



Presents



RIDE THE WAVES OF CHANGE

Co-Presented by



In Association with











ETHRWORLD ANNUAL CONCLAVE,

we are back with its 4th edition!













- Our symposium of the 100 most influential CHROs is a high-impact gathering that serves as both a sanctuary and a crucible for the minds shaping the future of work in India's most dynamic organisations.
- O In today's accelerating business landscape, change isn't merely something to manage—it's a powerful current to harness, and our CHROs are leading it in the boardrooms. They are riding the waves of change to design new work paradigms, backed by compassionate leadership and psychologically safer environments. With the topical theme "Ride the Wave of Change," this annual conclave is an opportunity to reimagine transformation, infuse greater empathy into organizational DNA, and design workplaces where adaptability and human connection reinforce each other.
- A McKinsey report highlights that people with change-ready mindsets are 2.5 times more likely to report breakthrough performance and significantly higher employee well-being scores. Join us as we brainstorm how to navigate waves of change to architect future-ready leaders and workspaces.
- Set against the backdrop of Kerala's stunning coastal landscape, this conclave creates an intimate environment where the nation's HR vanguard candidly exchange insights, forge meaningful connections, and collectively navigate the transformative currents reshaping our world of work.
- Away from the pressures of daily operations, you will explore, reflect and cultivate a strategic foresight and powerful peer network as we balance thought-provoking sessions with immersive experiences that honor Kerala's rich cultural heritage.





THE AI IMPERATIVE:

Redefining HR's Strategic Compass

CULTURAL METAMORPHOSIS:

Engineering Adaptability as Competitive

Advantage

Sey THES

TALENT ECOSYSTEMS:

Beyond Traditional Employment Models

THE WELLBEING REVOLUTION:

Harmonizing
Performance
Excellence with
Human Energy

FUTURE-FORWARD LEADERSHIP:

The CHRO as
Transformation
Catalyst

THE BORDERLESS ENTERPRISE:

