

**BW** People  
3rd Edition

**CEO**  
**CHRO**  
C O N C L A V E

**BW BUSINESSWORLD**  
— [www.businessworld.in](http://www.businessworld.in) —

**BW** People  
**CEO CHRO Conclave**  
30 September 2023,  
The Imperial, New Delhi

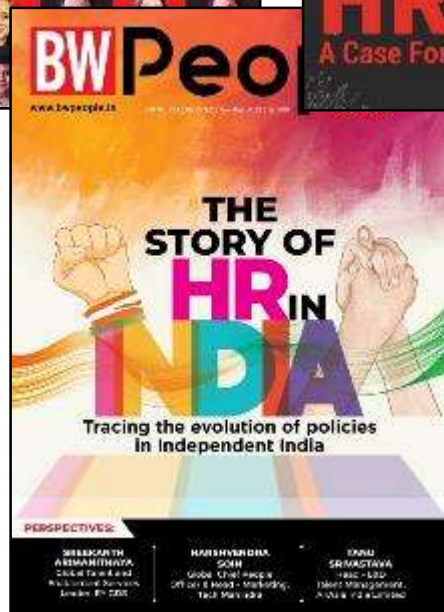
# About **BW**People

BW People is BW Businessworld's exclusive HR community that carries a legacy of four years. It boasts an active webpage that imparts the latest insights of erudite CEOs, corporate HRs, recruitment and staffing firms, HR tech providers, solutions companies, government skilling organisations and NGOs. The community also airs on BW TV and organises marquee events to celebrate the emerging advancements and pioneers in the industry. The community caters to freshers, job seekers, employers, employees, policymakers, service providers and each individual related to the job market and the HR community.

## Our Events



# Our Magazine





# About the Event

## Power of Human Capital: HR's Role in National Development



The BW People CEO CHRO Conclave is a prominent gathering where senior executives and HR leaders come together to discuss important topics including organisational vision, strategic HR, and the role of HR in national progress. In the area of human resource, this conclave strives to promote information sharing, networking opportunities and thought leadership. To promote meaningful dialogues and partnerships, the event includes keynote addresses, panel discussions and specific networking events.

# Overview

Role of HR in Nation Building

HR Capacity Building

CEO Perspectives & Insights

Talent Index Development

HR and Organizational Agility

# Agenda 2023

Type	Topic
Registrations	
Inaugural Keynote Address by Dr. Annurag Batra, Chairman & Editor-in-Chief, BW Businessworld & Founder, exchange4media	
<b>Keynote Address 1</b>	
<b>Panel Discussion 1</b>	CEO Perspectives: Top-Level Vision and Expectations from HR at a National Level
<b>Panel Discussion 2</b>	CEO Insights: Shaping the Future of HR
<b>Panel Discussion 3</b>	Strategic HR: Driving Organizational Excellence
<b>Keynote Address 2</b>	
<b>Networking Lunch</b>	
<b>Panel Discussion 4</b>	HR Evolution in India: Contributing to National Growth
<b>Panel Discussion 5</b>	HR Capacity Building: Building Future-Ready HR Capabilities
<b>Panel Discussion 6</b>	HR and Organizational Agility: Navigating Disruptions
<b>Keynote Address 3</b>	
<b>Panel Discussion 7</b>	Leadership Connect: Aligning People Strategy with Business Goals
<b>Keynote Address 4</b>	
BW People CEO CHRO Conclave 2023 - Closing Address	

\*Tentative Agenda

# Speakers from 2021

### FIRESIDE CHAT



**HARSH MARIWALA**  
Chairman  
Marico

**DR ANNURAG BATRA**  
Chairman & Editor-in-Chief  
BW Businessworld & exchange4media Group

### KEYNOTE SPEAKERS



**PAUL DUPUIS**  
MD, CEO  
Aardent India

**RAJIV VERMA**  
Former CEO  
HT Media Limited

**PAUL R KESSLER**  
Founder and Managing Director  
of Aardent Group  
Co-Author of "Leading at the Edge:  
Lessons of the Unknown from the Extraordinary  
Journey of Shackleton's Antarctic Expedition"



