



**National Institute Of
Personnel Management**
Sahyadri Satara Chapter



— Presents —

WESTERN REGIONAL CONFERENCE 2026



Saturday, 10th October 2026

08:00 AM – 06:00 PM (Full-Day Conference)



**Late Yashwantrao Chavan Auditorium, Behind
ZP Office, Satara.**



HR Kaleidoscope

Shaping Human Capital Journey towards Bharat @ 100

Executive Overview and Theme Rationale

As India advances toward Bharat @ 100, the strategies guiding workforce development, leadership, and operational culture must evolve in tandem. The NIPM Western Regional Conference convenes around the metaphor "HR Kaleidoscope"—reflecting how human capital management shifts into new, dynamic patterns as operational perspectives change across technology, demographics, governance, and capability.

Just as a kaleidoscope creates shifting, vibrant patterns with every turn, HR Kaleidoscope focuses on viewing human capital through multiple evolving lenses—especially when aligned with the national vision of Viksit Bharat @ 2047.

Core Learning



The Technology Lens (AI & Digital HR)

Harmonising human talent with AI, smart automation, and the transition from Industry 4.0 to 5.0.



The People Lens (Managing Diverse Workforces)

Managing the dynamics between Gen Z, Millennials, and senior leadership.



The Leadership Lens (HR leadership for Bharat @100)

Building and Positioning HR as a strategic board partner while navigating Labour Codes and Industrial Relations 2.0.



The Capability Lens (Skill Metamorphosis for Future-ready workforce)

Closing skill gaps through personalised, bite-sized learning and immersive AR/VR training—best practices



**राजधानी
सातारा**

NIPM Shyadri Satara Chapter Team



Dr. Uday Bhosale
Chairman



Dr. Nitin Deshpande
WRC Convener &
Vice – Chairman



Mr. Dhairyasheel Desai
WRC Co - Convener



Mr. Mahesh Khare
Secretary



Mr. Ajay Uttekar
Addl. Secretary



Mr. Sachin Khatavkar
Treasurer



Ms. Kiran Yadav
EC Member



Mr. Mahesh Jadhav
EC Member



Mr. Rajiv Naidu
EC Member



Mrs. Sayali Katkar
EC Member



Mrs. Jiji Majgaonkar
EC Member

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National President



Dr. B Muralidhara Rao
Vice President



Dr. Biswabhusan Behera
General Secretary



Mr. Robert Cutinha
Addl. Genl. Secretary



Ms. Amruta Tendulkar
Treasurer



Mr. Narendra Patil
Regional Vice-President (WR)



Mr. Abhay Khursale
NC Member (WR)



Dr. Hemant Nikam
NC Member (WR)



Mr. Avinash Somwanshi
Special Invitee

Western Regional Chapter Chairman and Organizing Team



Dr. Kalyan Pawar
Pune



Mr. Pradip Manekar
Pimpri-Chinchwad-Chakan



Mr. Puneet Dhingra
Chhatrapati Sambhajinagar



Mr. Rajaram Kasar
Nashik



Mr. Kishor Shelke
Raigad



Mr. Vikas Lanjewar
Thane



Mr. Rajesh Naik Gaonkar
Goa



Mr. Shrikant Gade
Ahilyanagar



Mr. Jigar Rana
Ahmedabad

Conference Schedule

Time	Session and Format	Topic and Focus Area
08:00 AM – 08:45 AM	Delegate Registration and Networking	Delegate check-in, kit distribution, and networking over tea and breakfast
08:45 AM – 10:00 AM	Session 1: The Technology Lens (Lecture & high-impact Presentation)	AI and Digital HR: Case presentation: Harmonising human talent with AI, smart automation, and predictive tools as we transition from Industry 4.0 to 5.0
10:00 AM – 10:30 AM	Tea and Networking Break	Informal discussions, refreshments, and partner displays
10:30 AM – 11:30 AM	Inaugural Session	Lamp lighting, welcome address, felicitations Chief Guest keynote, and official release of the Conference Souvenir
11:30 AM – 01:00 PM	Session 2: The People Lens (Panel Discussion)	Diverse Workforces and Gen-Z: Meeting aspirations and providing challenges and opportunities for new India
01:00 PM – 02:15 PM	Networking Lunch	Buffet lunch, peer interaction and Partner stall visits
02:15 PM – 03:30 PM	Session 3: The Leadership Lens (Panel Discussion)	HR Leadership Paradigm for Vikasit Bharat: Building HR leadership for strategic board partnering while navigating Labour Codes and Industrial Relations 2.0
03:30 PM – 04:00 PM	High Tea and Networking	Refreshment break and networking
04:00 PM – 05:00 PM	Session 4: The Capability Lens (Expert Lecture/Presentation)	Skills for future-ready workforce: Closing skill gaps through personalised, bite-sized learning and immersive AR/VR training-best practices
05:00 PM – 06:00 PM	Valedictory, Awards and Felicitation	Conference synthesis, felicitation of speakers/dignitaries, excellence awards distribution, and formal vote of thanks

