



Global City Meeting — Bengaluru, India

Tuesday, June 16, 2026, 8:45 AM–5:15 PM
JW Marriott Hotel Bengaluru

Agenda

8:45 a.m.–9:00 a.m.

Registration

9:00 a.m.–9:05 a.m.

Introduction & Welcome

9:05 a.m.–10:00 a.m.

Opening Address



Swati Rustagi
Vice President of Employee
Experience, Adobe
President of Bengaluru Chapter,
India National HR Network

With over 30 years of experience across both global and Indian organisations, in technology, FMCG, healthcare, financial services, and e-commerce, Swati will share the opportunities ahead for HR professionals from both a business and personal perspective.

10:00 a.m.–11:00 a.m.

U.S. Policy Signals: Global Implications for
Employment and Labor



Chatrane Birbal
Senior Vice President,
Practice, Policy &
Government Relations
CHRO Association

This session will examine how recent and emerging policy priorities of the U.S. Administration are shaping employment and labor trends beyond U.S. borders. Chatrane will explore the ripple effects on global workforce strategy, talent mobility, and regulatory approaches. Attendees will gain practical insights to help anticipate and navigate cross-border impacts on their organizations.

11:00 a.m.–11:20 a.m.

Morning Tea

11:20 a.m.–12:10 p.m.

Uncertainty and the Rise of Regional HR Leaders



Alan Wild
Senior Advisor,
Global Employee
Relations
CHRO Association

In an era of uncertainty with distinct trading blocs like the U.S., China/APAC, and Europe, speed and adaptability are crucial. Companies need to identify local solutions within a global framework, highlighting the growing importance of regional HR leaders with decision-making autonomy.

12:10 p.m.–1:00 p.m.

The India Labor Codes—a Six-Month Review



Atul Gupta
Partner
Trilegal Bangalore

Just over six months since the announcement of the long-awaited consolidation of the India Labor Codes, Atul will provide an update on the most significant implications for employers, common challenges, and key focus areas for the year ahead.

1:00 p.m.–2:00 p.m.

Informal Networking Lunch

2:00 p.m.–2:50 p.m.

Employee Complaints and Grievances—Trends and Challenges for Multinationals



Atul Gupta
Partner
Trilegal Bangalore

Atul will examine the trends and challenges for multinationals in an environment of increasing employee relations complexity. He will discuss the changing nature of employee grievances and how companies should approach the rising volume and complexity of complaints.

2:50 p.m.–3:30 p.m.

Talent Management in India—Harnessing Global Capability



Dr. Augustus Azariah
Regional HR Director for AP,
Middle East and Africa
Kyndryl

In this session, Augie will discuss the growth and strategic shift of India's Global Capability Centres, and share industry and government initiatives to address skill gaps and talent availability.

3:30 p.m.–3:50 p.m.

3:50 p.m.–4:35 p.m.

4:35 p.m.–5:15 p.m.

Afternoon Tea

Emerging Challenges in Employee Relations



Nisha Shetty
Senior Director
Employee Relations India
Optum (UnitedHealth Group)

With a wealth of experience across multiple sectors, Nisha will discuss the evolution of employee relations issues in multinational organisations operating in India, sharing observations, practical approaches, and emerging trends.

Sexual Harassment and POSH Committees: Trends and Challenges



Abe Abraham
Partner in Employment
and Labour
Cyril Amarchand Mangaldas

With over 25 years of experience, Abe's comprehensive understanding of core IR issues has enabled organizations to navigate complex labor challenges, including trade union disputes, settlement negotiations, and employee misconduct investigations— particularly in cases involving sexual harassment.

