCI), under the aegis of its HR Committee, was delighted to host an **exclusive, by-invitation** discussion on “**The V.I.E Advantage for French Companies in India**”, organized in collaboration with **Business France India** and the **Consulate General of France in Mumbai**. The event brought together Business Heads, senior HR leaders and Mobility Heads, to exchange insights on leveraging the V.I.E program as a strategic tool for talent acquisition and cross-cultural integration for French Companies in India.

The session began with a warm welcome address by **Mr. Jean-Marc Séré-Charlet**, Consul Général of France in Mumbai, setting the tone for an engaging and insightful discussion. This was followed by an informative presentation from **Business France India** representatives, **Ms. Anne Dessemond** (Head of ADVSS and V.I.E, Business France India) and **Ms. Nivedita Agarwal** (Communications Officer, Business France India). They provided an overview of the V.I.E framework, covering eligibility, structure, visa formalities, security, and cost considerations, offering clarity on how French companies can effectively implement this model in India.

The event featured engaging discussions with Business Heads and HR Leaders of French Companies in India and current & former V.I.E.s.

The **Voices of Experience** session, where current and former V.I.E. professionals — including **Ms. Mari Penven (CMA-CGM)**, **Mr. Jean-Christian Hartemann (SFE Process)**, **Mr. Jean-Noël Gracie (Techna India)**, and **Mr. Alban Rougon (Transvalor)** — shared their experiences, highlighting the program’s role in driving professional growth and bridging cultural gaps.

This was followed by an informative **Panel Discussion, moderated by Ms. Shweta Pahuja, Regional Director – West, IFCCI** along with our esteemed panelists- **Mr. Franck Passillier**, Senior Country Officer, **Crédit Agricole CIB India**, **Mr. Suraj Chettri**, VP, Head of HR, **Airbus**

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India & South Asia & Head of Site – Bangalore and **Ms. Rashi Phoolwani**, Human Resources Director, **Servier India** who shared practical case studies and reflections on integrating V.I.Es into Indian teams. The discussion touched upon effective onboarding practices, retention strategies, and aligning V.I.E roles with business goals.

An **update on the IFCCI HR Committee** was provided by **Mr. Suraj Chettri**, Chairperson, IFCCI HR Committee FY24-25 highlighting upcoming initiatives and the Committee's commitment to fostering Indo-French HR collaboration. The event concluded with a **Vote of Thanks** by **Ms. Shweta Pahuja**, Regional Director - West, IFCCI.

This was followed by a **networking breakfast** providing attendees with the opportunity to share further insights, experiences, and best practices.

The event underscored the value of the V.I.E program as a flexible, mutually beneficial model that strengthens Indo-French business ties, supports talent development, and enhances cultural integration within companies.

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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