



SpringVerify
presents



13th HR
SHOWCASE
2025



27th National Conference

**360
of HR**

REDEFINING
SUCCESSFUL
STRATEGIES FOR
THE WORKPLACE



7th & 8th
February 2025



**The LaLiT Ashok
Bengaluru**



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From the President's Desk

Where Ideas Meet Impact



As we stand at the intersection of transformation and opportunity, I am filled with both pride and purpose as I reflect on the journey that the HR community has so meaningfully undertaken. The NHRD HR Showcase 2025 was not merely an event-it was a powerful statement of intent. It marked our collective commitment to shaping the future of work to be more human-centered, ethically grounded, and strategically resilient.

This compendium is more than a reflection of the sessions we witnessed -it is a testament to the possibilities we continue to co-create as a community. Within these pages, you will find stories of innovation, courage, and leadership. From Adobe's AI-first evolution to Diageo's people-centric employer branding, from Zoho's principled technology to BNMIT's academic partnerships, and Spring Verify's commitment to building trust through seamless background verification-each narrative captures the spirit of progress led with integrity.

As professionals entrusted with shaping people, culture, and capability, we know that real transformation begins with dialogue-and is sustained by action. The conversations sparked around inclusive leadership, the ethical use of AI, the changing expectations of new talent cohorts, and evolving workforce legislation were not only

timely, but necessary. They have laid the foundation for a future that is equitable, adaptive, and aspirational.

The pages that follow do not merely summarize what happened - they represent a pulse check of our profession's direction. They reflect the growing realization that HR today is no longer confined to support roles - it is central to strategy, leadership, and nation-building.

This compendium is both a mirror and a map: a mirror of the conversations we've sparked, and a map pointing to the future we're shaping together. I invite you to engage deeply with these insights-not just as a reader, but as a co-creator of what comes next.

Let this be a reminder: when HR leads with heart, intelligence, and intention - progress is not a possibility, it is a certainty.

Anish Philip

Hon. President
NHRD Bangalore Chapter

In an era defined by relentless change and digital acceleration, the NHRD HR Showcase 2025 emerged as a vital platform for dialogue, innovation, and collective visioning. Organized by the National HRD Network (NHRDN), India's premier body for HR professionals with over 25,000 members across 50 chapters, the showcase exemplifies NHRD's longstanding commitment to advancing human capital development at both organizational and national levels.



Since its inception in 1985 by visionary founders Dr. T.V. Rao (IIM-A) and the late Fr. Abraham (XLRI), along with founding members Anil Khandelwal, D.M. Pestonjee, K.K. Verma, G.K. Ghosh, J.K. Parikh, and Kakoli Saha, NHRD has consistently championed professional excellence, ethical leadership, and strategic HR thinking within India's evolving socio-economic landscape.

Held over two dynamic days, the 2025 edition brought together HR leaders, policymakers, academics, and young professionals from across the country to engage in future-forward conversations. The event's central themes—focused on inclusion, transformation, and people-centric innovation—reflect the Network's core belief that people are the true engines of progress and that HR must evolve as the architect of purposeful, adaptive organizations.

From decoding India's demographic dividend and building agile workforces to addressing ethical AI, labor code reforms, and redefining leadership, each session offered actionable insights grounded in data, empathy, and real-world applicability. The showcase challenged traditional paradigms, emphasized the urgency of upskilling, and celebrated the power of coaching, storytelling, and strategic foresight.



NHRD's impact resonates through its extensive network and initiatives. With 50 chapters established across the nation, the organization fosters HR excellence at the grassroots level, building one of India's largest HR professional communities. The Academy of HRD has produced over 50 doctoral-level scholars, advancing academic research and enriching the field. Through more than 20 published books, conferences, journals, and newsletters, NHRD continues to elevate HR literature and thought leadership. Its pivotal role in shaping hundreds of HR leaders underscores its significant contribution to India's talent pipeline.

The organization's commitment to bridging theory and practice is demonstrated through impactful conferences, webinars, and training programs. By consistently sharing insights and best practices

via the NHRDN Journal and newsletters, NHRD empowers HR professionals with cutting-edge knowledge to meet the challenges of tomorrow.

This compendium captures not only the highlights of these vital conversations but also the spirit of NHRD itself—collaborative, forward-thinking, and deeply rooted in human values. As India prepares to emerge as a global talent powerhouse, the HR community stands at a pivotal moment. The reflections within these pages serve as both a roadmap and a call to action to shape a resilient, inclusive, and meaningful future of work.

For further insights into the leadership steering this transformative journey, the profiles of past presidents and current board members are accessible on the official NHRD website, alongside chapter information that reflects the diversity and reach of the Network's presence across India.

nationalhrd.org



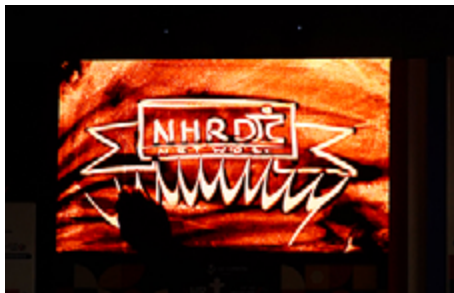
DAY
01



Elevating People, Purpose, and Progress



The inaugural day of the NHRD HR Showcase 2025 opened with optimism and purpose, setting the tone for two days of deep reflection and forward-thinking dialogue. Prem Singh, National President of NHRD and Group President of HR at JK Organisation, delivered a compelling opening address that framed India's demographic and economic potential as a global talent powerhouse. Highlighting the country's trajectory toward becoming a knowledge economy, Singh emphasized HR's strategic role in shaping the nation's future by nurturing its most valuable asset—people.



The morning continued with a creative moment of inspiration as Raghavendra Hegde illustrated NHRD's journey through evocative sand art, celebrating its growth into one of India's largest HR communities. The unveiling of the white paper "The Future of HR: Aligning People, Tech and Practices" and the launch of "The Employee-First Blueprint" further anchored the day in actionable insight and thought leadership.



A standout keynote from Gloria Chen, Chief People Officer at Adobe, showcased how human-centered leadership is essential in a world of continuous digital disruption. Drawing on Adobe's transformation journey, Chen illustrated how meaningful benefits, flexibility, and development opportunities build organizational resilience. Her metaphor of navigating "white-water rapids" aptly captured the pace at which today's leaders must adapt.

Panels throughout the day deepened the conversation. The "HR and Nation Building" panel, featuring stalwarts like Dr. TV Rao, Dr. NS Rajan, and Nathan SV, emphasized how HR must evolve from compliance-driven systems to society-shaping leadership. Later, discussions on "Glocalizing Growth" and "Human-Centric Organizations" underscored the importance of cultural adaptability, inclusive practices, and social impact alignment.

The afternoon featured a thought-provoking keynote by Dr. Sanrupt Misra, who challenged the audience to rethink "disruption" as a continual process, not a one-off event. He presented disruption as a leadership opportunity—one that demands clarity, creativity, and cross-sector collaboration.

Further sessions explored the future of work through the lenses of generational dynamics, workplace models, and leadership. Panels examined how automation, hybrid work, and purpose-driven engagement are reshaping expectations. Eastern philosophies made their way into strategy conversations during the "Leading with Wisdom" session, reminding participants that timeless values remain relevant in modern leadership.

The final panels of the day tackled total rewards, inclusive practices, and purpose beyond profit. Vidhya V, founder of Vision Empower, delivered a stirring closing talk on accessibility, innovation, and how corporate India can learn from social enterprises to build more inclusive workplaces.



Day 1 concluded with high energy and profound insight, setting the stage for continued exploration. The message was clear: the future of HR is not only digital or strategic—it is deeply and unapologetically human.





The second day of the NHRD HR Showcase 2025 opened with a renewed sense of purpose and momentum. Anish Philip, CPO at Movate and President of the NHRD Bangalore Chapter, welcomed participants with a call to action: to embrace adaptability in a dynamic HR landscape shaped by coaching, data, artificial intelligence, and workforce transformation.



The morning began with an inspiring session by **Magdalena Nowicka Mook**, CEO of the International Coaching Federation, who highlighted the power of coaching in creating purpose-driven organizational cultures. Citing compelling data and a robust case study from TCS, she demonstrated how coaching improves engagement, accelerates leadership development, and contributes significantly to business performance. Her message resonated deeply—coaching is no longer a perk, but a strategic business driver.

outlined how organizations can use predictive analytics, AI tools, and performance insights to make smarter, faster workforce decisions. Their message emphasized data as a vital force in shaping agile, human-centric organizations.

Dr. Israel Inbaraj of the Adani Group then unpacked India's evolving labor code reforms, offering attendees both regulatory clarity and strategic foresight. He discussed sweeping changes in wages, social security, and dispute resolution, urging HR leaders to balance compliance with empathy and long-term cultural alignment.



The following panel on AI in HR featured experts from Samsung, Myntra, and SpringVerify, who explored how AI is reshaping hiring, performance management, and employee experience. While recognizing its transformative potential, the panel emphasized the importance of ethical AI deployment, data privacy, and preserving the human touch in HR.

Santhosh KC (Infosys), and **Eishwar Maanay**, Dean of BNMIT. Together, they introduced the concept of “**Totalists**”—professionals who combine technical depth with cross-functional agility and AI fluency. The discussion underscored the need for critical thinking, design mindset, and lifelong learning in the AI age.

A standout keynote by **Dr. Seetha**, former ISRO director, offered a unique perspective on HR in scientific ecosystems. Her insights into focused imagination, collaborative rigor, and innovation under constraint offered powerful parallels for corporate HR practices.



The day concluded on a light yet meaningful note with corporate comedian Anmol Garg, followed by a stirring keynote from Dr. Rajiv Sharma, who synthesized the day's insights into a unified call for integrated, purpose-led HR leadership.

Day 2 was not only a showcase of ideas—it was a clear invitation to transform insight into action.



Next, **Srinivasa Bharathy** of Adrenalin and **Sudeep Kummal** from TCS explored how data and analytics are transforming HR. They introduced the “3C” framework—contextuality, contemporariness, and composability—and

In the afternoon, a forward-looking session on upskilling and multidisciplinary roles brought together voices from academia and industry. Moderated by **Dr. Vishal Shah**, the panel featured **Abhishek Kumar** (Ripples Learning),





The NHRD HR Showcase 2025 concluded not simply as a conference, but as a catalyst for change. Across two transformative days, HR professionals, business leaders, educators, and innovators came together to explore the evolving world of work with purpose, urgency, and optimism. The atmosphere was electric—with ideas exchanged, perspectives challenged, and a shared vision of a more human-centered future taking shape.

At the heart of every session was a clear and consistent theme: the future of work is already here, and HR is its most critical architect. Far from being a support function, human resources has emerged as the strategic engine driving innovation, inclusion, and organizational resilience.

What set this year's showcase apart was its remarkable breadth and depth. From ethical AI and

data-driven leadership to labor reforms, generational shifts, and inclusive benefits, the conversations reflected a profession that is rapidly evolving—and ready for what's next. Thought leaders like Gloria Chen, Dr. Santrupt Misra, Dr. Seetha, and Dr. Rajiv Sharma offered bold perspectives, each adding nuance and clarity to complex challenges. Their insights did more than inform; they inspired.

Sessions drew connections between fields as diverse as space science and social enterprise, blending analytics with emotional intelligence, and philosophy with workplace design. This cross-pollination of ideas reflected a central truth: the most enduring innovation begins with empathy and is sustained by adaptability.

Beyond the content, what truly stood out was

the energy in the room. Delegates weren't just absorbing ideas—they were leaning in, asking tough questions, and building connections that will outlast the event. It was a reminder that progress is not just about tools and strategies; it's about people. And people, when aligned with purpose, can drive extraordinary transformation.

As attendees return to their organizations, the real journey begins. The frameworks have been shared, the tools demonstrated, and the conversations started. What remains is to act—thoughtfully, inclusively, and with a renewed sense of commitment to the people at the center of every strategy.



The NHRD HR Showcase 2025 has set a clear tone for the future: one that blends technology with humanity, vision with action, and innovation with integrity. The challenge ahead is real, but so is the opportunity. And together, we are more than ready to meet it.

Masterclass

Translating Expertise into Actionable Insight

The NHRD HR Showcase 2025 introduced a high-impact Masterclass series curated to spark deeper learning, cross-pollination of ideas, and future-facing thinking. Held across both days of the showcase, these focused sessions brought together acclaimed industry leaders and domain experts to unpack the nuances of leadership, workforce transformation, DEI, and employee well-being. What set these sessions apart was their practical orientation—grounded in lived experience, shaped by research, and enriched by direct

interaction with participants.

Across five dynamic masterclasses, attendees explored the inside-out dimensions of excellence, the evolving role of Gen Z, personalization in employee benefits, AI's implications for CXOs, and the strategic importance of inclusion. These sessions equipped HR leaders with frameworks not just to understand the future of work, but to shape it.



Inside-Out Approach to Excellence at Work



Facilitated by **Dr. Ramya Ranganathan**, Corporate Trainer & Adjunct Faculty, IIM Bangalore Dr. Ramya Ranganathan opened the master-class series with an introspective exploration of excellence. Anchoring her session in meditation and mindfulness, she invited participants to pause and reflect on the inner dimensions of high performance. Through exercises that encouraged self-awareness and emotional regulation, she emphasized the power of mindset in shaping work outcomes.

Participants engaged deeply with frameworks around emotional intelligence, bias awareness, and subconscious programming. Dr. Ramya stressed that excellence is not purely an external metric but a reflection of inner clarity and resilience. Drawing from philosophical traditions and organizational psychology, she reframed productivity as a function of alignment—where individuals and institutions thrive together. Her closing call challenged organizations to foster adaptive, safe, and growth-oriented cultures by reimagining success from the inside out.

Building a Real-Life Personalized Employee Benefits Plan



Facilitated by **Shweta Mohanty**, VP & Head of HR, SAP India Shweta Mohanty delivered a masterclass on personalization in HR that resonated with both data and empathy. Drawing on SAP's pioneering work in employee experience, she shared how thoughtful benefit design can shape talent retention, well-being, and long-term engagement.

The session covered strategies for tailoring benefits across generational needs, supported by tools like Wellness Wednesdays, Smiley Surveys, and Mental Health Ambassadors. Shweta offered compelling data—including a Harvard Business Review statistic noting that 60% of job seekers prioritize benefits when selecting roles—and encouraged organizations to move beyond transactional HR toward responsive, personalized frameworks.

Interactive and forward-thinking, the session emphasized how customized benefits across physical, mental, financial, and developmental domains can foster loyalty and build thriving cultures. Attendees left with actionable strategies for aligning employee care with organizational purpose.

How to Manage Gen Z



Facilitated by **Dr. Shalini Lal**, Founder, Unqbe and Infinity OD Dr. Shalini Lal brought clarity and nuance to one of today's most pressing HR topics: managing Gen Z. With storytelling and open dialogue, she framed Gen Z not as a challenge to be resolved but as a powerful force to be understood. These digital natives, she explained, are idealistic, diversity-driven, and deeply shaped by the rapid flux of technology and social media. They seek meaning, autonomy, and fairness—often clashing with legacy structures and expectations.

In the session, Dr. Shalini invited leaders to adopt flexible mindsets and champion inclusivity. Through four relatable stories, she encouraged leaders to recognize Gen Z's emotional landscape and empower them to pursue impact-driven roles. The session illuminated the importance of managerial empathy, values alignment, and organizational listening to effectively engage a generation that is both hopeful and demanding of change.

CXO Upskilling in the Age of AI



Facilitated by **Rajiv Jayaraman**, Founder & CEO, KNOLSKAPE Rajiv Jayaraman's masterclass was a thought-provoking journey through the future of leadership in an AI-powered world. Blending storytelling with strategic foresight, he explored the profound implications of AI on decision-making, talent management, and business agility. Referencing pioneers like Alan Turing and Geoffrey Hinton, Rajiv framed AI as a child still evolving, one that requires guidance, ethical oversight, and conscious integration.

Participants explored frameworks around workforce redesign (Work, Worker, Workplace), organizational readiness (Bill, Borrow, Bots, Buy), and the need for balancing digital fluency with human engagement. The session reinforced the urgency for CXOs to not only understand AI but to evolve alongside it—leveraging data literacy, cybersecurity, DEI, and ecosystem thinking to build resilient, intelligent enterprises. Rajiv's provocations, including the question "Machines are learning, are you?", left participants with a renewed commitment to continuous learning and leadership reinvention.

Placing Inclusion First – Benefits for Organizations



Facilitated by **Saritha Radhakrishnan**, Head of HR, Tektronix Closing the masterclass series with depth and empathy, Saritha Radhakrishnan's session on inclusion challenged attendees to re-examine workplace culture from the ground up. Through a candid exploration of unconscious bias, exclusion, and stereotype management, she urged organizations to build inclusive ecosystems not just through policy, but through everyday interactions.

Participants explored how exclusion manifests in subtle ways and how microaggressions and systemic barriers erode belonging. Saritha shared practical strategies such as inclusive fitness policies, support for single parents, and the formation of Employee Resource Groups (ERGs) to elevate underrepresented voices. With a four-part action plan—Educate, Engage, Evaluate, Empower—she provided a roadmap for embedding inclusion into the heart of organizational DNA. The session was both reflective and solution-driven, reminding attendees that inclusion is not a checkbox, but a commitment to creating workplaces where everyone thrives.



Conclusion

The NHRD Masterclass series was more than a showcase of expertise—it was a powerful convergence of insight, empathy, and strategic vision. By creating space for immersive learning, the sessions enabled attendees to translate ideas into action and return to their organizations equipped to lead change. Whether reimagining benefits, decoding generational shifts, or grappling with the ethics of AI, each session contributed meaningfully to the evolving narrative of HR as a force for transformation.





