



# **NIPM PUNE CONNECT**

## **E-NEWSLETTER**

**8<sup>TH</sup> EDITION**  
**APR - JUN 2025**

# E-newsletter

NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

EDITOR'S  
CORNER



**MS. VAHIDA PATHAN**

EC MEMBER PUNE CHAPTER  
EDITORIAL BOARD



**DR. SATISH PAWAR**

EC MEMBER PUNE CHAPTER  
CO-EDITOR

Dear Members !

“Great HR doesn't just manage people—it shapes the future!”

Welcome to this quarter's edition of the NIPM Pune Chapter newsletter. Inside, you'll find fresh insights, emerging trends, and inspiring stories that highlight how HR is driving organizational success and innovation. From practical tips to real-life journeys, there's plenty to explore and reflect upon.

A big thank you to all our contributors whose dedication made this edition possible. I encourage you to read, share, and engage—your experiences and ideas enrich our Vibrant HR community.

Happy reading!

Warm regards,

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

### CHAIRMAN'S CORNER



**MR. KALYAN PAWAR**  
CHAIRMAN, NIPM PUNE

Dear HR fraternity

Respected Members, Continuity is one of the key aspect for success and progress, as such our chapter is also not and an exception to the same. To ensure the work progress related to initiatives taken up by our chapter the continuity of the team managing the activities of our chapter was very essential and important. All our respected members have recognised the need for continuity and decided to continue the responsibility with same team to manage the activities of our chapter.

I would like to extend my sincere gratitude to all the learned members of our chapter for showing full trust and confidence in our work which we did for last 2 years for our chapter and unopposed electing most of the members of our executive committee members. I also would like to personally extend my sincere and heartfelt thanks to each and every member of the chapter for believing in me and electing me as Chairman for consecutive second term.

I would like to assure all the respected members of our chapter that, we will not leave any stone unturned to fulfil your expectation and take our chapter to another new heights. We want to see our chapter at number one position and I am very sure and confident that with your continual support we will make it happen.

Apart from regular activities and the support we are

extending to HR fraternity. We have plan to focus more on supporting Educational Institutes in and around Pune in terms of internship programs, field work projects, on the job trainings, Industrial Visits etc. for the students . For this NIPM Pune chapter will act as a catalyst and mediator between the Academia and Industries. A step forward in this direction we have started creation of Directory of Resource persons and subject matter experts from Industries who will support Educational Institutes as per their needs and requirements. We have also started working for collecting inventory for internship requirements from industries and suitable student's pool available from various institutes and we will do the suitable match up. Based on this Directory and inventory NIPM Pune chapter will work for much stronger collaboration between Industries and academia

As a Chairman for our NIPM Pune chapter, I am very happy to present this 8th consecutive issue of our quarterly House Journal under the editorial committee led by Ms. 'Vahida Pathan and Mr. Satish Pawar an EC Members of our chapter. I appreciate and congratulate to the Editorial committee for this continual efforts and publishing this high quality of fourth issue well in time. We will continue with our endeavour to publish this house journal every quarter.

As our esteem members have shown full faith and trust in us, our Executive Committee will work with more enthusiasm, focused dedication and cohesively with great level of coordination and communication for organising various programs and events on regular basis. With your strong support and faith in us we will be defiantly number one chapter.

Once again I sincerely appeal to all the HR fraternity member to please come forward to join and contribute for our quarterly house journal by way of writing articles, sharing self / family achievements etc.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

### EVENT

International Conference  
organise by IIMS of Yashasvi  
Education Society

DATE : 4<sup>th</sup> April 2025



### EVENT TOPIC

Innovation in Management and Information Technology

Yashasvi Education Society proudly hosted the 5th International Conference on Innovation in Management and Information Technology, organized by the International Institute of Management Sciences (IIMS), Chinchwad, on Friday, 4th April 2025.

The event was graced by our esteemed Chairman, Sri Kalyan Pawar, who was invited as the Chief Guest. During his inspiring address to the students, Sri Pawar shared his rich insights and professional experiences, offering a compelling perspective on current developments in the field.

The session saw enthusiastic participation from students, who engaged with him through thoughtful questions related to the ongoing topics. Sri Pawar responded with clarity and warmth, drawing upon his practical knowledge to enrich the discussion and leave a lasting impression.



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## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

### EVENT

AI & HR – The Role of  
Automation in Talent Acquisition  
and Management

DATE : 5<sup>th</sup> April 2025



### EVENT TOPIC

#### HR SYMPOSIUM

Sadhu Vaswani Institute of Management Studies for Girls, Pune, in collaboration with the NIPM Pune Chapter, successfully hosted an insightful HR Symposium focused on "AI & HR – The Role of Automation in Talent Acquisition and Management" at their Koregaon Park Road campus.

The symposium was exceptionally well-organized, drawing attention to current technological advancements shaping human resources. The expert panel shared diverse perspectives on the evolving role of artificial intelligence in recruitment and talent management.

The session was skillfully moderated by Dr. Ajit Thakur, whose thoughtful guidance brought out nuanced discussions from each speaker.

Attendees praised the session for its relevance and depth, making it a standout event in the academic and HR circles of Pune.



# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

### EVENT

National MSME Summit  
& Leadership Conclave

DATE : 25<sup>th</sup> April 2025

**COLLABORATION ALERT**

**Pibm** | **UDDIPAN** National MSME Summit & Leadership Conclave

**Pune Chapter**

**Mr. Kalyan Pawar**  
Chairman, NIPM  
Vice President  
Emurance Technologies Ltd.

**Dr. Ajit Thakur**  
Secretary, NIPM  
Head HR  
Kalyani Group SAARLONIA,  
Advanced Materials

25th & 26th  
April 2025

Pune Institute of Business Management  
Campus  
Plot No. 89/1, Mulund Road, Prangut, Tal - Mulund,  
Pune - 412 115, Maharashtra



### EVENT TOPIC

"UDDIPAN" National MESE Summit & Leadership Conclave.