**ARUP DATTA**  
Co-founder - KHADGRI  
& the Founding Trustee  
of the Khadir Foundation

**MANOJ TANDON**  
CEO  
Deltec

**SANDEEP KAUL**  
Executive Coach  
Consultant, and the Director  
"The Accountability Coach"

**PARAMJIT SINGH**  
Sales Productivity &  
Accountability Coach  
Co-Author  
"The Accountability Coach"

### SUPER SPEAKERS



**GANESH SUBRAMANIAN**  
Dell  
India Head

**SANDHYDEEP PURI**  
CEO  
Sapient Health

**JULIE SACHDE**  
Founder &  
CEO  
Ziv Metrics

**DEEPTI VARMA**  
HR Leader - Zinnov  
Zinnov and HCL  
Amazon India



**RUCHIRA BHARDWAJA**  
AVM Products & Care  
Korol Life

**RAJESH SRIVASTAVA**  
CEO  
Capital Foods

**JOYEETA CHATTERJEE**  
CEO  
Future Governance

**SUCHISMITA BURMAN**  
CEO  
iC Infotech



**RAJENDRA SHRIVASTAV**  
President  
AIO India

**ANJALI RAGHUVANSHI**  
CEO  
Bombay India

**ANURAG GUPTA**  
CEO IT Staffing  
Fin/Meridian Business Services

**VISHPALA REDDY**  
Head HR  
Heckin Businessworld, Philips

# Speakers from 2021

**MANEESH MENDA**  
Head of HR India  
Tech Mahindra

**AALOK KUMAR**  
President and CEO  
HR Corporation India

**RAJIV SIKKA**  
CEO  
HCL Group and Aegis Group

**RAKESH KUMAR BHUTORIA**  
CEO  
SAP India

**RAMKUMAR NARAYANAN**  
VP Technology & Managing Director  
Wipro India

**SHIVAM PURI**  
CEO  
Capgemini

**SUBHASH MENON**  
CEO  
Arista Group

**NAGHMA MULLA**  
CEO  
EcoVolve Foundation

**ARUNA JAYANTHI**  
Managing Director  
Latin America and Canada  
Capgemini

**PRAVIN PRAKASH**  
Chief People Officer  
HCL Group

Presenting Partner  
**randstad**

**For Nominations:**  
Mr Ashish Kumar | ashish.kumar@businessworld.in | +91 9769 22747

**For Speaking Opportunity:**  
Ms Jansini Janarthanan | jansini@businessworld.in | +91 9854 64172

**For Partnership:**  
Mr Tejas Rizvi | tejas.rizvi@businessworld.in | +91 93105 34007

#CEOandCHROConclave **WATCH THE CONCLAVE**

# Thank You

**KEY TAKEAWAYS:**

- The Indian economy to recover majority of losses by Q4, with the Core Inflation, Core Inflation and Core Inflation
- Leaders need to shift from post-pandemic to support
- There is a need to accept and adopt the digital tools to cope better
- Change in reality balance which is not a one-sided foundation of work and there is a need to move from Executive to a digital
- The digital and the workforce and the business model is not a one-sided of the future, it is a mix of the digital and the workforce
- There is a need to accept and adopt the digital tools to cope better
- There is a need to accept and adopt the digital tools to cope better

Presenting Partner  
**randstad**

**For Nominations:**  
Mr Ashish Kumar | ashish.kumar@businessworld.in | +91 9769 22747

**For Speaking Opportunity:**  
Ms Jansini Janarthanan | jansini@businessworld.in | +91 9854 64172

**For Partnership:**  
Mr Tejas Rizvi | tejas.rizvi@businessworld.in | +91 93105 34007

**CEO & CHRO CONCLAVE**  
Presented by **BW BUSINESSWORLD**  
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# Agenda 2021

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**CEO**  
**CHRO**  
CONCLAVE

**BW BUSINESSWORLD**  
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**10:30 AM - 10:40 AM: Welcome Address**

Dr. Annurag Batra, Chairman & Editor-in-Chief, BW Businessworld & exchange4media Group

**10:45 AM - 11:15 AM: Keynote**

Mr. Paul Dupuis, MD & CEO, Randstad India,

Topic: Redefining the role of the leader in the new world of work- Surviving w/s thriving in times of crisis and beyond.