27TH National Conference

Corporate Best Practices





Post-Offer Engagement Reimagined: The AI-Driven SAFARI Program

At Creative Synergies Group, the journey of every employee begins long before they step into the office. Grounded in its vision of fostering a culture of empowerment and innovation, the organization has introduced SAFARI—a post-offer engagement initiative that redefines how candidate relationships are built and nurtured. Designed as a seamless bridge between offer acceptance and the first day of work, SAFARI embodies Creative Synergies Group's commitment to combining digital innovation with a deeply human employee experience.

The program's intent is twofold. For candidates, SAFARI provides timely information, personalized engagement, and access to key insights that help them make informed career decisions. For business teams, it is a strategic solution to address hiring volatility, enhance the offer-to-join ratio, and streamline workforce planning through real-time, AI-powered data. By positioning SAFARI at this crucial intersection of experience and execution, Creative Synergies Group reinforces its promise to both people and performance.

Central to the SAFARI program is Amigo, an AI-driven chatbot designed to guide candidates through a structured engagement journey. Amigo initiates contact with a note of appreciation, expressing gratitude and introducing the candidate to the SAFARI experience. It then requests the candidate's resignation details, including their expected last working day, which helps onboarding teams prepare proactively. What follows is a series of touchpoints carefully crafted to familiarize the candidate with Creative Synergies Group's business, leadership, and work culture.

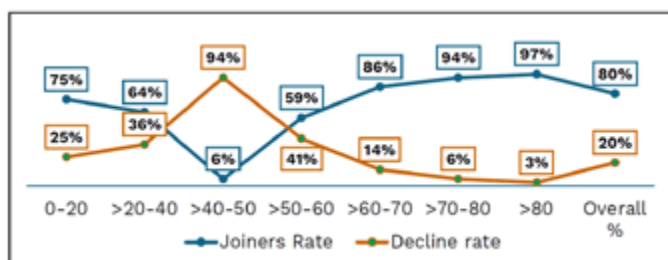
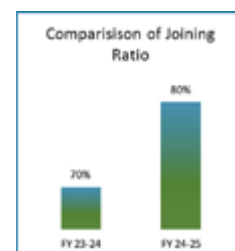
Through a comprehensive business unit presentation, each candidate is introduced to the vertical they will be joining. This is followed by a virtual Deep Dive—an interactive video call where senior leaders walk candidates through the organizational structure, key values, and HR policies. These sessions allow for

authentic, two-way conversations and bring clarity to the path ahead. Further strengthening this personal connection is the MyBuddy engagement—where each candidate is paired with a current employee from a similar technical background. This peer-level support enables real-time resolution of queries, builds rapport, and offers a transparent look into day-to-day life at Creative Synergies Group.

In another unique gesture, candidates are invited to an informal lunch or dinner with their future business unit head. This engagement offers an opportunity to interact with leadership in a relaxed setting, paving the way for early trust-building and alignment. The SAFARI experience culminates in a symbolic yet memorable moment—Click Pic—where candidates take a photograph at a specially curated booth on their first day, capturing the start of their journey at Creative Synergies Group.

While the program delivers rich candidate experiences, its operational strength lies in its predictive capabilities. The Amigo platform assigns a joining propensity score to every candidate based on various behavioral inputs from the time the offer is made. This score enables hiring and business teams to assess the likelihood of a candidate joining, long before day one. In cases where the score indicates risk, teams are alerted to take proactive steps—whether through personal outreach, reassurance, or addressing underlying concerns. This AI-powered insight has significantly elevated the effectiveness of talent acquisition strategies.

Since SAFARI's deployment, Creative Synergies Group has recorded a substantial rise in its joining ratio—from 70% in the previous financial year to 80% currently. This improvement is a testament to the program's dual focus: creating personalized, engaging experiences for candidates while equipping the business with data-backed talent intelligence. It reflects a maturing of the hiring function from reactive coordination to strategic orchestration.



DIAGEO

India

At Diageo India, the commitment to building iconic brands is deeply rooted in fostering an inclusive, high-performing, and purpose-driven work culture. Anchored in the promise of **“Celebrating You,”** the organization’s Employee Value Proposition (EVP) reflects its belief that people are central to its legacy and future growth. This proposition is not merely a message—it is a movement that has become integral to how Diageo India attracts, engages, and empowers talent across all levels.

The journey of embedding the EVP into the employee lifecycle began with a meticulously crafted pre-launch campaign that built anticipation across the organization. A landmark launch event, led by the ExCom and the CEO, marked a powerful moment of collective alignment. Post-launch, the EVP was seamlessly integrated into the employer branding strategy, with a strong emphasis on showcasing “People of Diageo.” This approach humanized the brand and gave visibility to the diverse talent within, resulting in a 50% surge in traffic to the careers portal within just three months—a clear indicator of growing resonance both internally and externally.

Recognizing the strategic importance of early-career talent, Diageo India extended its EVP outreach to premier academic institutions. Through leadership interactions, thematic events, and panel discussions focused on sustainability, diversity, and brand legacy, students were given a comprehensive view into Diageo’s culture and business impact. These initiatives reinforced Diageo’s position as a sought-after employer, where careers are not just developed—they are celebrated.

However, the success of an EVP lies not only in its launch but in its sustainability. At Diageo India, the story of **“Celebrating You”** continues to be told through authentic employee narratives. Team members have actively taken to platforms like LinkedIn to share their professional journeys, fostering a sense of belonging and amplifying the brand organically.

From video snippets capturing daily life at Diageo to heartfelt employee

Celebrating You

Diageo India's Evolving Employer Brand and Culture of Agility



1. This is the best place to grow

What this means
We offer the opportunity to work across functions, regions and iconic brands.
How we express this
You'll have access to career-defining opportunities, building brands that are found across the world.

2. You can shape the future with us

What this means
Every employee is vital to our success and directly impacts our business performance, our brands and the world.
How we express this
You'll be challenged to push the boundaries, realize your potential and make your mark in a diverse and inclusive environment.

3. We will support and reward you

What this means
We offer great learning opportunities, celebrate inclusion in a flexible work environment.
How we express this
You'll be invested in, given time to develop and your contribution to our performance will be recognized.

films, every story reflects a culture of recognition and pride. These storytelling efforts have yielded remarkable digital outcomes, including a 41.8% growth in LinkedIn followers, a 660% increase in visitors to the ‘Life at Diageo’ portal, and a 1680% spike in new visitors to the careers website.

This external traction has translated into meaningful recognition. Diageo India earned a spot in LinkedIn’s Top Companies 2024 for the Retail and Consumer Goods sector, and emerged as the most-followed alcohol-beverage brand on the platform. The EVP has also garnered commendation from both global and domestic leadership, validating the strategic value of consistent, purpose-led employer branding.

Looking forward, Diageo India remains focused on evolving its EVP and exploring new avenues to connect with future talent. The journey of **“Celebrating You”** continues as the organization nurtures a culture where every individual is valued, and every career milestone is recognized.



DIAGEO

India

In today's dynamic global landscape, organizations must evolve rapidly to meet shifting consumer expectations and economic realities. At Diageo India, agility and speed have been identified as critical enablers of sustained business performance and innovation. To embed these attributes into the organizational DNA, Diageo partnered with the NeuroLeadership Institute to drive a comprehensive cultural transformation that aligns with its broader strategic ambition—to become the most trusted and high-performing consumer products company in the world. The transformation framework is designed to empower employees to take initiative, embrace experimentation, and make informed decisions based on data and insights. It also fosters resilience by encouraging teams to learn from failures and respond swiftly to external and internal challenges. This cultural realignment is being activated across the organization through a series of structured interventions.

One such success story is the development journey of Johnnie Walker Blonde, where deep consumer research, data-led experimentation, and agile marketing allowed Diageo to cater effectively to a new generation of whiskey enthusiasts. Similarly, during the COVID-19 pandemic, an Employee Working Group was instrumental in ensuring quick, collaborative decisions across markets. This proactive approach not only safeguarded business continuity but also inspired innovative go-to-market strategies during an unprecedented period.

To institutionalize this behavior shift, Diageo launched several targeted initiatives. Organizational sprints, spearheaded by the India Executive Leadership Team, have accelerated problem-solving on critical projects. Interactive workshops and real-time simulations have reinforced the importance of cross-functional collaboration. Employees now make team-specific pledges to embed agility into their daily workflows, while senior leaders drive narrative alignment through blogs, fireside chats, and direct communication.

Embedding *speed & agility*: A Cultural Transformation at Diageo India



Learning has also been democratized through regular LinkedIn Learning modules and bite-sized content focused on agility and innovation. Communication remains central to change management, with leadership messages and town halls maintaining organizational alignment. Further, agility behaviors are now embedded into key people processes—from performance evaluations to talent development frameworks. The peer recognition platform, Celebrate, continues to spotlight individuals who exemplify resilience and fast-paced execution.

The annual Dial-Up Behaviours Employee Survey has served as a key feedback mechanism, measuring cultural adoption and providing actionable insights. In 2024, the organization reported significant improvements across all agility dimensions, with **“Collaborate Efficiently”** seeing the highest positive shift in perception.

The cumulative impact has been transformational. Employees now display enhanced confidence in managing ambiguity and driving innovation. Organizational goals are better aligned with individual aspirations, resulting in a more responsive and future-ready workforce. Through this initiative, Diageo India has not only embraced change but is actively shaping the future of work—demonstrating that agility is not just a capability, but a competitive advantage.



As the journey continues, Diageo India remains committed to leading with purpose, speed, and agility—building a culture where every challenge is an opportunity, and every success is shared.



Empowering Growth with OD Interventions

At IIFL Samasta Finance Limited, the belief that a people-first approach drives sustainable business success is deeply embedded within the organization's cultural DNA. In response to the complexities of a rapidly evolving environment, the Organization Development (OD) interventions have been thoughtfully designed to nurture talent, ensure leadership continuity, and prioritize employee well-being. These initiatives reflect a clear commitment to aligning individual aspirations with organizational goals, fostering a workplace defined by care, development, and shared purpose.

The need for transformation arose from a multifaceted challenge—ensuring a robust leadership pipeline, cultivating a cohesive organizational culture, and offering employees meaningful opportunities for personal and professional growth. Additional concerns around employee safety, emotional and mental health, and the quality of living standards in residential branches underscored the urgency for structured, impactful OD programs.

The organization's approach is anchored in holistic development and strategic foresight. A flagship component of this transformation is the deployment of the 9-Box Grid for succession planning, complemented by 360-degree feedback and insights from senior leadership. This framework has enabled the identification and preparation of high-potential employees for future leadership roles, thus securing continuity in critical positions without over-reliance on external hiring.

Simultaneously, the “**I Am Samasta**” initiative has played a central role in shaping a values-driven culture. Through weekly motivational communications, direct engagement with CXOs via live sessions, and an unwavering emphasis on respect, kindness, and continuous learning, the initiative has succeeded in strengthening transparency and top-down communication. It has instilled a deep sense of belonging and reaffirmed the organization's commitment to human-centric growth.

In parallel, the “**Road to CXO**” program has emerged as a dynamic pathway for grooming future leaders. Combining behavioral assessments, personalized coaching, and curated learning experiences through platforms such as Coursera and Headway, the program supports employees in navigating their leadership journeys with clarity and purpose. What sets this initiative apart is its unique inclusion of family-time reimbursements—an innovative gesture that not only acknowledges the importance of work-life balance but also reinforces emotional connection between the employee and the organization.

At the heart of employee well-being is the “**Samasta Cares Wellness Program**,” a comprehensive framework designed to address all dimensions of employee health—mental, emotional, and physical. The initiative incorporates an Employee Assistance Program that offers timely support and interventions, including preventive strategies for suicide and emotional distress. Road safety has been another major focus area, with branch-level helmet distributions and awareness campaigns significantly reducing accident risks. By ensuring better standards of living in residential branches and providing access to regular health camps, the program has succeeded in uplifting the overall quality of life for employees.

Looking ahead, the second phase of Samasta Cares is set to enhance insurance benefits through strategic vendor partnerships, further reinforcing the safety net around employee well-being. This phased and thoughtful evolution underscores the organization's intent to build enduring systems of care.

Each of these programs is deeply embedded into the organization's ecosystem through defined structures, regular feedback cycles, and consistent leadership involvement. This rigor ensures that initiatives are not one-off interventions, but sustainable processes yielding long-term cultural and business value.

The impact has been clear and far-reaching. The leadership pipeline has been significantly strengthened, with the 9-Box Grid fostering internal mobility and reducing reliance on external recruitment. Organizational culture has seen a marked transformation, with “**I Am Samasta**” enhancing cohesion and engagement across teams. Employee development has been empowered through the “**Road to CXO**” initiative, leading to higher levels of retention, satisfaction, and career progression. Furthermore, initiatives such as family-time reimbursements have uplifted morale and highlighted the organization's deep-seated respect for employee lives beyond the workplace.

Improved road safety measures and upgrades in residential branch living conditions have contributed to tangible improvements in both safety and well-being, building trust and reinforcing a sense of care. By combining strategic planning with genuine empathy, IIFL Samasta Finance Limited has created an organizational environment where talent is nurtured, culture is lived, and every employee is empowered to grow—professionally, personally, and purposefully.





INVOLVE TO EVOLVE

Redefining Employee Engagement & Talent Management Initiatives.

At IIFL Samasta Finance Limited, employee engagement and talent management are not isolated functions—they are an integrated, strategic pursuit aimed at cultivating an environment where individuals flourish and careers are purposefully shaped. With attrition in the microfinance industry often reaching 75–80%, the organization recognized the pressing need to redefine how it connects with, nurtures, and retains talent. What followed was a holistic transformation: a people-first framework that spans the entire employee lifecycle and embeds trust, empowerment, and belonging into the fabric of everyday operations.

The journey begins with continuous, data-backed feedback mechanisms that support employees from the moment of onboarding through key milestones in their tenure. Through a series of structured lifecycle surveys conducted at 30, 60, and 90 days, IIFL Samasta gathers critical insights into initial impressions, training effectiveness, role alignment, and early-stage integration. Beyond the first quarter, the Anubhav surveys, conducted at six months and one year, deepen this understanding by assessing satisfaction and engagement for longer-tenured employees. Together, these touchpoints ensure that employees remain connected, heard, and supported throughout their journey with the organization.

A key focus area is the Internal Career Advancement (ICA) process, which captures feedback at various stages of internal mobility. For those already transferred, the organization conducts detailed assessments to understand the impact and effectiveness of the move. For selected individuals awaiting transfer, tailored surveys offer reassurance and gather insights to improve their transitional experience. Importantly, the organization also reaches out to eligible employees who chose not to apply for advancement, seeking to understand the barriers and hesitations behind these decisions. By addressing such concerns proactively, the company fosters a culture of open opportunity and trust in internal growth.

Attrition and exit management receive equal rigor and empathy. Resigned employees are invited to provide candid feedback through structured exit interviews and anonymous channels, allowing leadership to decode the root causes behind their decisions. This approach transforms each departure into a learning opportunity, continuously informing future retention strategies.

The cultural foundation of IIFL Samasta's engagement model rests on four pillars, beginning with "Our Bond." This initiative recognizes that true inclusion extends beyond the workplace and into the lives of employees' families. Through the flagship event, Samasta Samagam, family members of promoted employees are honored and celebrated. These gatherings include cultural performances, carnivals, and moments of shared pride, effectively dissolving workplace silos and deepening emotional ties. The impact has been remarkable—Samasta Samagam, conducted across 43 locations and engaging over 1800 families, has driven a sharp rise in retention, with 94% of participating employees remaining active, compared to 60% the previous year.

The second pillar, "Our Voice," emphasizes open dialogue through Sangam Town Halls held annually across business lines and geographies. These sessions serve as an inclusive platform where employees interact directly with leadership, align with the company's mission, and express ideas and concerns. In the most recent cycle, over 6700 participants across 22 states engaged in these sessions, with 84% remaining actively connected to the organization.

"Our Growth," the third pillar, centers on recognition and career celebration. From quarterly Gaurav Awards to long-service honors presented personally by senior leaders, the organization celebrates contributions in ways that are visible, meaningful, and memorable. These recognitions, spanning achievements of both newcomers and seasoned leaders, create a meritocratic culture that motivates and retains.

The fourth pillar, "Our Benefits," takes a personal approach to employee support. Significant life events—marriages, parenthood, educational milestones—are honored through tangible gestures that reflect care and appreciation. Special gifts for new parents, marriage acknowledgments, scholarships for children, and performance-linked incentives represent the organization's investment in both the personal and professional lives of its people. In the past fiscal year alone, ₹30 crore was awarded to over 16,000 field staff, and ₹2.5 crore was distributed among 500+ supervisory staff, demonstrating a deep commitment to recognizing effort and excellence.

Creativity and expression are celebrated through initiatives like Samasta's Got Talent, where employees and their families showcase skills in singing, dance, and comedy. The organization also nurtures artistic expression through photography contests and energizes workplace culture through Fun Fridays, cultural celebrations of festivals like Onam and Navratri, and spirited sports events. Appreciation Week, marked across branches, allows teams to pause and celebrate the spirit of collaboration.

The success of this ecosystem lies in its deliberate, systematic design. Each initiative is informed by ongoing feedback, embedded within core processes, and sustained by leadership engagement. The integration of family, the recognition of individual identity, and the emphasis on continuous dialogue form the backbone of a culture where people feel seen, valued, and empowered.

In the most recent year, this comprehensive approach has yielded tangible results. Attrition rates have declined by 19%, employee satisfaction has significantly improved, and internal mobility has increased. The organization has become a benchmark for talent practices within the microfinance industry, distinguished by high retention, deeper cultural cohesion, and greater productivity. Family involvement has not only strengthened organizational bonds but also redefined what inclusive engagement can look like.

Through "INVOLVE TO EVOLVE," IIFL Samasta Finance Limited has reimaged the employee experience. With every survey, every celebration, and every conversation, the organization reinforces its belief that when employees feel truly connected, empowered, and appreciated, excellence becomes not just an outcome—but a culture.