With great pride, the Pune Institute of Business Management (PIBM), in collaboration with AICTE and the Maharashtra Industry, Trade, and Investment Facilitation Cell (MAITRI), Government of Maharashtra, and supported by the NIPM Pune Chapter, successfully hosted UDDIPAN: The National MSME Summit & Leadership Conclave on 25th and 26th April 2025.

Recognized as one of the largest MSME summits in the country, the event focused on empowering, strengthening, and supporting Micro, Small, and Medium Enterprises—the backbone of India's economy. Through impactful sessions, industry insights, and collaborative networking, the summit aimed to equip MSMEs with the tools and knowledge essential for scalability, innovation, and profitability. Stakeholders from across sectors gathered to exchange ideas and chart actionable pathways toward sustainable economic growth, marking the summit as a pivotal step in India's MSME development journey.



# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 26<sup>th</sup> April 2025

EVENT

Future Ready Workforce

**SYMBIOSIS INSTITUTE OF TECHNOLOGY, PUNE**  
DEPARTMENT OF MECHANICAL ENGINEERING

**HR CONCLAVE**  
**FUTURE READY WORK FORCE**

In Association with

Mateti Social Mindset HR Foundation | BEING HR | SOHAM DADARKAR ACADEMY | DOTYZE

**Keynote Speaker**

**Preeti Ahuja**  
Chief People Officer  
Husk Power

**Kiran Bhangure-Khapre**  
HR Head  
Kirloskar Oil Engines

**Bhooshan Parkhi**  
CEO  
VOSS Automotive

**Kalyani Kulkarni**  
GM HR  
Wilo Mather Platt

**Tejaswini Joshi**  
HR Manager  
Fleetguard Filters

**Sudhir Mateti**  
CHRO  
Arvind Limited Telecom Division

**George Cardoz**  
Strategic HR Leader  
Forbes Marshall

**Arundhati Katdare**  
Partner/Moderator  
Dotyze

**Kishor Kenche**  
HR Head  
Brembo Brake India

**Soham Dadarkar**  
Facilitator  
Soham Dadarkar Academy

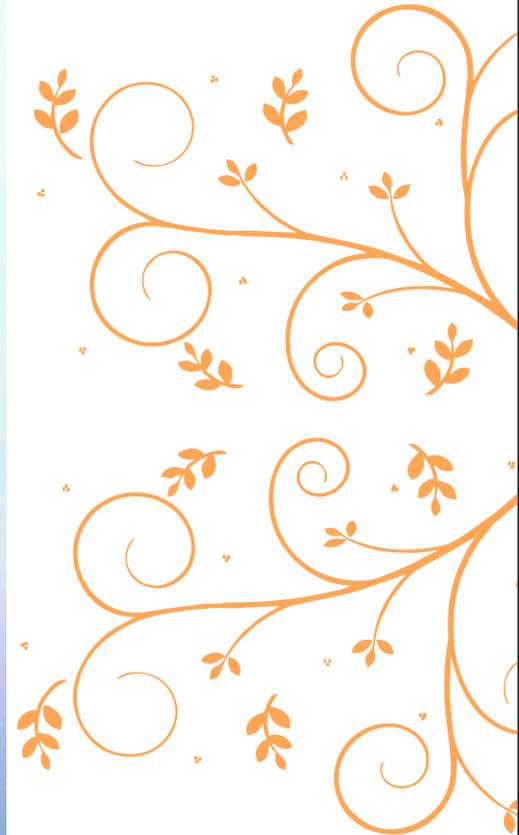
**DATE** 26<sup>th</sup> APRIL 2025  
**TIME** 10:30 AM To 02:00 PM

**CONTACT**  
+918750942421  
+919422013429  
+919850742620

Register! | Address

symbiosis\_sit | SIT Lavale | sitpune.edu.in

**SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)**  
(Established under Section 3 of the UGC Act, 1956) | Re-accredited by NAAC with 'A++' grade | Awarded Category - I by UGC



### EVENT TOPIC

#### HR Conclave

On 26th April 2025, Symbiosis Institute of Technology, Pune, successfully hosted an enlightening HR Conclave centered on the theme "Future Ready Workforce." The event took place on campus and drew participation from academic and industry circles keen on exploring the evolving dynamics of HR in a tech-driven world.

We were proud to note the presence of our Executive Committee Member, Mr. Kishor Kanche, who was invited as the Keynote Speaker. Mr. Kanche delivered a thought-provoking session, sharing strategic insights into how organizations can equip their workforce with future-ready skills, mindsets, and technologies.

His address set the tone for a vibrant exchange of ideas on transformation in human capital, earning appreciation from attendees for its relevance and depth.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 20<sup>th</sup> May 2025

### EVENT

Live Orientation Session with Habuild



#### NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT PUNE & PIMPRI CHICHWAD CHAKAN CHAPTER

Organising

#### Knowledge Sharing Program

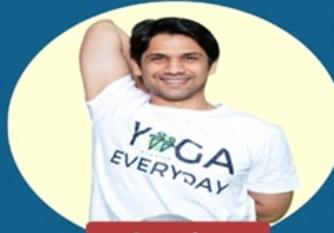


International HR DAY

#### Live Orientation Session with Habuild

20<sup>th</sup> May 2025 | 6:30 - 7:30 pm

Scan To Register



Speaker

**Saurabh Bothra**

Certified Yoga Instructor  
IIT Grad | 12+ Years Exp.  
Guinness world record holder

Free 30 Days Yoga to all who register



Mr. Kalyan Pawar  
Chairman  
NIPM Pune Chapter



Dr. Ajit Thakur  
Secretary  
NIPM Pune Chapter



Mr. Navanath Suryawanshi  
Chairman  
NIPM PCC Chapter



Mr. Abhay Khursale  
Secretary  
NIPM PCC Chapter



Dr. Sanjay Zope  
Coordinator & Treasurer, NIPM Pune Chapter  
+91 98232 84461

Build lasting habits with the world's largest online yoga-led wellness platform.



