



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

HR & IR/HR Conclave/2025

February 01, 2025

MD&CEOs of Member Banks

Subject: Invitation to Submit Essays for the IBA HR Summit 2025

Dear Sir/Madam,

The **Indian Banks' Association (IBA)** is organizing the **IBA HR Summit 2025**, a premier platform for HR leaders and innovators in banking. The event will be held on **25th April 2025** at the **President, Mumbai – IHCL SeleQtions**.

As part of this prestigious event, we invite banking professionals to submit essays on the following topics. The winning essays will be published in a book, which will be launched at the summit. The authors of the winning essays will be felicitated during the event, providing them with a prominent platform to showcase their thought leadership.

Essay Topics:

1. Career progression post mid-management in banks – the narrowing pyramid
2. Specialists vs Generalists: Building a robust leadership pipeline in banks
3. Redefining Work: New Operating Models for WFH in the Post-Covid Era
4. Preparing for the AI-driven workforce: HR's role in reskilling & workforce planning
5. Banking on Balance: Cultivating work-life harmony for sustainable success
6. Case for lateral entry at AGM level and above
7. Flexibility in Transfers: Rethinking mandatory transfers
8. Enhancing compensation at senior level in public sector banks
9. Making Rural & Sumi Urban (RUSU) and field experience mandatory for promotions
10. Improving the Learning & Development ecosystem in banks
11. Compliance as an enabler towards Excellence

Submission Guidelines:

- **Topic:** Submissions can be made on one or more topics
- **Word Limit:** 1000 words
- **Font Size:** 11, **Font Family:** Arial
- **Deadline:** 21st February 2025; Submission instructions will be shared soon

We kindly request you to kindly arrange for this invitation to be shared with all staff members, to ensure maximum participation.

We look forward to your contributions and are excited to celebrate the winning authors during the book launch at the summit!

For any queries, contact us at mgr2.hr@iba.org.in / vp1.hr@iba.org.in.

Warm regards,



Brajeshwar Sharma

Senior Advisor HR & IR,
(Officiating Deputy Chief Executive)

Disclaimer:

- All submissions must be original work. The views expressed in the essays are those of the author(s) and do not necessarily reflect the views or policies of the Indian Banks' Association (IBA) or the author's employer.
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