Infosys[®]

BPM

In the evolving landscape of business process outsourcing, where efficiency, effectiveness, and cost savings have traditionally taken center stage, the definition of success is being reimagined. Today, “experience” stands shoulder to shoulder with these traditional metrics, emerging as a critical expectation in how services are designed, delivered, and perceived.

Infosys BPM Ltd. has embraced this shift with purpose and clarity, aligning its vision to deliver not just operational excellence but also transformative value to clients and employees alike.

For the clients of Infosys BPM, digital transformation is more than a buzzword—it is the very foundation of staying competitive in a volatile marketplace. The organization's approach centers around enabling businesses to respond to changing dynamics with agility and foresight. This is achieved by reimagining business processes and embedding next-generation digital capabilities that turn transformation into a continuous, scalable journey. Behind this capability lies a talent strategy that mirrors the same agility. The goal is to remain relentlessly relevant in a fast-moving market through a future-facing workforce that is skilled, empowered, and aligned with business ambitions.

At the heart of Infosys BPM's talent development approach lies a commitment to continuous learning. Employees are encouraged to take charge of their growth through accessible learning experiences that span devices, formats, and time zones. This model ensures learning is not confined to formal classrooms but is woven into the daily rhythm of work. Every employee is given the opportunity to build new capabilities while strengthening existing ones, enabling them to stay ahead of evolving job roles. The strategy is underscored by the idea that the talent mix should always be a step ahead of the business mix. As markets shift and client needs evolve, employees are not only ready—they are already equipped.

The organization's learning architecture is both deep and wide. Competency-based training sharpens behavioral skills across roles, while domain enablement builds industry-specific expertise to boost client productivity. Career development journeys are crafted through long- duration accelerator programs that prepare employees for elevated responsibilities.

Leadership pipelines are nurtured through curated learning paths that identify and empower future leaders early on, ensuring the organization remains resilient and ready.

This forward-looking approach begins from the moment an employee joins the organization. Foundation Training and Finishing School interventions are designed to prepare new hires to meet business expectations with confidence. These programs are not static—they evolve continuously based on real-time market analysis, including insights from client requests and deal pipelines. This ensures that learning remains relevant, contextual, and impactful.

Reskilling forms another crucial element, particularly in equipping employees with digital skills and cross-functional capabilities that support automation, mobility, and internal agility.



These efforts have yielded measurable, meaningful impact. Infosys BPM's Foundation Training program has achieved near-total deployment across operations, while Finishing School graduates have demonstrated performance that aligns closely with client expectations. Many are already stepping into expanded roles within their engagements. The virtual learning initiative iLeapNEXT has emerged as a flagship model of future-ready enablement. With over 28,000 employees participating, and thousands earning promotions and salary hikes, the program reflects the organization's commitment to reward growth. Learning satisfaction has increased, training costs have come down significantly, and the flexibility of remote training has eliminated productivity losses.

Beyond formal programs, Infosys BPM has built a framework that connects individual development to organizational performance. Through the Humanware Enablement model, learning interventions are designed with clear business outcomes in mind. Action Learning Projects challenge employees to apply their skills to real problems, while ongoing assessments and feedback loops ensure continuous improvement. Employees are also empowered to create automation bots that enhance their own workflows, democratizing access to innovation and improving efficiency across the board.



Career mobility in emerging skills is supported through initiatives such as Skill Tagging and Bridge programs. These help employees transition across domains, which in turn reduces the need for external hiring and drives cost effectiveness. The success of these efforts is reflected in initiatives like “Be The Navigator,” which has led to the closure of hundreds of employee-led projects, resulting in significant business benefits and a measurable reduction in full-time equivalents. Automation democratization efforts have enabled hundreds of employees to create micro-BOTs, embedding innovation into everyday operations.

Leadership development continues to be a core priority. Frontline programs such as the Junior Management Leadership Program and the Accelerated Management Program for Emerging Leaders have helped groom high-potential talent for their next big role. With hundreds of participants successfully graduating, these programs have driven strong retention, improved diversity, and delivered direct business savings.

Self-paced learning on the LEX platform remains a vital channel for continuous development. In the current fiscal year alone, tens of thousands of employees have completed hundreds of thousands of courses, reflecting a culture of ownership and aspiration. The learning culture is not just deep—it is inclusive. A vast majority of the workforce has engaged in training, and participation in optional and recommended courses has seen a sharp rise. With employees averaging more than forty formal learning hours per year, the organization's investment in knowledge is both intentional and sustained.

The focus now is on building centers of excellence that will take these initiatives to scale. These centers will drive innovation, consistency, and measurable outcomes across all aspects of learning and development. For Infosys BPM, talent is not just a function—it is a force multiplier. As the organization continues to support client transformation through digital and operational excellence, its people remain the cornerstone of that promise—prepared, inspired, and future-ready.



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#IWOL
#InfosysWayOfLife

“Culture isn’t just one aspect of the game; it is the game.”

These words by Lou Gerstner capture the essence of what makes organizations not only resilient but remarkable.

At Infosys, this belief is not just an ideal—it is lived every day. The launch of the **“Infosys Way of Life”** campaign marks a powerful reaffirmation of the organization’s deep-rooted commitment to its cultural identity. Designed as a global, organization-wide initiative, the campaign serves to embody a collective resolve to nurture, celebrate, and reinforce the shared values that define the very core of Infosys.

For over four decades, culture has been at the heart of everything Infosys stands for—shaped by integrity, excellence, collaboration, and, above all, its people. As the organization moves forward into an AI-first future, it is the uniquely human qualities of empathy, trust, and respect that will distinguish Infosys in a world where machines increasingly manage the routine. It is this belief that fuels the Infosys Way of Life: a belief that as technology evolves, it is humanity that must lead. Rooted in this ethos, the campaign empowers employees to shape the cultural narrative, creating opportunities across all units, locations, and levels of the organization to co-create a future that is as human as it is high-performing.

The journey to this initiative was born out of a period of unprecedented change. The last few years have seen profound global shifts—the emergence of hybrid work models driven by the pandemic, the Great Resignation redefining employee expectations, geopolitical uncertainties impacting business dynamics, and rapid technological advancement mandating large-scale upskilling. At Infosys, these transitions were mirrored in the composition of its workforce.

A significant proportion joined post-pandemic, with many never having physically visited an office, and nearly one-third of the managerial cohort being newly appointed. With over twenty-three thousand employees onboarded remotely and thirty-three thousand yet to step onto campus, the meaning of ‘culture’ needed fresh articulation and alignment. The Infosys Way of Life campaign emerged as a pivotal response—an initiative aimed at creating a shared cultural understanding that would unify this evolving, distributed workforce around a common purpose and identity.

To build something truly resonant, it was essential first to listen. The campaign began with a large-scale introspection into what culture means to employees. Close to thirty thousand voices were heard through surveys, supplemented by focused group discussions held across geographies. External benchmarking helped anchor these internal insights within the broader context of industry best practices. This collaborative exploration identified five foundational culture markers: Values in Action, Learn-Unlearn-Relearn, Embracing Differences, Health and Lifestyle, and Community Building. These markers formed the pillars of the IWOL campaign, each one reflecting a vital dimension of the Infosys experience.

With clarity on what mattered most, the organization set out to embed these markers deeply into the fabric of its work life through a comprehensive three-pronged approach. The first imperative was education. This meant helping every Infoscion understand that culture is not an abstract philosophy but a lived experience—one that shows up in meetings, milestones, daily interactions, and leadership behaviors. Culture



conversations were integrated into everything from digital platforms to informal team connects, with leaders stepping forward not just as spokespeople but as role models. Every engagement became an opportunity to reinforce the cultural DNA.

The second focus was enablement. Culture was not treated as a top-down directive but as a shared responsibility. Employees were empowered with tools and guidance to take ownership of cultural reinforcement within their circles of influence. A network of culture influencers emerged—passionate individuals whose stories, ideas, and actions became beacons of the Infosys way. This grassroots energy ensured that culture was not only understood—it was owned.

Finally, experience was the cornerstone. Culture had to be felt—viscerally, emotionally, and tangibly. Through vibrant campus branding, thoughtfully curated events, digital nudges, and emotionally intelligent workspaces, the campaign brought culture to life. The environment was designed to be positive, inclusive, and flexible—an ecosystem where people felt seen, supported, and inspired to grow.

The impact of this endeavor has been deeply affirming. The campaign achieved an outstanding culture index of 85 percent—the highest among all measured indices over the past seven quarters. Culture has surfaced as a recurring theme in employee feedback, with Pulse surveys highlighting it as a significant positive. Over three hundred thousand employees have engaged with the IWOL campaign through learning modules, leadership interactions, and immersive experiences. From reimagined onboarding journeys to gamified learning and community engagements, the campaign has created a shared cultural rhythm that unites employees across continents and contexts.

Ultimately, the Infosys Way of Life has emerged not as a slogan, but as a lived reality. It is not just how things are done—it is why they are done. As the organization continues to evolve, it does so anchored in a culture that is as dynamic as the challenges it faces and as timeless as the values it upholds. The success of the IWOL campaign stands as a testament to the belief that culture isn’t a backdrop—it is the canvas upon which every aspiration, action, and achievement is painted.





Infosys®

Navigate your next

Infosys, as a global organization spanning 56 countries with over 320,000 employees, recognizes that in an increasingly digital world, the employee experience must be both human-centered and future-ready. At the heart of this belief lies a transformative approach to human resources—an approach shaped by artificial intelligence, driven by thoughtful design, and anchored in a deep commitment to inclusivity and excellence. The foundation of this vision is simple yet profound: employee experience is not just a function of policy but a journey of connection, support, and empowerment across every stage of the employee lifecycle.

To build this journey, Infosys operates on a dual-dimensional model. The first emphasizes experience through individual interactions, reinforced by the organization's 5C framework—Connect, Collaborate, Celebrate, Care, and Culture. The second dimension is built by design, where deliberate systems, policies, and platforms come together to ensure consistency, impact, and best practices. This structured harmony enables the company to deliver on its promise of care not just in words, but through every policy touchpoint, digital experience, and leadership decision.

The integration of AI into this model marks a pivotal evolution. By embedding intelligent systems into the employee lifecycle, Infosys has made the HR function more agile, predictive, and people-first. From streamlining complex workflows to enabling timely insights, artificial intelligence now plays a strategic role in enhancing daily interactions and long-term career journeys. The outcome is a workplace that not only supports but anticipates employee needs—fostering a sense of belonging and equipping individuals to navigate their paths with clarity and confidence.

At the core of this transformation is InfyMe, the organization's AI-powered HR technology platform. Rooted in principles of simplicity, predictability, personalization, and inspiration, InfyMe offers an experience that is me-first, mobile-first, local-first, and AI-driven. Hosting over 200 applications accessible on the go, the platform serves as the digital backbone for Infosys' employee engagement strategy. Designed to accommodate the needs of a multi-generational workforce operating across client networks, InfyMe combines process automation with empathy, delivering both productivity and personal relevance. As user personas evolve with feedback and use, the platform continues to optimize for sustainability, accessibility, and meaningful digital engagement. The business impact of this transformation is evident. By embracing automation and digital innovation, Infosys has repositioned its HR operations into a responsive, agile function.

Across the employee lifecycle—from onboarding to performance management—intelligent systems now minimize administrative friction and maximize strategic bandwidth. AI assistants, operating 24/7, handle routine queries and tasks, enabling HR teams to serve as advisors rather than administrators. Simultaneously, AI is embedded across service lines, transforming traditional process management into collaborative experiences where humans and machines co-orchestrate outcomes.



These efforts are not just confined to operational efficiency. Infosys is actively reimagining the meaning of personalization at scale. Whether through AI-powered career pathing, learning bots, or performance tools, the organization delivers custom-fit experiences that reflect individual aspirations while maintaining organizational coherence. By enabling managers with GenAI document summaries or employees with self-service bots that decode complex policies, the platform extends support in a manner that feels both intimate and intelligent.

The transformative power of this strategy extends beyond singular applications. Whether it's the AI-generated job descriptions tailored to roles, voice-activated helpdesks that direct queries, or emotion-aware feedback analysis systems capable of interpreting the sentiment of thousands of employees—Infosys is building a workplace that listens, learns, and evolves in real-time. In talent management, AI helps identify fit, suggest growth paths, and guide learners through expansive resources. In recruitment, it prevents impersonation and boosts candidate alignment. Even moments that matter—celebrations, recognitions, and transitions—are enhanced through AI frameworks designed to make every occasion memorable and meaningful.

Underlying all this innovation is a technology foundation built for adaptability. Modular and configurable by design, the HR infrastructure allows for rapid experimentation, continuous learning, and seamless scalability. This flexibility ensures that while the core values of the organization remain steadfast, the ways in which they are delivered can evolve with changing expectations and future disruptions.

Infosys' AI-first HR model is more than just a technological pivot—it is a strategic commitment to the people who define the company. By creating a seamless blend of intelligent automation, personalized support, and accessible experiences, the organization is laying the groundwork for a workforce that is engaged, empowered, and prepared for the future. The journey continues, but one thing remains clear: the future of work at Infosys is not only digital—it is deeply human.





FOODS BUSINESS DIVISION



ITC Foods Business, a dynamic and rapidly growing division, has made remarkable strides in its two-decade journey. Emerging from humble beginnings as a start-up, it has evolved into India's largest foods FMCG player with a revenue surpassing 17,000 crores. Spanning over 12 product categories, ITC Foods continues to lead the charge in providing world-class products that meet the ever-evolving needs of the Indian consumer. In this growth journey, the division recognizes that a key enabler of its continued success lies in the continuous development of its workforce.

As part of the annual appraisal process, employees at ITC Foods submit their individual development plans (IDPs), which are subsequently analyzed to design relevant learning interventions. Historically, while employees understood the importance of learning, many found traditional learning methods to be mundane and tedious. This challenge prompted a bold, innovative response—LearnifyMe, a blended learning intervention crafted to engage employees in new, dynamic ways and foster a long-term culture of learning.

LearnifyMe was conceived as a solution to the multifaceted challenge of catering to the diverse needs of employees across various managerial levels, functions, and geographies. ITC Foods employs approximately 2,800 people, with an annual addition of 500 employees spread across over 30 functions and 100 locations. The diversity of roles, coupled with the varying levels of maturity across different business divisions, made a one-size-fits-all approach to learning impractical. The geographical spread further complicated the situation, requiring a flexible, scalable solution that could cater to the unique needs of each location and function.

The goal behind LearnifyMe was clear: to build a learning intervention that not only supports individual development goals but also instills a consistent learning habit. The intervention was designed to overcome the limitations of traditional learning methods, which often ignored individual learning styles and preferences. LearnifyMe blended traditional learning with modern, gamified elements, creating a hybrid model that engaged employees across different learning preferences and ensured an effective, personalized experience.

The 21-day intervention was designed with three core pillars to drive engagement, learning, and application. These pillars were designed to encourage both collaborative and competitive learning, shifting the focus from knowledge acquisition to real-world application.

Pillar 1: LinkedIn Learning Courses

LearnifyMe incorporated LinkedIn Learning courses that were carefully mapped to relevant domains, addressing various levels of complexity. These courses were aligned with the learning goals of each participant, providing them with personalized email recommendations and links to courses. Employees were required to complete these courses within a defined timeframe, enabling them to acquire essential skills and knowledge relevant to their roles.

Pillar 2: Interactive Learning

To ensure active participation and continuous engagement, weekly quizzes were introduced. These quizzes, focused on ITC's history, brands, sustainability practices, and food safety, were timed and opened three times a week. Participants competed to answer questions in real-time, earning points that contributed to both individual and team scores. This interactive component kept employees engaged while reinforcing key organizational knowledge.

Pillar 3: Collaborative Learning

The collaborative element of LearnifyMe encouraged employees to work together, applying the knowledge they had gained. Teams were tasked with creating Learning Paths on LinkedIn for various roles at different levels of difficulty. These paths were designed to serve as blueprints for new joiners or transfers, ensuring smooth induction into their roles. Additionally, teams were asked to create Learning Canvases, digital posters showcasing their team's learning journey over the 21 days, reinforcing the importance of collaboration and collective achievement.

To drive engagement further, 17 personalized Learning Teams were introduced, each with its own name, logo, and team flag. The Learning Teams played a critical role in building a sense of community and pride within the ITC Foods division. To guide participants throughout their learning journey, a mascot named Learyn was introduced, offering support and answering questions. To keep the teams informed and engaged, a weekly publication, "The Learning Times," was launched, providing updates on the program and featuring interesting facts about ITC Foods and the LearnifyMe initiative.

Progress was closely monitored, with bi-weekly leaderboards displaying individual and team scores. A grand online closing ceremony celebrated the achievements of the top individual learners and the highest-scoring teams, reinforcing the competitive and collaborative spirit of the intervention.

The outcomes of LearnifyMe were nothing short of remarkable. Over 73% of participants actively engaged in the 21-day learning initiative, and the division surpassed its goals by achieving the completion of more than 16,700 courses—three times the initial target. This effort resulted in over 7,500 learning hours, double the anticipated total. More than half of ITC Foods employees were able to meet their development goals within the 21-day period, a task that would have otherwise taken months to accomplish.

Initially designed to encourage 21 minutes of daily learning, the program saw participants dedicating an average of 25 minutes daily. This extra commitment demonstrated the program's success in building a sustainable learning habit. As ITC Foods moves forward, the focus will be on maintaining and nurturing this learning culture, ensuring that the insights and skills gained during LearnifyMe continue to enhance day-to-day operations and contribute to the division's ongoing success.



ORACLE

Technical Leadership Development Program

Innovation forms the cornerstone of Oracle's journey as a global technology leader. It transcends mere tools and systems, extending into the very heart of its culture—a culture shaped by curiosity, collaboration, and the unwavering pursuit of technical excellence. With this foundational belief, Oracle launched the Technical Leadership Development Program at its India Development Centre (IDC), marking a strategic move to invest in the growth of its senior individual contributors and to elevate technical leadership across the organization.