### EVENT TOPIC

#### Knowledge Sharing Program

On 20th May 2025, the NIPM Pimpri Chinchwad Chapter and NIPM Pune Chapter collaboratively organized a rejuvenating Knowledge Sharing Programme—a Live Orientation Session with Habuild focusing on the practice and principles of Yoga.

The live session introduced participants to the transformative benefits of yoga for physical, emotional, and professional wellbeing. With expert guidance from Habuild instructors, attendees engaged in a mindful experience that promoted balance and stress relief—perfect for HR professionals navigating today's fast-paced environment.

The initiative reflected NIPM's commitment to holistic development, emphasizing that wellness is an essential pillar of workforce readiness.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

### EVENT

Employment Law Essentials  
& HR Innovations in a  
Changing Industrial Landscape

DATE : 23<sup>rd</sup> May 2025



### EVENT TOPIC

Insights from Adv. Jayant Shaligram

On 23rd May 2025, the NIPM Pune Chapter hosted a compelling Knowledge Sharing Programme at Hotel Kalasagar, Pune. The session featured Adv. Jayant Shaligram, a distinguished Senior Advocate in Labour Law, as the keynote speaker.

The session offered deep insights into evolving labor laws and the strategic role of HR in navigating today's industrial challenges. Adv. Shaligram blended legal expertise with forward-thinking HR practices, sparking engaging conversations around compliance, flexibility, and innovation.

A large cohort of HR professionals and MBA students participated actively, making the event a vibrant hub of knowledge exchange and networking. This initiative reflected NIPM Pune's dedication to empowering HR minds with cutting-edge legal awareness and strategic agility. development, emphasizing that wellness is an essential pillar of workforce readiness.



# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 27<sup>th</sup> May 2025

EVENT

NIPM Pune at the Embassy of Guyana



### EVENT TOPIC

#### Celebrating International Relations

On 27th May 2025, Mrs. Vahida Pathan, Executive Committee Member of the NIPM Pune Chapter, paid a special visit to the Embassy of the Co-operative Republic of Guyana in Delhi to commemorate a significant international milestone.

In celebration of the nation's 59th Independence Anniversary, Mrs. Pathan met with His Excellency Dharamkumar Seeraj, High Commissioner of Guyana. She conveyed NIPM Pune's warmest wishes and shared messages of goodwill on behalf of the chapter, honoring Guyana's continued journey of progress and sovereignty.

The visit embodied NIPM Pune's values of global outreach, mutual respect, and cultural appreciation—serving as a graceful diplomatic gesture and strengthening the bridge of international cooperation.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE :14<sup>th</sup> June 2025

### EVENT

Best IR Strategy on Nurturing  
Positive Industrial Relations



## NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

As part of our knowledge sharing series on best practices from award-winning companies, we are hosting an exclusive virtual session with **Tata Motors - Pune, Gold Award Winner** in **Category-A** of **NIPM National HR Excellence Awards 2024** held in September 2024, to discuss their **"Best IR Strategy"** on **"Nurturing Positive Industrial Relations"**

### Presenters

**Mr. Santosh Bade**  
DGM - ER, CSR &  
Skill Development

**Mr. Vivek Bindra**  
Head HR

**Mr. Vipin Solanki**  
Senior Manager - HR



### DATE

14 June 2025, Saturday

**TATA MOTORS**

Connecting Aspirations



### TIME

06:00 PM - 07:00 PM



### ZOOM MEETING

Meeting ID: 857 0808 2880  
Passcode: 327572



**Mr. Naresh Kumar Piniseti**  
Chairman  
NIPM Awards Committee

**Mr. M. N. Pravin: 98400 95500**  
**Mr. Collin Bruno: 77086 16271**  
Coordinators, NIPM Awards Committee



### EVENT TOPIC

Zoom Meeting Knowledge Sharing Series

On June 14th, 2025, the National Institute of Personnel Management (NIPM) Headquarters, in partnership with Tata Motors Pune, conducted an insightful Zoom session as part of its Knowledge Sharing Series. The topic of discussion—"Best IR Strategy on Nurturing Positive Industrial Relations"—drew interest from NIPM members across the country.

The event served as a valuable platform for exchanging ideas, practical strategies, and case studies focused on fostering constructive Industrial Relations in today's dynamic workplace. Thought leaders from both organizations shared their experiences and expertise, sparking meaningful conversations among participants.

This collaborative effort exemplified NIPM's commitment to advancing professional excellence and encouraging peer-to-peer learning among HR and IR professionals.

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## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 19<sup>th</sup> & 20<sup>th</sup> June 2025

### EVENT

powering Insights for  
Parents and Women



### SPECIAL NIPM PUNE CHAPTER LEARNING SERIES – 1-HOUR ONLINE POWER SESSION!

OVER 800+ NIPM MEMBERS & FAMILIES JOINING IN  
– DON'T MISS OUT!