**11:20 AM - 12:05 PM: Panel 1**

Topic: How can Leaders/CEOs ensure 'employee centricity' in this continuously evolving ecosystem?

Mr. Aalok Kumar, President and CEO, NEC India

Mr. Anurag Gupta, CEO, IT Staffing, FirstMeridian Business Services

Mr. Rajendra Shrivastav, President, AES India

Mr. Rajiv Sikka, CEO, Indian Oil and Adani Gas

Moderator: Ms. Sugandh Bahl, Senior Correspondent, BW Businessworld

**12:10 PM - 12:55 PM: Panel 2**

Topic: Boosting employee retention by adhering to Work life-balance norms

Mr. Rajesh Srivastava, CHRO, Capital Foods

Mr. Maneesh Menda, Head of HR, India, Natwest Group

Mr. Subhash Menon, CHRO, Angel Broking

Mr. Pravin Prakash, Chief People Officer, BYJU'S

Moderator: Ms. Janani Janarthanan, Editorial BW Businessworld

**1:00 PM - 1:30 PM: Keynote**

Topic: Mapping a firm digital ground for an endemic free world.

Mr. Arup Datta, Co-Founder, Khadder and the Founding Trustee of the Ramvir Foundation

**1:30 PM - 2:25 PM: Panel 3**

Topic: Shaping the employee Well-Being and Fostering Resilience

Ms. Vishala Reddy, Head of Human Resources, Indian Subcontinent at Philips

Ms. Julie Sachde, Director of HR, JW Marriott

Ms. Suchismita Burman, CHRO, ITC Infotech

Ms. Sandhydeep Puri, CPO, Sapphire Foods

Ms. Anjali Raghuvanshi, CPO, Randstad India

Moderator: Mr. Ruhail Amin, Senior Editor BW Businessworld

**2:25 PM - 3:10 PM: Panel 4**

Topic: Why is it vital to have an Adaptable Workforce while hiring

Ms. Joyeeta Chatterjee, Chief People Officer, Future Consumers

Ms. Ruchira Bhardwaja, Joint President & CHRO, Kotak Life

Mr. Ganesh Subramanian, CHRO, More Retail

Ms. Deepthi Verma, HR Leader- Corporate, APAC and MENA, Amazon India

Moderator: Ms. Vasudha Mukherjee, Editorial BW Businessworld

**3:15 PM - 3:45 PM: Keynote**

Topic: Evolution of HR Leader's role into empowering and guiding the employees through company's objectives

Mr. Manoj Tandon, CEO, Dalitso

**3:45 PM - 4:40 PM: Panel 5**

Topic: Addressing "Neurodiversity" as the new competitive advantage for businesses

Mr. Shivam Puri, CEO, Cipla Health

Mr. Rakesh Bhutoria, CEO, SREI Infra

Mr. Ramkumar Narayanan, VP Technology & Managing Director, VMware India

Ms. Aruna Jayanthi, Managing Director, Latin America and Canada, Capgemini

Ms. Nagma Mulla, CEO, EdelGive Foundation

Moderator: Ms. Noor Fathima Warsla, Group Editorial Director, BW Businessworld

**4:40 PM - 5:20 PM: Fireside Chat**

Topic: Leaders of Radical Times

Mr. Harsh Mariwala, Marico Chairman with

Dr. Annurag Batra, Chairman and Editor-in-Chief of BW Businessworld and exchange4media Group