Reimagining Work Beyond Geography



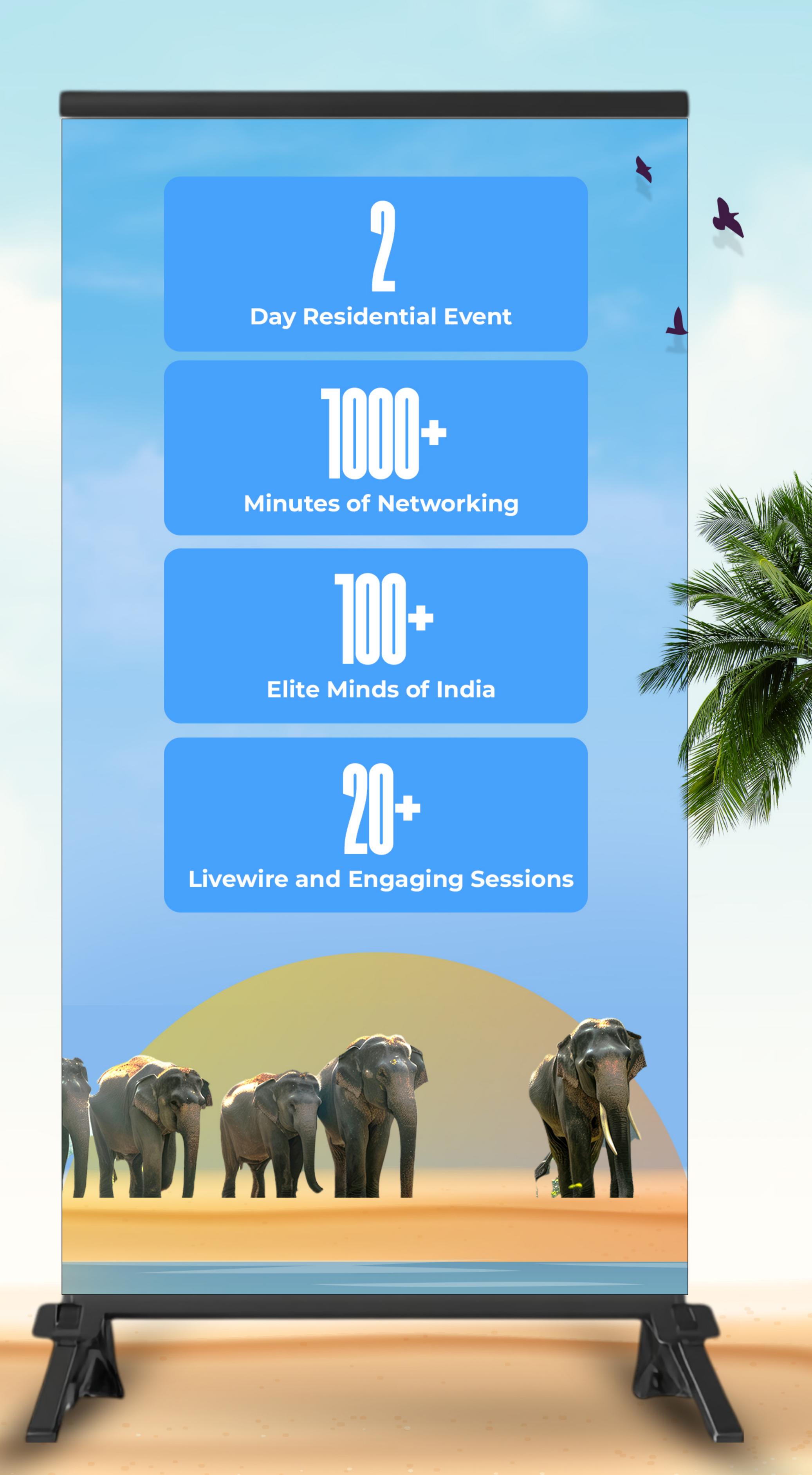






HIGHLIGHTS FROM HIGHES HIGHE

ETHRWorld Annual Conclave 2025











RIDE THE WAVES OF CHANGE

INSPIRING PAST SPEAKERS



SATYADEEP MISHRA Global CHRO, R Systems



ASHWANI PRASHARA CHRO, Reliance Industries



MADHAVI LALL Managing Director, Head - HR, India, Deutsche Bank Group



SUKHJIT S PASRICHA Group CHRO, IndiGo (InterGlobe Aviation Ltd)



RAJ KUMAR DUBEY Head HR, BPCL (Bharat Petroleum Corporation)



SMITHA SUBHASH Head HR -Technology India, Uber Technologies



PRAKASH LAKHIANI Head HR & VP, Prime Focus



KAVITA KURUP Global Head HR, **UST Global**



SURESH B R Country Head - HR, Bosch



ADNAN RASHID Director Solution Engineering, HCM Cloud Applications, Oracle India



NISHCHAE SURI Managing Director-India, Cornerstone



SITARAM KANDI CHRO, Tata Motors



SHRADDHANJALI RAO Head HR, Google



AMIT SINGH CPO, PNB Housing Finance Limited



RUCHIRA BHARDWAJA CHRO, Kotak life



NABAMITA BANERJEE Head (Director)-Partner (Human) Resources, Tata Starbucks



RAJITA SINGH CPO, Kyndryl



PRIYA RAMDEV CPO, McKinsey & Co India



PATTANAYAK President & CHRO Steel & Corporate, JSW Energy



MANOJ **KUMAR SHARMA** CHRO, Ambuja



GOVINDRAJ MK CHRO, Myntra



NIHARIKA G **BHARDWAJ** Head HR,

Sammaan Capital



RAHUL PINJARKAR CHRO, Tata Chemicals



SHIV **RAWAT** Group CHRO, V-Trans (India) Ltd



ROBIN SCARIA CHRO, RapiPay



SANJIV KUMAR Head of Corporate Engagements & Partnerships, Manipal

GlobalNxt University



ASHISH BANKA Head - Human Capital and Talent Strategy,

Cradlewise



SINGH Founder & CEO, RED.Health



DR. SANJAY MUTHAL CEO, AgroLynx

Consulting



UDAI SINGH President - Global **Products & Solutions** and Delivery, NIIT

Limited



SANJAY KUMAR CHRO, Apar Industries



DEEPU **BHATTACHARYA** CHRO, Unity Small Finance Bank



MUKESH KUMAR Director Solution Engineering, HCM Cloud Applications,



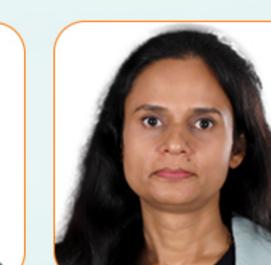
SIMIN ASKARI Head HR and **Business** Excellence, DS Group