Conference Souvenir Sub-Themes

Pillar 1

The Technology Lens

Blending smart AI automation with human empathy in daily HR practices

Pillar 2

The People Lens

Building trust, meeting aspirations and providing opportunities for seamless collaboration between Gen Z and senior leadership.

Pillar 3

The Leadership Lens

Building new-age HR leadership/ Challenges and opportunities; Industrial Relations 2.0 and Labour Codes/ HR positioning for strategic Partnering with the Board.

Pillar 4

The Capability Lens

Bridging industry-academia skill gaps through bite-sized micro-learning and immersive AR/VR training, /Grooming workforce for Bharat @100

Delegate Fee

NIPM Members	Rs. 2950/-
Non NIPM Members	Rs. 4130/-
Academicians	Rs. 2360/-
Student delegates fee	Rs. 354/-
Group of 5 or more from same organization	15% Discount

18% GST Included



For Registration and Payment, Scan the **QR code** here OR browse Website www.nipmsatara.in and Click 'WRC 2026 Register Here' Menu.

For other concerns mail to nipmsahyadrisatara@gmail.com OR call 9145666688

Annual Members, Non-Member delegates can avail NIPM Life Membership with

50% Discount @Rs.5900/- As special offer during WRC

The event is expected to have a footfall of about **800+ participants.**

For Bank Transfer

Name- National Institute of Personnel Management (NIPM)
Bank A/C No. 10513447918 IFSC Code - SBIN0001749
Account Type - Current Branch- Park Circus Branch, Kolkata 700017.
Please share details on - nipmsahyadrisatara@gmail.com

NIPM Western Regional Conference (WRC) Satara 2026

Call for Nominations **NIPM Regional Excellence Awards**

We invite submissions to celebrate outstanding contributions across key categories, as below:



Excellence in
AI / HR Automation



Excellence in IR
(Industrial Relations)
Practices



Excellence in L and D
(Learning & Development)
Practices



Excellence in
Implementation of
New Labour Codes



Excellence in
Sustainable
CSR Practices



Excellence in Employee
Engagement Practices



Outstanding
HR Entrepreneur
(Special Award)

Submission Process

Submit the information in the form for respective category (each award category has different form), which contains the initiative, objectives, implementation strategy, and measurable business impact, along with relevant supporting data or testimonials. Download form from the website www.nipmsatara.in under the 'WRC - 2026' Menu.

► Important Dates

Submission Deadline
20th September 2026

Shortlist Notification
30th September 2026

Award Ceremony Valedictory session
of the Western Regional Conference on
10th October 2026

► How to Submit

Email your completed application and dossier and registration payment details/screen shot to nipmsatara.awards@gmail.com with the subject line "Nomination: [Category Name] - [Organization]."

► The selection committee decision shall be binding and final on the participants.

► Registration Fees

The fee applies to one award-category application. Discounts and free delegate participation as per below chart for multiple entries; however, each organization may submit only one entry per category.

Company Employee Strength	Registration Fees per Award Category	Complimentary Delegates for WRC
Up to 100 employees	Rs. 4,720/-	1 Delegate
101 to 500 employees	Rs. 9,440/-	2 Delegates
501 to 1000 employees	Rs. 14,160/-	3 Delegate
More than 1000 employees	Rs. 29,500/-	5 Delegate

18% GST Included



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OR call **9145666688**

Registration Fess

Non-refundable, Including GST to be paid in the following account and payment snapshot/payment details to be communicated with the award application form on the given mail id.

