



# REPORT

## HR CONCLAVE 2025

*Human Capital in a Disrupted World:  
Building Resilience, Responsibility & Results*

**Saturday, December 20, 2025 | 09:30 AM to 05:30 PM**

The HR Conclave 2025 served as a remarkable confluence of HR practitioners, leaders, and futurists, offering an engaging platform to share insights, exchange perspectives, and address the evolving landscape of human resources. Held in a dynamic and collaborative environment, the conclave was designed to tackle contemporary HR challenges and provide actionable solutions for professionals across diverse sectors.

### **Objective**

The objective of the HR Conclave was to provide a comprehensive platform for discussion on contemporary issues and emerging trends in human resource management. It aimed to enhance understanding of HR's role in building workforce resilience and agility amid uncertainty, promote sustainable and responsible HR practices that align people, purpose, and environmental responsibility, and explore evolving approaches to performance management and employee engagement in a multi-generational workforce.

### **PLENARY SESSIONS**

#### **Panel Discussion 1:**

*Workforce Resilience & Agility - HR's Role in Preparing for Uncertainty.*

#### **Panel Discussion 2:**

*Sustainable & Responsible HR - Integrating People, Purpose & Planet*

#### **Panel Discussion 3:**

*Redefining Performance & Engagement in a Multi-Generational Workforce*

## **Report**

### **HR Conclave'25, IBS Jaipur**

- **Date** : 20 December 2025
- **Venue** : 016 Seminar Hall
- **Subject** : HR Conclave

#### **Attendees:**

##### **Dignitaries:**

- Dr. R. Nesamoorthy, Registrar, The ICFAI University, Jaipur
- Dr. N.D Jasuja, Joint Registrar, The ICFAI University, Jaipur
- Dr. Shweta Jain, Director, ICFAI Business School, Jaipur
- Dr. Archana Rathore, Dean, ICFAI Business School, Jaipur

#### **Chief Guest:**



**Ms. Shraddha Agarwal**  
(Chief Executive Officer)  
Swasthya Kalyan Group

#### **Research Scholars**

#### **Working Professionals**

#### **Students from Different Universities**

##### **Students:**

- MBA Class of 2026
- MBA Class of 2027

#### **Convenor:**

Dr. Shweta Jain

#### **Co-Convenor:**

Dr. Shivangani Rathore

Dr. Sumedha Soni

## Inaugural Session

- A Welcome Note was delivered by Dr. Shweta Jain, Director of ICFAI Business School Jaipur.
- This was followed by an insightful address from our esteemed guest Ms. Shraddha Agarwal CEO at Swasthya Kalyan Group.







## **Panel Discussion I**

**Theme: Workforce Resilience and Agility - HR's Role in Preparing for Uncertainty.**

Panel Members were as follows:

- **Ms. Neha Chaudhary**, Senior Manager Employee Success Business Partner at Salesforce
- **Ms. Sakshi Bhatt**, HR Manager Metacube Software Pvt.Ltd
- **Mr. Nikhil Mathur**, Head of Human Resources at Narayana Health
- **Mr. Punit Solanki**, Head-Global Talent Acquisition at KGK Group
- **Mr. Yatendra Singh Kushwah**, Director Human Resources-People and Culture at Gems Paradise

The discussion was moderated by Dr. Shweta Jain, Director ICFAI Business School, Jaipur.





## **KEY TAKEAWAYS**

### **Panel Discussion 1: Workforce Resilience and Agility - HR's Role in Preparing for Uncertainty.**

The first panel discussion focused on the theme of workforce resilience and agility in an increasingly uncertain and dynamic business environment. The panelists emphasised that organizational change is inevitable and continuous, particularly in periods of growth and transformation. It was highlighted that resilience begins with an individual and organizational mindset that is open to learning, adaptability, and reinvention. The discussion stressed that long-term employability has become more critical than short-term job security, as roles and skill requirements continue to evolve rapidly.

