SHRI SHANKARLAL SUNDARBAI
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JAIN COLLEGE FOR WOMEN
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ICTACADEMY®

Internal Quality Assurance Cell (IQAC)

&

The Placement Cell

cordially invite you to the

HR CONCLAVE

on the theme

"Building a Future-Ready Workforce: Agility, AI and Adaptive Talent"

📅 18ᵗʰ March 2026

⏰ 9:30 a.m. to 12:00 p.m.

📍 Seminar Hall, Academic Block II

Smt. Usha Abhaya Srisrimal
Secretary

Dr. Harish L Metha
Associate Secretary

Dr. S. Padmavathi
Principal

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Mr. Gunasekaran Selvaraj

Group Manager - HR

HCLTech

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Founder & CEO

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Omega Healthcare

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Manager - Business HR (L&D and

Campus & Institutional Alliances)

Movate

Ms. Sheeba Peter

Assistant Manager - HR

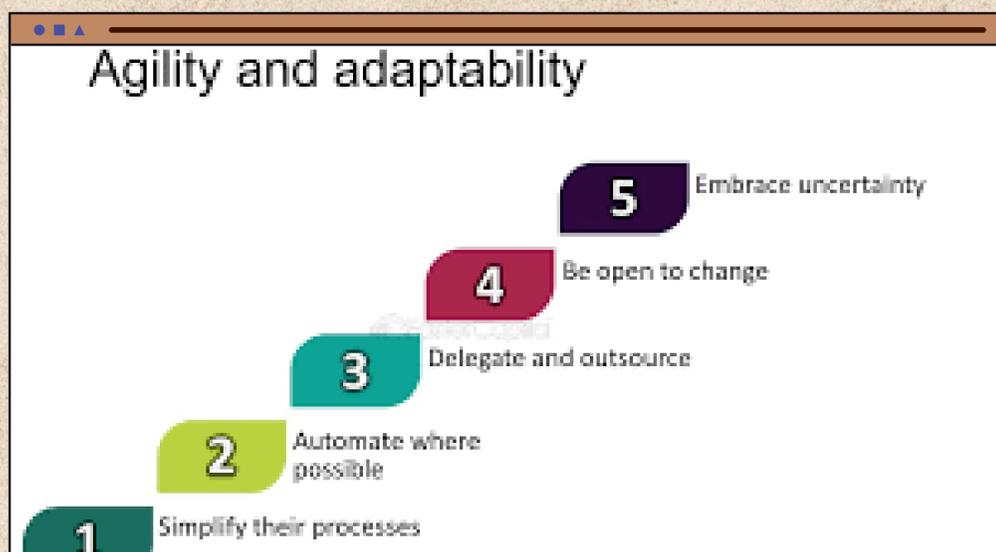eNTrust Software & Services Pvt. Ltd.

ABOUT THE THEME

## "Building a Future-Ready Workforce: Agility, AI and Adaptive Talent"

Building a future-ready workforce in the era of AI requires a fundamental shift toward agility, AI fluency, and adaptive talent strategies. Organizations are moving from rigid, role-based structures to dynamic, skill-based models, where continuous learning and human-AI collaboration are central to sustaining competitive advantage. By 2026, the workforce will likely be a "liquid" mix of full-time employees, contractors, and AI agents, requiring leaders to shift from traditional management to enabling, adaptable leadership.

Core Pillars of a Future-Ready Workforce

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Agility & Adaptability: Future-ready organizations are moving away from rigid, legacy, job-based structures to skills-based models that allow for rapid talent redeployment.
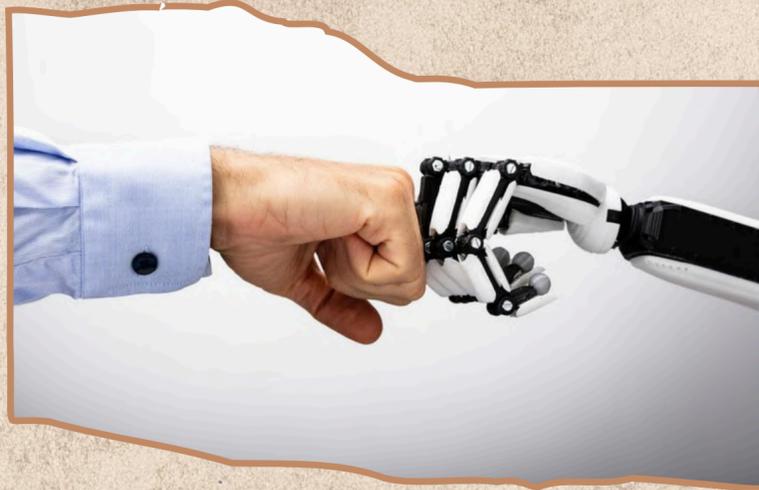
AI Augmentation: AI is transforming workforce planning by automating repetitive tasks, identifying skill gaps in real-time, and enabling personalized learning pathways, rather than just replacing roles.
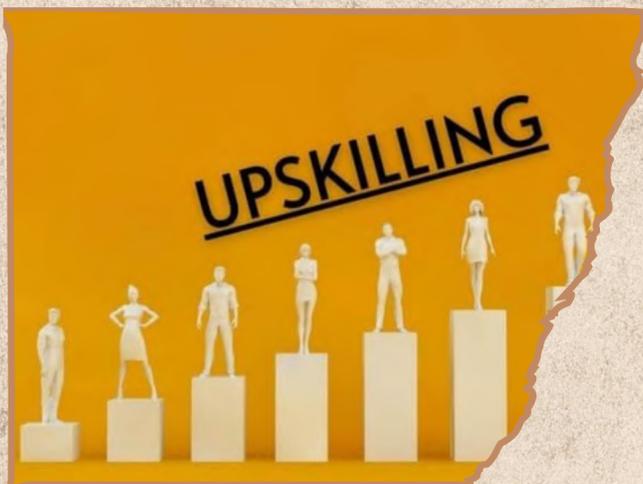
Continuous Learning (Reskilling/Upskilling): With the half-life of skills shrinking to under five years, proactive, personalized learning is essential. Programs like Amazon's Upskilling 2025 and AT&T's Future Ready initiative are models for preparing employees for emerging, high-demand roles

Human-Centric "Power Skills": While technical skills are vital, "human durable skills" such as empathy, critical thinking, creativity, and adaptability are critical, as they are least likely to be replicated by AI.