The program was born out of a clear, compelling need: to incubate a new wave of technical leaders who are not only aligned with Oracle's vision but are also equipped to guide their teams through a rapidly evolving technological landscape. Designed with a deep emphasis on experiential learning, innovation, and leadership, the initiative reflects Oracle's long-term commitment to nurturing talent from within.

Structured as an intensive eight-month journey, the program blends design thinking principles with Oracle's core competencies. Participants begin with a tailored development centre experience, designed to assess and bridge individual skill gaps through competency-based workshops. These sessions emphasize critical leadership dimensions such as strategic thinking, creative problem-solving, and the ability to influence outcomes across diverse teams.

At the heart of the program lies the application of design thinking—not just as a framework, but as a mindset. Participants engage with real business problems through Action Learning Projects (ALPs), translating theory into tangible impact. These projects not only challenge conventional problem-solving approaches but also foster meaningful cross-functional collaboration. To ensure robust guidance and strategic alignment, each participant is paired with senior mentors and exposed to technical brown bag sessions led by experts across Oracle's global network.

The program's outcomes have been deeply transformative. To date, a significant number of employees have graduated from the initiative, delivering a broad portfolio of ALPs that have fueled Oracle's patent pipeline and accelerated business innovation. A substantial percentage of these projects have progressed beyond conceptualization to full implementation within business units, driving measurable outcomes and reinforcing Oracle's technical leadership.



Moreover, the program has proven instrumental in enabling career progression. Many participants have transitioned into elevated roles that demand higher degrees of technical leadership, thereby reinforcing the program's role as a launchpad for future leaders. Alongside leadership development, the initiative has strengthened cross-organizational engagement, with hundreds of Oracle leaders contributing as mentors and advisors.

The impact on talent retention has been equally noteworthy. By providing global exposure, challenging opportunities, and a structured growth path, the program has empowered participants to chart their careers within Oracle's global framework. This alignment of personal growth with organizational vision has helped retain key talent and energize Oracle's broader innovation agenda.

Beyond metrics and milestones, the Oracle Technical Leadership Development Program stands as a testament to Oracle's belief that the true force of innovation lies in the people who drive it. By blending human ingenuity with cutting-edge technology, Oracle has not only built a pipeline of technical leaders but also a legacy of learning, exploration, and forward-thinking excellence. As Oracle continues to engineer the future, this program remains a powerful symbol of its enduring commitment to leadership, innovation, and the transformative potential of its people.



ORACLE

Cloud HCM

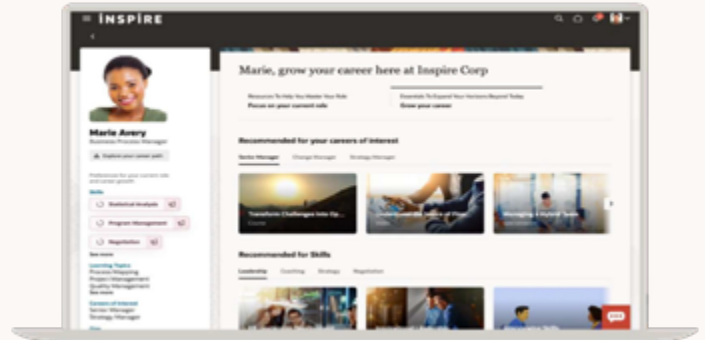
As the global workplace undergoes rapid transformation, organizations are witnessing a shift in how the workforce views careers, relationships, inclusivity, and opportunities for growth. Amidst this evolution, Oracle Cloud HCM has emerged as a key enabler—offering a forward-thinking, unified solution that strengthens the employee experience while aligning with the business imperatives of a dynamic world.

Oracle Cloud HCM represents a holistic, cloud-native platform built with a focus on continual innovation and agility. It empowers human resource leaders to unlock efficiency by automating administrative processes, thus enabling a deeper focus on strategic initiatives that fuel organizational success. As Rachna Sampayo, Senior Vice President of Human Resources, Oracle JAPAC, observes, equipping HR with the right tools allows leaders to dedicate their time toward shaping the broader vision of the organization.

Under the Oracle@Oracle initiative, the company has been one of the earliest adopters of its own cloud HCM solution. What once relied on manual interventions and fragmented tools has now transformed into a seamless, globally integrated system driven by embedded artificial intelligence. This transformation has helped create a consistent and modern employee experience across geographies, while enhancing the organization's overall culture of engagement.

With digitization at its core, Oracle HCM serves as an intelligent and scalable platform that integrates every human capital process—providing one unified experience, underpinned by a single data and security model. Designed for how and where employees work, the system caters to both current and future HR needs with an experience that is personalized, secure, insightful, collaborative, and mobile-ready.

The transition to Oracle Cloud HCM has delivered both measurable outcomes and strategic value. It has allowed Oracle to make more informed talent investments and to elevate hiring and retention efforts with enhanced efficiency and transparency. AI has been seamlessly embedded into the platform to support critical functions such as recruitment, employee development, workforce management, compensation, compliance, and benefits administration.



Oracle Grow, an integral component of the HCM suite, exemplifies the platform's commitment to talent mobility and skills development. This unified solution enables employees to access personalized learning pathways, discover AI-powered insights into their career trajectory, and receive recommendations to build capabilities aligned with their aspirations. By guiding employees toward the skills and opportunities most relevant to them, Oracle Grow encourages a culture of self-driven advancement and continuous learning.

The impact of the transformation is both comprehensive and scalable. The recruitment process has been accelerated through intelligent automation, resulting in over 20,000 new hires being onboarded each year within a day of their joining. Process automation has saved the organization more than 20,000 work hours annually, while lifecycle data integration has enabled better decision-making across HR operations. Talent development strategies have improved internal mobility, with over thirty percent of open roles being filled by existing employees. Furthermore, goal tracking has helped drive productivity and foster higher retention rates.

Oracle's HCM journey continues to evolve in response to the needs and expectations of its workforce. As business environments grow more complex and talent expectations more nuanced, Oracle remains committed to advancing its digital HR vision—delivering not just operational excellence, but a future-ready workforce capable of shaping the organization's growth from within.



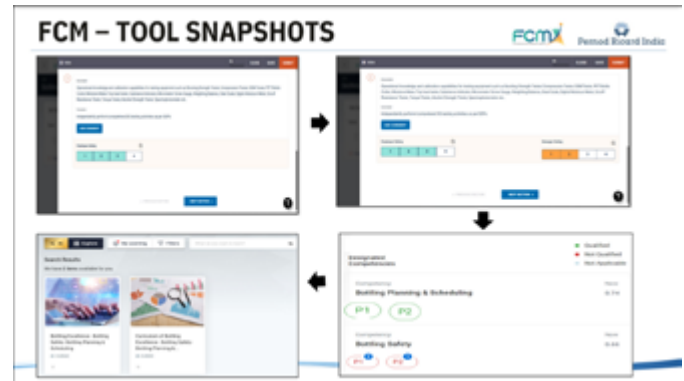


Pernod Ricard India

Pernod Ricard India's Functional Competency Matrix (FCM) Assessment Tool addresses a critical business need by equipping employees with the necessary role-specific competencies to enhance their effectiveness and enable flexibility for lateral and vertical role mobility. In an ever-evolving business environment, Pernod Ricard India strives to build a workforce that is both agile and future-ready, aligning employee growth with organizational goals. The FCM tool identifies and bridges competency gaps, fostering continuous learning and driving business innovation. It strengthens workforce readiness and role performance, directly impacting business agility and competitiveness in local and global markets.

The framework of the FCM incorporates a four-phase approach aimed at addressing both individual and organizational needs. Employees begin by assessing their own competencies against predefined benchmarks, which encourages self-awareness and ownership of their development journey. Managers then assess employees' competencies based on the same benchmarks, providing data-backed evaluations. These assessments lead to the identification of competency gaps, which are addressed through targeted development plans. Employees are provided with both self-learning paths, which include resources like training videos and courses, and curated learning paths designed for specific groups with identified gaps. Additionally, the FCM helps employees build capabilities for aspirational roles, both within their function and across departments.

Creativity and innovation are embedded into the tool, with customizable competency profiles tailored to each role and a user-friendly interface designed for ease of use. The platform also leverages data-driven insights to provide real-time feedback on competency trends, helping both employees and managers track progress and adjust development plans as needed. An optional gamification feature motivates users by adding engagement through badges and milestones, encouraging active participation. The platform prioritizes transparency and inclusivity, ensuring employees feel empowered in their growth.



The FCM tool's implementation has been carefully planned for sustainability, beginning with a pilot phase to gather feedback and refine the tool. Involvement from stakeholders such as functional heads, subject matter experts, and employees has ensured the tool's relevance and adaptability. Ongoing reviews, audits, and updates to the learning content help ensure the tool remains effective and aligned with business and technological needs. This holistic approach has made the FCM a sustainable and integral part of the organizational ecosystem.

The business impact of the FCM has been significant, with improved role performance and measurable outcomes expected within 12 to 24 months. Over 100% of employees within the scope of the tool now have individualized development plans that align with business priorities, enabling more targeted capability building. The tool has contributed to increased employee satisfaction and engagement, as well as a reduction in unnecessary training costs by focusing on the most relevant developmental needs. By enhancing cross-functional role capabilities and accelerating onboarding, the FCM ensures employees are better equipped to contribute to business success. Ultimately, the FCM tool exemplifies how HR can drive meaningful, sustainable business transformation and serve as a model for other organizations.





publicis sapient

Publicis Sapient, a global leader in digital business transformation for over 30 years, thrives with a workforce of 20,000 people across 72 offices worldwide. The company is deeply rooted in its purpose to help people thrive in the brave pursuit of next. This purpose is reflected not only in its client interactions but also in its people practices, which blend growth, connection, and boldness to create a thriving culture. At the core of this culture is the belief that growth is a continuous journey, supported at every stage, and when individuals grow, the business thrives.

A major driver of this growth is Publicis Sapient's People Growth Experience (EYP), a framework designed to empower individual potential. Over the past decade, EYP has integrated key aspects of talent strategy to support meaningful conversations around goals, recognition, learning, and career development. EYP seamlessly integrates these elements into talent pipelines and reward decisions, creating a unified framework that aligns business strategy with people's growth.

The company's evolution towards a growth-focused culture began in 2014 when it became one of the first companies globally to move away from annual ratings and embrace a growth mindset. By 2018, as the company's business strategy evolved to focus on digital business transformation, it also aligned internal practices with this strategy through Objective and Key Results (OKRs) and increased empowerment for self-growth. By 2020, Publicis Sapient introduced fluid promotions, allowing for year-round progression rather than rigid cycles.

This bold step created a system that fast-tracked growth for deserving individuals, fueling business scalability. From 2022 to 2024, Publicis Sapient integrated AI-powered personalized learning journeys. Employees could now build profiles that showcased their skills and growth aspirations, with AI recommending tailored learning resources and certifications. This shift reinforced the company's commitment to continuous learning and the evolving needs of its people.

The company's commitment to growth is grounded in three strategic

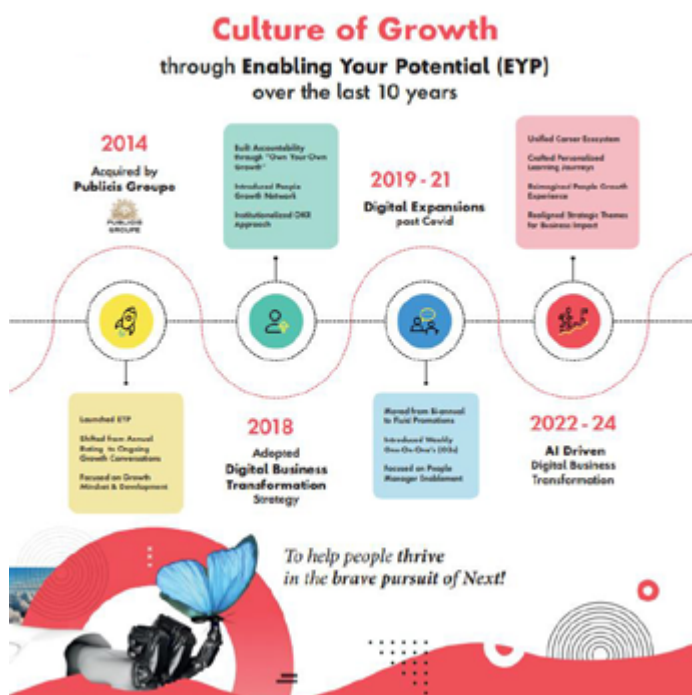
themes: Business Impact, Team Management & Culture, and Growth. These themes define the key dimensions of impact from a people perspective, helping employees identify their unique growth paths. The key elements of EYP include integrated performance management, continuous growth conversations, fluid promotions, and a unique recognition approach. These elements ensure that growth is not just a one-time event but a constant, supported journey. Through weekly one-on-ones, continuous feedback, and reflective year-end conversations, employees are empowered to focus on progress, set development goals, and receive the necessary support along the way.



Fluid promotions further support this by allowing individuals to drive their own growth journey, with transparent support from their People Growth Network. This approach creates a continuous talent pipeline, fostering business and people growth together. Publicis Sapient also emphasizes recognition, with programs like "Cheer the Year," milestone anniversaries, and real-time feedback that ensure employees are celebrated for their contributions.

The results speak for themselves. Publicis Sapient consistently achieves a happiness index of 4/5, with strong ratings for growth and recognition, and a 4.4/5 rating for client delivery outcomes. The shift to fluid promotions has led to a 4% increase in overall promotions over the last four years, contributing to an 85% financial ROI. Additionally, the company's inclusive growth philosophy has positively impacted underrepresented groups, with programs supporting women returnees, LGBTQI+ communities, and individuals with disabilities.

Testimonials from employees highlight the positive impact of EYP on their growth journeys. From feeling motivated by feedback to reflecting on past achievements and preparing for future challenges, employees appreciate the opportunity to engage in meaningful growth conversations. Through these initiatives, Publicis Sapient continues to foster resilience and boldness among its workforce, adapting to challenges such as economic downturns and the rapid pace of technological change, including AI transformation. Ultimately, Publicis Sapient's culture remains one of the best in the industry, underpinned by its commitment to putting people at the heart of everything it does.





Saint-Gobain India Private Limited (SGIPL), a subsidiary of Compagnie-de-Saint-Gobain, has established itself as a global leader in the glass manufacturing industry with over 350 years of expertise. Operating since 2000 from its World Glass Complex in Sriperumbudur, Kancheepuram, SGIPL has made significant investments in building a sustainable, safe, and growth-oriented work environment. At the core of its operations is a strong commitment to the health and safety of all individuals, ensuring that these values are ingrained in the company's culture.

Saint-Gobain's belief in "Growing from Within" underscores its approach to talent development. The company is dedicated to fostering internal growth, ensuring that every employee is equipped to contribute to the organization's success. Entry-level recruitment at SGIPL focuses on providing future leaders with targeted training and development programs. These programs are designed based on the individual's role, qualification, and potential.



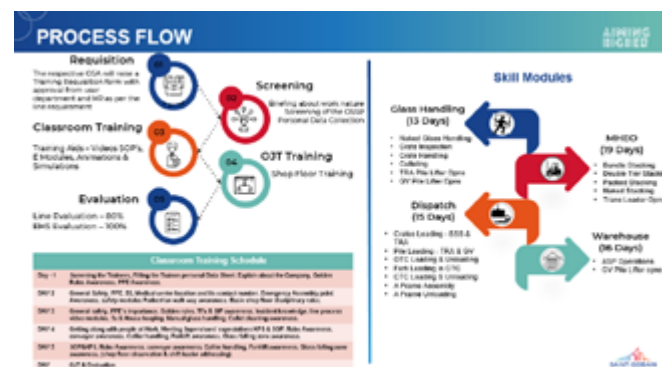
SGIPL's key recruitment routes include SG NXT MT (Management Trainees), LWE (Learn While Earn), and NATS (National Apprenticeship Training Scheme) apprentices.

The Learn While Earn initiative helps individuals from financially disadvantaged backgrounds by supporting them through a degree program while they work at SGIPL. Many of these individuals, once child laborers, now hold managerial positions, exemplifying the transformative power of this program. The apprenticeships offered at SGIPL provide rigorous training for young individuals, especially from rural areas, combining classroom learning with hands-on experience. The focus on practical learning ensures that these apprentices become highly skilled future talents.

For its Management Trainees (MTs), SGIPL offers six months of comprehensive training, including classroom sessions, site visits, shopfloor learning, and project evaluation. This tailored training ensures that both the organization and the individuals are aligned on key objectives and deliverables.

In line with the evolving business environment, Saint-Gobain India has focused on talent development programs aimed at addressing both business needs and employees' career aspirations. Through platforms like LEAP (Leadership Engagement & Alignment Program), Career Conversation Desk (CCD), and the HP-HP 9-box grid model, SGIPL identifies high-potential talents and maps out a focused learning journey for them. These initiatives, which have been integral to building subject matter experts (SMEs) within the organization, ensure that employees are continually developed and equipped to meet the changing demands of the business.

With the rapid growth of industries, digital transformation, and the emergence of Industry 4.0, Saint-Gobain has placed significant emphasis on building the right competencies and fostering a culture of inclusion. Key initiatives focus on equipping employees with future-ready skills, ensuring that they are aligned with both the company's goals and their own career ambitions. SGIPL also prioritizes creating industry-friendly generations by providing specialized training in manufacturing, which increases employability for underrepresented groups.



Saint-Gobain's commitment to gender diversity and inclusion is reflected in its DEI (Diversity, Equity, and Inclusion) vision. The company is focused on attracting, developing, and retaining a gender-diverse workforce by creating an inclusive culture that empowers women and builds role models for the future. Addressing the gender disparity in STEM fields, particularly in India, Saint-Gobain's initiatives aim to provide women with the necessary support, resources, and development programs to succeed in these fields, thereby fostering greater innovation and driving economic growth.