**5:25 PM - 5:55 PM: Keynote**

Topic: Accountability in the Workspace - Building Accountability in the Workplac

Mr. Paramjit Singh & Mr. Sandeep Kaul, Authors of 'The Accountability Clock'

**6:00 PM - 6:30 PM: Keynote**

Topic: Leadership in a truly VUCA world- Bridging the Trust Deficit

A conversation with

Mr. Paul R Kessler, Founder and Managing Director of Altus Group and Co-Author of

"Leading at the Edge: Leadership Lessons from the Extraordinary Saga of Shackleton's

Antarctic Expedition",

Mr. Rajiv Verma, Former CEO of HT Media Ltd and

Dr. Annurag Batra, Chairman and Editor-in-Chief of BW Businessworld and

exchange4media Group

# Speakers from 2022



## HEADLINE SPEAKERS



**Dr Annurag Batra**

Chairman & Editor-in-Chief  
BW Businessworld, Founder,  
exchange4media



**Dr TV Rao**

Chairman  
TV Rao Learning Systems



**Viswanath PS**

Managing Director & CFO  
Randstad India



**Anjali Raghuvanshi**

CPO  
Randstad India



**B Thiagarajan**

Managing Director  
Blue Star

## POWER SPEAKERS



**Sapnesh Lalla**  
CEO & Co-Founder  
N.IT



**Lalit Mehta**  
CEO & Co-Founder  
Decimal Technologies



**Divya Karani**  
South Asia  
CEO, Mecla  
dentist



**Sameer Malhotra**  
Director & CEO  
Shriyan Automation India  
(SAMLI)



**Sidhant RYAN  
Malhotra**  
Founder & CEO  
SayPay



**Pranav Sharma**  
General Partner  
Woodstock Fund



**Divya Lal**  
Founder & CEO  
Flourish Education



**Sidharth Sogani**  
Founder & CEO  
CREBACC Global



**Prem Singh**  
President - Group HR  
JK Organisation



**Ruhie Pande**  
CHRO  
Godrej Capital



**Ashish Mittal**  
Group CHRO  
Sreenidhi Educational Group



**Atul Tiwari**  
CHRO  
Spice Money



**Paneesh Rao**  
Advisor, Sustainability  
Mandree



**Divya Srivastava**  
CHRO  
GE Healthcare South Asia



**Reema Garg**  
Group CHRO  
SVC Global Securities

# Speakers from 2022



## POWER SPEAKERS



**Vinod Parur**  
CIRO  
RR Kabel



**Bhavya Misra**  
Director & Head of HR  
Lenovo India



**Asit Kumar**  
CIRO  
Lendingkart



**Ganesh S**  
Global CIRO  
Energies



**Dr Varadharaju  
Janardhanan**  
Vice President HR  
Flipkart

GE Healthcare



**Abhishek  
Mehrotra**  
CIRO  
Yubi



**Sunil Wariar**  
Chief People Officer  
Future Genera | India  
Insurance Company



**Dr Deepak  
Deshpande**  
Senior Director  
NTT Global Data Centers  
& Cloud Infrastructure, India



**Rabeen Singh**  
CIRO  
Data Advanced Systems



**Santanu Ghoshal**  
VP Human Resources  
Schaeffler India



**Kaushik  
Chakraborty**  
CIO  
Sevills India



**Dr Ankita Singh**  
Senior Vice President &  
Global Head HR, IT,  
Admin & Travel, CIGNEX



**Sunandan Bhanja  
Chaudhury**  
Client Partner,  
Pedersen & Partners



**Noor Fathima  
Warsia**  
Group Editorial Director  
BW Businessworld



**Ruhail Amin**  
Senior Editor  
BW Businessworld  
Session Chair



# Agenda 2022



10:00 AM - 10:10 AM

BW People CEO CHRO Conclave 2022 Inaugural Address

**Dr. Annurag Batra**, Chairman & Editor-in-Chief, BW Businessworld and Founder, exchange4media

10:15 AM - 10:35 AM

Keynote Address 1 : Business leadership, the Indian perspective: Then and Now – 75 years

