



# Seminar on Role of Human Resource Management in Insurance Industry

4<sup>th</sup> September 2024 – 10.00 am to 02.00 pm



Human  
Resource  
Management



Venue -

Mumbai Cricket Association (MCA)

G Block, RG-2, Bandra Kurla Complex, Bandra East, Mumbai - 400051.

## INSURANCE INSTITUTE OF INDIA & COLLEGE OF INSURANCE

**Insurance Institute of India (III)** was formed in 1955 as a Federation of Insurance Institutes for the purpose of building academic and professional capacity for the insurance industry. The Indian Insurance Industry, SAARC countries and many other developing insurance markets recognize the Institute as a pioneer in insurance education, that addressing the causes of building and developing professionalism and responds to the academic needs of the industry. III certifications are internationally recognized. III works closely with the Insurance Regulatory and Development Authority of India (IRDAI) in conducting mandatory training and testing of insurance intermediaries.

III works in collaboration with prestigious bodies like the Institute of Global Insurance Education (IGIE), International Insurance Society (IIS), Insurance Development Forum (IDF), Chartered Insurance Institute (CII-UK), American Institute for Chartered Property Casualty Underwriters (AICPCU), Federation of State Insurance Organizations of SAARC Countries, Chambers of Commerce and Industry, Universities and other academic bodies.

**College of Insurance (COI)**, the training arm of III, founded in 1966, provides training in all technical and functional domains of Insurance. A large number of entities in India and abroad, including private and public sector insurers, brokers, surveyors, third party administrators, purchasers of insurance and others benefit from COI's classroom sessions, workshops, seminars, industry research and knowledge sharing activities. Apart from Mumbai, COI has a campus in Kolkata catering to the academic needs of the Eastern and North Eastern Regions of India and those of the neighboring countries.

COI/III collaborates with multiple Central Government and State Government agencies, academic institutions and other entities in India and abroad to improve their technical capabilities through training, research and consultancy assignments.

Insurance Institute of India organizes seminars on Insurance periodically to increase knowledge and awareness of general public and for positioning the Institute and the College of Insurance in the industry. The broad categories of seminars that we conduct are as follows:

- Seminar Category I - Bonding by Professionalism (BBP)
- Seminar Category II - Look Deep (LD)
- Seminar Category III - Look Beyond (LB)
- Category Four - One-off Conferences (OOC)

**Seminar Category III - Look Beyond (LB):** This type of seminars will be conducted either on a proactive or futuristic theme related to a new area of insurance. It can focus on an existing challenge, an emerging situation or an elusive problem. The theme can be picked up from a news item or emanate from a felt need of one or more insurers/ interest groups.

## CONCEPT OF THE SEMINAR

III/LB/2024/02/RHRM\_II

III is conducting a seminar on **4<sup>th</sup> September 2024** on the topic **"Role of Human Resource Management in Insurance Industry"** under the Seminar Category "Look Beyond".

The thought process behind the seminar is as follows:

Insurance industry plays a vital role in mitigating risks and providing financial protection to individuals, businesses across spectrum and organizations. Anticipating and proactively addressing challenges of employees, rethinking the employee value proposition in a post-pandemic world have gone a long way in employee retention. It's all about highlighting why our employees are more than just team members. They're the backbone of our success. Strong future lies in the vitality of investing in retention. A happier and healthier workplace will lead to heightened focus, improved problem-solving capabilities and ultimately increased productivity levels.

The other challenge which the industry is facing today is building awareness about insurance and knowledge dissemination. Insurance education and awareness are crucial aspects of financial literacy that can greatly benefit individuals and communities. Knowledgeable consumers are better equipped to compare insurance policies, understand terms and conditions, and make choices that align with their needs and budget. By enhancing insurance education and awareness, individuals and communities can make more informed decisions, mitigate financial risks, and ultimately achieve greater financial stability and resilience. Deliberations will be on the role of academics in spreading insurance awareness.

Considering the above two crucial for the success of insurance industry, the theme for the seminar is **"ROLE OF HUMAN RESOURCE MANAGEMENT IN INSURANCE INDUSTRY"**.

In this seminar, we will have the following Panel Discussions factoring the referred theme.