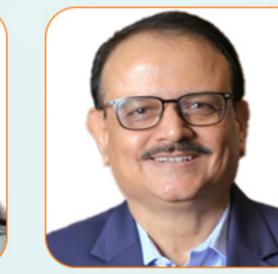
JYOTSANA SAXENA Chief People Officer, DB Schenker India



SARMA CHILLARA Group CHRO, Škoda Auto Volkswagen India



PRIYADARSHINI NAIK HR Head, CDM Smith



MAHINDRA INGE Director- HR, Serum Institute of



SURAJ CHETTRI VP, Head of HR, Airbus



RACHNA SRIVASTAVA VP & Head HR, Motherson Technology

Services



RICHA DUBEY Chief People Officer, Nayara

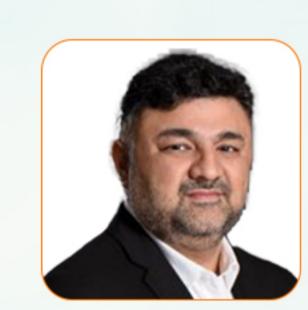
energy



SACHIN KHURANA CPO & Sn VP, Happiest Minds Technologies



JACOB JACOB Group CHRO, Malabar Group



TUSHAR DESAI Senior Director - Talent Acquisition, India and Philippines, FIS Global



ROHIT VISHAL GUPTA CHRO, Varun

Beverages



RAJIV NAITHANI CHRO, Infogain



MARTIN DINESH GOMEZ Head HR, Zepto



DEV JHA Head of Human Resources, MYK LATICRETE India



PANKAJ SHARMA CHRO, Rockman

Industries Limited



SALIL LAL CHRO, Maruti Suzuki India



AARTI KOHLI ASWANI Head HR, Bausch + Lomb



RAJESH RAI VP - People & Head HR - APAC, GlobalLogic - A Hitachi Group



VIKRAM **TANDON** Advisor to the CEO, Adani Group



ATUL TIWARI CHRO, SpiceMoney



KIRAN YADAV CPO, Canara HSBC Life Insurance



GODARA Vice President, Head-People & Culture, ACME Group

ATMA



JOSHI CHRO, Honeywell Automation India



DESHMUKH CHRO, Kokuyo camlin



PAVANJIT SINGH **DHINGRA** Joint Managing Director, Prudent Insurance Brokers Pvt Ltd