JOIN US FOR 3 THOUGHT-  
PROVOKING, LIFE-SHAPING  
TOPICS:

**1. Why Your Smart Kids Are  
Getting Bad Grades in Life?**  
Parents Whose Kids are From  
Std 4 to Std 12

**2. Career & Concepts of the  
21st Century**  
Parents whose Kids are from  
Std 12 to MBAX Generation

**3. What the Hell AM I Doing?**  
Exclusively for Women Sitting at Home  
Waiting for Opportunities

**1 hour 1 Topic 1 Target Audience**  
**so 3 hours = 3 Topic in 3 hours**

Session 1-	<b>Thursday</b> 19 June, 2025	<b>7 pm to 9 pm</b> IST (Evening)
Session 2-	<b>Friday</b> 20 June, 2025	<b>7 pm to 8 pm</b> IST (Evening)
Session 3-	<b>Friday</b> 20 June, 2025	<b>8 pm to 9 pm</b> IST (Evening)



**Dr.Surojit Saha**  
CEO-SchoolForAll, TravelForAll,  
HealthForAll, Blindnetwork  
TheFutureClassroom



[WWW.SCHOOLFORALL.CO](http://WWW.SCHOOLFORALL.CO)



+91 78238 12240  
+91 91308 54236



### EVENT TOPIC

#### NIPM PUNE CHAPTER ONLINE POWER SESSION

On June 19–20, 2025, the NIPM Pune Chapter, in collaboration with School for All, hosted a special online power session featuring Dr. Surojit Saha, CEO of School for All, Travel for All, Health for All, Blind Network, and The Future Classroom. The event featured three thought-provoking and life-shaping topics, each delivered in a one-hour session. Dr. Saha addressed a diverse audience with sessions titled “Why Your Smart Kids Are Getting Bad Grades in Life?” for parents of students from Std 4 to Std 12, “Career & Concepts of the 21st Century” for parents of Std 12 to the MBAX generation, and “What the Hell AM I Doing?” for women at home seeking opportunities. The sessions received an enthusiastic response and provided valuable insights, sparking meaningful reflection and dialogue among participants.

# E-newsletter

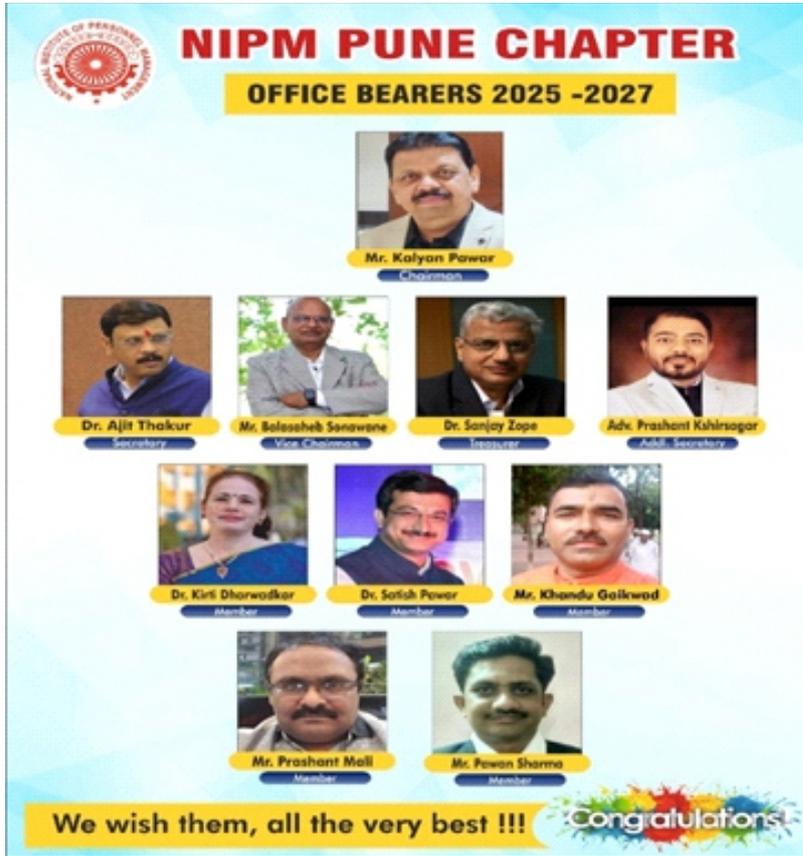
## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 29<sup>th</sup> June 2025

### EVENT

NIPM Pune Chapters  
Biennial Election's



**NIPM PUNE CHAPTER**  
**OFFICE BEARERS 2025 -2027**

**Mr. Kalyan Pawar**  
Chairman

**Dr. Ajit Thakur**  
Secretary

**Mr. Balasaheb Sonawane**  
Vice Chairman

**Dr. Sanjay Zope**  
Treasurer

**Adv. Prashant Kahirgogor**  
Adl. Secretary

**Dr. Kirli Dhorwadkar**  
Member

**Dr. Satish Pawar**  
Member

**Mr. Khandu Gaikwad**  
Member

**Mr. Prashant Mali**  
Member

**Mr. Pawan Sharma**  
Member

We wish them, all the very best !!! **Congratulations**



*Congratulations*

Heartiest Congratulations to Mr. Kalyan Pawar Sir on being re-elected as Chairman of NIPM Pune Chapter for a second consecutive term!



The Institution of Engineers (India)  
Pune Local Centre - Kale Hall

### EVENT TOPIC

NIPM Pune Chapters Biennial Election's

The Biennial Elections of the NIPM Pune Chapter were successfully held on 29th June 2025 at Kale Hall, Institute of Engineers, Pune. The Chief Returning Officer, Adv. R. Nirmal, declared the results at 10:30 AM.