**Panel 1: Emerging Challenges in Human Resource Management in Insurance Industry**

**Panel 2: Industry expectations from academic institutions**

III is confident that the outcome of this deliberations is going to immensely benefit the industry in general and Human Resource Function in particular. This will also contribute to reaching the ultimate goal of "Insure India by 2047".

## WELCOME ADDRESS SPEAKER



**Mr S.N. Satpathy**  
**Secretary General**  
**Insurance Institute of India**

Mr Satpathy is currently the Secretary General of Insurance Institute of India. Prior to this assignment he was holding the post of Additional Director of LIC Management Development Centre (MDC), Mumbai, the apex training centre for middle to senior level executives of LIC.

He joined as Direct Recruit Officer in LIC of India in the year 1989. During his more than three decades experience in the Life Insurance, he had performed in multiple positions in Branches, Divisions, Zones & Central office, covering different areas of operations and marketing. He has major experience in conventional marketing of life insurance, marketing through alternative channels of distribution which includes Bancassurance and Direct Marketing. He had effectively performed as National Relationship Manager to promote the Bancassurance channel business.

He was also in-charge of Pension & Group business operations in Mumbai.

He is a Post Graduate in Agriculture Science and also a Fellow of Insurance Institute of India (FIII), having Specialized Diploma in Health Insurance.

## SEMINAR CHIEF GUEST



**Mr Abhay Tewari**  
**Managing Director & CEO**  
**Star Union Dai-ichi Life Insurance Co. Ltd.**

Mr Abhay Tewari is Managing Director & CEO Star Union Dai-ichi Life Insurance Co. Ltd. He took charge as MD & CEO in 2021, before which he was the Joint President - Corporate & Chief Actuary. SUD Life is a tri-party Joint Venture between Bank of India, Union Bank and Dai-ichi Life (Japan).

Mr Tewari has more than 25 years of experience in Financial Services with dominant part being spent in the Life Insurance Industry. He has held senior leadership positions in the Actuary function in SBI Life Insurance as well as Edelweiss Tokio Life Insurance before coming on board with SUD Life. At SUD life His pragmatic approach and understanding in

combining business realities with technical management has resulted in stable growth of the organization and also led to an early break-even in a competitive market.

Mr Tewari is a Fellow member of the Institute of Actuaries of India as well as the Institute & Faculty of Actuaries, UK. He is also a CFA charter holder from CFA Institute, USA. Mr Tewari previously served as the Institute of Actuaries of India's Chairperson of the Education Committee. He is also an alumnus of IIT Kanpur.

### III INTRODUCTION SPEAKER



**Mr Subash Chandra Pattanayak**  
**Faculty (Life Insurance)**  
**College of Insurance**

Mr Pattanayak, joined Insurance Institute of India, Mumbai as a Faculty (Life Insurance) in the College of Insurance, Insurance Institute of India on 1<sup>st</sup> September, 2023 after his superannuation from LIC of India in the scale of Executive Director on 31<sup>st</sup> July 2023. Mr Pattanayak started his career in LIC of India as a Direct recruit Assistant Administrative Officer (AAO) in the year 1990 and carries a vast and rich experience of 33 years of various positions in LIC of India. He has overseen leadership assignments involving business development, profitability improvement, ensuring compliance and risk management, close interface with Independent Board on regulatory and governance matters.

Prior to his present assignment at III, he has held several important positions in LIC of India such as CEO & MD LIC (Sri Lanka), CEO & MD LIC (Nepal), Senior Divisional Manager (In-charge) of 2 premier divisions Pune 2 & Kolkata Metropolitan Divisional Office 1, Chief Administrator & Faculty, National Insurance Academy, Pune. He has undergone training on "Life Insurance Business Leading Towards Sustainable Profitability" from IIM, Bangalore, "Business Leadership" from Indian School of Business, Hyderabad (ISB, Hyderabad, India), "Case Writing Workshop" from The Case Centre, UK and Direct Trainer Skills Programme (DOPT, GOI). Mr Pattanayak was a part and parcel of Research Paper on the subject of "A Perception of the Middle and High-Income Millennials about the Need for Pension and their Retirement Preparedness" in National Insurance Academy, Pune. He was Conferred with "Awards of Excellence in Insurance" from Top Management Consortium, Pune in 2013-14.