In conclusion, Saint-Gobain India's talent development strategy is rooted in its commitment to internal growth and empowerment. By focusing on nurturing talent from within and offering customized learning journeys, SGIPL ensures that its workforce is equipped to meet the challenges of an ever-changing business landscape. The company's focus on diversity, inclusion, and future-ready skills continues to drive its success, positioning it as a leader in the industry. Through its internal development programs and culture of trust, empowerment, and collaboration, SGIPL remains a model for other organizations in building a sustainable and thriving workforce.





Srinivasan Services Trust
(CSR arm of TVS Motor Company Ltd)

Transforming Rural Lives Through Learning and Development

At Srinivasan Services Trust (SST), learning is more than a developmental tool—it is a cornerstone of transformation, both within the organization and across the communities it serves. Recognizing that sustainable rural development begins with empowered individuals, SST has built a structured Learning and Development (L&D) ecosystem designed to enhance the competence of its field force and eliminate systemic inefficiencies. These initiatives are rooted in the organization's core belief: to serve rural communities with empathy, efficiency, and excellence.

The L&D journey at SST was designed not just to bridge functional skill gaps, but to inspire a behavioural shift across a dispersed workforce. Through an integrated approach that combines behavioural and technical training, employees are equipped not only to perform their roles more effectively but to innovate, adapt, and lead. This dual focus has opened a powerful path of “learning to learn,” enabling field employees to internalize SST's vision, align with its mission, and serve rural communities with renewed purpose.

Partnering with domain experts, SST launched a range of functional programs including SHG Concept and Bookkeeping, Participatory Rural Appraisal, Basics of Livestock, and Artificial Insemination training. These programs have improved field competencies, enhanced service delivery, and empowered employees to contribute more meaningfully to community development. Complementing this were behavioural programs like Aayirathil Oruvar, Sangamam, and Ondraga Naam, which cultivated leadership, psychological safety, and alignment with SST's values.

Enabling Women, Elevating Communities

The impact of these initiatives is perhaps most evident in SST's Self-Help Group (SHG) program, which spans over 5,000 groups and 60,000 women across Tamil Nadu, Karnataka, and Maharashtra. Through continuous evaluation and certified SHG evaluators trained in-house, SST has significantly strengthened group performance, financial literacy, and income generation capacity. As a result, access to credit has improved, and more women are now engaged in sustainable livelihoods. These economic gains have translated into enhanced self-confidence, social standing, and community influence for SHG members.



Nurturing Talent, Strengthening Culture

To ensure continuous growth and readiness for future roles, SST conducts annual Development Centres in partnership with third-party organizations. These assessments—offered in Tamil, Kannada, Telugu, and Marathi—enable employees to receive personalized feedback and create individual development plans. The availability of regional language tools and assessments ensures cultural and contextual relevance, strengthening participation and effectiveness.

Complementing formal programs are innovative platforms for peer learning and engagement. Initiatives like Learning Circles, Daily Aural voice notes, Learning Contests, and the Vizhuthugal magazine foster a vibrant culture of curiosity and collaboration. SST's Gurukulam Learning Management System further enhances learning through tailored paths, onboarding modules, and continuous assessments, making learning a daily practice across the organization.

Measurable Impact, Meaningful Change

The outcomes of SST's L&D transformation have been both tangible and intangible. The time to role-readiness for new employees has been reduced from nine months to three, and cross-deployment has become seamless. SHG health has dramatically improved, with the percentage of high-performing groups rising from 24% to 76% within 18 months. Income levels among livestock holders have risen across the organization's areas of operation, affirming the success of skill-building programs.

On the employee front, engagement levels have soared. The organization achieved an overall engagement score of 87%, outperforming the best-employer benchmark of 83%. Notably, 91% of employees agreed that SST provides appropriate training and development—exceeding the benchmark by 3%. Beyond numbers, SST has witnessed a visible shift in culture: leaders and future leaders alike have embraced a mindset of continuous learning, unlearning, and relearning. This openness has enriched team dynamics, deepened alignment with SST's philosophy, and enhanced the credibility of its work in the eyes of the communities it serves.

Learning as a Path to Sustainability

At its core, SST's L&D model reflects its unwavering commitment to people—its employees and the rural communities it empowers. By nurturing knowledge, fostering behavioural growth, and creating platforms for continuous development, SST has built more than a competent workforce—it has cultivated a community of changemakers. In doing so, it has reaffirmed that in the journey toward rural sustainability, learning is not just a tool for empowerment; it is the transformation itself.



The SHG initiative stands as a testament to the long-term impact of investing in people. Empowered with the tools to manage finances, access loans, and build enterprises, women have become central figures in their families' and villages' growth stories. This economic empowerment has been further reinforced by functional training programs and consistent behavioural mentoring, creating a cycle of learning and transformation that extends beyond the individual to the community.



Driving Strategic Impact Through Shared Services: TVS Motor's HR Transformation Journey

At TVS Motor Company, people are at the heart of progress. As we pursue our vision of becoming a global leader in responsible and sustainable mobility solutions, we understand that empowering our workforce is central to achieving this ambition. In 2023, we reimagined our HR service delivery by introducing a centralized HR Shared Services (HRSS) model—a transformation designed not just for operational excellence, but for an elevated employee experience.

The journey began with a fundamental shift: from a decentralized, manually-intensive system operating across eight locations to a unified, digital-first shared services framework based in

Hosur. This transformation, spanning April 2023 to October 2024, was built on four pillars—centralization, standardization, digitalization, and transformation. At its core was a singular goal: to enable our HR Business Partners (HRBPs) and Centres of Excellence (COEs) to focus on strategy and value creation, while HRSS efficiently managed transactional responsibilities.

What had once been a complex web of over 14,000 annual transactions, fragmented across locations and devoid of consistent workflows, was seamlessly brought together under one roof. In total, 40 critical HR processes were mapped, categorized, and transitioned into structured verticals. This effort was bolstered by the integration of advanced digital tools, including an AI-powered chatbot, automated workflows, and a cloud-based HR Information System (HRIS).

The results have been transformative. Employee onboarding, once heavily paper-based, has gone digital—with documentation requirements reduced from 18 to just 4 statutory essentials. The experience, measured through NPS, jumped from 7.0 in June 2023 to 9.2 by October 2024. Similarly, the time taken for Full & Final settlements was reduced from 18 days to just 5, while query response satisfaction (NPS) improved from 45 to 71.

Behind these metrics lies a deeper cultural shift: from reactive problem-solving to proactive service delivery. Through initiatives such as helpdesks, desktop procedures, structured governance, and employee

training, HRSS has built a platform of trust, transparency, and accountability. Monthly performance reports, shared with HRBPs and reviewed at Executive Committee meetings led by the CHRO, ensure that excellence is not only achieved—but sustained. This shift has also created tangible business impact. The migration to HRIS increased maintained data points from 15 to 58, with data accuracy rising to 100%. The Employee

Benefits process alone generated ₹67 lakhs in savings through thoughtful re-engineering. Simultaneously, HRSS strengthened compliance, conducting 10 external audits without a single non-conformity, and implementing 61 process standards aligned with IATF.

As HRSS continues to evolve, it remains anchored to a clear strategic direction: enabling a scalable, agile, and people-centric organization. The future roadmap includes expanding the shared services model across all Indian subsidiaries and global business units, standardizing processes across corporate, white-collar, and shop-floor employee segments. Real-time dashboards, policy digitization, and AI-led decision-making will further drive efficiency and insight-led planning.

Equally, HRSS will continue its commitment to employee empowerment—simplifying processes, enhancing onboarding, supporting career development, and fostering a culture of cross-skilling. The aim is not only to manage today's complexity, but to build a resilient and future-ready workforce equipped to lead tomorrow's transformation.

What began as a solution to a fragmented system has become a strategic enabler of growth. HRSS at TVS Motor is more than a support function—it is a symbol of what happens when innovation meets purpose, and when operations are reimagined to serve people better.

By placing people at the centre of every workflow, every system, and every decision, TVS Motor's HR Shared Services is not just driving efficiency—it is shaping a future where people and performance move forward, together.





At The Akshaya Patra Foundation (TAPF), nurturing human capital is as integral as nourishing the millions of children it serves. As an implementing partner of the **PM POSHAN Abhiyaan**, TAPF has scaled its operations to serve over **2.25 million** children across India. With this exponential growth, a committed, agile, and values-driven workforce has become essential to sustaining and expanding the organization's impact.

Guided by its mission to eliminate classroom hunger and inspired by its core values, TAPF has adopted a holistic approach to Learning and Development (L&D)—one that supports employees through every phase of their journey, from onboarding to leadership development.

Anchored in purpose and designed for both personal and professional growth, the foundation's L&D strategy is not merely about skilling but about cultivating a learning mindset that empowers individuals to become true catalysts of change.

At the heart of this transformation is Akshaya Shiksha—a structured initiative aimed at enabling employees to upskill, reskill, and cross-skill themselves through a wide array of learning pathways. Whether it's leadership development, technical upskilling, or value-driven onboarding, Akshaya Shiksha ensures that every employee's growth aligns with TAPF's mission.

Despite having a lean L&D team of just two members, the foundation supports over **9,000 employees**—fondly referred to as **"hunger warriors"**—through targeted interventions designed to strengthen competencies and operational efficiency. The initiative is built around key pillars: core value alignment, inclusive participation, collaborative knowledge sharing, and a dynamic mix of in-person and digital learning experiences. Engaging, energetic, and purposeful workshops make learning not only informative but also deeply immersive.

**LEARNING AND DEVELOPMENT
AT AKSHAYA PATRA**

**AKSHAYA
SHIKSHA**

Enable. Empower. Excel

Fostering career growth.

Eliminating inefficiencies.

Delivering impact.

Holistic approach to guide employees from **onboarding to leadership development, values alignment, professional and personal growth and on-the-job learning.**

Empowering Career Growth within and beyond Akshaya Patra



Leadership development is a strategic priority. TAPF's Leadership Quest initiative grooms the top 100 leaders who are entrusted with driving the foundation's vision forward. Through models like **"Leaders as Teachers"** and **"High-Potential Leaders as Mentors,"** the organization encourages a cascading culture of leadership where wisdom is shared, not stored. Senior leaders actively contribute to the onboarding process, instilling a sense of purpose from day one. This top-down involvement underscores the seriousness with which TAPF views cultural and value alignment.

In parallel, technical and soft skills development is achieved through a dual approach— external partnerships with universities and industry experts, and internal programs that blend classroom and on-the-job learning. The balance between proactive and reactive learning ensures that employees are not only prepared for today's challenges but are also equipped for tomorrow's possibilities.

At TAPF, learning is more than a function—it is a culture. One that celebrates curiosity, nurtures potential, and recognizes that the journey of nourishing young minds begins with empowering the hearts and hands behind the mission. Through Akshaya Shiksha, the foundation continues to sow seeds of knowledge and purpose, ensuring that every employee grows not just with the organization, but for it.

**AKSHAYA SHIKSHA IS
COMMITTED TO
CULTIVATING A LEARNING
MINDSET THAT DRIVES
CAREER GROWTH AND
DELIVERS RESULT-ORIENTED
OUTCOMES.**



AKSHAYA SHIKSHA Mission

Provide employees a platform to upskill, reskill and cross skill themselves through self-development, leadership and niche learning programme.



AKSHAYA SHIKSHA Vision

Enable and empower our employees to become catalysts to reach Akshaya Patra's Vision.



27TH National Conference

HR STARTUP





THE SPIRIT OF ATHMICK

A pioneering force in AI-driven talent acquisition, Athmick.ai is redefining the recruitment landscape through a robust, human-like, and adaptive hiring platform. Anchored in the belief that intelligent, scalable solutions can transform workforce strategies, Athmick is built around cutting-edge cognitive AI and real-time decision-making systems. With a focus on speed, efficiency, and fairness, Athmick empowers organizations to identify and hire top talent—across roles and industries—within just 24 hours.

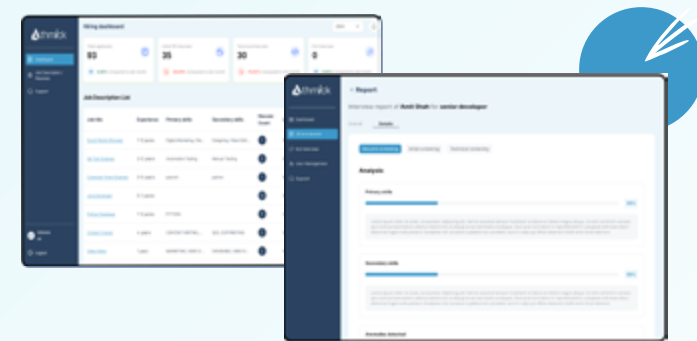
From the very beginning, Athmick's vision has been rooted in creating a smarter and more inclusive hiring future. The approach, technology, and internal culture are guided by four foundational principles. At the heart of Athmick's philosophy is the belief in crafting candidate-centric experiences that prioritize empathy, accessibility, and engagement. The system is designed not merely to assess but to interact in ways that mirror human understanding. Agility and adaptability form the second pillar, speed and dynamic evolution are deeply embedded in the way the AI functions, enabling it to respond in real-time to various hiring needs. The third cornerstone is a commitment to bias-free, data-driven decision-making. Athmick ensures that every assessment is structured and fair, using AI-driven analytics to eliminate unconscious bias from the hiring process. Lastly, scalable intelligence powers the entire framework. The platform is built to autonomously support high-volume hiring across diverse domains and geographies, enabling processes that are up to 500 times faster than conventional methods.



What sets Athmick apart is its ability to replicate a human-like hiring experience while ensuring full automation. The interactions led by the avatar are engaging and intuitive, offering candidates an experience that feels personalized and conversational, rather than robotic. At the same time, the system requires no manual intervention. From candidate screening to interview, evaluation, and even initial decision-making, everything is executed by the AI. This zero-touch process is not only efficient but also ensures that outcomes are rooted in structured, unbiased data rather than subjective judgment. Unlike many platforms that are designed for specific domains or skill sets, Athmick's cross-domain capability allows it to be used across a vast spectrum of job roles, industries, and experience levels, making it truly versatile.

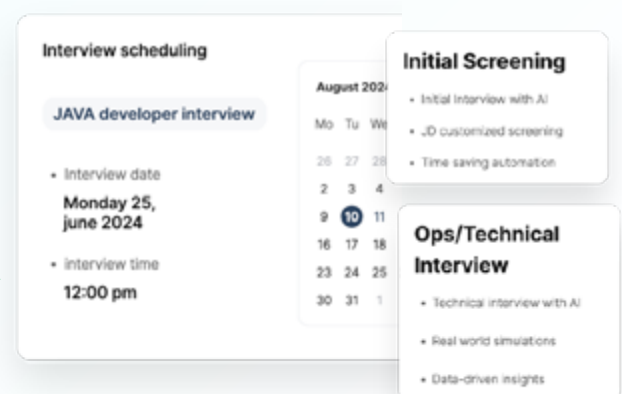
The business impact of implementing Athmick has been substantial. Organizations have reported up to 50% savings in both operational and external hiring costs. The time taken to hire has decreased by more than 80%, with some companies managing to close positions within just a day. Perhaps most importantly, the candidate experience has been elevated to a new standard. Interviews can be taken from anywhere, at any time, on any device leading to increased candidate engagement, fewer dropouts, and stronger employer branding.

With a US Provisional Patent already filed, Athmick is poised not just as a hiring tool, but as a breakthrough in intelligent recruitment. It goes far beyond simple automation, this is a system that thinks, learns, and adapts. It evaluates candidates holistically and allows organizations to make better hiring decisions at scale. At its core, Athmick represents a commitment to fairness, innovation, and the continuous evolution of human potential. The future of recruitment is here and it's driven by Athmick.ai.



Athmick has designed an ecosystem that adapts fluidly to the unique hiring needs of both startups and large enterprises. Whether the goal is to fill entry-level positions quickly or evaluate highly skilled candidates for specialized roles, the system delivers consistent performance. One of the platform's standout features is the use of avatar-based, AI-conducted video interviews. These are powered by Athmiya, the AI hiring agent, who brings a human-like interface to a deeply intelligent and automated system. The avatar doesn't just ask pre-set questions, rather it engages in multi-stage interviews that include HR, technical, and domain-specific evaluations, all in one seamless flow.

The interaction is dynamic, evolving in real-time based on the candidate's responses. This allows Athmick to deeply assess both the technical competence and cultural fit of each individual. The platform is also available 24/7 and is built to integrate effortlessly with applicant tracking systems (ATS), making it enterprise-ready and scalable across large organizations. Recruiters and HR teams no longer need to struggle with scheduling conflicts, repetitive screening rounds, or inconsistent assessments, Athmick handles it all, autonomously.





The Next-Gen Professional Networking Platform



The Global HR Community (GHRC) is more than just a networking platform, it is a vibrant, future-forward movement that brings together professionals across the spectrum of People Management. From HR leaders and business executives to entrepreneurs, academics, and students, GHRC serves as a unified global stage for collective growth, innovation, and transformation in the HR domain. In an era shaped by AI and digital transformation, GHRC is reimagining the way human potential is understood, nurtured, and celebrated. It fosters a next-generation professional ecosystem built on five interconnected pillars of advancement: discovery, connection, learning, growth, and contribution.

GHRC offers its members a gateway to explore the latest in HR and People Management. With access to a curated repository of research papers, whitepapers, and over 60 professional assessments, members can benchmark their competencies, gain cutting-edge insights, and craft tailored development pathways. The platform's unique Signature Profile feature enables professionals to highlight their domain expertise and build a distinctive presence within the community.