GHOSH

Head Human

Resources, SBI

Ventures Limited

SAYANTANI DUTTA Chief - HR and Administration, Bajaj Housing Finance

BHUMIKA SRIVASTAVA People Leader, Walmart Global Tech



Culture, Rapido



VERMA

Head People &

Culture, ShareChat

AMIT SHARMA

CHRO, Gokaldas

Exports



DEVI PRASAD DASH

CHRO, Apollo

Health & Lifestyle

Limited



KHEKALE

CHRO, Waaree Group

LATA

CHEMUDUPATI Leader-HR&People Practices,

NetConnect

SURESH **KUMAR RANA** CGM-HRD, Punjab National Bank

CPO, Page Industries

RAVI KUMAR







INSPIRING PAST SPEAKERS



HEMANT KUMAR RAVI Sr VP & Group CHRO, CasaGrand Builder



VIVEK JAIN CHRO, Capri Global



MUNISH **VASUDEVA** Senior VP & CHRO, Hindustan Zinc

Limited



JASMEET BHATIA EVP&CHRO, Thermax Limited



SUBEER BAKSHI Head People & Culture, Pocket FM



JAIKRISHNA B President and Group CHRO, Amara Raja Group



SHIZA ANSARI KHAN CHRO, Shemaroo Entertainment Ltd



GIDWANI CHRO, Mahindra Holidays



BHARGAVA Chief People Officer - Human Resource, Aavas Financiers

ANSHUL



POOJA MIRCHANDANI President HR, CRISIL



MANIAN RHS Head HR, CreditAccess Grameen



MANMOHAN **KALSY** CHRO, Inbrew Beverages



RISHU GARG CHRO, DeHaat



KASHISH KAPOOR Head HR, NEC

Corporation



GAURAV SAINI Group CHRO, Wadhwani Foundation



PANCHAM DOGRA Head HR, Times

Internet



PATHIK **ALMOULA** CHRO, Steel Strips

Wheels



AMIT DAS Director HR & CHRO, BCCL



MANJUNATH S Group Head -HR, Toyota Tshusho India Pvt Ltd.



VINOD **PARUR** CHRO, RR Kabel



LOLY **VADASSERY** CHRO, Datamatics **Business Solutions**



MILAN KHURANA Executive Director -HR, Admin & IT, Prestige Estates Projects



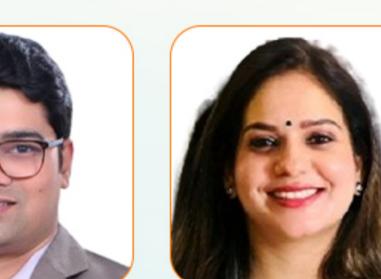
SUMAN RUDRA CHRO, JSA



DARSHANA BAMANIA CHRO, Asian Star Company Ltd

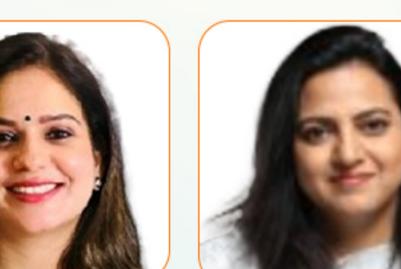


SURESH AADE Head HR, Foodhub

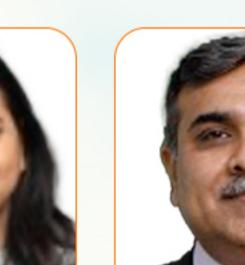


SUNAINA KAUL Director, Global **Employee Relations**

Qualcomm



MANJEET DHILLON Senior Executive Vice President and and Labor Relations, Head HR, Kotak



RAAMANN AHUJA CHRO, PDS



NISHANT KALRA CHRO, JTEKT India Limited



POOJA **BANGAD** Co-Founder, Shework



NIKHAR ARORA CEO & Co-Founder, Mentoria



RAJUL MAHESHWARI CEO, Ezyhire



ASHISH AMBASTA CEO, HappyPlus



SRIDEVI RK Head of Global Business & Alliances, MYND



SHRUTI **WALIA** Head HR, Cure Fit



SUNNY SADNANI Head of Sales, RippleHire



DILIP SINHA CHRO, Vedanta

Limited









RIDE THE WAVES OF CHANGE



Prabir Jha
CEO, Prabir Jha Associates
(Conference Chair)



Ashwani Prashara CHRO, Reliance Industries



Suraj Chettri

VP, Head of HR - Airbus India &

South Asia & Head of Site
Bangalore, Airbus India



Seema Nair CHRO, Flipkart

CONFIRMED LEADERS

For ETHRWorld Annual Conclave 2025



Rishikesh Raval

President - Group Human

Resources & Corporate

Communications, Zydus

Lifesciences Limited



Pallab Mukherjee CHRO, Equitas Small Finance Bank



Govindraj MarathKarunakaran CHRO, Myntra



Yuvaraj Srivastava CHRO, MakeMyTrip



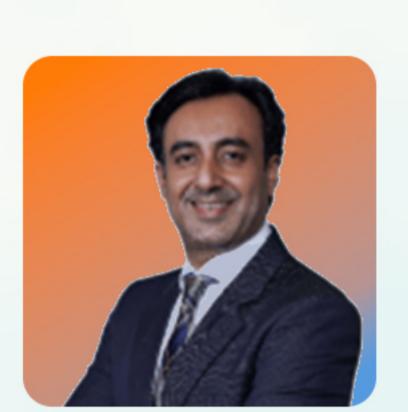
Suresh Kumar Sivaraj CHRO, Muthoot FinCorp