Mr Pattanayak holds a Bachelor's Degree in Agriculture from College of Agriculture, Odisha University of Agriculture & Technology. He is also a Fellow member of Insurance Institute of India (FIII).



## MODERATOR – TRACK 1 PANEL



**Mr V. Jayanth Kumar**  
**Faculty (Life Insurance)**  
**College of Insurance**

V. Jayanth Kumar, a post graduate from Andhra University, Vishakhapatnam, is an Associate of Insurance Institute of India (III) and holds International Post Graduate Diploma in Life Insurance from Institute of Insurance and Risk Management (IIRM). Joined LIC of India as direct recruit officer in 1986 and worked for 25 years in various capacities which include being in charge of branches and divisions, faculty member at Zonal Training Centre, Regional Manager in charge of marketing through Bancassurance and alternate distribution channels.

After taking voluntary retirement from LIC of India, he joined Insurance Regulatory and Development Authority of India (IRDAI) in 2011 and worked for 11 years as Joint Director/General Manager and as Chief General Manager, heading life insurance department dealing with regulation and supervision of life insurance industry in India.

During the stint with IRDAI, Jayanth had the opportunity to complete International Fellows program conducted by National Association of Insurance Commissioners (NAIC), USA in 2012. He also represented IRDAI-India as member of Market Conduct Working Group of International Association of Insurance Supervisors (IAIS), attended several international conferences, participated in the IAIS work of revision of two of the ICPs pertaining to Intermediaries (ICP 18) and Conduct of Business (ICP 19) and preparation of various application and issues papers.

His interests and passions include training/academics, music, spirituality, books and travel.

## MODERATOR - TRACK 2 PANEL



**Dr. Ramesh Kumar Satuluri**  
**Assistant Professor (Research & Life)**  
**College of Insurance**

Dr. Ramesh Kumar Satuluri joined College of Insurance (Insurance Institute of India) as Faculty-Research on 5th October 2023. Prior to this, he was working with HDFC Life Insurance as Zonal Training Manager & National Training Manager (Learning & Development) for 14 yrs. He was heading Variable Channel and Direct Channel as National

Training Manager during his stint with HDFC Life. His earlier stint includes working with ICICI Securities and TATA AIA Life as Regional Product Manager and Regional Training Manager respectively. He has spent considerable time with NIIT limited as Faculty.

Dr. Ramesh Kumar Satuluri is a Commerce Graduate and a Law Graduate. He attended Executive Development Program from Indian Institute of Management, Bangalore. He completed his MBA, MCOM, MPHIL and PHD in Finance. On professional front, he is a FIII (Insurance Institute of India), ALMI (Life Office Management Association), Certified Financial Planner (FPSB), Master Financial Advisor (LIMRA), Certified Trainer (Kinder Brothers International), Certified MF Distributor (AMFI) and completed GNIIT (NIIT).

Dr. Ramesh Kumar Satuluri was awarded PHD on "Factors influencing profitability of Life Insurance Companies in India". He has contributed many articles in peer reviewed journals/UGC Care/Financial Planning Journals. He has presented papers in various seminars on his area of study.

## VOTE OF THANKS



**Mr Prafulla Jaipuria**  
**Director – Academics**  
**College of Insurance**

Mr Jaipuria joined LIC as a 17<sup>th</sup> Batch Direct Recruit Officer in 1989. He is a graduate with Honours in Economics. He is a Fellow of Insurance Institute of India. Apart from the latest assignment of Chief (ER-Discipline) at Central Office, LIC in the cadre of ZM (O), he has worked in four Zones in different capacities.

He was Sr. Divisional Manager of Bhagalpur Division, East Central Zone and Karimnagar Division, South Central Zone. He created new milestones in both Marketing as well as Administration during his stint in both Divisions. He has got experience of both Conventional Marketing and P & GS. He has worked as RM (Inspection), Secretary (OS), RM (Legal) at East Central Zone, Patna and RM (Estate) at Northern Zone, New Delhi. Before taking over charge as Director, College of Insurance, III, Mumbai he worked as Chief (ER-Discipline) CO, Mumbai.

His hobbies include reading books during leisure and listening to music. He is a keen observer of socio-economic and political development in insurance Industry.