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NIPM Western Regional Conference (WRC) Satara Souvenir 2026

CALL FOR PAPERS AND ARTICLES



HR Kaleidoscope Shaping Human Capital Journey towards Bharat @ 100

Publisher: National Institute of Personnel Management (NIPM) – Satara Chapter on the eve of One-Day Regional Conference.

Invitation Overview

The National Institute of Personnel Management (NIPM) – Satara Chapter cordially invites Human Resource practitioners, corporate leaders, legal and Industrial Relations experts, researchers, and academicians to submit original articles, case studies, and perspective papers for the official commemorative souvenir. The souvenir will be formally unveiled during the inaugural session of the conference before an audience of CXOs, senior HR professionals, policymakers, academicians and industry delegates from across the region.

Core Tracks and Topics for Submission

Manuscripts should align with the conference theme and address one of the four streamlined learning pillars:

Track 1

The Technology Lens (AI and Digital HR)

- **Focus Area:** Human-in-the-Loop: Blending smart AI automation with human empathy in daily HR practices.
- **Suggested Angles**
 - AI in HR to add value
 - Transitioning from Industry 4.0 to Industry 5.0.



Track 2

The People Lens (Diverse and New Generation Workforce)

- **Focus Area:** Generations at Work: Building trust, psychological safety, and seamless collaboration between Gen Z and senior leadership.
- **Suggested Angles**
 - Cross-generational mentorship models
 - Challenges of Aspiration of Gen-Z
 - Emerging HR leadership Trends and need of future



Track 3

The Leadership Lens (Growing Together)

- **Focus Area:** Industrial Relations 2.0 & Labour Codes: Modernising workplace compliance, proactive partnerships, and strategic alignment with the Board.
- **Suggested Angles**
 - Operationalising the National Labour Codes
 - Building proactive IR partnerships
 - Co-creating business strategy with leadership
 - Developing HR competencies for Bharat @100.



Track 4

The Capability Lens (Skilling for the future)

- **Focus Area:** Next-Gen L & D: Bridging industry-academia skill gaps through bite-sized micro-learning and immersive AR/VR training.
- **Suggested Angles**
 - Deploying AR/VR for shop-floor safety drills and technical mastery
 - Hyper-personalised competency frameworks
 - Rapid reskilling in manufacturing environments.



Submission Guidelines

- **Length:** 1,200 to 1,500 words.
- **Format:** Microsoft Word document (.doc / .docx), Times New Roman / Arial, 11–12 pt font size, 1.15 line spacing.
- **Author Details Required:**

Author's full name, designation, organization/institution, and official email.	A concise professional bio (max 60 words).	High-resolution passport-style color photograph (.jpg or .png format, min 300 DPI).
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- **Content Standard:** Submissions should focus on pragmatic insights, actionable frameworks, or real-world industrial case studies. All submissions must be original, plagiarism-free, and free from copyright infringement. The Zero Percent Plagiarism Report, using reliable plagiarism website/app, duly signed by the participant must be shared along with the article
- **Registration Fess – Rs 5900/-** per article (non-refundable, Including GST) to be paid Using QR code here or browse website www.nipmsatara.in and then 'WRC 2026 Register here' menu and payment snapshot/payment details to be communicated with the article copy on the given mail id.

Important Submission Timelines

- | | |
|--|---|
| ➤ Abstract / Intent to Submit: 05th Sept 2026 | ➤ Full Article Submission Deadline: 18th Sept 2026 |
| ➤ Editorial Review and Acceptance Notification: 25th Sept 2026 | ➤ Official Release: During the Inaugural Ceremony at NIPM WRC – Satara. |

Submission Procedure

Please email your complete manuscript, photograph, and author profile along with payment detail /Screen Shot to the Souvenir Editorial Committee:

Email	nipmsatara.souvenir@gmail.com
Subject Line	Article Submission - NIPM WRC Satara 2026 [Author Name] - [Track Number]
Contact Queries:	Jagannath Kamble- Contact-9096358943



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Selection Criteria

The selection of articles shall be solely at the discretion of the Editorial /Selection committee and no reasons for rejection shall be provided. The decision of selection committee will be final and binding upon all authors/participants.