**Mr. Viswanath PS**, Managing Director & CEO, Randstad India

10:40 AM - 11:20 AM

Panel Discussion 1 : Changing landscape of labour laws in India: Purpose, history, ongoing reforms from Independence to Modern Times

**Mr. Sunil Warier**, Chief People Officer, Future Generali India Insurance Company Limited

**Dr. Deepak Deshpande**, Senior Director, NTT Global Data Centers and Cloud Infrastructure, India

**Mr. Rabeen Singh**, CHRO, Tata Advanced Systems Ltd.

**Mr. Kaushik Chakraborty**, CPO, Savills India

Session Chair : **Dr. Ankita Singh**, Senior Vice President & Global Head HR, IT, Admin and Travel, CIGNEX

11:25 AM - 12:05 PM  
Kaal:

Panel Discussion 2 : The road travelled since Independence and the reforms needed at this juncture in the journey of HR & the road ahead in 'Amrit Kaal': How the corporate world can take the lead in transforming Indian society

**Mr. Prem Singh**, President - Group HR, JK Organisation

**Mr. Paneesh Rao**, Advisor, Sustainability, Mindtree Ltd.

**Ms. Bhavya Misra**, Director & Head of HR, Lenovo India

**Mr. Ganesh S**, Global CHRO, Emeritus

**Mr. Santanu Ghoshal**, Vice President Human Resources, Schaeffler India Ltd.

Session Chair : **Mr. Sunandan Bhanja Chaudhury**, Client Partner, Pedersen & Partners

12:10 PM - 12:45 PM

Keynote Address 2 : Evaluation of Indian HR in 75 year and future ahead

**Dr. T V Rao**, Chairman, TV Rao Learning Systems

12:50 PM - 01:30 PM

Panel Discussion 3 : Shifting dynamics of women's inclusion in Indian organisations: Safety, sensitization and evolution of workforce regulations

**Ms. Divya Karani**, South Asia Chief Executive Officer, Media, dentsu

**Mr. Sidhant RYAN Malhotra**, Founder & CEO, SlayPay

**Ms. Divya Lal**, Founder & CEO, Fliplearn Education Pvt. Ltd.

**Mr. Sidharth Sogani**, Founder & CEO, CREBACO Global Pvt. Ltd.

Session Chair : **Ms. Noor Fathima Warsia**, Group Editorial Director, BW Businessworld

# Agenda 2022

**01:35 PM - 02:15 PM**

Panel Discussion 4 : 75 year's journey of HR Functions from Manual to Digital: Effective, efficient and dependable solutions using HR Tech

**Mr. Ashish Mittal**, Group CHRO, Sreenidhi Educational Group

**Ms. Divya Srivastava**, CHRO, GE Healthcare South Asia, GE Healthcare

**Mr. Asit Kumar**, CHRO, Lendingkart

**Mr. Abhishek Mehrotra**, CHRO, Yubi

Session Chair : **Ms. Sugandh Bahl**, Senior Correspondent, BW Businessworld

**02:20 PM - 02:40 PM**

Keynote Address 3 : Amrit Kaal's HR Leaders for New India and goals for India's future

**Mr. B Thiagarajan**, Managing Director, Blue Star Limited

**02:45 PM - 03:25 PM**

Panel Discussion 5 : Corporate India faces new challenges: Training and grooming employees to meet future business demands

**Mr. Sapnesh Lalla**, CEO and Executive Director, NIIT Ltd.

**Mr. Lalit Mehta**, CEO & Co-Founder, Decimal Technologies Pvt. Ltd.

**Mr. Sameer Malhotra**, Director & CEO, Shriram Automall India Limited (SAMIL)

**Mr. Pranav Sharma**, General Partner, Woodstock Fund

Session Chair : **Mr. Ruhail Amin**, Senior Editor, BW Businessworld

**03:30 PM - 04:10 PM**

Panel Discussion 6 : Journey of HR's growing attention towards sustainable business operations: Where it started and where is it headed

