7th FICCI Innovation Summit 2026

Shaping Tomorrow's Workplace: Where Innovation Meets Impact

23rd September 2026 | Hotel Shangri-La, New Delhi	
08:40 – 09:40 Hrs	**CHRO Roundtable over Breakfast (Only by invite)** **"The Productivity Problem"** **Format - Chatham House (Each CHRO names the one productivity challenge they have not solved.)**
09:30 – 10:00 Hrs	**Welcome & Registration**
10:00 – 10:40 Hrs	**Inaugural Session** **Welcome Address- Mr Anant Swarup,** Secretary General, FICCI **Inaugural Address- Ms Rajkamal Vempati,** Chair, FICCI HR committee and Group Head & Head Human Resources at Axis Bank **Theme Address- Mr Udayan Dutt, Co-**Chair, FICCI HR committee and Group CHRO, RPG Group **Keynote Address- Ms. Naina Lal Kidwai,** Chairperson of the Board, Rothschild India Founder & Chair, India Sanitation Coalition, Past President FICCI **FICCI National HR Innovation Awards 2026 Felicitation**
10:40 – 11:15 Hrs	**Session 1- The Innovation Leader: Building Cultures That Dare to Experiment** **(Leadership)- Fireside Chat** *Session brief:* The session will explore the critical role leaders play in creating organisations where innovation is not merely encouraged but becomes a way of working. It will delve into how leaders can create the confidence to challenge the status quo, encourage experimentation, embrace calculated risk-taking and create an environment where people feel empowered to test new ideas, learn from failure and translate ideas into meaningful impact. **Moderator- Ms Rajkamal Vempati,** Chair, FICCI HR committee and Group Head & Head Human Resources at Axis Bank **Speaker:** **Ms. Naina Lal Kidwai,** Chairperson of the Board, Rothschild India Founder & Chair, India Sanitation Coalition, Past President FICCI
11:15 – 11:40 Hrs	**Networking Tea/Coffee Break**
11:40 – 12:25 Hrs	**Session 2- Organisation Design: Structuring for agility** **Format: Panel Discussion** *Session brief:* In a business environment, organisation design is becoming a strategic lever for agility, innovation and performance. This panel will explore how organisations can rethink roles, structures, decision-making, spans of control, operating models and cross-functional collaboration to respond faster to changing business needs. The discussion will focus on critical balance between empowerment and accountability, stability and adaptability, functional expertise and cross

	functional collaboration. Panellists will also examine how talent mobility, workforce capabilities and ways of working can be embedded into organisation design to create organisations that are resilient, scalable and future-ready. **Moderator: Mr Anil Sachdev**, Founder and Chairman of School of Inspired Leadership (SOIL) **Speaker:** • **Ms Meenakshi Priyam,** Head - Human Resources, Automotive Sector, MAHINDRA Group • **Ms Bhavna Batra,** Vice President - People at S&P Global • **Mr Ayush Gupta,** Director-HR, GAIL • **Mr Pushkar Kumar,** SVP & CHRO, DCM Shriram - Chemicals
12:25 – 13:10 Hrs	**Session 3: The Human AI Workplace: The Middle Manager Is Being Rewritten** **Format: Panel Discussion** *Session brief:* As AI increasingly takes on tasks such as coordination, analysis, monitoring and execution, the role of the middle manager is being fundamentally redefined. This provocative conversation will examine what managerial work should look like when technology can perform many of the activities traditionally associated with managing people and processes. The panel will explore what managers should stop doing, what technology can do better, and which distinctly human capabilities: judgement, coaching, context-setting, influence and decision-making—will become more critical. It will also challenge organisations to reconsider whether the future requires fewer managers or better managers, and how managerial value should be measured beyond activity and span of control. The conversation will ultimately ask: **If you could delete one managerial responsibility tomorrow, what would it be—and what should replace it?** **Moderator: Mr Udayan Dutt, Co-**Chair, FICCI HR committee and Group CHRO, RPG Group **Speakers**: • **Ms Ramya Sampath Sharma**, Chief Human Resources Officer - Saint-Gobain Group in India • **Mr Sankara Narayanan**, Managing Director-Talent Strategy, Advanced Technology Center, India, Accenture • **Mr Anil Nagar,** CEO & Founder, ADDA 247
13:10 – 14:10 Hrs	**Networking Lunch**
14:10 -15:10 Hrs	**Session 4: Innovation Lab – From Challenges to Solution (A workshop by Team Accenture)** “Work is being reinvented with AI — faster than most organisations are ready for. This workshop is for the ones who'd rather design that future than wait for

	it. Over one focused, hands-on session, you'll take a piece of work you know well and rebuild it from the ground up using a deceptively simple model that changes how you see every process AI touches. Expect to be challenged. Expect to think bigger than your constraints. Expect to leave with something you can actually use. **You'll walk away with:** • A **reinvention framework** you can apply to any process, any team, any day of the week • A **redesigned version of real work** — built by you, not handed to you • Sharper instincts for **where AI belongs and where human judgement wins** • **One concrete action** to take back to your team *Come curious. Leave with a blueprint."* **The objective:** *Don't just imagine the future of work. Build a prototype of it.*
15:10 – 15:55 Hrs	**Session 5- Inclusion by Design- Unlocking diverse talent for an innovative and impactful workplace** **Format: Panel Discussion** *Session brief:* The future of inclusion lies beyond representation—it is about consciously designing workplaces where diverse talent can participate, contribute and thrive. This session will explore how organisations can embed diversity and inclusion into their business and workforce strategies, transforming differences in **gender, geography, generations, expertise, abilities and lived experiences** into drivers of innovation, productivity and organisational resilience. The discussion will examine how organisations can create an environment where diverse perspectives translate into better ideas, stronger decision-making and meaningful business outcomes. Leaders will also share practices that have enabled high-performing organisations to leverage diverse talent effectively, while addressing the challenges of building truly inclusive workplaces. The conversation will ultimately explore how **inclusion by design can become a strategic advantage—not an afterthought—in shaping tomorrow's workplace.** **Moderator- Ms Veena Swarup,** Former Director-HR, EIL **Speaker:** • **Ms Swati Patwardhan**, CHRO, Nucleus Software • **Ms Sonica Aron,** Founder & CEO, Marching Sheep • **Mr Sumek Gopal**, SVP- Human Capital, Warburg Pincus • **Ms Bhawna K Mittal,** CHRO & Head of Admin, CSR and Corporate Communication, Hero Future Energies Pvt. Ltd.
15:55 – 16:25 Hrs	**Session 6- Innovation Lightning Talks (awardees presentation)** • No PowerPoint • One story

	• One innovation • One measurable impact • One lesson for the audience
16:25 -17:00 Hrs	**Session 7: The Great HR Reset- If AI does 50% of HR work, what should HR become?** **Format:** Three CHROs, three genuinely different answers - smaller and more strategic - architect of human + AI work - guardian of culture, judgment and trust. **Session Brief:** CHROs have 3 different perspectives and present their point of view and then they ask the audience - What part of HR would you happily automate tomorrow? - What does your CEO actually expect HR to own? - If you had to cut 30% of HR activity, what would disappear? - What is one HR practice you know is outdated but haven't had the courage to kill? And then each table makes One-Sentence HR Manifest; each table submits "In an AI world, HR exists to ____." (Top five revealed, room votes.) **Facilitated by:** Three CHROs from across industry
17:00 Onwards	**Tea/coffee**