At its heart, GHRC is a people-powered network. With a global membership base of over 1,800 professionals, the platform thrives on diversity and cross-sector collaboration. Members actively engage in more than 30 specialized groups focused on niche domains, fostering in-depth discussions, mentorship, and thought leadership. Events such as networking meetups, panel discussions, and forums further enhance peer learning and create lasting professional relationships.

In today's dynamic world of work, upskilling is not just a priority—it's a necessity. GHRC provides its members with access to an expansive digital learning library featuring over 150,000 courses across 1,800+ skill areas. Complemented by expert-led webinars, interactive workshops, and certifications, the platform ensures its members remain competitive and informed. The robust content hub comprising articles, insights, and research, keeps members aligned with industry evolution and best practices.

Whether seeking a new role or greater influence, GHRC equips professionals with the resources and visibility to excel. The platform features over 250 HR-centric job opportunities, exclusive career forums, and di-



rect access to recruiters and industry leaders. Members are encouraged to showcase their accomplishments, initiatives, and thought leadership, enhancing their professional brand and credibility in a highly competitive landscape.

GHRC believes in giving back to the community and shaping the future of the HR profession. Members actively participate in real-world, impact-driven initiatives, including industry hackathons, collaborative research, and social development projects. By sharing knowledge and fostering innovation, GHRC members drive systemic change and inspire the next generation of HR leaders.

Beyond learning and networking, GHRC celebrates its members and their journeys. The platform hosts regular webinars, orientations, talk shows, and conferences to foster engagement and dialogue. Member achievements are recognized through features such as the "Star Member of the Month" and "Know Your Member" series. Additionally, GHRC offers an inclusive directory listing and partnership spotlight section to enhance visibility and enable collaboration across domains.

With its mission to unify, uplift, and future-proof the global HR ecosystem, GHRC stands as a beacon of progressive professional development. It continues to redefine what it means to belong to a global community, where every member is both a learner and a leader, and every connection is a step toward shared success.





The All-in-One Employee Well-being Platform for Modern Workplaces

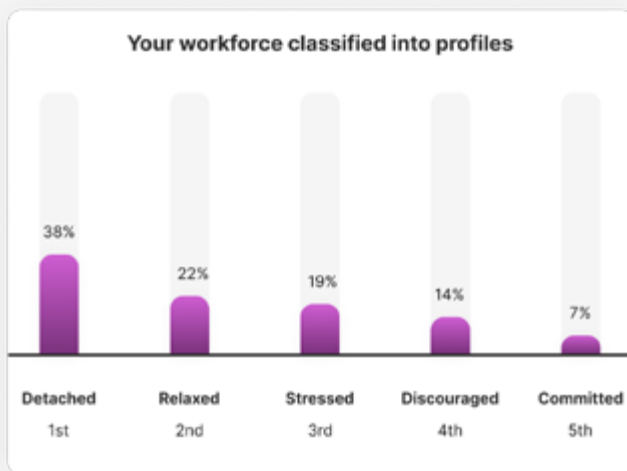
Ekaant is a purpose-driven B2B mental health platform that champions emotional resilience, stress management, and holistic well-being in today's evolving work environments. Designed to meet the demands of hybrid and remote work models, Ekaant brings together cutting-edge technology, personalized wellness programs, and expert-led support to empower employees and enhance organizational performance. As the conversation around mental health becomes increasingly urgent, Ekaant offers a future-ready solution that balances care, confidentiality, and convenience.

Today's workforce is grappling with an escalating mental health crisis, which has serious implications for individual well-being and organizational outcomes. Chronic stress and burnout are on the rise, fueled by increasing workloads and the erosion of work-life boundaries. High-pressure environments have contributed to growing cases of workplace anxiety and depression, while hybrid work setups often lead to feelings of isolation and disconnection. Constant digital demands create cognitive overload and decision fatigue, compromising focus and performance. In many cases, presenteeism and absenteeism, either being mentally disengaged at work or missing work altogether—are linked to stress-related conditions. Compounding these issues is the persistent stigma surrounding mental health, which prevents many employees from seeking the help they need.



their mental health journeys. By addressing burnout and stress at their roots, companies see improved productivity, greater employee retention, and a more loyal workforce. Ekaant also fosters psychological safety by encouraging open, stigma-free conversations around mental health, creating an inclusive and supportive environment. Trusted by over 6,000 employees from leading organizations such as DeHaat, Master's Union, Blueleaf Energy, LambdaTest, and Signature Global, Ekaant has become a go-to solution for companies committed to building healthier workplaces.

From increased productivity and employee engagement to reduced burnout and turnover, Ekaant delivers tangible value for organizations. Its data-driven insights enable HR leaders to make informed decisions about employee well-being strategies, ensuring proactive, people-first policies. By partnering with Ekaant, organizations can reimagine their work culture—one where emotional wellness is not just supported, but celebrated.



Ekaant addresses these challenges through a holistic, evidence-based approach tailored to the modern workplace. Its core offering includes 1-on-1 consultations with licensed psychologists, providing employees with access to confidential, personalized care for managing stress, anxiety, and emotional challenges. The platform also features 24/7 AI-powered coaching and a WhatsApp-based Employee Assistance Program (EAP), making mental health support instantly accessible and reducing barriers to care. In addition, Ekaant delivers customized wellness programs and self-care tools designed to build emotional resilience and support work-life balance. Employees benefit from regular mood check-ins that provide valuable insights into emotional health, while HR leaders gain data-driven analytics to monitor well-being trends within the organization. Ekaant further enhances workplace culture through in-person office events and wellness workshops that promote mindfulness, collaboration, and team bonding.

The impact of Ekaant's approach is both measurable and meaningful. Organizations leveraging the platform report four times higher engagement compared to traditional EAPs, as employees actively participate in





YOUR FRIENDLY AI ASSISTANT

Experience the future of Employee Engagement with **LurnyBot**

LurnyBot is a multilingual, AI-driven learning assistant purpose-built to revolutionize enterprise learning by offering instant, contextual access to company-specific information. Designed to reduce time spent searching for critical resources, LurnyBot empowers employees with accurate and real-time answers related to corporate policies, procedures, and product knowledge. By streamlining information access, it delivers a seamless and efficient learning experience tailored to modern workplace demands.

Trained on an organization's internal knowledge base, LurnyBot offers customized learning journeys through role-based content delivery, compliance training, and onboarding support. It ensures that employees receive relevant and personalized guidance based on their job roles and business units. Its multilingual capabilities are especially valuable in global enterprises, enabling team members from diverse linguistic backgrounds to access learning materials in their preferred language, promoting inclusivity, improved comprehension, and equitable learning outcomes across regions.

LurnyBot is available 24/7, acting as an always-on knowledge companion. Employees can easily retrieve standard operating procedures (SOPs), HR policies, training documentation, and other vital resources whenever they need them. This on-demand accessibility supports continuous learning while removing traditional barriers to information access. Moreover, the AI-powered analytics embedded within Lurny-

Bot provide learning and development (L&D) teams with actionable insights into employee engagement, knowledge gaps, and training effectiveness, allowing them to make informed decisions and enhance overall learning strategies.

By automating knowledge retrieval and delivering consistent, language-adaptive learning experiences, LurnyBot significantly accelerates employee upskilling, enhances knowledge retention, and improves overall workforce productivity. For forward-thinking enterprises seeking to build an intelligent, multilingual, and efficient learning ecosystem, LurnyBot presents the ideal solution for smarter workforce development and sustained organizational growth.





TALENTSPOTIFY

TalentSpotify is a B2B SaaS platform designed to transform how organizations manage performance and engage employees. With a vision to create workplaces where performance reviews are fair, transparent, and motivating, TalentSpotify leverages AI and behavioral science to reimagine traditional appraisal systems. The platform's mission is to help organizations modernize their performance reviews, rewards, and recognition frameworks, ensuring a motivated and high-performing workforce.



At the heart of TalentSpotify's core offerings is AI-powered OKR (Objectives and Key Results) Management, which allows organizations to set clear goals, track progress, and predict outcomes with greater precision. Employees can define their own objectives and monitor their progress, fostering ownership and alignment with business goals. Complementing this is the Agile Task Management feature, which supports seamless execution and collaboration within teams. Managers can assign tasks and track deliverables efficiently, improving overall productivity.

To further drive engagement, TalentSpotify incorporates Gamified Rewards and Recognition. This system awards employees with points for achieving objectives, which can be redeemed for both monetary and non-monetary incentives. Such recognition mechanisms not only boost motivation but also foster a culture of appreciation. The platform also includes a comprehensive Review and Feedback module that promotes continuous learning. Employees receive actionable insights on their competencies, while managers are empowered to provide behavioral feedback and public recognition.

Beyond its technology stack, TalentSpotify offers expert Consulting Services to support OKR implementation, behavioral audits, and personalized employee coaching. These services help organizations optimize their performance management practices and create environments that inspire growth and positivity.

One of TalentSpotify's strongest capabilities lies in its seamless integration with widely used HRMS and business applications. For instance, integration with Salesforce allows the tracking of critical sales KPIs such as quotas and customer satisfaction, while JIRA integration supports project KPIs like issue resolution time and code quality. Google Sheets integration ensures flexibility by enabling the tracking of metrics across marketing, finance, and operations. These integrations streamline data collection, enhance visibility into performance, and align employee objectives with organizational outcomes, leading to informed decision-making and strategic alignment.

The platform's unique value proposition lies in its holistic approach, combining performance management with real-time recognition and employee development. Features like AI-powered bias detection ensure fairness in reviews by flagging potential biases to HR teams. A feed-forward approach shifts the focus from traditional feedback to developmental planning, helping employees grow and improve continuously. The integrated reward points system reinforces positive behaviors by offering tangible incentives for achievements.

A key innovation of TalentSpotify is its application of AI and behavioral science to foster transparency and trust. This innovation translates into higher engagement and satisfaction among employees. Organizations benefit from reduced turnover, increased motivation, and enhanced opportunities for growth. The platform's scalability makes it ideal for both SMBs and large enterprises.

Revolutionizing Performance Management & Employee Engagement

TalentSpotify addresses several modern workplace challenges. Subjective evaluations are mitigated through AI bias detection. Attrition is tackled through gamified recognition that keeps employees engaged. Low motivation is countered by feed-forward strategies and personalized development plans. Additionally, the platform has adapted to the complexities of remote work, providing effective tools to evaluate and manage performance in distributed teams.

Looking ahead, TalentSpotify's future roadmap includes global expansion and the integration of advanced machine learning algorithms for deeper personalization and predictive analytics. Plans are also in place to introduce employee and team SWOT analyses to give managers a granular understanding of team dynamics and strengths. A flexible subscription model (per employee per month) is in the works to make the platform more accessible to smaller businesses. Furthermore, TalentSpotify aims to build communities around OKR practices by collaborating with OKR coaches and facilitating shared learning environments among customers.

With an ambitious growth strategy, TalentSpotify is not just redefining how performance is managed, it's helping shape the future of workplace culture. By introducing scalable, inclusive, and scientifically grounded tools, the company is setting new industry standards for employee engagement and organizational success.



In conclusion, TalentSpotify offers a dynamic and forward-thinking solution for organizations seeking to revolutionize their approach to performance management. Through its integration of AI, behavioral science, and gamified experiences, it provides fair, transparent, and motivating review processes. Its scalability, innovation, and real-world impact make it a powerful ally in building empowered, high-performing teams across industries.



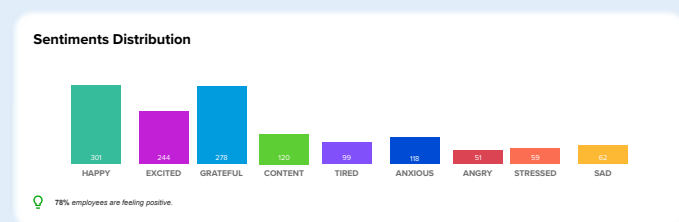


In today's fast-evolving business environment, employee experience has emerged as a key differentiator for organizations striving to build resilient and high-performing teams. However, many still grapple with persistent challenges—ranging from disengagement and fragmented HR tools to ineffective internal communication. These issues often translate into low morale, rising attrition, and declining productivity. Uniify was born out of a mission to close the gap between employee expectations and organizational offerings. With a unified, mobile-first, and AI-powered approach, Uniify has redefined the modern workplace and was proudly recognized as the **People's Choice for Best HR Startup at the NHRDN HR Showcase 2025**.

Across industries, HR leaders continue to encounter systemic obstacles that hinder meaningful engagement and employee well-being. Traditional systems often lack personalization, causing employees to feel disconnected and undervalued. Fragmented platforms for wellness, engagement, and communication lead to poor adoption and limited impact. Moreover, most web-based tools feel transactional and administrative, rather than intuitive and employee-centric. Compounding this is the scarcity of actionable insights—leaving HR teams unable to make data-informed decisions that truly elevate the employee experience. Consequently, organizations are left struggling to build cultures of connection, motivation, and performance.

Uniify provides a comprehensive solution to these challenges through its pioneering, data-driven platform that integrates engagement, wellness, and internal communication into one seamless experience. The platform leverages artificial intelligence to offer HR leaders a holistic understanding of workforce dynamics, enabling smarter, proactive interventions. Uniify transforms engagement through gamified experiences—using interactive challenges, leaderboards, and recognition systems to inspire employees and encourage peer appreciation. These tools are backed by AI-powered insights that allow HR professionals to design personalized engagement journeys that resonate with individuals across teams.

To support employee well-being, Uniify introduces daily activity tracking, step challenges, and intelligent nudges that encourage physical and mental health practices. The platform's AI-based wellness analytics can forecast trends such as burnout and absenteeism, equipping leaders to act before issues escalate. Internal communication is also reimaged through real-time, AI-curated announcements, pulse surveys, and feedback loops, ensuring alignment and fostering a transparent, two-way dialogue between employees and leadership. Personalized content delivery further enhances message relevance and connection.



Uniify's advanced capabilities do not stop at experience delivery—they extend to insight generation. Real-time sentiment analysis and engagement dashboards allow organizations to measure morale, monitor progress, and continuously optimize strategy. The platform's mobile-first design ensures high adoption with an intuitive user experience, while

AI-powered Employee Experience Platform Revolutionizing the Workplace Experience



features such as peer recognition, interest-based communities, goal setting, 360-degree feedback, and idea management promote collaboration, innovation, and growth. Together, these components create an environment where employees feel empowered, motivated, and part of a larger mission.

The platform's impact is already evident. One organization, after launching Uniify's gamified wellness challenges, witnessed a 35% surge in participation rates. By encouraging healthy competition and celebrating top performers, the initiative not only boosted engagement and wellness adoption but also strengthened inter-team relationships and elevated productivity. With the help of real-time analytics and intelligent nudges, HR teams were able to monitor engagement patterns and tailor future programs for sustained impact.

The return on investment with Uniify is clear. Organizations that deploy the platform report a 33% increase in employee engagement through AI-driven personalization, a 25% reduction in turnover due to predictive risk identification, and a twofold improvement in internal communication effectiveness. More than just a technology solution, Uniify represents a strategic investment in workplace culture—a culture where employees feel truly seen, supported, and inspired to contribute their best.

At a time when forward-thinking organizations are seeking to reshape the employee experience and enhance business performance, Uniify offers a transformational path forward. Built for the needs of today and the ambitions of tomorrow, Uniify delivers all the essential elements of a future-ready workforce—engagement, well-being, communication, and intelligent analytics—within a single, elegant mobile platform. As the future of work unfolds, Uniify stands as a trailblazer, redefining what it means to create thriving, people-first workplaces.





Neusort

In a hiring landscape where remote assessments are increasingly vulnerable to dishonest practices and superficial evaluations, Neusort emerges as a next-generation tech assessment platform built to restore trust and rigor in the talent acquisition process. Designed to be both cheat-proof and skill-centric, Neusort empowers organizations to evaluate technical candidates based on real-world capabilities rather than easily manipulated test results.

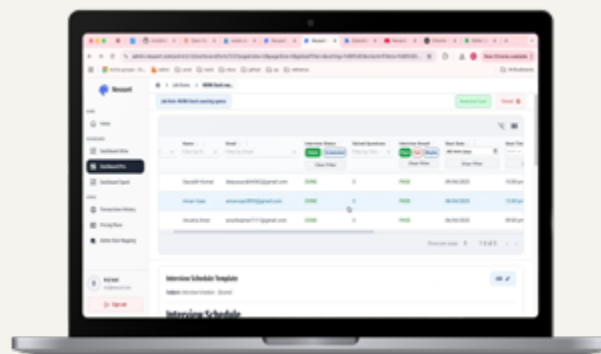
What sets Neusort apart is its proprietary, controlled simulation environment that mirrors actual development workflows. Moving beyond generic algorithmic challenges, the platform embeds candidates within complex, codebase-driven scenarios that require contextual problem-solving and deep technical understanding. This makes plagiarism virtually impossible and ensures that only genuinely skilled individuals advance through the process.

Central to the platform is its AI-powered assessment engine, which integrates computer vision systems to detect and deter cheating in real time. This innovation provides a robust layer of security while enhancing the overall quality of evaluation. In addition, customizable workflows and intelligent analytics allow hiring teams to gain deeper insight into candidate performance, not just in terms of outcomes but in how those outcomes are achieved.

For tech recruiters—particularly in high-stakes markets like the GCC—Neusort offers a rare combination of integrity, scalability, and precision. It enables faster, fairer, and more confident hiring decisions, equipping companies to build high-quality engineering teams in a highly competitive global environment.

By aligning cutting-edge assessment science with hiring integrity, Neusort is not merely a tool—it is a strategic ally in shaping the future of trustworthy, skills-first recruitment.

Engineering Integrity in Tech Hiring





Simplifying Skill-Based Hiring with Intelligent Assessments.