We are delighted to announce that Mr. Kalyan Pawar has been reelected as Chairman for the term 2025–2027. His reelection is a testament to his dedicated leadership and the trust he continues to inspire among members.

All other Executive Committee (EC) positions were filled unopposed, reflecting a unified and collaborative spirit within the community.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 29<sup>th</sup> June 2025

### EVENT

NIPM Pune Chapter –  
AGM 2025 Highlights



### EVENT TOPIC

NIPM Pune Chapter – AGM 2025 Highlights

The NIPM Pune Chapter held its Annual General Meeting (AGM) 2025 on 29th June 2025 at Kale Hall, Institute of Engineers, Pune. The meeting was conducted under the supervision of the reelected Chairman, Mr. Kalyan Pawar. During the AGM, Mr. Pawar addressed the members, expressing his gratitude for their continued support and sharing his vision for the chapter's future over the 2025–2027 term. Dr. Sanjay Zope, the Treasurer, presented the audited Balance Sheet for the financial year 2024–25, providing a comprehensive overview of the chapter's financial performance. The AGM reflected strong member engagement and a shared commitment to the chapter's goals and initiatives.

# E-newsletter

JUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

## AUTHOR'S CORNER



### Dr. Ganesh Soni (IIT Bombay)

Manager at Hexagon, Pune

AI Consultant | Career Coach | Author

[www.ganeshsoni.com](http://www.ganeshsoni.com)

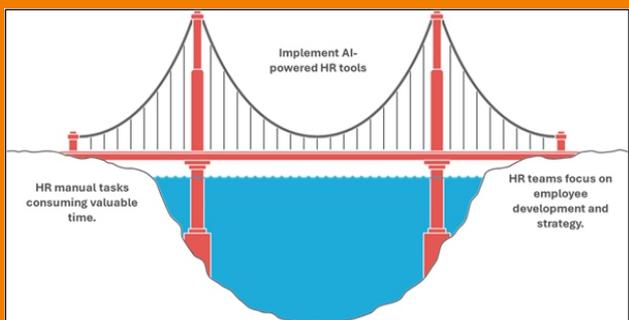
#### "AI Made Easy for HR – The Beginner's Action Plan"

Imagine this — you're in your Pune office, still sifting through 200 resumes manually, while another HR team just down the street has already shortlisted candidates, sent interview invites, and even created onboarding videos — all before lunch. How?

They've started using AI. Yes, Artificial Intelligence. It's not some distant, futuristic buzzword anymore; it's quietly becoming the secret weapon of smart HR teams — right here in India. If you've ever felt like there's too much to do and not enough hours in the day, consider this your wake-up call. AI isn't here to replace you — it's here to smart-assist you.

Let's be honest — HR has never been just about hiring and payroll. You're the culture-builder, the compliance gatekeeper, the trainer, the engagement champion, and sometimes even the unofficial counsellor — all in the same day. Now add hundreds of resumes, follow-up emails, and feedback forms to that mix. That's where AI quietly steps in. It can scan resumes in minutes, draft polished job descriptions, analyse employee sentiment, and even answer routine queries through chatbots. Imagine the time you could save — and the energy you could redirect to the parts of your job that need a human touch. In fast-moving cities like Pune, Mumbai, Bangalore, Delhi, Chennai, and Kolkata — where startups and IT companies are scaling rapidly — AI is no longer a luxury. It's becoming a must-have.

Across India, HR teams are already putting AI to work. A Pune-based IT company uses Zoho Recruit's AI to automatically shortlist resumes, cutting screening time by 70%. In Bangalore, a startup uses ChatGPT to write customised job descriptions and even draft polite rejection emails. A large Mumbai manufacturing firm has an AI-powered chatbot to handle common employee queries — from leave balances to PF details — freeing up the HR team for higher-impact work. Even in Chennai and Kolkata, companies are turning dry policy documents into short, engaging onboarding videos using Lumen5. These aren't Silicon Valley stories — they're happening in our own offices.



# E-newsletter

## NIPM PUNE CONNECT

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### AUTHOR'S CORNER

If you're wondering where to begin, here's a simple list of tools that are easy to use, work well in India, and can save you serious time:

**ChatGPT (Free + Paid)** – Your 24/7 writing assistant. Draft job descriptions, offer letters, interview questions, training content, or even employee newsletters.

**Zoho Recruit (Paid, with Free Trial)** – An Indian ATS (Applicant Tracking System) that uses AI to rank resumes, match candidates to jobs, and manage the hiring pipeline.

**Skillate (Paid)** – Used by companies like HCL and Wipro, it parses resumes, matches them to requirements, and even reduces hiring bias.

**Lumen5 (Free + Paid)** – Converts policy docs, announcements, and training material into engaging short videos for employees.

**BarRaiser (Paid)** – An AI-powered interview tool that suggests questions, evaluates answers, and ensures consistent interview quality.

Start with just one tool. Once you're confident, add another — your working day will feel lighter very quickly.

A mid-sized IT company in Pune was drowning in hiring tasks during a rapid growth phase. The HR team of five spent almost two weeks screening candidates for each role. They tried Zoho Recruit for AI-powered resume screening and ChatGPT for writing job descriptions and email templates. The result? Screening time dropped from 10 working days to just 3. The freed-up time went into engagement programs, smoother onboarding, and quicker responses to candidates — leading to more accepted offers. The HR head summed it up perfectly: "I wish we'd started using AI a year earlier."