Smitha Subhas Head HR - Technology India, Uber



Raja Radhakrishnan
President & Head - HR, Ashok
Leyland



Nishchae Suri

Managing Director - India,

Cornerstone



Darshika Chandra Khare
Director, Head Asia Pacific Learning
Strategy & Execution, Johnson &
Johnson



Kinjal Chaudhary
President HR, Cadila
Pharmaceuticals



Preeti Kannan
President & CHRO, IIFL Finance



Tarun N P Varma
CHRO, Tata Consumer Products





Andleeb Jain
Group President HR, JK Cement



Amit Sharma
Group CHRO, Gokaldas Exports



Samik Basu CHRO, Hindalco Industries





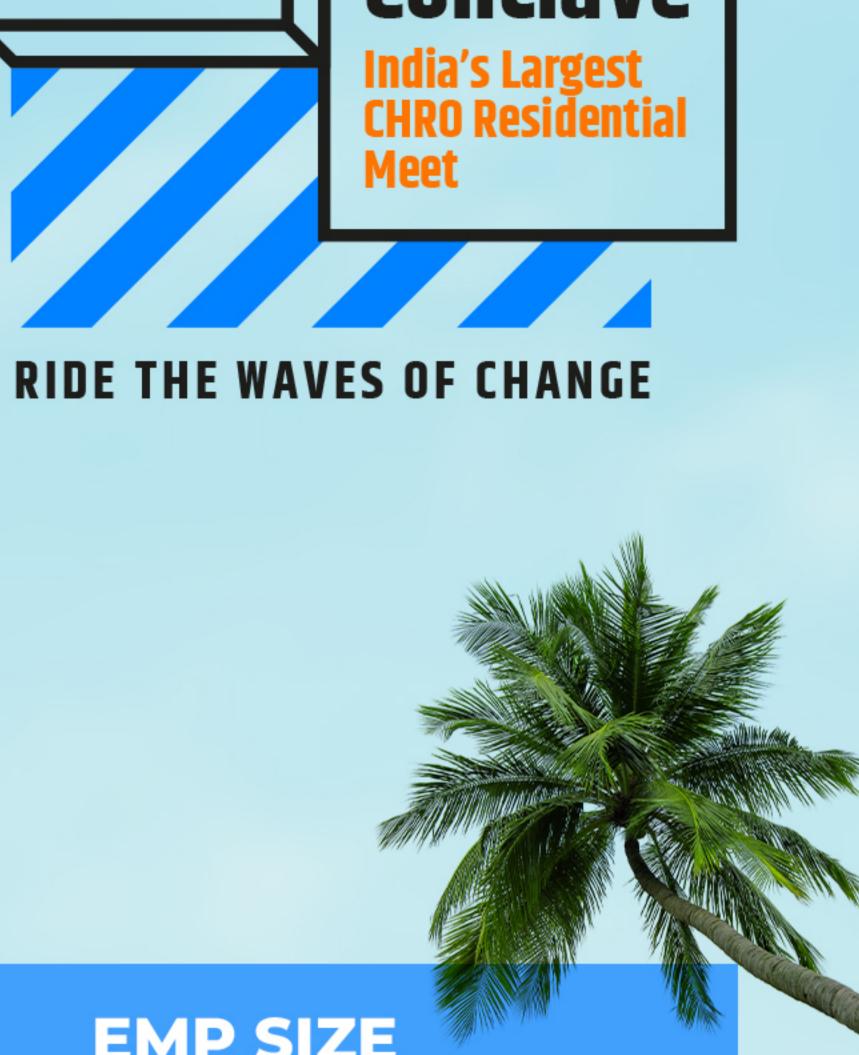
Shilpa Pai SVP & Global Head HR, 3i Infotech