In a rapidly evolving talent landscape, Equip positions itself as a powerful ally for organizations seeking to streamline their hiring process through structured, scalable, and skills-first evaluation. Built as an online skill assessment platform, Equip enables recruiters to move beyond traditional resumes and uncover true candidate potential through customized, automated testing. The platform supports a diverse range of assessment formats, including quizzes, programming challenges, psychometric evaluations, and video-based responses—allowing employers to measure both technical proficiency and soft skills in one integrated workflow. Recruiters can draw from Equip's comprehensive question libraries or build tailored assessments aligned with role-specific competencies.

To ensure fairness and credibility, Equip incorporates AI-enabled proctoring, which continuously monitors candidate activity during assessments. This commitment to test integrity is further supported by automated scoring and deep analytics, helping hiring teams make data-driven decisions at speed. One of Equip's standout features is its semantic resume screening tool, which intelligently matches candidate profiles with job requirements—significantly reducing time-to-hire and enhancing quality of shortlist. With a user-friendly interface and modular design, Equip empowers organizations to assess talent holistically, reduce hiring bias, and accelerate recruitment outcomes. By combining automation, AI, and customization, Equip is redefining how organizations identify, evaluate, and onboard the right talent—efficiently and effectively.

NAME	STARTED	FINISHED	TEST SCORES	OVERALL SCORE
John Doe	4 Jan, 2:02 PM	4 Jan, 3:48 PM	React: 20% Python: 100%	66%
Jennifer Lopez	15 Jan, 3:03 PM	15 Jan, 4:01 PM	React: 20% Python: 100%	66%
Jeffrey Moore	15 Jan, 5:16 PM	15 Jan, 5:52 AM	React: 20% Python: 100%	62.5%

Submitted Code (JavaScript)

```
function findLongest(str, index) {
  if (str.length === 0) {
    return str;
  } else {
    return str;
  }
}
```

Results

5 Total Testcases, 5 Successful Testcases

Input	Expected Output	Output
10	10	10
12	12	12
21	22	22
22	22	22
22	33	33
33	33	33





BUILDING WINNING WORKPLACES THROUGH COMPREHENSIVE HR AUTOMATION

247HRM is a holistic human resource management platform designed to meet the end-to-end needs of modern organizations across industries. With over 350 active clients spanning sectors such as automotive, healthcare, retail, IT, and education, the platform integrates HR strategy and operations through a single, intelligent interface that transforms workplace culture and operational efficiency.

From onboarding to exit, 247HRM offers a unified suite of over 100 features covering employee lifecycle management, payroll and compliance, attendance tracking, learning and performance management, and workforce well-being. The platform stands out with its ability to mirror complex organizational policies through flexible workflows, enabling tailored configurations across leave, appraisal, and approval processes. Real-time dashboards for CXOs, HR leaders, and supervisors provide instant access to people metrics, empowering data-driven decision-making at every level.

A key differentiator is its focus on experience-driven HR. 247HRM incorporates social dashboards, employee recognition tools, wellness tracking, and even birthday and anniversary engagements—bringing together technology and empathy in the workplace. The platform's learning management module supports customized content, trainer tracking, assessments, and analytics, while its performance engine supports 360-degree reviews, bottom-up goal setting, and digital action planning.

In the area of workforce well-being, 247HRM enables organizations to run multilingual, anonymous surveys with rich visual analysis—measuring physical, emotional, psychological, and social dimensions. These insights are then translated into real-time action plans using built-in modules, enabling HR teams to design and monitor targeted cultural interventions. With mobile accessibility, AI-enabled features, geotagged



attendance, tax declaration workflows, and seamless integration capabilities, 247HRM positions itself not just as a software solution but as a strategic partner in building scalable, inclusive, and high-performing workplaces.



LEGALCARE™

Let's Make Legal Simple

LegalCare is India's first integrated legal wellbeing platform built exclusively to address the often-overlooked personal legal challenges employees face—challenges that quietly affect focus, attendance, and long-term engagement. While workplaces have made strides in addressing physical, mental, and financial wellness, legal stress remains a silent disruptor. From fraud and inheritance disputes to landlord issues and online threats, these personal legal battles can deeply affect an employee's presence and productivity, often without their organization ever realizing it.

At its core, LegalCare offers employees secure, on-demand access to verified legal experts across civil, criminal, family, and consumer domains. Employees can consult online or in person, knowing they are supported by professionals they can trust. Beyond reactive support, the platform emphasizes preventive education through workshops, webinars, and literacy sessions tailored to real-life scenarios—covering areas such as tenant rights, cyber safety, and family law—thus equipping individuals with the confidence to handle legal complexity before it escalates.

What sets LegalCare apart is its commitment to workplace-specific legal enablement. Through an AI-powered legal assistant trained on company HR and legal policies, employees can privately resolve questions around data privacy, contracts, POSH, and more—without waiting on internal teams. Complementing this is a suite of customized trainings and e-learning modules designed to upskill employees on labor laws, corporate governance, GST, and regulatory expectations, all contextualized for their unique organizational needs.

For HR leaders, LegalCare represents more than a wellness solution—it is a strategic enabler. By addressing legal stress at its root, the platform improves employee focus, strengthens trust in the organization, and reduces downstream issues like absenteeism or escalations. LegalCare fosters a culture where employees feel supported in all dimensions of life, creating an environment of psychological safety and belonging. In a world where the boundaries between personal and professional challenges are increasingly blurred, LegalCare steps in with clarity, empathy, and legal empowerment.





27TH National Conference

Academic Practices





SOUNDARYA
INSTITUTE OF
MANAGEMENT AND
SCIENCE

Soundarya Institute of Management & Science (SIMS), under the aegis of Soundarya Educational Trust, is redefining how institutions approach talent readiness in higher education.

Situated in Bengaluru, SIMS has emerged as a hub for technologically relevant and industry-responsive education. Through an academic philosophy rooted in relevance and rigor, the institute positions its students not just as degree holders, but as competent professionals ready to engage with contemporary challenges.

Central to SIMS's developmental model is its integration of industry engagement within the learning framework. The institution's academic strategy is built around ongoing collaboration with domain experts from emerging sectors such as artificial intelligence, Internet of Things (IoT), data analytics, and cloud computing. This co-designed approach enables the curriculum to remain agile and future-focused. Students gain access to applied skills that reflect the expectations of employers and the pace of technological change.

Among the institute's standout initiatives is its hands-on project ecosystem, which fosters experiential learning from day one.

A key example is the **Naked Drone Surveillance** project—an ambitious cross-disciplinary venture that combines AI, sensor technology, and automation. Designed to tackle efficiency in agricultural surveillance, this project is representative of how SIMS turns abstract knowledge into practical innovation.

Such initiatives build in students a mindset oriented toward real-world problem-solving.



The institution also runs an array of structured certificate programs aimed at deepening technical fluency. These include specialized tracks in **Python for Data Science, IoT Application Development, AWS Cloud Engineering, and MongoDB Tools & Techniques.**

By aligning these certifications with project requirements, SIMS enables learners to directly apply new competencies in active, solution-driven environments. This strengthens not just employability, but confidence in execution.

SIMS's commitment to applied learning extends to its HR-oriented academic model—where skill-building is not treated as ancillary, but as a core educational outcome. The emphasis on collaborative projects, tech-enabled tools, and domain-relevant coursework has created a culture of innovation and initiative among students. Rather than being passive recipients of instruction, learners are empowered as co-creators of impact.

In an era where academic institutions are being called upon to deliver both academic excellence and workforce preparedness, SIMS offers a compelling blueprint. Its approach reflects a shift from rote education to adaptive capability-building—ensuring that students are equipped not only with knowledge, but with the agility, creativity, and precision required in a transforming global economy.



Indus Business Academy (IBA) in Bengaluru has established itself as a forward-thinking institution in management education by embedding innovation into both its pedagogy and people-development strategies.

With a clear focus on transforming learning into a real-time experience, IBA integrates modern HR practices into its academic framework to produce graduates who are not only academically sound but also strategically adept.

A defining feature of IBA's academic approach is the incorporation of the **Competitive Strategy Game**—a globally recognized simulation developed at UC Berkeley—within its Microeconomics curriculum. This intervention marks a shift from theory-heavy instruction to immersive, applied learning. Students engage with dynamic business scenarios, requiring them to make strategic choices around pricing, production, and market competition. In doing so, they develop key competencies such as analytical reasoning, decision-making under uncertainty, and collaborative problem-solving.

What sets IBA apart is its ability to measure the direct educational impact of such initiatives. The simulation contributes to 20% of the overall course evaluation and has consistently delivered superior learning outcomes compared to traditional assessments. During the 2021–22 academic year, the simulation approach achieved an 88% attainment rate, outperforming the 78% recorded through conventional exams. A similar pattern was observed in 2022–23, with experiential evaluation outperforming standard tests by a significant margin. This data-driven validation reinforces the effectiveness of gamified, strategy-based learning within IBA's academic HR model.

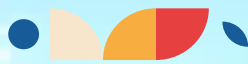
The program's design, under the guidance of experienced faculty such as Prof. Prashant Kulkarni, mirrors real-world corporate structures. Students operate in small, cross-functional teams, enabling peer-to-



peer learning and replicating the dynamics of contemporary workplaces. Structured feedback loops, periodic rankings, and performance reviews are embedded into the simulation, cultivating a learning culture built on transparency, accountability, and continuous enhancement.

At the core of IBA's philosophy is a belief in learning by doing—where education is not simply delivered but experienced. The Competitive Strategy Game exemplifies this belief, serving as more than just a classroom activity; it is a comprehensive HR intervention that prepares students to lead with insight, agility, and confidence. By aligning academic rigor with experiential depth, IBA demonstrates how strategic HR practices can redefine business education and create future-ready professionals who thrive in uncertainty.





Global Academy of Technology (GAT) in Bengaluru has emerged as a model for how academic institutions can integrate sustainability into their core human resource practices. Recognizing the growing urgency of climate action and ecological responsibility, GAT has aligned its institutional ethos with the *United Nations' 2030 Agenda for Sustainable Development*.

Its HR philosophy reflects this commitment—not as a peripheral concern, but as a guiding principle in fostering a conscientious, inclusive, and engaged campus community.

At the heart of GAT's people-centric sustainability strategy is the cultivation of a *"Green Culture."* This initiative reimagines HR not only as a function of talent development but as a catalyst for behavior change and environmental stewardship. Faculty, staff, and students are empowered to contribute to resource conservation, energy efficiency, and waste minimization through everyday practices. These values are embedded into campus operations, creating a culture where sustainability is lived, not just taught.

Key to the initiative's effectiveness are structured mechanisms such as regular Green and Energy Audits, which serve as feedback loops to track progress and identify opportunities for improvement. The campus itself is a vibrant manifestation of these values—with over 100 plant species enriching biodiversity and 150 kW of installed solar capacity reducing dependency on conventional energy. Sustainability training sessions for

faculty and staff ensure that knowledge and practices are consistently updated, reinforcing GAT's commitment to collective responsibility and continuous improvement.

GAT's vision extends beyond its campus walls. Its HR-driven outreach includes collaborations with the surrounding community to promote sustainable living practices such as food hygiene, rainwater harvesting, and responsible resource management. These partnerships underscore the institution's belief that education is not confined to classrooms—it must ripple outward to uplift and transform communities.

By embedding environmental, social, and governance (ESG) principles into its HR framework, GAT sets a compelling example for educational institutions navigating the intersection of academic excellence and social responsibility. The result is a vibrant ecosystem where staff and students are not only professionally empowered but also socially conscious, actively contributing to a sustainable and equitable future.





B. N. M. Institute of Technology

An Autonomous Institution under VTU. Approved by AICTE.



B.N.M. Institute of Technology (BNMIT), an autonomous institution affiliated with VTU, has earned distinction for its holistic approach to education—one that blends academic excellence with forward-thinking human resource practices.

Guided by the values of character, courage, and competence, the institution has cultivated an environment that nurtures students into agile professionals equipped to navigate an evolving global landscape.

At the core of BNMIT's student development strategy is the Anvesh—an Induction Program, which establishes a foundation of curiosity and belonging from the outset. This initiative is more than an orientation; it sets the tone for students' personal journeys, encouraging self-discovery, social bonding, and institutional alignment. Complementing this, the Outbound Experiential Learning Program extends learning beyond traditional boundaries. Through real-world challenges and collaborative outdoor activities, students develop critical soft skills such as leadership, teamwork, and resilience—attributes that are essential in today's dynamic workforce.

Academic progression is anchored in a structured framework known as T5, TW5, WP5, which drives continuous upskilling through thematic training modules, interactive workshops, and real-time project implementation. BNMIT's state-of-the-art Engineering Exploratory Labs and Innovative Programming Labs provide students with platforms for applied learning, while embedded hackathons encourage agile thinking and inventive problem-solving. This synergy of theory and practice is further strengthened through industry-linked Centres of Excellence, positioning students at the intersection of academia and enterprise. Faculty development is a parallel priority. BNMIT's Leadership Development Program empowers educators with the tools, mindsets, and methodologies needed to effectively mentor and inspire. On the stu-



dent front, the Super 60 Program is a flagship initiative that identifies high-potential individuals and nurtures their growth through tailored mentoring, strategic exposure, and accelerated learning opportunities.

Acknowledging the importance of mental and emotional well-being, the Bloom Wellness Club offers a structured approach to fostering balance, mindfulness, and positive mental health. This emphasis on holistic development is echoed in the institution's vibrant network of Dynamic Student Clubs, which serve as incubators for creativity, collaboration, and leadership, encouraging students to explore their passions while honing essential soft skills.



BNMIT's integrated HR practices reflect a strategic vision—one that positions the institution not just as an academic center but as a talent incubator. By combining experiential learning, structured mentoring, and wellness-driven engagement, BNMIT offers a replicable model for academic institutions seeking to align educational outcomes with the demands of a rapidly changing world.



Chanakya University is redefining the contours of higher education through a bold fusion of innovation and tradition. Its pioneering approach to academic and human resource development is rooted in both contemporary methodologies and the enduring values of Indian Knowledge Systems (IKS), positioning the institution as a trailblazer in holistic education.

Central to Chanakya University's HR philosophy is the cultivation of problem-solving skills through experiential learning. Departing from the traditional reliance on case-based learning, the university empowers students to uncover real-world challenges, conduct primary research, and co-create solutions in collaboration with faculty. This reversed pedagogy—where students are given answers and must formulate the problem statements—sharpens critical thinking and nurtures a skill often lacking in the professional world: the ability to define problems with clarity and precision.

The university's Industry Practicum Model reimagines internships as collaborative engagements between students, faculty, and industry leaders. Small, agile teams are embedded within real business environments, working on tangible challenges under expert mentorship. This model not only enhances student employability but also builds enduring bridges between academia and industry, facilitating smoother transitions into professional careers.

Chanakya University's commitment to social responsibility is exemplified in its Conscious Entrepreneurship Framework, a unique initiative that integrates ethical leadership, societal impact, and sustainability into entrepreneurial development. Students are guided through stages of en-

trepreneurial maturity, from ideation to execution, with a core emphasis on purpose-driven innovation rather than profit-centric ventures.

A defining feature of the university is its ability to harmonize ancient Indian business philosophies with global best practices. By researching and integrating traditional principles such as trust, long-term relationship building, and dharmic leadership into its curriculum, Chanakya University offers students a rare blend of timeless wisdom and contemporary applicability.

The university's academic innovations and HR practices have gained recognition on international platforms, including conferences focused on Temple Management, Indian Knowledge Systems, and The Chanakya Philosophy. These forums underscore the institution's ability to anchor modern education in deeply rooted cultural values, creating a unique educational paradigm.

Chanakya University exemplifies how institutions can craft a forward-thinking HR ecosystem that is both globally relevant and culturally resonant. Its approach offers a compelling blueprint for educators seeking to develop agile, ethical, and socially responsible leaders of tomorrow.





The International School of Management Excellence (ISME) exemplifies how thoughtful human resource strategies can redefine academic experiences and outcomes. Committed to bridging the gap between conceptual education and practical execution, ISME has embedded a culture of learner-centric innovation within its institutional fabric. Through a balanced dual-strategy framework that empowers top-down leadership while valuing bottom-up insights, ISME has created a fertile ground where collaboration, adaptability, and excellence converge.

Among its most impactful initiatives is the Peer Prof Program—a structured peer-learning ecosystem designed to address academic challenges through mentorship. This initiative identifies students requiring academic reinforcement and connects them with senior peers who demonstrate both subject expertise and strong interpersonal skills. Far from a casual support system, the program includes rigorous mentor training to ensure high-quality engagement, emphasizing empathy, active listening, and problem-solving. These peer mentors are not only academic guides but also role models, developing their own leadership and communication capabilities in the process.

The Peer Prof model thrives on iterative refinement, using structured feedback and periodic assessments to enhance its effectiveness. It rein-

forces ISME's core belief that learning is most impactful when it is reciprocal—when teaching becomes a channel for deeper understanding and mentorship fosters personal growth on both sides. This initiative embodies ISME's broader vision of cultivating confident, resilient, and self-driven individuals who can thrive in complex, team-oriented environments.

ISME's HR philosophy extends beyond conventional faculty and student development programs. The institution promotes a collaborative atmosphere where faculty are encouraged to co-create curricula, pilot new learning methodologies, and contribute to institutional strategy. This bottom-up inclusivity ensures that innovation is not just imposed but organically nurtured, aligning faculty ownership with student success.

Through programs like Peer Prof and a wider ethos of co-creation, ISME illustrates how strategic HR interventions can create a sustainable model for academic excellence and human development. Its practices reflect a progressive shift in higher education—where mentorship, leadership, and empathy are as essential as subject mastery in preparing students for the demands of tomorrow's world.





Uniify

PEOPLE'S
CHOICE

HR Startup Award

At the 13th NHRD HR Showcase 2025

equip

RUNNER-UP

The Best HR Startup Award

At the 13th NHRD HR Showcase 2025

Neusort

WINNER

Best HR Startup

At the 13th NHRD HR Showcase 2025



NHRD
YOUTH CONCLAVE
EXCEL . EVOLVE . ENABLE
Bengaluru, 29 January 2025

Navigating Future of Skills for Workforce 4.0

NHRD BANGALORE CHAPTER PRESENTS

YOUTH CONCLAVE OF THE YEAR 2025!