## HOST OF THE PROGRAM



**Ms Madhavi Gurav**  
**Research Associate**  
**College of Insurance**

Ms Madhavi is currently a Research Associate at the Insurance Institute of India, on deputation from The Oriental Insurance Company Ltd. She holds a Master's degree in Commerce (Business Administration) and a Master's in Law (Business Law). Ms Madhavi is a distinguished Fellow Member of the Insurance Institute of India and has earned Diplomas in Fire Insurance, Health Insurance, and Marine Insurance from the same institute. Additionally, she holds a Certification in Proficiency in Crop Insurance from the National Insurance Academy.

With 25+ years of experience at The Oriental Insurance Company Ltd., Ms Madhavi has held various prominent positions, including heading both Branch and Divisional offices. Her extensive experience encompasses a wide range of responsibilities, from underwriting and managing MACT & Non-Motor Claims to representing the company in Ombudsman, Consumer, and Legal cases.

## SEMINAR SPEAKERS



**Ms Dhanashree Thakkar**  
**Head – Human Resources & Distribution Training**  
**Bharti AXA Life Insurance Co. Ltd.**

Ms Dhanashree is the Head – Human Resources and Distribution Training at Bharti AXA Life Insurance co. Ltd. She leads the people, talent and culture agenda with primary focus on creating capacity for growth in the organization.

Her career spans almost 2 decades of experience across different sectors - Automotive, Media, Retail, BFSI and Consulting in Indian and multinationals McDonalds, Korn Ferry, Mahindra and Mahindra , Kotak Life Insurance.

She has worked across geographies in India and China. Her educational background is Masters in Psychology, and has completed General management from IIM Ahmedabad.

Prior to joining Bharti AXA Life Insurance, Dhanashree was Chief People officer at Group Office- Future Group managing the restructuring, and manpower optimisation projects



across the group. She has led several business and change transformation projects across Kotak Life Insurance, McDonalds India.

Ms Dhanashree is in charge of ensuring the cultural ethos, people strategy which delivers the business outcomes and prepares the organisation for higher performance. As leading the culture and talent agenda she looks forward to ensuring we have the right set of people to deliver the vision and mission of the company with employee experience at the core. Apart from work, Ms Dhanashree enjoys mentoring start-ups, has built scale-up strategy for schools, adopted a village school and has run leadership initiative for children. She is trained on Appreciative Inquiry from Case North-Western university, predictive analytics from Wharton and is a trained leadership coach.



**Ms Ruchira Bhardwaja**  
**Chief Human Resources Officer**  
**Kotak Life Insurance Co. Ltd.**

Ms Ruchira brings an interesting combination of strategic HR and cross-functional expertise.

Almost 3 decades of experience spanning across diverse industries (Manufacturing, Consulting, Hospitality, Retail, Banking & Insurance) and multiple functions have been instrumental in shaping her learning and the realization that agility has to be constant in her life. She had had the opportunity to play significant role in the transformation journeys in two companies in the BFSI sector.

Apart from Human Resources she had the opportunity to contribute towards New Product Development, Business Excellence, Knowledge Management and Business Ethics initiatives in the organizations she has worked with.

She has worked with the Tata's for 14 years. At Tata's she had the privilege of having a multi-company stint which spanned between iconic organizations as Taj, Rallis, to start-ups such as CROMA. In the BFSI industry, Ruchira has been with Axis Bank and Future Generali India Life.

Ms Ruchira is currently the CHRO at Kotak Mahindra Life Insurance Co. She also heads CSR function for Kotak Life.

She is an Alumni of IRMA, and NMIMS. She is a Global Fellow, Talent Management from the Wharton School.

She is zealous about mentoring working women professionals at her personal capacity.

She lives in Mumbai, India. She creates time to learn and hone new skills outside of workplace. She is an avid photographer and considers herself as a decent story-teller.



**Mr Shrikant Wavre**  
**Senior Vice President – Human Resource**  
**Kshema General Insurance Co. Ltd.**

Mr Shrikant is a professional with over 25 years of experience in the field of Human Resources, specializing in strategic HR initiatives, employee relations, and change management. His educational background includes an MBA in HR from the Symbiosis Institute of Business Management and a Diploma in Labour Laws from Symbiosis Law College.