Panelists addressed sensitive topics such as layoffs and counter-cyclical hiring in an open and realistic manner, acknowledging them as unavoidable outcomes of changing market conditions rather than failures of individuals. The importance of proactively building relevant skills, staying updated with industry trends, and avoiding complacency was strongly emphasised. Participants were encouraged to focus on developing competencies rather than seeking comfort or stability in fixed roles. Additionally, the panel highlighted the value of mentorship in navigating career transitions and the need for individuals to clearly define their professional non-negotiables early in their careers to make informed and resilient career decisions.

## Panel Discussion II

**Theme: Sustainable and Responsible HR - Integrating People, Purpose & Planet**

Panel Members are as follows:

- **Mr. Ajeet Parihar**, Director of HR at Rambagh Palace
- **Ms. Anoushka Bhatia**, Assistant Manager - HRBP at Angara E-Commerce Pvt. Ltd.
- **Mr. Puneet Sharma**, Founder and Director at Infiniteloops Media Pvt Ltd.
- **Mr. Subrata Das**, Senior Advisor - Human Resources and Administration at JECRC Medical College.





## **KEY TAKEAWAYS**

### **Panel Discussion 2: Sustainable and Responsible HR - Integrating People, Purpose & Planet.**

The second panel discussion centered on the concept of sustainability in human resource management and clarified several misconceptions surrounding the term. Panelists strongly emphasized that sustainability should not be viewed merely as a corporate social responsibility initiative, but rather as a fundamental organizational mindset embedded in daily decision-making processes. True sustainability, according to the discussion, is reflected in how organizations treat their people consistently and responsibly over time.

The panel highlighted that fairness, transparency, and ethical conduct are essential components of sustainable HR practices. It was emphasized that organizations that prioritize short-term gains at the cost of employee well-being often create fragile systems that are vulnerable to disruption. Panelists discussed how treating employees as easily replaceable resources weakens trust and reduces long-term organizational resilience. Instead, sustainable organizations are those that invest in people, promote inclusive practices, and align business goals with social and environmental responsibility. The discussion reinforced the idea that sustainable HR practices contribute significantly to organizational longevity and credibility.

## Panel Discussion III

### **Theme : Redefining Performance & Engagement in a Multi-Generational Workforce**

Panel Members are as follows :

- **Mr. Arpit Soni**, Founder at Creware Technologies Pvt. Ltd.
- **Ms. Sapna Verma**, Director - Talent Engagement and Growth at MTX Group Inc.
- **Arun Kumar Singh**, HR Head at Shriram General Insurance Co. Ltd.
- **Shraddha Khandelwal**, Head of Human Resources at India Hostels Pvt. Ltd. - Moustache
- **Rajneesh Jain**, General Manager Human Resources at Rays Power Infra Limited





## **KEY TAKEAWAYS**

### **Panel Discussion 3 : Redefining Performance & Engagement in a Multi-Generational Workforce**

The third panel discussion focused on managing performance and engagement within a multi-generational workforce. Panelists highlighted that today's workplaces consist of employees from different generations, each with distinct expectations, values, and work preferences. However, it was emphasized that these differences do not imply a need for entirely different organizations, but rather for flexible and inclusive workplace practices.

The discussion underscored that traditional, uniform HR policies are no longer effective in addressing the diverse needs of a multi-generational workforce. Panelists stressed the importance of adaptable performance management systems that allow for personalized goals, continuous feedback, and regular communication. Leadership was identified as a critical factor, with an emphasis on the need for leaders to demonstrate empathy, openness, and the ability to manage diverse perspectives. The panel concluded that the key challenge is not age diversity itself, but the evolving expectations of employees, which require HR professionals to continuously innovate engagement and performance strategies.

## Valedictory Session

### Feedback :

The event was conducted professionally and received acclaim for the swift and hassle-free arrangement.