COMPANY NAME	INDUSTRY	EMP SIZE	
Uber	Auto	10K +	
Ashok Leyland	Auto	10K +	
Flipkart	E-Commerce	10K +	
Tata Consumer Products	FMCG	10K +	
JK Cement	Manufacturing	1K - 5K	
Disney Star	Media & Entertainment	1K - 5K	
SBI Life	Insurance	10K +	
MakeMyTrip	E-Commerce	1K - 5K	
Zydus Lifesceiences	Healthcare/Pharma	10K +	
Airbus	Aviation and Aerospace	10k +	
Adani Wilmar	FMCG	1K - 5K	
Reliance Industries	Conglomerate	10K +	
Cadila Pharmaceuticals	Healthcare/Pharma	5-10k	
Johnson & Johnson	Retail	10K +	
Canara HSBC Life Insurance Company	Insurance	1K - 5K	
Hotstar	Media/ Entertainment/ Marketing	500-1k	
3i Infotech	IT/ITeS	5-10k	
Hindalco	Mining	10K +	
IndiaFirst Life	Insurance	1K - 5K	
Equitas Small Finance Bank	Banking	10k +	
Gokaldas Exports	Manufacturing	10K +	
Redington	IT Services and IT Consulting	1K-5K	







COMPANY NAME	INDUSTRY	EMP SIZE
IIFL Finance	Financial Services	10k +
DCM Shriram	Manufacturing	5K-10K
Muthoot FinCorp	Financial Services	10k +
Myntra	E-Commerce	1K - 5K
Tata Chemicals	Manufacturing	1K - 5K
Tata CLiQ	E-Commerce	200-501
Bennett Coleman & Company - Times Group	Media & Entertainment	5-10k
Shapoorji Pallonji Group	Conglomerate	10K +
Blue Dart Express Limited	Transportation	10K +
Honda Motorcycle & Scooter India	Auto	10K +
Aurobindo Pharma	Healthcare/Pharma	10K +
Interglobe Aviation	Aviation	10K +
DTDC Express Itd	Transportation	10K +
Amara Raja	Manufacturing	10K +
Honeywell Automation	Manufacturing	10K +
L&T Finance	Financial Services	10K +
UltraTech	Wholesale Building Materials	10K +
Asian Paints	Manufacturing	10K +
Axis Max Life Insurance	Insurance	10K +
Piramal Enterprises	Conglomerate	1K - 5K
Waaree Group	Solar Electric Power Generation	5K-10K
Abbott India Ltd	Hospitals and Health Care	10K +
Bajaj Allianz Life Insurance	Insurance	10K +







COMPANY NAME	EMP SIZE	INDUSTRY	
HDFC Life Insurance	Insurance	10K +	
ONGC	Energy/Oil/Gas	10K +	
Hinduja Group	Conglomerate	10K +	
Mahindra Group	Conglomerate	10K +	
Siemens	Manufacturing	10K +	
Raymond Group	Retail	1K - 5K	
Hyundai Motors India	Auto	5K-10K	
State Bank of India	Banks	10K +	
Muthoot Group	Finance	10K +	
Bank of India	Banks	10K +	
GE Healthcare	Healthcare/Pharma	10K +	
Glenmark Pharmaceuticals	Healthcare/Pharma	10K +	
Bharti Airtel	Telecom	10K +	
Godrej Industries Group	Conglomerate	10K +	
LIC	Insurance	10 K+	
One 97 Communications/ Paytm	Finance	1K - 5K	
Adani Energy Solutions	Conglomerate	10K +	
Zepto	E-Commerce	5K-10K	
Bharat Petroleum Corporation	Energy/Oil/Gas	10K +	
Mahindra & Mahindra (Automotive)	Auto	10K +	
Apollo Tyres	Manufacturing	10K +	
Cipla	Healthcare/Pharma	10K +	
ICICI Prudential Life Insurance	Insurance	1K - 5K	7