You don't need to change everything overnight. Pick one tool — maybe ChatGPT for drafting HR emails or Zoho Recruit's trial for resume screening — and use it for just 10 minutes a day. Test it on a task you do regularly, so you see immediate benefits. Keep track of the time saved in a notebook or Excel sheet. Once you're comfortable, add a second tool for another task, like onboarding videos with Lumen5 or an FAQ chatbot.

The goal is to make AI your everyday helper, not an overwhelming project.

The future of HR is already here — and it's waiting for you to step in. Try just one AI tool this week for something you already do.

Learning resources to get you started:

<https://www.linkedin.com/learning/generative-ai-in-hr>

<https://www.udemy.com/course/ai-artificial-intelligence-for-hr-hrm-excellence>

<https://www.coursera.org/learn/generative-ai-in-hr>

Quick AI Starter Checklist:

- Pick one AI tool and sign up
- Test it on a small HR task
- Measure the time saved
- Share results with your team
- Add a second tool when ready

Remember — AI won't replace HR, but HR professionals who use AI will replace those who don't. Your smarter, faster, and more impactful HR journey starts now!



**Dr. Ganesh Soni (IIT Bombay)**

Manager at Hexagon, Pune

AI Consultant | Career Coach | Author

[www.ganeshsoni.com](http://www.ganeshsoni.com)

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

“ VISION TO ACTION -  
EC SPEAKS “



**Dr. Kirti Dharwadkar**

Director

S.B.Patil Institute of Management, Pune

**Dr. Kirti Dharwadkar** is currently working as a Director, at S. B. Patil Institute of Management, Pune. She is Ph.D. and M. Phil. in Development Economics and HR. She has completed MPM in HR & Industrial Relations from Savitribai Phule Pune University. She is a recognized Ph.D. Guide under Savitribai Phule Pune University. 10 students have been awarded Ph.D. degrees under her able guidance and 4 pursuing. She has published more than 32 national and international research papers and she has co-authored 5 books. She has more than 28 years of experience in Industry and Academics and is a well-known name in the field of academics. She is also a member board of studies at Savitribai Phule Pune University. She has received a recognition in research by Future group's IFEEL, Karla, Lonavala. She has awarded Lokmat Professional ICON award. She is also a paper setter & evaluator for PET, SET Examminatios. Dr. Kirti is a Board of Studies (BOS) member under Organization Management, SPPU. She has been a resource person at various conferences She holds membership to professional bodies such as CEGR and NIPM. She is EC Member of NIPM Pune Chapter 2025-2027 second term.



**SONAWANE BALASAHEB EKNATH**

Proprietor – Forever 24 Consultant &  
Vice Chairman, NIPM Pune Chapter

Balasaheb is having over 40 years of experience in Hard core Industrial Relations , Personnel, Human Resources, Training & Development, Recruitment, Employee Engagement, Union – Management Relations, Organizational restructuring, Corporate Social Responsibilities (CSR) and Administration of various well known organizations. Worked as Change Agent and Business Partner in all the organisations wherever I worked during my tenure of 40 years.

Currently working as Proprietor of Forever 24 Consultant and Vice Chairman of NIPM, Pune Chapter.

Prior to this, he has worked with :-

- BILT Graphic Paper Products Ltd., Bhigwan as a GM – HR & Admn. ( 10 Years)
- Wipro Limited – Bangalore as a Sr. Manager – HR & Admn. ( 9 Years)
- Indian Seamless Metal Tubes Ltd., Ahmednagar as a Manager – HR & Admn.( 9 Yrs)
- Ravalgaon Sugar Farm Ltd., Ravalgaon as a Sr. Officer (Personnel) ( 3.5 Years) and
- SWIL Limited, Satpur, Nashik as a Personnel Officer. (8.5 Years)
- He is also Publisher of Book “ Audyogik Vishwatil Balasaheb – (40 years successful career)
- Additional Director and Occupier for M/s. India Terry Towels India Pvt. Ltd.,
- Board Member in the Advisory Committee of Society for Education in Values & Action (SEVA).
- Active participation in NIPM Pune Chapter for the last term as a Vice Chairman.
- Working as HR & IR consultant and Trainer for my various clients.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

“ VISION TO ACTION -  
EC SPEAKS “

As a Vice Chairman, NIPM Pune Chapter, my aim is to work in the following areas in the coming 3 months' time :-



**Adv. Prashant P. Kshirsagar**  
Labour Law Consultant &  
Litigation Practitioner

1. Collect and compile Trainer's Directory from various Trainers available in the vicinity.
2. Find out the industries where young college students can be accommodated for summer training, project work/report, industry visits, guest lectures, internship training and research work.
3. Conduct Full day Workshop along with Adv. Prashant Kshirsagar on HR for Non-HR.
4. Complete Annual Report of the Chapter along with Adv. Prashant Kshirsagar and Dr. Satish Patil which is to be submitted to NHQ.
5. Co-ordinate two monthly learning sessions being arranged by NIPM Pune Chapter.

**Regards,**  
**Balasaheb Sonawane**  
**Vice Chairman, NIPM Pune Chapter**

Flat No. A-210, Menlo Homes, Kharadi Next,  
Gat No. 1331/3, Kharadi – Haveli Wagholi CT,  
Pune - 412207.

