



**NATIONAL
INSURANCE
ACADEMY**

Presents



HR SUMMIT 2026

Green HRM: People, Process, Planet

"Empower Today. Sustain Tomorrow."

Friday, 4th Sept. 2026





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National Insurance Academy, Pune, is proud to host its annual event, TATVA: HR Summit 2026, on Friday, 4 September 2026. This year's summit, themed "Green HRM: People, Process, Planet", with the tagline "Empower Today. Sustain Tomorrow.", reflects the growing importance of sustainability in the way organisations think, work, and lead.

As organisations increasingly adopt environmentally responsible and socially conscious ways of operating, Human Resources has emerged as a key driver of sustainable transformation. Green HRM goes beyond environmental initiatives; it integrates sustainability into talent acquisition, employee engagement, leadership development, workplace culture, and organisational decision-making.

This year's summit will explore how HR can foster environmentally responsible workplaces while creating long-term value for employees, businesses, and society. It will highlight innovative people practices that balance business growth with environmental stewardship, enabling organisations to remain resilient, responsible, and future-ready.

The summit will bring together key stakeholders, including HR leaders and innovators, policymakers, and industry practitioners, to discuss actionable strategies for:

- Building the strategic and business case for Green HRM as a core organisational priority, rather than a compliance requirement.
- Shaping employee mindsets, organisational culture, and leadership behaviours to embed green consciousness into everyday work practices.
- Reimagining HR systems and processes through digital innovation, circular workforce design, and sustainable people practices.
- Future-proofing talent through green skills, climate resilience, and meaningful impact measurement.

Hosted amidst the lush green campus of National Insurance Academy, Pune, the one-day summit will feature four thought-provoking panel discussions, along with valuable networking opportunities and industry insights.

This summit is more than a conversation — it's a movement towards a greener, more sustainable, and future-ready workforce. So, let's come together to empower today and sustain tomorrow.



Topics

PANEL DISCUSSION I

GREEN HRM AS A STRATEGIC NECESSITY

- Green employer branding that strengthens organisational reputation
- Sustainability as a compelling employee value proposition
- Talent strategy for climate-sensitive and risk-exposed businesses
- Board-level governance and accountability for environment-linked HR strategy

ORGANISATIONAL TRANSFORMATION FOR GREEN WORKPLACES

- Climate anxiety and its impact at work
- Driving behaviour change in the workforce toward ESG goals
- Promoting sustainable leadership for green workplaces
- Building a culture of shared responsibility through green leadership development

PANEL DISCUSSION II

PANEL DISCUSSION III

REINVENTING HR IN CIRCULAR ECONOMY

- HR's role in enabling the circular economy
- Talent strategy to enable green consciousness
- Designing a sustainable employee experience
- Reskilling the workforce and circular workforce design

PRESENTATION ROUND

MEASURING AND SUSTAINING THE IMPACT OF GREEN INITIATIVES



Event Flow



09.30 am to 10.15 am
Inauguration



10.15 am to 11.30 am
Panel Discussion I

Tea-Break



12.00 pm to 01.15 pm
Panel Discussion II

Lunch-Break



02.15 pm to 03.30 pm
Panel Discussion III

Tea-Break



03.45 pm to 04.45 pm
Presentation Round



04.45 pm to 05.00 pm
Summing Up & Vote of Thanks

About Tatva HR Summit



Tatva is the Sanskrit word for 'elements'. Life is the coming together of the five Tatvas - Ether, Earth, Water, Wind and Fire. In the context of the HR Summit, Tatva is the amalgamation of vision, strategy, research, innovation, and competitiveness and is conceptualised as an event that initiates veins of inquiry into contemporary HR culture. Tatva, the essence of any being, needs to be considered with the changing landscape of work, as it brings various dimensions of a new-age organisation.

Tatva was conceptualised in the year 2006, and since then, it has been a rewarding and edifying journey for the Academy. The Summit is an effective platform not only for the exchange of ideas, views, and suggestions but also for networking and discussions on current and future trends that constitute the world of work.



About National Insurance Academy

The Academy is a premier institution devoted to equipping the insurance industry with the best talent. It was established in the year 1980 by the public sector insurance companies under the aegis of the Ministry of Finance, Government of India. The Academy strives to be the institute of excellence in learning and research in Insurance, Pension and allied areas.

The Post Graduate Diploma in Management (PGDM) Programme (equivalent to MBA) was started to fulfil the growing demand for skilled professionals in Insurance and Risk Management. The programme offers dual expertise in Insurance and Management, blending technical competence in insurance with creative problem-solving and managerial insights. The course is approved by the All-India Council for Technical Education (AICTE) and accredited by the National Board of Accreditation (NBA). Recently, the academy has also launched the PGDM course in Technology Management.

The Academy has been designing, developing, and conducting innovative Management Development Programmes (MDP) for the last forty-six years, professionalising management in India and Afro-Asian countries.

The Academy promotes, develops, and fosters research and consultancy at both the institutional and individual levels, and publishes BimaQuest, the Journal of Insurance, Pension, and Management (indexed in EBSCO), as well as the students' magazine, Pravartak.

The Academy is a recognised PhD Research Centre of Savitribai Phule Pune University (SPPU) and offers a PhD Programme in Management.

CONTACT

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