

P R E S E N T

RETHINKING REWARDS

Building Competitive and Sustainable People
Practices in a Changing Business Landscape

**OCT
09
2025**

THURSDAY

6.00 PM - 7.30 PM

MMA MANAGEMENT CENTER

Event Partner



DEBASMITA DAS
SR DIRECTOR
MERCER INDIA



JUNAID SHEIKH
DIRECTOR
MERCER INDIA



G GIRIDHARA GOPAL
HONY SECY, MMA &
DIRECTOR AND CEO, ADDISON & Co. LTD

SYNOPSIS

In today's volatile business environment, reward strategies can no longer be one-size-fits-all. This talk explores how organizations can rethink rewards to build competitive, sustainable, and future-ready people practices. We will examine how strategically designed programs — balancing financial incentives with non-financial elements like recognition, growth opportunities, and well-being — can attract, engage, and retain top talent. The session will also highlight emerging trends such as personalization, flexibility, and ESG-linked rewards, offering practical insights into creating programs that align workforce aspirations with organizational goals, while driving long-term business impact.

PROGRAMME

5:15 PM Registration & High Tea

6:00 PM Welcome Address

Gp Capt R Vijayakumar (Retd), VSM

Executive Director

Madras Management Association

6.05 PM Opening Remarks

Mr T A Mathew Gunaseelan

Chief Human Resources Officer

Amrutanjan Health Care Limited &

Chairman , NIPM Madras Chapter

6.10 PM Chairman's Introductory Remarks

Mr G Giridhara Gopal

Hony Secy, MMA &

Director & Chief Executive Officer, Addison & Co. Ltd

6.15 PM Presentation by the Speakers

Ms Debasmita Das

Sr Director

Exec Rem & Rewards Design Practice Leader

Mercer India

Mr Junaid Sheikh

Director- Rewards Consulting

Mercer India

7.00 PM Q & A Session

7:25 PM Vote of Thanks

7:30 PM End of the Programme

PROFILE



Ms Debasmita Das

Sr Director

Exec Rem & Rewards Design Practice Leader

Mercer India

Present Responsibilities

Debasmita is the Rewards Design Practice Leader at Mercer India and leads all Executive Remuneration, Board Compensation and Incentives Design Projects in India. She is responsible for advising clients across industries on CEO Pay, Executive Remuneration, Independent Director's compensation and short-term, long-term incentives plan design. She also leads the Global Mobility and Rewards Products portfolio.

Her experience ranges from working across Global MNCs, Listed Indian Organisations, Unlisted Start Ups funded by PE /VCs and Promoter held Private Companies across industries. For unlisted organisations in the run up to IPO she has worked on Executive Remuneration Pay Strategy, Long Term Incentive Design & ESOP Pool requirements for companies like Nyaka, Meesho & other promoter driven unlisted companies.

Experience

She has a total of 20 years of experience in the areas of Rewards Consulting, Performance Management, Manpower Budgeting, Merit Modelling, LTI Plan Design, Sales Incentives Pay Design, Executive Remuneration & post M&A C&B integration.

In her previous role in Mercer, as Technology Industry leader she ran two industry rewards forums – the IT Services Forum and Mercer Internet / Ecommerce Forum. The large India start up unicorns of today (eg: Flipkart, Dream 11, PayTM, Swiggy, Inmobi etc) were brought together in 2015 for a formalized Rewards Forum to navigate Total Rewards across the growth stages.

She has an extensive experience in the areas of rewards design with Technology clients and has led global sales incentive projects & workforce models for major Indian IT Services companies.

Prior to joining Mercer in 2011, she was part of the Corporate HR team of ICICI Bank and handled multiple roles in Business HR, Talent Acquisition and Compensation & Benefits. She was also responsible for the post acquisition HR & Rewards integration of ICICI Bank and Bank of Rajasthan.

Education

Debasmita is an Economics Hons. Graduate from Delhi University and completed her MBA in HR from Symbiosis Centre of Management & Human Resource Development.

PROFILE



Mr Junaid Sheikh

Director- Rewards Consulting

Mercer India

Experience

Junaid is a Principal Consultant with Mercer & leads rewards consulting for multiple Industries. (Automotive, Engineering Design, Manufacturing, Energy & Blue Collar) Key clients would be from sectors like Aerospace, Automotive-OEM's & R&D, Infrastructure, Manufacturing, Steel, Renewable Energy & Engineering services sector.

Junaid, along with his team works with ~ 300+ clients supporting through formulating rewards philosophies to implementation of competitive rewards elements, covering cash and non-cash components. Junaid, also manages two industry forums, in Aerospace and Energy industries.

Junaid has a strong exposure in guiding the new market entrants design and formulate industry specific competitive rewards programs.

Junaid also leads 4 major annual salary surveys supporting clients with market intelligence.

Junaid has around 20 years in the area of Human Resource Management with an exposure in the overall gamut of HR.

He has managed both strategic & functional roles in the HR function . Prior to Mercer, Junaid was part of the HR group at LG Electronics in India, a role which comprised of multiple Talent Management functions, regional stake holder management & driving global change programs

Academic Qualifications

Junaid holds a bachelor's degree from University of Mysore and has done a post-graduation program in HRM from XLRI Jamshedpur.

PROFILE



Mr G Giridhara Gopal

Hony Secy, MMA &

Director & Chief Executive Officer, Addison & Co. Ltd

Mr Giridhara Gopal is an accomplished professional with extensive experience in leadership and engineering roles. Currently serving as the Director and CEO at Addison & Co. Ltd. in India since June 2018, Giridhara holds the Wholetime Director position at the same company. In addition, Giridhara has been a Director at LM Vanmoppes Diamond Tools India Pvt LTD since April 1993 and previously worked as a Sales/Product Engineer at Grindwell Norton Ltd from June 1989 to April 1993. Giridhara's educational background includes a Bachelor of Engineering in Mechanical Engineering from the College of Engineering, Guindy (1985-1989), and a CMA in Cost Accounting from the Institute of Cost Accountants of India.

He is also the Honorary Secretary of Madras Management Association.

PROFILE



Mr T A Mathew Gunaseelan

*Chief Human Resources Officer
Amrutanjan Health Care Limited &
Chairman , NIPM Madras Chapter*

Mr T A Mathew Gunaseelan is a experienced in leading Human Resources and Employee Relationship with a demonstrated history of working in the Automobile, Pharmaceuticals, Health care and FMCG industries. He skilled in Talent Management, Performance Appraisal, Employee Engagement, Industrial Relations Recruiting, design and implementing HR Policies, process/system & OD initiatives. He is a strong human resources professional with a Master of Social Work (MSW) focused in PM & IR from Loyola College.

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