Mr Shrikant's career has spanned across various prestigious organizations such as General Motors, PepsiCo, and Kshema General Insurance, where he currently serves as the Senior Vice President of HR. His contributions to business transformation are marked by significant achievements, including a substantial increase in EBITDA and the successful leadership of strategic acquisitions and mergers. His innovative approach to HR has been recognized with global awards, and his commitment to talent development and engagement has consistently yielded impressive results.

Mr Shrikant's expertise in managing complex transformation projects and his strategic vision have been instrumental in driving organizational growth and excellence.



**Ms Sreedevi Nair**  
**General Manager**  
**The New India Assurance Co. Ltd.**

Ms Sreedevi carries 34 years of experience in Indian Non-Life Insurance Industry in the Executive, Middle and Top Management Cadre.

She had worked in various parts of the country handling Marketing, Claim Administration & Management, Technical support and HR.

Currently In-charge of HRM, Motor Technical (OD & TP), Auto Tie up, Legal, State Insurance, Training dept. & Research & Development, PMS, KPI, Crop & Rural department.



**Mr Srinivas Ladwa**  
**Chief Human Resources Officer**  
**Reliance Nippon Life Insurance Co. Ltd.**

Mr Srinivas is the Chief Human Resources Officer for Reliance Nippon Life Insurance, one of the largest Life Insurance companies in India. Reliance Nippon Life is a joint venture between Reliance Capital Limited, amongst India's most valuable Financial Services companies and Nippon Life, Japan, the largest private Insurer in Japan and a Global Fortune 500 company.

Mr Srinivas comes with the diverse set of experiences having managed various aspects of HR both in India and internationally with over 25 years of enriching experience in the Human Resources function, across consulting and BFSI sectors. His last assignment before joining us, was with Wells Fargo as the Regional Compensation Lead for Asia Pacific, based out of Hong Kong. Prior to this, he was the Business HR Lead for the Asia Pacific region for a business division at Deutsche Bank. Before moving to Hong Kong, he was Country Business HR Head (Corporate & Investment Bank) of Deutsche Bank India.

He has also worked with Royal Bank of Scotland/ABN Amro across India and UK. As a consultant working with Ernst & Young and Mercer Consulting, Mr Srinivas has advised clients across industry sectors on human resource management.

He is an MBA from Symbiosis International University, Pune.



**Mr Sunder Natarajan**  
**Chief Human Resources Officer**  
**IndiaFirst Life Insurance Co. Ltd.**

As the Chief Human Resources Officer of IndiaFirst Life, Mr Sunder is responsible for talent management, performance management, organisation development, training, infrastructure, and procurement. At IndiaFirst Life, Mr Sunder has led multiple functions, including risk, fraud control, governance, sales training, performance management and key account management of partner banks.

His work experience in the insurance industry spans nearly three decades, with proven excellence across diverse functions including governance, sales, operations, customer service and retention, strategy, business planning, training, and communication. He has

previously held roles at Aviva India, Royal Sundaram General Insurance and Ogilvy Public Relations India.

He is on the advisory board of the Institute of Risk Management (IRM) - India Affiliate.

He is a commerce graduate from the University of Madras with a Post Graduate Diploma in Business Administration from NMIMS, Mumbai. He has successfully participated in the Accelerated Leadership Programme from the Indian Institute of Management, Ahmedabad, is a Certified Fellow of the Institute of Risk Management, London and has completed the Future CHRO program at Indian School of Business, Hyderabad.



**Mr Arun Patil**  
**Dean and Professor**  
**MET Asian Management Development Center**

Mr Arun presently working as Dean and Professor for MET's Asian Management Development Center at Mumbai for the last 14 years.

Prior to that, he worked for 27 years in the corporate world in Companies such as LIC, ICICI Prudential and Kotak Mahindra Life Insurance, holding senior positions as Head & Senior Vice President.

Mr Arun had a stint on foreign deputation for Fiji Islands for five years, where he also informally handled diplomatic functions in absence of Indian High Commission.

Widely travelled all over the country and the world several times, Mr Arun has published about 200 articles in various national and international newspapers and journals. He has also authored eleven books. He is a visiting Faculty in various Management Colleges and institutions, and has been a Guest Speaker in several international conferences.

