

9th edition

JUL - SEPT 2025



NIPM PUNE CONNECT

E - NEWSLETTER

E-Newsletter

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NIPM PUNE CHAPTER | JUL 2025 TO SEPT 2025

EDITOR'S
CORNER



MS. VAHIDA PATHAN

EC MEMBER PUNE CHAPTER
EDITOR



Prachee Sonchal

EC MEMBER PUNE CHAPTER
CO-EDITOR

Dear Readers,

Every newsletter has pages. But this one has people.

People who learn, achieve, share, and rise—and in doing so, lift the entire community with them.

This quarter's edition is not just a collection of updates...It is a tapestry of moments.

Moments where members turned dreams into achievements. Moments where knowledge became a bridge between minds. Moments where words took the shape of thoughtful articles. Moments that whisper of the exciting things yet to come.

As we curated these stories, we felt something powerful—the gentle pulse of a community that refuses to stand still. A community that grows not in isolation, but in conversation, collaboration, and celebration.

May these pages encourage you,
inspire you,
and remind you that in the world of HR,
our greatest strength has always been each other.

With warmth and wonder,

Vahida Pathan

Prachee Sonchal

Editors, NIPM Pune Connect Newsletter

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CHAIRMAN'S CORNER



MR. KALYAN PAWAR
CHAIRMAN, NIPM PUNE

Dear HR fraternity
Proud Moment for NIPM Pune Chapter!

I am extremely delighted to share that NIPM Pune Chapter has been honoured with the Second Best Chapter Award at NATCON2025, held on 30th & 31st Oct. 25 at Hotel Pullman, Aerocity, New Delhi.

This recognition reflects the collective efforts, dedication, and continuous contribution of all our Life Members, Student Chapters, and the entire NIPM Pune Team.

A heartfelt thank you to every member who has been part of this growth journey — your support, participation, and passion for advancing the HR fraternity have made this achievement possible.

Together, we continue to strengthen our vision of empowering people, promoting learning, and shaping the future of HR leadership.

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 height. 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.

This year we want to focus more on updating our members by way of workshops, seminars and knowledge sharing session on how we can effectively use an AI in our profession. 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. We are focusing more on strengthening Industry Academia relationship by way of student chapter wing of our chapter.

As a Chairman for our NIPM Pune chapter, I am very happy to present this 9th 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.

EVENTS CORNER

25th July 2025

'Expert Session by Dr. Surojit Saha on Unlocking Children's Potential and Navigating Future Careers' was truly enlightening.

NIPM Pune Chapter successfully organized an impactful Knowledge Sharing Program featuring Dr. Surojit Saha, CEO – SchoolForAll. His session on unlocking children's potential and navigating future careers was truly enlightening.

Special thanks to:

- Mr. Kalyan Pawar – Chairman, NIPM Pune Chapter
- Dr. Ajit Thakur – Secretary, NIPM Pune Chapter
- Adv. Prashant Kshirsagar & Mrs. Vahida Pathan – Program Coordinators
- Dr. Satish Pawar & Mr. Prashant Mali – Executive Committee Members for their valuable support in organizing the event.



EVENTS CORNER

Successful Completion of “AI for HR” Workshop – NIPM Pune Chapter

On 23rd August, the NIPM Pune Chapter hosted an interactive and highly engaging workshop on “AI for HR”, and the response was truly overwhelming! HR professionals from across Pune came together to explore the transformative potential of Artificial Intelligence in areas like talent acquisition, employee engagement, performance management, and workforce analytics. The workshop was designed to be hands-on, with real-world case studies, live discussions, and practical insights, enabling participants to understand how AI can drive smarter, data-driven HR decisions. A special thanks to our trainer Dr Ganesh Soni, whose expert delivery, clarity, and practical examples made complex AI concepts easy to grasp and highly engaging. We are also grateful to our Secretary Dr Ajit Thakur, Treasurer Dr Sanjay Zope, and Ex-Officio Dr Sadashiv Patil for their thoughtful speeches and encouraging presence, which added immense value to the workshop and inspired all attendees. Thank you to the Coordinators Vice Chairman Dr Balashaeb Sonawane and EC Member Ms Vahida Pathan and all the EC members for flawlessly managing every detail. Finally, our heartfelt appreciation goes to all participants for making this workshop a resounding success. The NIPM Pune Chapter continues its commitment to empowering HR leaders with knowledge, innovation, and actionable insights to navigate the future of work with confidence.

