FICCI Talent Management Conclave 2026

People, Purpose & Possibility: The Future of Work

11th August 2026 | Hotel Radisson Blu Atria, Bengaluru	
09:30 – 10:00 Hrs	Welcome & Registration
10:00 – 10:25 Hrs	**Inaugural Session** **Inaugural Address- Ms Rajkamal Vempati,** Group Head & Head Human Resources at Axis Bank **Theme Address- Ms C Lakshmi,** Senior Managing Director - CHRO, Accenture in India **Special Address- Dr. S. Sundar Manoharan**, Director General, Pandit Deendayal Energy University (PDEU)
10:25 – 11:10 Hrs	Session 1- Fireside Chat on **"Talent as a Competitive Advantage: Building the Workforce of Tomorrow"** *Session brief:* This fireside chat will bring together leading HR Heads to explore how talent has emerged as a critical driver of business growth, innovation, and long-term competitiveness. The discussion will delve into the talent challenges that occupy boardroom conversations—from attracting and retaining high-performing talent to building future-ready capabilities, leadership pipelines, and navigating AI-led workforce transformation. The session will offer valuable insights into what CEOs expect from talent leaders to create resilient, agile, and high-performing organizations. **Moderator: Mr. Sanjay Bahl**, Former President- India, MEA, CEO- Skilling division, Upgrad **Speakers:** • **Ms Virginia Aranzazu Bauza Iraola**, CHRO, Airbus India and South Asia, HO Bengaluru Site at Airbus • **Ms Parineeta Cecil Lakra**, Vice President Human Resources (CHRO), Albertsons Companies India • **Mr Rishi Khandelwal,** Director-HR, Qualcomm • **Mr Jubin Kapasi,** Vice President- Human Resources, Myntra
11:10 – 11:30 Hrs	**Networking Tea/Coffee Break**
11:30 – 12:15 Hrs	**Session 2- Capability Debt: The Silent Threat to Organizational Growth** **Format: Panel Discussion** *Session brief:* As industries evolve at an unprecedented pace, organizations face a growing gap between the capabilities they possess and those required to achieve future business goals often referred to as "capability debt." This session will examine how organizations can identify critical skill gaps, build future-ready capabilities, and foster a culture of continuous learning. The discussion will focus on practical strategies to transform capability debt into a competitive advantage and ensure sustained organizational growth in an AI-driven world. **Moderator: Ms. Sonica Aron**, CEO & Founder, MarchingSheep **Speakers:**

	• **Ms Rachna Kumar**, VP and Head-HR, TVS Motor Company • **Mr. Ruchir Jhingran**, Vice President and Head HR, Foods Business, ITC Limited • **Ms Swati Rustagi,** Vice President Employee Experience, Adobe • **Ms Vasanthi Srinivasan,** Professor, IIM Bengaluru
12:15 – 13:00 Hrs	**Session 3: Beyond the Job Advertisements: Are Organizations Hiring for Tomorrow's Workforce?** **Format: Panel Discussion** *Session brief:* As workforce needs evolve faster than ever, organizations must rethink how they identify, assess, and onboard talent. This panel will explore whether traditional hiring practices are equipped to meet the demands of tomorrow's workforce and discuss the shift towards skills-based hiring, hiring for potential, AI-enabled recruitment, and future-ready onboarding. Industry leaders will share insights on building agile talent acquisition strategies that align with changing business needs and prepare organizations for long-term success. **Moderator: Mr. Soumya Ranjan,** Director, Strategy & Transactions, Ernst & Young LLP **Speakers:** • **Ms Cauvery Uthappa**, Chief Marketing Officer, Randstad • **Ms Radhika Nair,** Head of People & Culture India and Trucks Technology & Industrial Division APAC, Volvo Group • **Ms Deepa Chandrasekhar,** People Partner- Google Cloud , APAC & India • **Prof. Anirbid Sircar,** Director, School of Technology & Head CEGE, Pandit Deendayal Energy University (PDEU)
13:00 – 14:00 Hrs	**Networking Lunch**
14:00 -14:40 Hrs	**Masterclass- "Unlocking Talent Advantage in the Age of Intelligence"** **To be conducted by: Mr. Anurag Bansal-** Managing Director, Accenture LearnVantage (Asia-Oceania and Middle East) **Session Brief:** As artificial intelligence becomes embedded across every function, industry, and role, technology alone is no longer the differentiator. The organisations that will lead in the Age of Intelligence will be those that can continuously reinvent their workforce, accelerate skill development, and create an environment where people and AI amplify each other's strengths. In this masterclass, will explore how forward-looking enterprises are transforming talent into a strategic source of competitive advantage. Drawing on insights from enterprise AI adoption and workforce transformation initiatives, he will discuss why workforce readiness has become the critical success factor in unlocking business value from AI, how organisations can

	address emerging capability gaps, and what it takes to build an AI-ready workforce at scale. This masterclass will help participants understand how leaders can unlock talent advantage by making workforce readiness a core business strategy.
14:40 – 15:25 Hrs	**Session 4- The AI-Augmented Workforce: Redefining Human Potential at Work** **Format: Panel Discussion** *Session brief:* As AI reshapes the world of work, the focus is shifting from replacing jobs to augmenting human potential. This panel will explore how organizations can leverage AI to enhance productivity, decision-making, learning, and employee experience while empowering people to perform higher-value work. The discussion will examine the evolving human-AI partnership, emerging workforce capabilities, and strategies for creating agile, resilient, and future-ready organizations where technology and human ingenuity thrive together. **Moderator: Mr. Sankara Narayanan,** Managing Director-Talent Strategy, Advanced Technology Center, India, Accenture **Speakers:** • **Mr Rajiv Jayaraman,** CEO & Founder, Knolskape • **Mr. Chitbhanu Nagri,** Senior Vice President People Operations at Razorpay • **Ms. Indu R.**, Head HR, Acer **Ms. Yogita Shanbhag,** Vice President, Human Resources, Flipkart
15:25 -15:30 Hrs	**Vote of Thanks - Dr. Shakti Mishra,** HoD- Computer Science Engineering and Dean- School of Technology
15:30 Onwards	**Tea/coffee**