During his career of 42 years, he has trained over 50,000 sales Persons, practising managers and MBA students. He has also been awarded 'Granth-mitra' (Friend of books), 'Poornacharya' (The Complete Teacher) and 'MET Pragnyavant' (Academic excellence) Awards.

He has done consultancy work for organization in Far-east countries like Australia and New Zealand and conducted sessions in England, China and Hong-kong.

His interests include reading, writing, communication and spirituality.



**Mr Dinesh Bojwani**  
**Head –Human Resources**  
**Star Union Dai-ichi Life Insurance Co. Ltd.**

Mr Dinesh is a HR Leader & Strategist with over 20 years of experience in dynamic industries like Banking, Retail, Broking, Life Insurance, and General Insurance. He has successfully contributed in developing HR strategy for the organization by developing new strategies, fostering learning culture to achieve business growth. His key expertise includes co-creating an Enabling Workplace, processes to attract & retain Right Talent for Right Jobs, Workforce Engagement that contributes to Robust Business Planning viability & implementation of HR projects and Technology in HR.

Mr Dinesh holds an MBA in HRM from DAVV, Indore, and is certified in PPA, Predictive Index, and Leadership by Franklin Covey. He is currently the Head–Human Resources at Star Union Dai-ichi Life Insurance. He also speaks at various platforms as a Panelist, Mentor, and Lecturer. Additionally, he is a TED-Ed Talk Facilitator and has been interviewed by Corporate Citizen.

Throughout his career, Mr Dinesh has held various leadership roles, including positions at Star Union Dai-ichi Life Insurance, OneInsure Insurance & MF Broking, IndusInd Bank Ltd., TATA AIA Life Insurance, Reliance Retail Ltd., and ICICI Lombard GIC Ltd. His extensive experience and expertise make him a valuable asset to any organization.



**Ms Pragati Kakkar**  
**Chief Learning Officer**  
**IFFCO TOKIO General Insurance Co. Ltd.**

Ms Pragati is the Chief Learning Officer at IFFCO TOKIO General Insurance Co. Ltd., leading Learning and Development for employees and channel partners. With over 20 years of experience in L&D at IFFCO TOKIO, she has spearheaded initiatives in internal communication, employee engagement, and CSR, showcasing her self-motivation and ability to work independently and collaboratively.

Ms Pragati is highly skilled in managing the Training Department to achieve business goals with measurable results. She introduced Digital Learning ("Mobile Learning") for accessible and relevant information, and implemented role-specific training programs with simulation-based training for sales, leadership, and branch management. She has upgraded sales trainers' skills through certified workshops and established a comprehensive digital learning platform with over 200 courses. She ensures alignment with stakeholders and trainees,



conducts regular training assessments, and shares training reports with stakeholders and top management.

Ms Pragati holds a Post Graduate certification from IIM Kozhikode, a graduation degree from Jesus and Mary College Delhi, and certifications in Internal Communication and Training.



**Mr Ramkumar Krishnamoorthy**  
**EVP & Chief of L&D and Channel Admin**  
**SBI Life Insurance Co. Ltd.**

Mr Ramkumar's illustrious career in the insurance sector is marked by a blend of robust academic credentials and diverse professional experiences. Experience in administration, business strategy and various distribution/sales channels across various geographies in India with a Master's degree in Mathematics from the University of Madras and an International Postgraduate Diploma in Life Insurance, his educational background is complemented by comprehensive certifications and leadership programs from prestigious institutions like IIM and ISB.

His tenure at LIC of India and SBI Life Insurance showcases a trajectory of growth and leadership, having held significant roles that span from policy servicing to institutional alliances. His expertise in data analytics and operations processes has been recognized with numerous awards, reflecting his contribution to the field.

Moreover, his dedication to developing the skills of insurance intermediaries and team leaders through frontline sales training underscores his commitment to nurturing talent and enhancing industry standards. Mr Ramkumar's journey is a testament to the impact of lifelong learning and strategic leadership in the dynamic world of insurance and financial services.



**Ms S. Girija**  
**Secretary HRD/OD**  
**Life Insurance Corporation of India**

Ms Girija is a graduate from the University of Delhi with Hons. in History. Ms Girija joined LIC of India in 1992 as a Direct Recruit Officer. In the career spanning 32 years, had worked in several Branch Offices, Divisional Office and Central Office.