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COMPANY NAME	INDUSTRY	EMP SIZE
Mercedes-Benz Research and Development India	GCC	5K-10K
Nestle India	FMCG	5K-10K
Titan	Retail	5K-10K
Tata Motors	Auto	10K +
Honda Cars	Auto	1K - 5K
Punjab National Bank	Banks	10K +
TCS	IT/ITeS	10K +
RP Sanjiv Goenka Group	Consumer Services	10k +
Hindustan Unilever	FMCG	10K +
JSW Group	Conglomerate	10K +
Pepsico	FMCG	10K +
Emcure Pharmaceuticals	Healthcare/Pharma	5K-10K
Max Healthcare	Healthcare/Pharma	10K +
Persistent Systems	IT/ITES	10K +
Ceat	Retail	5K-10K
Maruti Suzuki	Auto	10K +
Adani Group	Conglomerate	10K +
Procter & Gamble	FMCG	10K +
TVS Motors	Auto	5K-10K
Bank of Baroda	Banks	10K +
Jindal Steel & Power	Conglomerate	10K +
Amazon India	E-Commerce	10K +
Sugar Cosmetics	Personal Care Product	200-500

Manufacturing







COMPANY NAME	EMP SIZE	INDUSTRY
Britannia Industries	FMCG	1K - 5K
Birlasoft	IT/ITeS	10K +
Coca-Cola Company	FMCG	10K +
Air India	Aviation	10K +
Bajaj Finance	Finance	10K +
Axis Bank	Banks	10K +
Indian Railways	Transportation/Trucking/Railroad	10K +
JK Tyre & Industries	Manufacturing	5K-10K
Mondelēz International	GCC	10K +
Dabur India	FMCG	5K-10K
Fortis Healthcare	Healthcare/Pharma	10K +
Lupin	Healthcare/Pharma	10K +
HDFC Bank	Banks	10K +
Tata Group	Conglomerate	10K +
Zomato	Unicorn/E-Commerce	1K - 5K
Bandhan Bank	Banks	10K +
GMR Group	Conglomerate	5K-10K
Avenue Supermarkets (D Mart)	Retail	5K-10K
Blinkit	Technology, Information and Internet	1K - 5K
Devyani International	Food and Beverage Services	10K +
DHL Express	Transportation	10K +
Tata Digital	Technology, Information and Internet	500-1k
Reckitt	FMCG	10K +

















COMPANY NAME	EMP SIZE	INDUSTRY
Chola MS General Insurance	Insurance	5-10k
ICICI Securities	Finance	1K - 5K
Ingram Micro	GCC	10K +
Reliance Power	Energy/ Oil/ Gas	1K - 5K
Central Bank of India	Banks	10 K+
DLF	Real Estate	5-10k
FirstCry	Retail	5-10k
GE	Manufacturing	10K +
Havells India	Retail	5-10k
IDBI Bank	Banks	10K +
Metropolis Healthcare	Healthcare	1K - 5K
Parle Products	FMCG	10K +
Piramal Pharma Solutions	Pharma	1K - 5K
RBL	Banks	5-10k
Spencer's Retail	Retail	1K - 5K
PhonePe	Unicorn/Finance	5-10k
Fiserv	GCC	10K +
Siemens Healthineers India	Healthcare	10K +
LTI Mindtree	IT Services and IT Consulting	10K +
Oyo Rooms	Hospitality	10K +
3M	Manufacturing	10K +
JP Morgan	Financial Services	10K +
Bank of America Merrill Lynch	GCC	10K +





Retail

Manufacturing

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COMPANY NAME

Kotak Life Insurance

Sony Pictures Networks India

Godrej Consumer Products

Pernod Ricard

Hindustan Zinc

Canara Bank

Standard Chartered

Union Bank of India

United Breweries

ReNew Power

Pidilite Industries

Welspun Group

Aditya Birla Capital

ABB

Ola

JCB

Viacom₁₈ & Jio Cinema

Dalmia Cement (Bharat)

Aditya Birla Fashion and Retail

Future Generali Life Insurance

DMart

Razorpay

Indira IVF



nclave	
EMP SIZE	INDUSTRY
Hospitals and Health Care	1K - 5K
Insurance	10K +
FMCG	10K +
Media/ Entertainment/ Marketing	10K +
Energy/Oil/Gas	10K +
FMCG	10K +
Banks	10K +
Retail	5-10k
Software Development	1K - 5K
GCC	10K +
Media/ Entertainment/ Marketing	1K - 5K
Manufacturing	5-10k
Banks	10K +
FMCG	1K - 5K
IT/ITeS	10K +
Energy/Oil/Gas	1K - 5K
Retail	Aditya Birla Fashion and Retail
Manufacturing	5-10k
Software Development	10K +
Retail	10K +
Insurance	1K - 5K