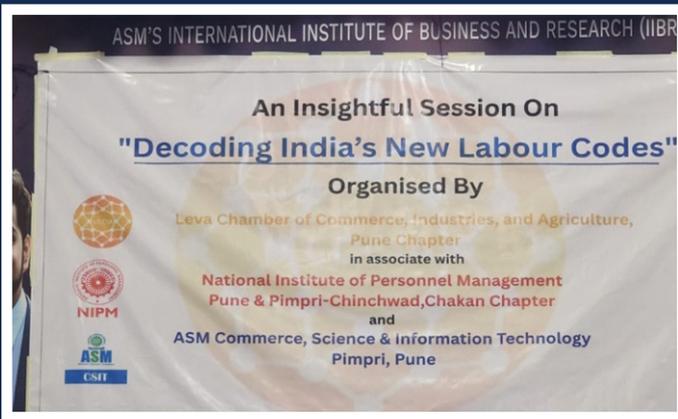


EVENTS CORNER

'Expert Session by Adv. Ashok Gupte Sir on Decoding India's new Labour Codes

Session on “Decoding India’s New Labour Codes” LCCIA Pune Chapter, in association with ASM CSIT and NIPM Pune & Pimpri Chinchwad Chakan Chapter, successfully organized an insightful session on “Decoding India’s New Labour Codes” on 24th August 2025 at ASM CSIT Auditorium, Pimpri. The session, led by Adv. Ashok Gupte (Advocate & Management Consultant, Pune), provided deep insights into:

- ☑ Compliance requirements & best practices
 - ☑ Preparing organizations for transition
 - ☑ Key takeaways every employer & employee must know
- The program witnessed enthusiastic participation from HR professionals, industry representatives and students from HR & management streams. The session concluded with networking over High Tea & Brunch, creating meaningful connections among participants.



EVENTS CORNER

NIPM Pune Chapter organised a 'Knowledge Sharing Program' on the topic of "Power of Happy Leadership" at the Institution of Engineering - Pune.

26th September 2025: NIPM Pune Chapter organised a 'Knowledge Sharing Program' on the topic of "Power of Happy Leadership" at the Institution of Engineering – Pune. The program received a good response from the members of the Pune Chapter. The keynote speaker, Mr. Minocher Patel, an internationally renowned motivational speaker and corporate trainer, delivered an engaging and insightful session. He interacted effectively with the audience and kept them involved throughout. Mr. Patel shared valuable perspectives on leading a happy life in today's fast-paced world, handling employee issues as HR professionals, fostering a friendly and positive work environment, building a free yet accountable culture and ensuring effective supervision while maintaining employee well-being. The event witnessed the participation of around 70 members, who actively engaged in discussions and networking.



During the program, NIPM Pune Chapter announced and felicitated the newly elected Co-opted Members of the Chapter Dr. Ila Pathak Jha and Ms. Prachee Sonchal and welcomed them in the Committee.



GREAT ACHIEVEMENT



DR. KALYAN PAWAR HAS BEEN RE-ELECTED AS CHAIRMAN
OF NIPM PUNE CHAPTER

लोकमत



एनआयपीएम पुणे चॅप्टरची निवडणूक पार पडला. यात कार्यकारिणी निवडण्यात आली.

एनआयपीएम पुणे चॅप्टरच्या अध्यक्षपदी कल्याण पवार

लोकमत न्यूज नेटवर्क

पुणे : भारताच्या मनुष्यबळ क्षेत्रातील अग्रगण्य संस्था असलेल्या नॅशनल इन्स्टिट्यूट ऑफ पर्सोनल मॅनेजमेंट (एनआयपीएम)च्या पुणे चॅप्टरच्या अध्यक्षपदी इंडुअरन्स कंपनीचे एक्झिक्युटिव्ह उपाध्यक्ष कल्याण पवार यांची बहुमताने निवड करण्यात आली.

ही निवडणूक पूर्णपणे पारदर्शक पद्धतीने पार पडली असून, पवार यांना एकूण मतदानाच्या ६६ टक्के मते मिळाली आहेत. ही निवडणूक रविवारी (दि. २९ जून) झाली. पुण्यातील प्रख्यात व वरिष्ठ विधिज्ञ अॅड. रामचंद्र निर्मल यांनी निवडणूक अधिकारी म्हणून जबाबदारी पार पाडली.