Event Sponsorship Opportunities

Sr. No.	Sponsorship Benefits	 Diamond	 Platinum	 Gold	 Silver
1	Exhibition Stall	✓	✓	—	—
2	Logo Display on Main Event Backdrop	✓	✓	✓	—
3	Advertisement in Conference Souvenir (Magazine)	Full Page	Half Page	Quarter Page	Quarter Page
4	Logo on Brochures and Invitations	✓	✓	—	✓
5	Standeers (Standard Size – To be provided by Sponsor)	5 Nos.	3 Nos.	2 Nos.	2 Nos.
6	Logo on Digital Promotions and Social Media	✓	✓	—	—
7	Exclusive On-Stage Felicitation During the Inaugural Ceremony	✓	—	—	—
8	Complimentary Conference Delegate Passes	4	3	2	1
9	Investment (INR) (+18% GST Extra)	₹3,00,000/-	₹2,00,000/-	₹1,50,000/-	₹1,00,000/-

NIPM WRC-2026 Sponsorship Benefits



Premium Brand Visibility

Visibility across event branding, promotions and communication.



Pre-Event Digital Promotion

Brand promotion through social media and digital creatives.



Networking and Business Opportunities

Build valuable connections and explore potential collaborations.



Industry Association and Recognition

Associate with NIPM WRC-2026 and gain recognition as an industry supporter.



Targeted Audience and Leadership Access

Connect with HR professionals, industry leaders and decision-makers.



On-Ground Brand Presence

Logo visibility on banners, backdrops, stage and event materials.



Speaking and Audience Engagement

Selected sponsors can directly engage with the event audience.



Long-Term Brand Recall

Extend brand visibility through post-event content and communication.

Your sponsorship will play a vital role in the successful organization of this prestigious regional conference while providing your organization with a valuable platform for brand promotion, networking, and business engagement.

We sincerely request your kind support and look forward to welcoming your esteemed organization as one of our valued sponsors for WRC 2026.

We look forward to your positive response and valuable support.

For sponsorship details and confirmation, please contact

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✉ nipmsahyadrisatara@gmail.com

NIPM Sahyadri–Satara Chapter – Host Chapter of WRC 2026

Chapter Highlights

- One of the fastest-growing and most active NIPM Chapters within a short period of its establishment
- Proactively taking initiatives and making significant contributions to NIPM National and Regional-level Events and Programmes
- Promoting member engagement, professional networking and knowledge sharing
- Promoting Industry–Academia interaction
- First NIPM Chapter ever to host the Western Regional Conference (WRC) within its very first year of inception.
- Regularly organizing HR programmes, workshops, MDPs and professional development activities
- Strengthening Student Chapter activities and encouraging student participation
- Collaboration and patronage from Industrial Associations including prominent Manufacturing Association of Satara (MAS)
- First NIPM Chapter with more than 50% women membership
- Actively contributing towards the growth and visibility of NIPM activities in the Satara, Sangli & Kolhapur region.

Chapter Events and Initiatives



Announcement of the Formation of Chapter at NATCON, New Delhi, on 1st November 2025.



First NIPM Student Chapter inaugurated at KBPIMSR, Varye, Satara, on 28 February 2026.



Committee Meetings & Member Engagement first programme on “New Labour Codes” on 8th May 2026 at The Fern Hotel, Satara.



Chapter EC Members participated in the NIPM Western Regional Workshop held on 23rd May 2026 at PCMC, Pune.



1st Annual General Meeting (AGM) held on Wednesday, 17 June 2026, at MAS Bhavan, Satara.



Members Meeting and WRC–2026 Event Planning | 07 August 2026 | Wipro PARI, Shirwal, Satara.

Discover the Scenic Wonder of Kaas Pathar – An Exclusive Invitation to NIPM Delegates

We warmly invite all distinguished participants of the NIPM Regional Conference hosted by the Sahyadri Satara Chapter to experience the breathtaking beauty of Kaas Pathar, a UNESCO World Natural Heritage Site located just 25 km from Satara. Affectionately known as Maharashtra’s “Valley of Flowers,” this high-altitude laterite plateau transforms into a vibrant, living carpet of over 850 rare and endemic wildflower species. With the peak blooming season spanning from the **first week of September to the second week of October**, your conference visit coincides perfectly with nature’s most stunning spectacle. Take a refreshing pause to witness the shifting shades of pink, purple, and gold against the Sahyadri hills, and make your conference journey truly unforgettable. A prior online booking via kas.ind.in is mandatory.