**Ms. Ruhie Pande**, CHRO, Godrej Capital

**Mr. Atul Tiwari**, CHRO, Spice Money

**Mr. Vinod Parur**, CHRO, RR Kabel Limited

**Dr. Varadharaju Janardhanan**, Vice President HR, Flipkart

**Ms. Reema Garg**, Group CHRO, SMC Global Securities Ltd.

Session Chair : **Mr. Talees Rizvi**, Director, BW People & BW CFO World

**04:15 PM - 04:35 PM**

Fireside Chat : What does the future of HR look like: Predictions for HR leaders to create future ready organizations

**Ms. Anjali Raghuvanshi**, CPO, Randstad India

**Mr. Ruhail Amin**, Senior Editor, BW Businessworld

**04:40 PM - 04:50 PM**

Closure of BW People CEO CHRO Conclave 2022

# Media Amplification

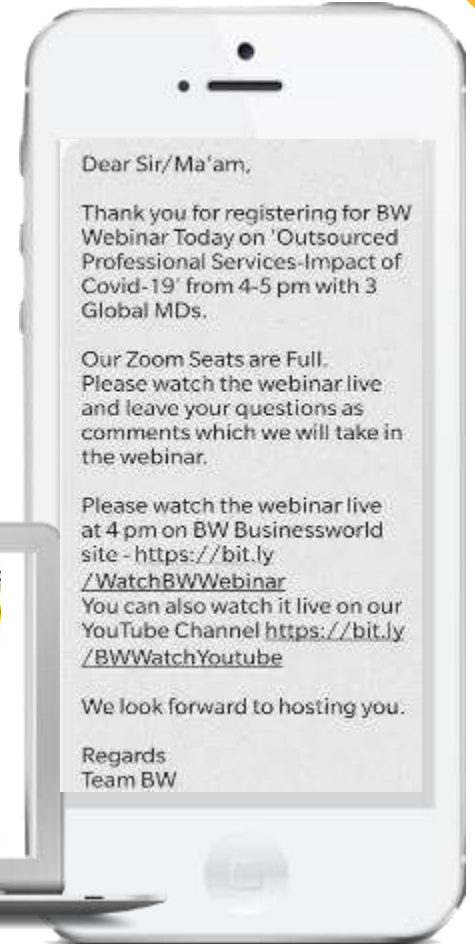
**Website Banner Promotion**  
(100% SOV on the Front Page)