**Phone No. 09422343433 (O), 09422343425 ®**

Email: balasaheb.sonawane433@gmail.com

Adv. Prashant P. Kshirsagar is a distinguished Labour Law Consultant and Litigation Practitioner based in Pune, specializing in Labour & Employment Laws, as well as Civil, Criminal, and Co-operative Laws. He is a Senior Partner at well-known law firm Sarvadnya Legal Associates, where he provides expert legal counsel to over 40 companies. He practices in Pune Labour, Industrial Court as well as District Court and High Court Bombay. An alumnus of ILS Law College, Pune (Batch 2007), he holds a BSL LLB degree along with a Diploma in Cyber Laws. His legal expertise has led to several of his cases being reported in All India Reporter (AIR), Maharashtra Law Journal (MLJ), Live Law, Corporate Law Reporter (CLR), and India Kanoon, particularly in the High Court of Bombay. With nearly seven years of active involvement in the Labour Law Practitioners Association, Pune, Adv. Kshirsagar has served multiple terms in key roles. Currently, he holds the position of Additional Secretary at NIPM Pune Chapter, where he actively contributes to advancements in labour law and employment practices.

Contact: 9822498237

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

"Balancing The Books, Leading the way,  
" Chat with the Treasurer , Dr. Sanjay Zope



**Dr Sanjay Zope**

Treasurer NIPM Pune Chapter

1) Congratulations on your unopposed nomination for a second term as Treasurer of NIPM Pune Chapter, what motivated you to continue in this role for another term?

Thank you very much! I'm truly honored to have been nominated unopposed for a second term as Treasurer of the NIPM Pune Chapter.

What motivated me to continue in this role is the satisfaction of contributing to the growth and effectiveness of our chapter. Over the past term, I've had the privilege of working closely with a dedicated team, streamlining our financial processes and ensuring transparency and accountability. Being able to support the chapter's initiatives through sound financial planning has been a fulfilling experience.

There's also a strong sense of continuity and responsibility — I believe there's still more I can do to enhance our financial systems and support the chapter's evolving needs. My reappointment is not just a personal achievement, but an opportunity to build upon the work we've started and make a lasting impact. I look forward to supporting our chapter's mission and contributing to its continued success.

2) Reflecting on your first term as Treasurer, what have been some of the most rewarding accomplishments for you personally and for the forum?

Thank you for this thoughtful question. Reflecting on my first term as Treasurer of the NIPM Pune Chapter, several accomplishments stand out as particularly rewarding, both personally and for the forum:

a. Strengthening Financial Transparency and

### Accountability:

One of my key goals was to ensure that our financial processes were transparent and well-documented. By implementing regular financial reporting and conducting timely audits, I believe we built greater trust among our members and executive committee.

### b. Streamlining Financial Processes:

We reviewed and updated several internal financial policies, making our operations more efficient and less prone to errors. Automation of routine tasks, like dues collection and expense tracking, has saved time and reduced paperwork, allowing the team to focus more on our core initiatives.

### c. Supporting Chapter Events and Programs:

It was immensely satisfying to allocate resources effectively for various learning sessions, seminars, and networking events. Our judicious planning meant we could host more activities—some at no or nominal cost to members—broadening our reach and engagement.

### d. Building a Financial Reserve:

Through careful planning, we were able to create a modest financial reserve for the chapter. This gives us a cushion for future initiatives and helps us weather unforeseen expenses, ensuring the forum's sustainability.

### e. Personal Growth and Collaboration:

On a personal note, collaborating closely with passionate committee members and understanding the intricacies of non-profit financial management has been a rewarding learning experience. The camaraderie and commitment within the team have been truly inspiring.

Overall, these accomplishments have not only helped strengthen the chapter's foundation but have also positioned us well for future growth and impact. I'm grateful for the trust placed in me and look forward to building further on this progress.

3) As Treasurer, what are the key financial responsibilities you manage on behalf of the Chapter?

Answer:

As Treasurer, my main responsibilities

include preparing and managing the chapter's budget, maintaining precise records of all income and expenses, ensuring all payments are processed on time, and regularly reporting the financial status to the team and members. Additionally, I handle & manage funds, and ensure compliance with all financial regulations.

4) How do you ensure financial transparency and accountability to the members of the chapter?

Answer:

I ensure financial transparency by maintaining up-to-date records and sharing quarterly financial reports with the chapter. I also conduct open Q&A sessions where members can ask about our financial decisions and status. Additionally, I make sure all significant expenditures are approved by the committee, and I welcome feedback from members to build trust in our processes.

5) How do you think effective financial management has helped the chapter grow and remain relevant to its members?

Effective financial management has been central to our Chapter's growth and ongoing relevance. By ensuring that every rupee is allocated thoughtfully and transparently, we've been able to consistently invest in activities that create tangible value for our members and also for our chapter. This includes organizing high-quality networking opportunities tailored to evolving professional needs.

Importantly, when members see that their contributions are used wisely and result in impactful programs, it builds trust and engagement. Responsible financial stewardship assures members that the Chapter is well-positioned to support their growth. Ultimately my focus is on not only securing our sustainability but also reinforces our reputation as a dynamic, member-focused organization.

# E-newsletter

## NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

In conversation with the Ex Officio.  
- Sadashiv Patil



**Mr. Sadashiv Patil**

EX-Officio NIPM Pune

Associate Vice President HR, IR & ADMIN

1. As the chairman of the NIPM Pune Chapter, what were your primary responsibilities and goals?

Ans: As Chairman of NIPM Pune Chapter, my primary responsibilities were Focusing on overall direction and strategy of the chapter, Preparing Annual Calendar for Various events and Programs and Ensuring the successful execution of all planned events and programs timely, augment the chapter by adding new life members from HR fraternity. Exploring better cohesiveness for collaborative environment among Executive committee and NIPM members. My goals were to enhance the chapter's visibility, increase member engagement, and provide valuable learning opportunities through seminars, workshops, and networking events.