The NHRD Youth Conclave 2025 is set to be the premier platform for young minds and future leaders to come together and explore the latest trends, challenges, and opportunities in navigating the future of skills for Workforce 4.0, also known as The Alpha Generation.

KEYNOTE SESSIONS

Engage in insightful keynote sessions led by industry leaders, exploring innovation, leadership, and transformative business strategies.

PANEL DISCUSSIONS

Join dynamic panel discussions featuring experts sharing diverse perspectives on current trends, challenges, and opportunities across industries.

WORKSHOP

Enhance your career with workshops on personal branding and resume building, designed to empower and elevate your professional journey.

CASE STUDY COMPETITION

Join **Samadhaan 1.0**, NHRDN's case study competition, and showcase your skills to win prizes and corporate recognition!

BIG DEBATE COMPETITION

Engage in the ultimate battle of ideas at the BIG Debate Competition, where logic, persuasion, and passion take center stage.

This conclave is not just an event but a launchpad for youth to dream, innovate, and take charge of their future!





On 29th January 2025, the National HRD Network (NHRD) Bangalore Chapter, in collaboration with B.N.M. Institute of Technology (BNMIT), hosted the much-awaited Youth Conclave 2025 – a day that brought together visionaries, educators, industry leaders, and the brightest young minds to reimagine and shape the Future of Work. With the theme “Navigating Future of Skills for Workforce 4.0,” the event was not just a gathering but a movement—one that ignited conversations, sparked ideas, and set the foundation for a talent-ready future.



Lighting the Spark: A Powerful Beginning

The day began with a high-voltage ice-breaker session, hosted by the energetic Anita Choudhry and Moumita Mahapatra from NHRD's Young Advisory Board. They sparked a compelling conversation: “What is HR really about?” and the audience responses set the tone—transformative, reflective, and inspiring.

The lamp lighting ceremony, a symbolic tradition, was performed by senior leaders from NHRD and BNMIT, marking the beginning of a day filled with learning, collaboration, and impact. The welcome address by Ms. Kasturi Cotha, Hon. Secretary of NHRD Bangalore Chapter, reminded everyone of the significance of youth-led change and the organization's commitment to nurturing future-ready leaders.



Keynotes That Set the Direction

The Opening Keynote was delivered by the legendary **Mr. Krish Shankar**, Visiting Faculty at XLRI Delhi-NCR and a veteran with over four decades of HR leadership experience. With clarity and conviction, he introduced the “**Golden Triangle**” of future skills:

- Creative Problem Solving
- Emotional Mastery
- Learning Agility

He challenged the youth to not just follow trends but to “Build Your Edge”—encouraging them to create personal brands, lead with purpose, and become irreplaceable in the evolving job landscape.

Following this, the audience had the honor of hearing from **Dr. T.V. Rao**, Founder of the HRD movement in India. His address, “HRD is for All,” was deeply personal and impactful. With stories of early beginnings, Dr. Kalam's endorsement, and lessons from leaders like Anupam Kher, he made a compelling case for expanding the reach of HRD across the nation. He inspired students to read more, explore beyond textbooks, and become mission-driven visionaries.



Real Conversations, Real Impact: The Power Panels

The Youth Conclave featured two dynamic panel discussions that brought together experts from education, healthcare, startups, and global corporations.



Panel Discussion 1:

“Talent Ecosystem 2030: Shaping Tomorrow’s Workforce for a Dynamic Employment Landscape”

With leaders like **Gina Xavier** (Ericsson), **Saravana Mani** (Remote Incubator), and **Prof. Eishwar Maanay** (BNMIT), the session explored the future of hiring, the rise of skill-based models, and how AI and automation are changing the game. Moderated by **Reshma Angadi**, the panel stressed the importance of psychological safety, career fluidity, and innovation driven by inclusion.



Panel Discussion 2:

“Upskilling & Reskilling Gen Z: Preparing the Workforce of Tomorrow”

Moderated by **Nilesh Godle**, this session brought together HR and talent leaders including **Jayaram S.** (ISBM), **Navin Patel** (Affine), **Ruchi Challu** (BHIVE Group), and **Yasmeen Shaikh** (ex-NextGen Healthcare). The discussion emphasized that the first job is like driving with an ‘L’ board—a time to learn, make mistakes, and evolve. The key message: Progress > Perfection, and continuous learning is the only constant.

Youth Power in Action: Samadhan 1.0 & Samvaadha 1.0



The **Samadhan 1.0 Case Study Presentation**, moderated by **Mr. Deendayalan Singaram**, was a vibrant showcase of student-led innovation. Finalists presented solutions to real-world HR challenges in front of a distinguished jury comprising **Sangeetha Vijay** (HR Leader), **Dr. Anshul Gupta** (Founder, TheCorporateSpirituality.com), and **Mamatha Devi Bhat** (GM HR, TTK Prestige). The creativity, practicality, and vision displayed by students reflected the immense potential of India’s next-gen workforce.



In the **Samvaadha 1.0 Big Debate**, the atmosphere was electrifying as students from Sri Sathya Sai Institute of Higher Learning debated the provocative topic: **“Can Technology Replace the Human Factor in HR?”** The session, masterfully moderated by **Dr. Naganagouda S J**, saw bold arguments, critical questioning, and reflections on AI accountability and emotional intelligence in tech-driven organizations. The audience’s question—**“If an automated car crashes, who is accountable?”**—sparked deep thought on ethics in the digital workplace.



Career-Ready Skills: Workshop on Personal Branding & Resumes



Led by **Mr. Mitch Duddani**, the workshop on Personal Branding and Resume Building provided actionable insights into crafting a compelling professional identity in the age of AI and LinkedIn. Students learned how to align resumes with ATS systems, audit their personal brands, and present their stories authentically. A key insight: “Your personal brand isn’t what you say it is—it’s what others experience it to be.”



The Grand Closing: Inspiration to Action

The Guest of Honour, **Dr. Anup N**, Senior Divisional Finance Manager at South Western Railways, delivered a powerful session on the role of government and private sectors in shaping Workforce 4.0. With real-world examples across industries, he emphasized cross-functional expertise, agility, and disruption as opportunities.



The Closing Keynote by **Mr. Anish Philip**, President, NHRD Bangalore Chapter and CPO at Movate, was an uplifting finale. He reminded the audience that learning never ends and that today’s youth are not just participants—but drivers—of tomorrow’s change.

The conclave concluded with an awards ceremony and a celebratory Lucky Dip, adding a joyful finish to a day packed with insights, inspiration, and innovation.

Conclusion: A Day That Mattered

The NHRD Youth Conclave 2025 was not just an event—it was a movement of minds, momentum, and meaning. It was entirely student-powered, led by the Student Council, with participation from multiple institutions and guided by India’s foremost HR leaders.



From redefining HR to shaping Workforce 4.0, every session reflected the power of ideas, the strength of community, and the promise of the future. As we wrap up this successful edition, we take forward a renewed sense of purpose:
To Excel. Evolve. Enable. Together, we are shaping the leaders of tomorrow—today.



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Gunacharan Ganavarappu & Mischal Thapa

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Sainikhil Kalluri, Saish Hebbar
Pulkit Khare & R S V D Sriram

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Adobe is a global technology leader empowering individuals and organizations to design and deliver personalized digital experiences. For over four decades, Adobe has been committed to unleashing creativity for all, accelerating productivity, and powering digital businesses with leading products across Creative Cloud, Document Cloud, and Experience Cloud, like Photoshop, Acrobat, Adobe Experience Platform, Adobe Express, Firefly and more.

Headquartered in San Jose, California, with over 30,000 employees worldwide, Adobe is empowering billions to tell their story, pursue their passions, and grow their businesses - while prioritizing sustainable growth, inclusive technology, and responsible AI innovation.

Adobe India: A Strategic Innovation Powerhouse

In India, the journey spans over 25 years. Today, Adobe India has evolved from a feature development center into a dynamic business hub, playing a pivotal role in India's digital transformation. India is home to Adobe's largest workforce outside of the U.S., with more than 8,500 employees across its campuses in Noida and Bengaluru. These locations are among the com-

pany's largest R&D centers globally, with deep capabilities across product engineering, strategy, design, sales, customer experience, and corporate functions. India operates as a true microcosm of the global organization and teams here contribute foundational technologies across Creative Cloud, Document Cloud, and Experience Cloud - including core features in iconic products like Photoshop, Acrobat, and AI-first products like Firefly.



Adobe India also fosters a people-first culture and is consistently recognized as a top employer. The company champions trust, empowerment, diversity, and continuous learning, with robust programs for leadership development, inclusion, and employee well-being.

Beyond business, Adobe is deepening its impact in India through partnerships

with government bodies, educational institutions and industries to help advance the digital India vision, including engagements with the Ministry of Education to drive digital literacy, revolutionize creative expression, and advance AI skilling. Adobe India's CSR initiatives and employee giving programs prioritize education, sustainability, DEI as well as revitalizing communities, arts, and cultural institutions.

From developing next-gen features to enabling digital empowerment in underserved communities, Adobe India exemplifies the company's commitment to meaningful innovation, creativity for all, inclusive growth, and lasting impact by changing the world through personalized digital experiences.





adrenalin[®]

Transformative Digital HR

Adrenalin eSystems Limited, a global HR tech pioneer, has been transforming how enterprises approach talent management for 22+ years. With over 3 million users, 2000+ enterprise customers, a presence in more than 65 countries and across 33 industries, Adrenalin has helped organizations across sectors solve complex HR challenges and is committed to helping businesses reimagine talent and redesign their future, while designing the future of talent through intelligent, connected, and human-centric solutions.



adrenalin MAX[™] delivers seamless automation, intelligent insights, and personalized experiences across the entire talent lifecycle. Its modular architecture design makes it highly scalable, easy to integrate, and adaptable to the needs of the digital workforce across geographies and industries.

Adrenalin Max is structured around four outcome-based Talent Bundles:

Talent Acquisition

Talent Engagement

Talent Development

Talent Operations

These bundles are designed to align HR interventions with business outcomes.

For instance, Talent Acquisition empowers organizations to source, assess, and onboard talent faster with intelligent automation, while Talent Development ensures that performance, learning, and goal setting are business-aligned, agile, and growth-oriented. Talent Engagement enables a culture of continuous feedback and recognition, and Talent Operations digitizes core HR, payroll, compliance, and workforce management functions.

Hire to Retire Employee Experience



A key differentiator for Adrenalin is its commitment to AI-led transformation. The platform integrates effortlessly with ERPs, productivity suites, and third-party applications, ensuring a frictionless experience for both HR and employees. Navi, Adrenalin's AI-powered co-pilot transforms HR from process-driven to purpose-led, embedding intelligence into every interaction.

As businesses worldwide strive to become more resilient, agile, and human-centric, Adrenalin continues to lead the way in redefining talent strategy for the modern enterprise, all while being intelligent, insightful, and experience-led.



B. N. M. Institute of Technology

An Autonomous Institution under VTU. Approved by AICTE.



About the Institution:

B N M Institute of Technology (BNMIT) is an autonomous Institution under VTU offering engineering courses in Electronics and Communication Engineering, Electrical and Electronics Engineering, Computer Science and Engineering, Information Science and Engineering, Mechanical Engineering, and Artificial Intelligence and Machine Learning. The institute also offers post graduate programs in VLSI Design and Embedded systems, Computer Science & Engineering, and in Business Administration (MBA). BNMIT is accredited by National Assessment and Accreditation Council (NAAC) with "A" Grade and all the eligible UG programmes are accredited by National Board of Accreditation (NBA), New Delhi. BNMIT has received The National Institutional Ranking Framework (NIRF) Innovation rank in 151-300 band. BNMIT has some more feathers on its cap; Diamond Rating by QS I-Gauge, 24th Rank by TIMES Survey, 37th Rank by Outlook, 36th Rank by Data Quest, 24th Rank by Impact Ranking, 27th Rank by Insight Survey and 100th Rank by India Today.



Department of Business Administration – An Evolving Legacy of Excellence

The two-year full-time MBA program of BNMIT offers a wide spectrum of contemporary and industry-relevant areas such as Banking and Finance, Business Analytics, Digital Strategy and Applied Marketing, Human Capital Management, Logistics, and Supply Chain Management. The department features state-of-the-art infrastructure, including interactive panels and other digital teaching aids, which are crafted to support experiential learning and professional grooming.

To enhance students' global perspective and professional exposure, the department has proactively established several Memoranda of Understanding (MoUs). A MoU with the **Auston Institute of Management**, Singapore, **Belarusian National Technical Institute**, Belarus, and **University of Alabama in Huntsville**, USA, provide the MBA students with overseas internship opportunities. Further partnerships with the **National Stock Exchange (NSE)**, **KPMG**, and **Upgrad Campus** offer industry-aligned training programs. The department also works with the **National Human Resource Welfare Association (NHRWA)** and **National HRD Network (NHRD)** to strengthen student-industry engagement and faculty development.

The department has hosted high-impact international conferences, symposiums, Case-A-Thons, FDPs bringing together a holistic development in the areas of research. Additionally, Outbound Experiential Learning Program (OBEL) is offered to enhance students' interpersonal, leadership, and team-building skills through structured outdoor activity and simulations.



Today, the Department of Business Administration at BNMIT stands as a dynamic hub of management education. With a strong emphasis on ethical practices, global orientation, and industry relevance, the department continues to shape competent, confident, and socially responsible professionals who are prepared to make meaningful contributions to society.



What is Zoho?

Zoho is a robust, cloud-based suite of business applications designed to support every function across your organization—from sales, marketing, and finance to human resources and operations. With more than fifty-five integrated applications, Zoho enables businesses of all sizes to streamline operations, improve productivity, and tackle complex challenges with ease.

Today, over 120 million users across 150 countries rely on Zoho to run their businesses efficiently. With a legacy spanning twenty-nine years and a workforce of over eighteen thousand employees, Zoho continues to grow on a foundation built for the long term.

What sets Zoho apart is its unwavering commitment to core values. Privacy is not just a feature but a responsibility we take seriously. Our products are continuously evolving to stay ahead of the curve, and their flexible, customizable design ensures they can adapt to diverse business needs. With a strong customer-first approach and a long-term vision, we're here to support your growth every step of the way.



Zoho People Plus

About Zoho People Plus

Zoho People Plus is a unified, cloud-based HR platform that simplifies and supports every stage of the employee journey—from onboarding to offboarding. Designed for modern HR teams, it brings together all essential tools under one roof, offering a seamless experience for both HR professionals and employees.

From streamlining hiring and managing offers to tracking goals, conducting performance reviews, and delivering learning programs, Zoho People Plus covers every aspect of talent management. It also handles core HR operations such as attendance, shift scheduling, document management, travel and expenses, and employee query resolution, all while offering deep analytics to guide strategic decisions. To foster stronger connections at work, the platform includes built-in engagement features like a social wall, internal chat, intranet portal, HR bots, and pulse surveys. Zoho People Plus is designed not just to manage your workforce—but to empower it.



Thank You Note

From the Hon. Secretary, NHRD Bangalore

Gratitude is often hard to put into words - especially when it comes from a place of deep appreciation.

As I reflect on the journey behind this compendium, what strikes me most is not just the scale of effort, but the spirit behind it. Every conversation, every idea, every contribution-big or small came from a place of genuine commitment. And for that, I am deeply grateful.

This compendium is more than a record of events. It is a tribute to every individual who believed in the journey, contributed with intent, and helped turn vision into reality. What stands out is not just what we've achieved - but how we made it happen, together.

To our partners, speakers, volunteers, and every member of this incredible ecosystem: thank you for showing up, for leaning in, and for believing in the power of collective action. You didn't just support a event -you helped nurture a community. One that's curious, courageous, and constantly evolving.

In a world that's always moving, it's easy to overlook the moments that truly matter-the people who show up, the ideas that take flight, and the bonds we build along the way. This compendium is a reminder of all of that.

We are proud of what we've built together, and even more excited for what lies ahead.

Here's to more conversations, more courage, and a community that never stops learning.

With heartfelt thanks,

Kasturi Cotha

Hon. Secretary,
NHRD Bangalore



Gratitude in Pages

We take a moment to express our heartfelt thanks to everyone who contributed to the making of this compendium. It stands as a reflection of what genuine collaboration and shared passion can create.



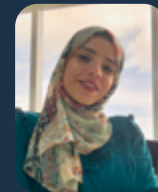
Moumita Mahapatra

Consultant Manager-
Big 4 Auditing Firm & Young Advisory
Board, NHRD Bangalore Chapter



Abbel Melkis

HR Manager, Citriot
Volunteer, Project In-Charge
- Compendium
NHRD Bangalore Chapter



Mehak Kozgar

Chapter Manager
NHRD Bangalore Chapter



Sugan Venugopal

Ex-Chapter Manager
NHRD Bangalore Chapter



Santhosh K. V

Assistant Professor,
Department of Business Administration
BNM Institute of Technology



Star Student Volunteers – BNMIT

For their outstanding support and relentless contribution to the compendium



Rushi Ballamajalu
BNMIT



Parinitha D. K
BNMIT



Jyotirmay H. R
BNMIT



Ashwin Kumar
2nd sem MBA, BNMIT



Charan M
2nd sem MBA, BNMIT



N Yashas
2nd sem MBA, BNMIT



Prerana S
2nd sem MBA, BNMIT



Shripriya M
2nd sem MBA, BNMIT

This project was shaped not only by the names listed above, but by every helping hand along the way. Whether through ideas, encouragement, coordination, or quiet support behind the scenes — each contribution played a part in bringing this effort to life.

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Unit 308, 3rd floor, Sakti Statesman, Green Glen Layout, Bellandur, Bengaluru – 560103.
Mob:+91 95138 85899, email: reachus@nhrdbangalore.com

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