**Emailer Campaign**  
on High Impact Database



**Pre Event Web Stories**



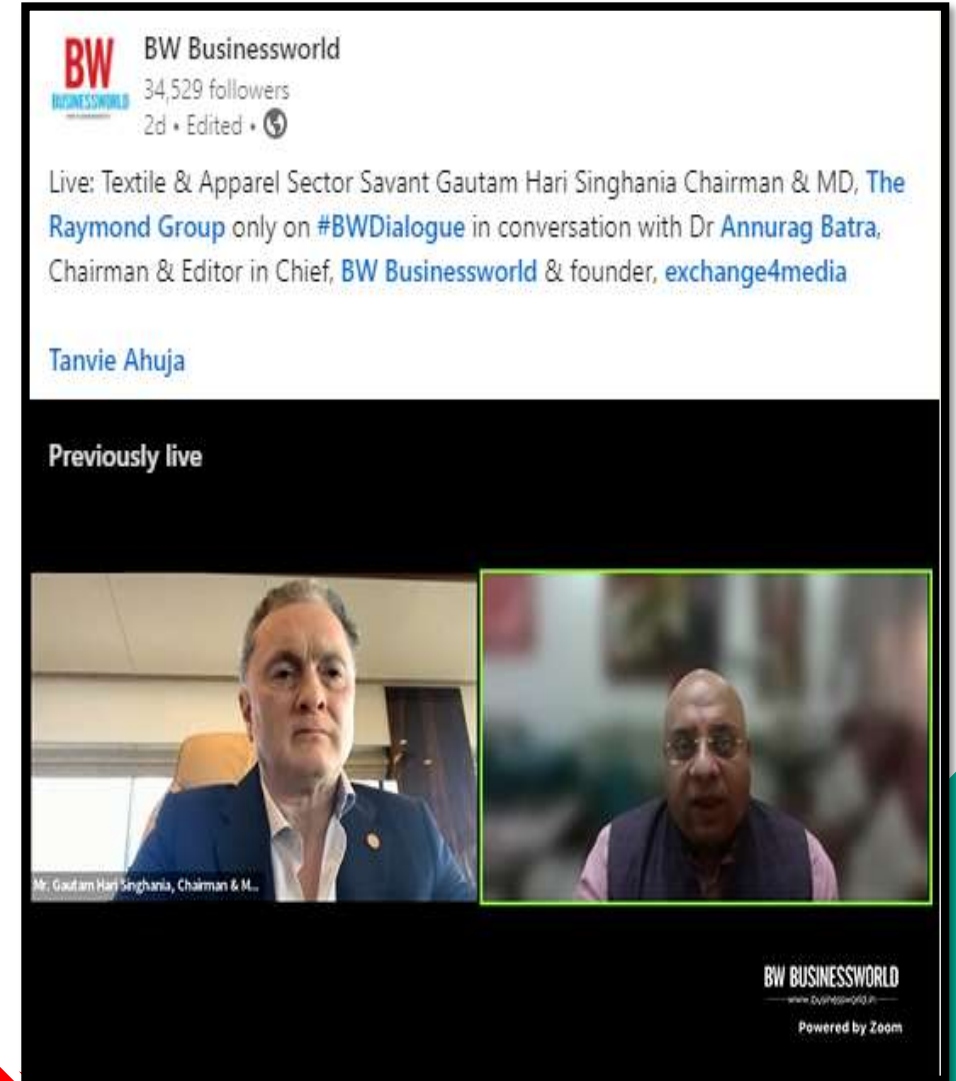
**SMS Blast**

# Media Amplification

Live across FB, Twitter, Zoom, Youtube, BW & BW Community Websites with 10,000 + Views on an Average (Boost option for ripple effect)



Extensive Coverage on site & in eMagazine



# Media Amplification



Newsletter



Amplification media of stories on social

Stories on BW & BW Communities Websites





# During Event



**BW BUSINESSWORLD**  
www.businessworld.in



# Why Partner with **BW** People

## Unparalleled Exposure

Gain extensive brand visibility through various media platforms, reaching over 100 HR professionals.

## Thought Leadership Opportunities

Present yourself as a thought leader through keynote addresses, panel discussions with top CHROs, and conducting relevant HR workshops.

## Targeted Engagement

Engage with a diverse audience of HR professionals through interactive exhibits, workshops, and unique experiences, showcasing your products, services, and solutions.



## Networking

Unlock networking opportunities to drive your business objectives forward.

## Brand Positioning

Strengthen your reputation as a trusted industry leader by showcasing your commitment to excellence and innovation.

## Collaboration

Forge valuable connections and collaborations to advance your business goals.