निवडणूक प्रक्रियेत पारदर्शकता, विश्वास आणि नियोजनाचे उत्तम उदाहरण पाहायला मिळाले. एकूण दहा पदांसाठी असलेल्या नॅशनल इन्स्टिट्यूट ऑफ पर्सोनल मॅनेजमेंटच्या निवडणुकीत नऊ पदे बिनविरोध निवडून आली असून अध्यक्ष पदासाठी गुप्त मतदान पद्धतीने निवडणूक झाली आहे.

एनआयपीएमच्या पुणे चॅप्टरच्या उपाध्यक्षपदी बाळासाहेब सोनवणे, सचिवपदी डॉ. अजित ठाकूर, अतिरिक्त सचिव अॅड. प्रशांत क्षीरसागर, खजिनदार डॉ. संजय झोपे आणि कार्यकारिणी समितीमध्ये डॉ. कीर्ती धारवाडकर, खंडू गायकवाड, प्रशांत माळी, पवन शर्मा, डॉ. सतीश पवार यांची बिनविरोध निवड झाली.

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**GREAT
ACHIEVEMENT**



On 13th, July 2025 Our Chairman Shri Kalyan Pawar being awarded the honorary Professional Doctorate!



On 4th, July 2025 Our Chairman Sri. Kalyan Pawar Sir was invited as "Chief Guest" in the event jointly organised by JSPM & TSSM group of Institutes 'HR Meet 2025' at Hotel Sheraton – Pune. Their all invitee expressed their views on 'Bridging Academia and Industry Together Towards Transformation' subject. Very nice response received from joined HR Students and Industrialist.



EC SPEAKS CORNER



PRACHEE SONCHAL

Director HR, Foseco India-
EC Member NIPM Pune chapter

What NIPM Means to Me — A Journey of Learning, Identity and Contribution

The National Institute of Personnel Management (NIPM) has been an important part of my growth as an HR professional. Over the years, it has evolved from being a professional body I admired to a community I am deeply connected with. For me, NIPM represents the shared identity, purpose and commitment that unite HR professionals across India.

My journey with NIPM began in 2020 when I attended my first event. The room was filled with leaders whose experience and insights reflected the depth of the HR profession. That moment stayed with me, and in 2024, I became a Life Member. Soon after, I was elected to the Executive Committee of the Pune Chapter—an opportunity that expanded my perspective and strengthened my resolve to contribute meaningfully to the HR fraternity.

NIPM is a reliable source of knowledge and direction. Through its seminars, publications, dialogues and student chapters, it helps us interpret global HR trends within the Indian context. The learning is practical, the discussions

are relevant, and the perspectives are diverse. Whether it is labour reforms, talent strategies, or emerging workplace challenges, NIPM ensures that HR professionals remain informed, engaged and future-ready.

What makes NIPM truly special is its community. It connects professionals across industries and experience levels, fostering collaboration, mentorship and shared learning. The network it creates is both supportive and inspiring—something every HR practitioner can benefit from.

To me, NIPM reinforces that HR is both analytical and human. It is about policies and compliance, but also about culture, empathy and enabling people to thrive. It helps us maintain this balance with clarity and confidence.

NIPM continues to shape my journey as an HR leader—by enriching my knowledge, widening my network and giving me a platform to contribute back to the profession I care deeply about.

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EC VALUABLE CONTRIBUTION



On 9th, July 2025 Our EC Member Dr. Satish Pawar had received a wonderful opportunity to interact in a Day workshop for Future Engineers that final year engineering students of Jawaharlal Institute of Technology, Borawan, (MP) during an expert session on: "Decoding Employability Skills: Your Road Map to Industry Readiness"

The session was focused on bridging the gap between academics and industry expectations, helping students understand key employability skills, professional mindset, and the evolving job market landscape

On 11th, July 2025 SGM was held at Chennai and our Chairman Sri Kalyan Pawar, Dr. Zope and Dr. Satish Pawar has attended the same.



Baramati, Maharashtra, India
5jg7+j9p, Vp College, Vidya Nagari, Baramati,
Maharashtra 413133, India
Lat 18.176961° Long 74.613016°
16/07/25 10:50 AM GMT +05:30

On 16th, July 2025 Our Ex Officio Mr. Sadashiv Patil has have been invited as resource person for one day workshop organised by Vidya Mr Sadashiv Patil has have been invited as resource person professional /knowledgeful full ofknowledge Prathisthan College, Baramati. The topic given to was "Internship & On the Job training" addressed to MBA / MCA/ BBA/ BCA final year students. There were 150 students participated who enjoyed this knowledgeable and meaningful Session.