She had the opportunity of being Manager ( Personnel & Industrial Relations) in 4 Divisions of our Southern Zone and also has the experience of working as Secretary ER-Discipline in the Central Office. After having worked for three years in the Inspection Department, Central Office, she joined HRD-OD department in May'2024.

Her interests are in understanding Human Relations and Human Behaviour. She loves Indian Music and a keen follower of Indian Films.



**Mr Subhashish Banerji**  
**Executive Vice President - Human Resources**  
**ICICI Prudential Life Insurance Co. Ltd.**

Mr Subhashish heads Human Resources for Sales & Distribution and leads Talent Acquisition function.

Mr Subhashish has around 24+ years of experience in Human Resources spanning across IT and Financial service Industry and has led various functions of HR such as Compensation & Benefits, Performance Management, Talent Management and Leadership Development in previous roles with the Company.



## DETAILED SCHEDULE

09.00 am to 10.00 am	<b>Registration</b> - Meet and Greet over tea and snacks
10.00 am to 10.10 am	<b>Inaugural Session</b> – Mr S.N. Satpathy, Secretary General, III
10.10 am to 10.30 am	<b>Chief Guest Address:</b> Mr Abhay Tewari, MD & CEO, Star-Union Dai-ichi Life Insurance Co. Ltd.
10.30 am to 10.45 am	<b>Presentation on III</b> – Mr Subash Pattanayak, Faculty (Life Insurance), COI
10.45 am to 12.00 pm	<p><b>Panel Discussion: Emerging Challenges in Human Resource Management in Insurance Industry</b></p> <p><b>Moderator :</b> Mr V. Jayanth Kumar, Faculty (Life Insurance), COI</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>▪ Ms Dhanashree Thakkar, Head – Human Resources and Distribution Training, Bharti Axa Life Insurance Co. Ltd.</li> <li>▪ Ms Ruchira Bharadwaja, President &amp; CHRO, Kotak Life Insurance Co. Ltd.</li> <li>▪ Mr Shrikanth Prabhakar Wavre, Senior Vice President- HR, Kshema General Insurance Co. Ltd.</li> <li>▪ Ms Sreedevi Nair, General Manager, The New India Assurance Co. Ltd.</li> <li>▪ Mr Srinivas Ladwa, CHRO, Reliance Nippon Life Insurance Co. Ltd.</li> <li>▪ Mr Sundar Natarajan, CHRO, IndiaFirst Life Insurance Co. Ltd.</li> </ul>
12.00 pm to 12.15 pm	<b>Tea-Break</b>
12.15 pm to 01.30 pm	<p><b>Panel Discussion: Industry expectations from academic institutions</b></p> <p><b>Moderator :</b> Dr. Ramesh Kumar Satuluri, Asst. Professor (Research &amp; Life), COI</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>▪ Prof. Arun Patil, Dean and Professor, MET's Asian Management Development Center</li> <li>▪ Mr Dinesh Bhojwani, Head – Human Resources, Star-Union Dai-ichi Life Insurance Co. Ltd.</li> <li>▪ Ms Pragati Kakkar, Chief Learning Officer, Iffco-Tokio General Insurance Co. Ltd.</li> <li>▪ Mr Ramkumar Krishnamoorthy, EVP &amp; Chief of L&amp;D and Channel Admin, SBI Life Insurance Co. Ltd.</li> <li>▪ Ms S. Girija, Secretary(HRD/OD), LIC of India</li> <li>▪ Mr Subhashish Banerji, EVP – Human Resources, ICICI Prudential Life Insurance Co. Ltd.</li> </ul>
01.30 pm to 01.40 pm	<b>Vote of Thanks</b> – Mr P. Jaipuria, Director, COI
01.40 pm onwards	Interactions over lunch
<b>Anchor of the Program:</b> Ms Madhavi Gurav, Research Associate, COI	

## VENUE



Venue –

**Mumbai Cricket Association (MCA)**  
**Boundry Hall**  
 G Block, RG-2, Bandra Kurla Complex,  
 Bandra East, Mumbai - 400051.