10K +

10K +









COMPANY NAME	EMP SIZE	INDUSTRY	
Nvidia	IT/ITeS	10K +	
CRED	Financial services	500-1k	
Urban Company	Technology, Information and Internet	1K - 5K	
Arcelor Mittal	Manufacturing	10K +	
Netflix	Media and entertainment	10K +	
Novartis India	Healthcare/Pharma	10K +	
American Express	GCC	10K +	
Apple	Computers and Electronics Manufacturing	10K +	
PowerGrid	Utilities	5-10k	
Jubilant Foodworks	Retail	10K +	
Tata AIG	BFSI	1K - 5K	
Yes Bank	Banks	10K +	
Boat	Computers and Electronics Manufacturing	500-1k	
Force Motors	Automotive	5-10k	
GoldMan Sachs	Financial Services	10K +	
PayU	BFSI	1K - 5K	
Puma	Retail	10K +	
SBI General Insurance	Insurance	10K +	
VISA	IT Services and IT Consulting	10K +	
JBM Group	Auto	10K +	
Samsung Electronics	Manufacturing	10K +	
Jio Platforms	IT/ITeS	500-1k	
GROWW	Financial Services	500-1k	







COMPANY NAME	INDUSTRY	EMPSIZE
Mamaearth	Health, Wellness & Fitness	50-200
Akasa Airlines	Aviation	1K - 5K
AstraZeneca Pharma India	GCC	1K - 5K
Bosch India	GCC	10K +
Wow Skin Science	Retail Health and Personal Care Products	500-1k
Fidelity	GCC	10K +
Suzion Group	Energy/Oil/Gas	5-10k
BLK Super Speciality Hospital	Healthcare	1K - 5K
Narayana Health	Healthcare	10K +
Paras Healthcare	Healthcare	5-10k
Federal Bank	Banks	10K +
Indian Overseas Bank	Banks	10K +
Manipal Hospitals	Healthcare	10K +











Why You Should Partner

With Us at Our Residential Event

Unmatched Face Time with Decision-Makers:

Residential events provide immersive, extended opportunities to connect with senior HR and business leaders in a more informal, distraction-free setting. This leads to deeper conversations and stronger relationship building—something that traditional day conferences can't always offer.

Quality Over Quantity:

With a curated, high-quality audience of 100 top CHROs, the environment is more intimate and meaningful. You're not lost in a sea of vendors—your brand gets the spotlight.

Positioning as a Thought Partner:

Beyond logo visibility, you get to co-create sessions, lead roundtables, or host networking dinners, which elevate your perception from vendor to trusted advisor.

Captive Audience & Brand Recall:

Being part of the 2–3 day agenda allows repeated brand touchpoints from room drops to hosted experiences which massively boosts retention and recall of your solution.

Exclusive Access to Strategic Conversations:

Residential formats often foster candid discussions about challenges and priorities for the next 12–24 months. You gain firsthand insights to refine your GTM or product roadmap.

Content & Collateral Value:

You'll walk away with access to thought leadership sessions, insights, and event coverage that you can repurpose for your marketing or sales enablement.

Proven Conversion Potential:

Residential events consistently drive higher post-event engagement and conversion, as the relationships built are deeper and more trust-driven.





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ETHRWorld is the flagship digital platform for the HR vertical of The Economic Times, the second largest widely read business newspaper and digital media platform in the world. We are an integrated media platform, now present across geographies, that aims to unite the world of work community and enable their learning through insights, news, interviews, trends, research, whitepapers, curated events & conferences, masterclasses and workshops.

The platform brings together thought leaders, industry experts, decision makers, solution providers and enthusiasts from the HR ecosystem to initiate conversations around the innovations and latest trends impacting work, workplace and workforce. We bring to you first-hand information and insights on anything and everything that is happening in the world of work.







For Partnership & Alliances

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