2) What significant trends have you observed in HR practices over the years? HR has seen the paradigm shift from traditional HR role to the Business centric role. As we are aware HR has now become the more of Business partners rather than support functions in the current organization

I observed a significant trends such as :

- Shift in HR practices towards more strategic and technology-driven.
- There's been more emphasis on employee experience, diversity and inclusion.
- Use of data analytics in HR decision-making.
- Rise of remote work has imposed the changes in how HR functions are managed and how employees are supported.

- Change in skill retention trends
- Evolution of workforce from baby boomers to gen-z generation.

\*3. How has technology influenced HR strategies and operations during your tenure?\*

The HR function has evolved from the traditional support role to the Business partner role. To have a competitive edge the usage of technology was mandate. Technology has facilitated to eliminate the arduous task of pulling the data from different sources. Due to rapid changing technology & intense competition necessity upskilling & re-skilling of technology becomes challenge. learning and development have become more sophisticated, allowing HR to focus on strategic initiatives. Technology has profoundly impacted HR by enabling more efficient processes, improving data-driven decision-making, and enhancing employee engagement. Tools for recruitment, performance management, and. The use of digital platforms for communication and collaboration has also been crucial, especially with the increase in remote work. We Pune chapter have conducted many online session during my tenure as a Chairman as it was Post –COVID era.

\*4. Can you share a specific example of a successful initiative or project you led that made a notable impact?\*

One successful initiative was the launch of a mentorship program for young HR professionals. In my tenure we have tied 16 nos of management to Pune Chapter as Institutional members & successfully opening student chapter to facilitate academic-industry interaction. .This program paired experienced HR leaders with mentees, providing them with guidance, support, and networking opportunities. The initiative not only helped in the professional development of the participants but also fostered a sense of community within the chapter. Also I had an opportunity to host NATCON at our home chapter, which was a grand success having participation of more than 1000 HR fraternity from the domestic as well as international.

\*5. What were some of the most important leadership strategies you employed while chairing the Chapter as Chairman?\*

As a Chairman, it was my prime responsibility to have a healthy environment among the committee members as well as NIPM life members. Key

leadership strategies included fostering a collaborative and inclusive environment, setting clear goals and expectations, and empowering committee members to take ownership of their roles. Effective communication and the ability to adapt to changing circumstances were also crucial.

\*6. What were the key objectives you set for the HR forum during your tenure as chairman, and how did you achieve them?\*

As a Chairman, my prime objective was to increase the life members & deliver quality learning session by nominating subject matter experts. We as a committee had taken task of releasing quarterly NIPM newsletter which we delivered on time. We Pune chapter organized over 75 programmes & 12 knowledge sharing session during my tenure. The key objectives included increasing member engagement, expanding the chapter's reach, and enhancing the quality of events and programs. These were achieved through a combination of strategic planning, collaboration with other professional bodies, and leveraging technology to improve communication and event delivery.

\*7. Can you share an example of a successful partnership or collaboration that benefited the HR forum and its members?\*

As I mentioned earlier, we had an opportunity to host NATCON at our chapter for 2 days. NATCON demanded precise planning right form sponsorship to participation, execution of plan etc. The event was collaborated with an educational institution to offer subject matter expertise to the participants & student. Their were 8 session which contained planned 3 panel members per session. These sessions were fruitful to the participants .which ultimately enhanced the value proposition of the forum to its members.

\*8. From your experience leading the Chapter, what lessons have you learned about managing large, diverse professional groups?\*

NIPM Pune chapter is a blend of young & veteran HR members, so it was a learning experience to manage the fellow members of different age group, experience & knowledge. Every successful professional organization works on clear & transparent communication. It was exciting learning experience to manage such diverse NIPM Pune chapter members.

# E-newsletter

NIPM PUNE CONNECT

NIPM PUNE CHAPTER | APRIL 2025 TO JUNE 2025

DATE : 23<sup>rd</sup> Aug 2025

UPCOMING  
EXCITING EVENT



**NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT**

**NIPM PUNE CHAPTER**

Organising

**Workshop on AI for HR**

A hands on Session on essential tools, strategies & guides to implement AI in HR

- AI tools for Recruitment
- AI tools for On boarding & off boarding
- AI tools for workforce Planning
- HR Chatbots for Policies, Benefits and Leave queries
- AI tools for Learning & Development

TRAINER



Dr. Ganesh Soni ( IIT Bombay)  
AI generalist | Career Coach | Author

◆ Date ◆

Saturday  
23rd August 2025

◆ Time ◆

10 am to 3 pm

◆ Venue ◆

PMA SEMINAR HALL, First Floor, Institution Of  
Engineers Building, Shivajinagar, Pune

Workshop Fees of Rs. 3000 includes Breakfast, Lunch, a full day of hands-on training and a certificate.  
(Rs. 500 off on registration for two or more participants)

Bank of Maharashtra, Deccan Gymkhana Branch, Pawar Building,  
Deccan Gymkhana, Pune 411004.  
Account No. 20130835170 , IFSC Code : MAHB0000003,  
MICR Code : 411014014, Account Type : Savings



Please send the screenshot of your registration fee payment to the coordinators once the payment is made

**Program Coordinator's**



**Mr. Kalyan Pawar**  
Chairman  
NIPM Pune Chapter



**Dr. Ajit Thakur**  
Secretary  
NIPM Pune Chapter

**Mr. Balasaheb Sonawane** - Vice Chairman  
NIPM Pune Chapter, M. : 9422343433

**Ms. Vahida Pathan** - Member  
NIPM Pune Chapter, M. : 9011858098

**All Executive Committee Member's of NIPM Pune Chapter**

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8<sup>TH</sup> EDITION

APR - JUN 2025



# NIPM PUNE CONNECT

## E-NEWSLETTER

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