## Partnership Opportunities



### Presenting Partner

- Logo placement above ILU (Integrated Logo Unit) – 75% of Logo Unit
- Logo on the Stage backdrop, registration backdrop, & Standees
- Logo on Social Media Promotion - Facebook, Twitter, LinkedIn & Instagram
- One Keynote Slot/ Fireside Chat
- Chair Branding on the back side of the chair
- 4 Standees (3ft x 6ft flex) – (To be arranged by partner)
- Promo AV to be played on the Main screen (max 60 secs) 4 times
- Logo on the event video uploaded on the BW YouTube Channel
- Logo on Thank you mailer (Part of Post event promotion)
- One Business Kiosk with 2 Digital Screens
- CEO/MD Interview to be published in Print/Digital
- Felicitation of Winners
- 10 Complimentary Delegate Entry Passes
- TBD



## Partnership Opportunities



### Exclusive Powered By Partner

- Logo placement below ILU (Integrated Logo Unit) – 65% of Logo Unit
- Logo on the Stage backdrop, registration backdrop, & Standees
- Logo on Social Media Promotion - Facebook, Twitter, LinkedIn & Instagram
- Fireside Chat/ Panel Slot
- 2 Flags on each roundtables
- 3 Standees (3ft x 6ft flex) – (To be arranged by partner)
- Promo AV to be played on the Main screen (max 60 secs) 3 times
- Logo on the event video uploaded on the BW YouTube Channel
- Logo on Thank you mailer (Part of Post event promotion)
- One Business Kiosk
- 2 Page advertorial/ 1 page color ad in BW Main
- Memento give away
- 6 Complimentary Delegate Entry Passes
- TBD



# Partnership Opportunities

## Co- Partner

- Logo Placement at the 1st in the sponsor plate
- Logo on the Stage backdrop, registration backdrop, & Standees
- Logo on Social Media Promotion - Facebook, Twitter, LinkedIn & Instagram
- One Panel Slot
- 1 Standees (3ft x 6ft flex) – (To be arranged by partner)
- Promo AV to be played on the Main screen (max 60 secs) 2 times
- Logo on Thank you mailer (Part of Post event promotion)
- One Business Kiosk & One Native Article
- 4 Complimentary Delegate Entry Passes
- TBD

## Associate-Partner

- Logo Placement in the sponsor plate
- Logo on the Stage backdrop, registration backdrop, & Standees
- Logo on Social Media Promotion - Facebook, Twitter, LinkedIn & Instagram
- 1 Standees (3ft x 6ft flex) – (To be arranged by partner)
- Promo AV to be played on the Main screen (max 60 secs) 2 times
- Logo on Thank you mailer (Part of Post event promotion)
- One Native Article
- 2 Complimentary Delegate Entry Passes
- TBD





## Partnership Opportunities



<b>Keynote Slot</b>	<ul style="list-style-type: none"><li>• Speaker Promotions in all Pre- event Social post, Mailers, Website</li></ul>
<b>One Seat in a Panel</b>	<ul style="list-style-type: none"><li>• INR 6 Lacs + GST</li><li>• Speaker Promotions in all Pre- event Social post, Mailers, Website</li><li>• INR 4.5 Lacs + GST</li></ul>
<b>Live Kiosk</b>	<ul style="list-style-type: none"><li>• Dimensions - 2/2 octonorm stall</li><li>• Spotlights, Fascia Board with Company Name &amp; Booth No., 1 System Table, Plug Socket, 2 Chairs</li><li>• INR 5.5 Lacs + GST</li></ul>
<b>Lanyard &amp; Badge Partner/ Wrist Band Partner :</b>	<ul style="list-style-type: none"><li>• ₹ 3,00,000</li></ul>
<b>Visitor Bag Partner</b>	<ul style="list-style-type: none"><li>• ₹ 3,00,000</li></ul>
<b>Delegate Kit Partner</b>	<ul style="list-style-type: none"><li>• ₹ 3,00,000</li></ul>
<b>Gifting Partner</b>	<ul style="list-style-type: none"><li>• ₹ 3,00,000</li></ul>
<b>Networking Lounge Partner</b>	<ul style="list-style-type: none"><li>• ₹ 6,00,000</li></ul>
<b>Lunch Partner</b>	<ul style="list-style-type: none"><li>• ₹ 6,50,000</li></ul>

## For Sponsorship:

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# Contact Us



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3rd Edition

**CEO**  
**CHRO**  
C O N C L A V E

**THANK YOU !**