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EC VALUABLE CONTRIBUTION

On 18th July 2025 Dr. D.Y. Patil – DPU university has invited our Chairman Dr. Kalyan Pawar as 'Chief Guest' on their 'Quality Improvement Workshop' "Campus to Corporate" Internship & OJT Industry Meet 2025 at their Pimpri Pune Campus in C. V. Raman Hall in C V Raman Hall. Our EC Member and a popular trainer for students in various colleges, Ms Vahida Pathan also graced the event as a speaker!



On 18th, July 2025 Our Chapters Vice Chairman Sri Balasaheb Sonawane was invited at 'Western Business School' in Furguson College Campus, Pune : 411004 Their Sri Balasaheb has expressed his views on Industries Expection from Freshers. Also, our Treasure Zope Sir have was invited their as " Guest of Honour". He viewed shared his experience of how to excel in day to day

On 23rd, July 2025 Dr. Satish Pawar, our EC Member and Director of Yuva Shakti Skill India Pvt. Ltd., was invited as an expert speaker at the Workshop on Skilling: Future Ready Workforce organised by the Directorate of Skill Development & Entrepreneurship, Government of Goa. He delivered an insightful talk on "Skilling to All, Jobs to All", emphasizing the critical role of on – the - job training programs including Apprentices ships in building a job-ready workforce for a 'Viksit Bharat'



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EC VALUABLE CONTRIBUTION

On 18th, August 2025 our Chairman Dr. Kalyan Pawar have been invited as Chief Guest at ASM's Group of Institutes – International Institute of Business Research (IIBR) – Pune on topic 'Human Touch in a Tech- Driven World: The Roll of Emotional Intelligence in Modern Workplace

This program was especially designed for Fresh Student Orientation for PGDM 25-27 batch. Dr Kalyan Pawar explained the topic using his real life examples and made the session interesting.



CHRO Awards 2025

CHRO Confex & Awards 2025 Pune Chapter

 Meena Shah Business Head - Sales Oswari	 Shilpa Vaidya Dha Head HR ATS Global	 Levadia Mity Sandeep Chief People Officer POSH METAL INDUSTRIES PVT LTD	 Abhijit Puri Senior Director LTMindtree
 George Cardoz Head HR & Talent Acquisition Forbes Marshall	 Bijaya Balakrishnan India Director, People & Organization Dassault Systemes	 Tina Rastogi VP HR Capital Management Cybage Software	 Arpita Pattnani VP HR Axis Bank Limited
 Laksh Anilkumar Gupta VP, Product Management greyHR	 Vineet Bidwalk CHRO & Group Director Human Resources, People & Culture AP Global & Sahal Media Group	 Omprakash Maurya CEO & Founder Candidhr	 Dr Ajit Thakur Head HR Sawtooth Advanced Materials Pvt. Ltd
 Jayanth Neelakanta CEO Equip	 Anuja Hazil VP HR Lupin	 Yogesh Sharma VP Talent Acquisition eClerx	 Jasmeet Negi HR Director, India Brevan Howard
 Lathish Rajan Director HR KPT	 Pawan Lalwani DGM HR Jio Platforms Limited (JPL)	 Shweta Parekh Head - HR Herasys	 Parul Sharma Global Talent Acquisition Sourcing Leader Vasat Inc
 Tribhuvan Thakur Vice President & Head Human Resources Accion Labs	 Sampat Parodi Head - HR Tata AutoComp	 Rajiv Yadav Head of Talent Acquisition ElectroEV	 Rushabh Jadhav Head HR Milestone internet
 Meena Shah Business Head - Sales Oswari	 Shilpa Vaidya Dha Head HR ATS Global	 Levadia Mity Sandeep Chief People Officer POSH METAL INDUSTRIES PVT LTD	 Abhijit Puri Senior Director LTMindtree

contribution 18th September 2025: Our Secretary Dr. Ajit Thakur participated in the 13th CHRO Awards 2025 Program at Vivanta Pune on the Expert Panel for discussion on “Future of Work: Preparing for the next Generation of Employees” at CHRO Confex & Awards 2025 program held at Vivanta – Hinjewadi, Pune. Moderator for the panel was Jagannath Neelakanta (CEO EQUIP) Dr. Ajit Thakur expressed and shared his experienced views along with other respected Panel.



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EDITORS TEAM

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