

**12th HR Leadership Retreat**

***~ Leading with Purpose: Human-Centric Strategies for Business Transformation ~***

**29-31 May 2025 I Hotel Vivanta by Taj, Panaji, Goa**

**AGENDA** (13th May 2025)

**Day 1 – Thursday, May 29, 2025**

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1615 – 1645 Hrs ***Registration and Welcome Tea/Coffee***

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1645 – 1650 Hrs **Welcome Note**

**Neeraj Kapoor**

Director, AIMA

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1650 – 1805 Hrs

**Session 1 Empowering HR teams to drive innovation and maintain a competitive edge through**

**agility.**

*In today's dynamic business environment, HR departments must evolve from traditional roles to become agile, innovation-driven partners in organizational success. By fostering a culture that embraces flexibility, continuous learning, and responsiveness, HR can lead initiatives that propel businesses forward. Key Strategies for Agile HR Leadership: Cultivate an Agile Mindset; Implement Cross-Functional Collaboration; Leverage Data-Driven Decision Making; Adopt the 3 'I' Framework: Focus on Integration, Innovation, and Intelligent Automation to enhance HR's strategic role, streamline processes, and drive continuous improvement. By embracing these strategies, HR teams can not only support but also lead organizational transformation, ensuring sustained innovation and a competitive edge in the marketplace.*

Speaker **Rashmi Govil**

Director- HR Indian Oil Corporation Ltd.

Moderated by **S Y Siddiqui**

Chairman, AIMA HR Core Committee &

Former Executive Advisor, Maruti Suzuki

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1805 – 1835 Hrs **Ice Breaking Session**

**Neeraj Kapoor**

Director, AIMA

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1840 – 1940 Hrs

**Session 2 Introduction, Setting of the Context & Overview**

*By embedding purpose into their core strategies, organizations can foster a positive culture, drive innovation, and navigate challenges with resilience, ultimately leading to sustainable success and meaningful impact.*

Speaker **S Y Siddiqui**

Chairman, AIMA HR Core Committee & Former Executive Advisor, Maruti Suzuki

**Interaction with Audience**

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2000 Hrs onwards ***Networking over Cocktails & Dinner***

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**Day 2 – Friday, May, 30, 2025**

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0700 – 0800 Hrs **Get Together by the Beach Front (Optional):** Informal Talks with Senior HR Leader

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0930 – 1045 Hrs

**Session 3 The Role of HR in Shaping Organizational Strategy**

*Human Resources (HR) has evolved from a primarily administrative function to a strategic partner integral to organizational success. HR professionals play a pivotal role in aligning human capital with business objectives, ensuring that talent acquisition, development, and retention strategies support the company's long-term goals. By fostering a positive organizational culture, driving employee engagement, and implementing effective change management, HR contributes significantly to the achievement of strategic initiatives. Moreover, HR's involvement in data-driven decision-making and leadership development ensures that the organization remains adaptable and resilient in a dynamic business environment. Embracing this strategic role enables HR to be a key driver in shaping and executing organizational strategy.*

Speaker  **Ayush Gupta**

ProgrammeChairman &

Director Personnel- GAIL India Ltd.

Moderated by **S Y Siddiqui**

Chairman, AIMA HR Core Committee &

Former Executive Advisor, Maruti Suzuki

**Interaction with Audience**

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1045 – 1200 Hrs

Session 4 **Beyond Today: Crafting a 3-Year HR Strategy to drive Business Success**

*In today's dynamic business landscape, a proactive HR strategy is crucial. This session will share a framework to develop a robust 3-year HR strategy that directly aligns with your organization's overarching business objectives. We'll explore how to forecast future talent needs, cultivate a high-performance culture, and implement development initiatives that drive employee growth and engagement. By aligning HR initiatives with long-term business goals, you'll ensure your human capital becomes a key driver of sustainable success.*

Speaker **Prajakta Kanagkekar**

Vice President - Technology HR Leader, Flipkart

**Interaction with Audience**

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1200 – 1215 Hrs Networking Tea/Coffee

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1215 -1330 Hrs

**Session 5 HR Digitalization: Navigating the World of HR Tech & AI**

*HR digitalization is transforming Human Resources from a traditional administrative function to a strategic powerhouse, driven by AI and advanced technologies. In India, organizations are embracing AI-powered tools for talent acquisition, employee engagement, and data-driven decision-making. The integration of AI in HR requires a balanced approach, ensuring that technology complements human expertise. Ethical considerations, such as bias in AI algorithms, must be addressed to maintain fairness and transparency in HR practices. As HR digitalization continues to evolve, organizations that effectively leverage AI and HR tech will be better positioned to navigate the complexities of the modern workforce and drive sustainable growth.*

Speaker

**Interaction with Audience**

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1330 – 1415 Hrs Lunch

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1415 – 1615 Hrs

**Session 6 Coaching and Mentoring Workshop**

*Coaching and Mentoring Workshop is designed to equip HR professionals and leaders with the essential skills to effectively guide and support their teams, driving both personal and organizational growth. This workshop will ensure Interactive Learning with engaging activities such as role plays, case studies, and group discussions to practice real-world scenarios, Personalized Development plans and Expert Facilitation with team play. Sessions led by experienced leaders ensuring high-quality learning experience.*

**Group Exercise**

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1615 – 1630 Hrs Networking Tea/Coffee

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1630 – 1745 Hrs

**Session 7 Wellness Starts at Work: Building a Healthy Culture / Balanced Living for Better Leadership**

*In today's fast-paced work environment, prioritizing employee wellness is essential for fostering a productive and engaged workforce. Leaders play a pivotal role in promoting a healthy workplace culture by modeling well-being practices, setting clear wellness goals, and supporting employee-led initiatives. By integrating wellness into organizational values and daily operations, leaders can create an environment where employees feel valued, supported, and empowered to prioritize their health. This approach not only enhances individual well-being but also drives organizational success through increased productivity, reduced absenteeism, and improved job satisfaction. Embracing wellness as a core component of leadership is crucial for cultivating a thriving and resilient workplace.*

Speaker **Shikha Nehru Sharma**

Founder, Nutriwel Health India Ltd.

**Interaction with Audience**

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**Day 3 – Saturday, May 31, 2024**

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0700 – 0800 Hrs **Get Together by the Beach Front (Optional):** Informal Talks with Senior HR Leader **-------------------------------------------------------------------------------------------------------------------------------------------------**

0900 – 1015 Hrs

**Session 8**  **CEO’s Session**

Speaker

Moderated by **P Dwarakanath**

Former Chairman, GSK Consumer Healthcare Ltd.

**Interaction with Audience**

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1015 – 1130 Hrs

**Session 9 Transforming Business Through Employee Engagement-**

A Case Study of Mahanadi Coalfields Limited

Speaker **Keshav Rao**

Director- Personnel, Mahanadi Coalfields Ltd.

**Interaction with Audience**

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1130 – 1200 Hrs **Summing up & Key Takeaways**

**Ayush Gupta**

ProgrammeChairman &

Director Personnel- GAIL India Ltd.

**S Y Siddiqui**

Chairman, AIMA HR Core Committee &

Former Executive Advisor, Maruti Suzuki

**Distribution of Participation Certificates**

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1200 Hrs Retreat Concludes with Lunch

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