



QUIET THRIVING: STRATEGIES FOR HIGH-PERFORMANCE WELL-BEING IN 2025



KEY METRICS

1 SESSION | 15+ HR LEADERS | 1.5 + HOURS OF DISCUSSION

Date: 24th January 2025 | Location: Bengaluru

ObserveNow Media is a premier B2B Media Marketing Company, committed to driving industry leadership & innovation across key sectors. We specialise in curating high-impact content & hosting bespoke IP Events that enable businesses & professionals to connect & network with each other. By connecting decision-makers, thought leaders, & industry influencers, we foster meaningful dialogue & create opportunities for growth & collaboration.

YourDOST is a leading workplace wellness platform that helps organizations build resilient and high-performing teams. With 24/7 access to certified experts in 20+ languages, it offers holistic support across emotional, social, financial, and physical well-being. Having partnered with 500+ organizations and facilitated 30 lakh+ sessions, YourDOST is transforming workplace wellness across India.

Session Overview

In today's hyper-competitive business world, the focus on employee well-being has evolved from a "nice-to-have" to a core pillar of organizational success. With performance outcomes increasingly intertwined with mental and physical health, HR leaders are uniquely positioned to shape organizational cultures that thrive on balance.

The roundtable, titled "Quiet Thriving: High-Performance Well-Being Strategies for 2025," served as a platform to delve into innovative approaches for cultivating sustainable workplace success. ObserveNow Media, in partnership with YourDOST, hosted an exclusive roundtable aimed at exploring innovative, evidence-based strategies for fostering high-performance well-being in organizations.

This event brought together senior HR leaders to discuss how organizations can balance employee well-being with the pursuit of competitive performance, creating environments where excellence and sustainable health go hand-in-hand.

Richa Singh, Conceptualizer & Co-Founder of YourDOST, started the discussion by stressing the importance of mental health. She highlighted the well-being advantage for companies that prioritize the well-being of their employees. Organizations that invest in employee well-being experience higher engagement, which leads to increased customer satisfaction, ultimately driving higher revenue growth and stronger stock performance. She also examined the state of mental well-being in corporate India, emphasizing the challenges employees face and the need for proactive support systems. A key question she raised was how to create truly caring workplaces where employees don't just survive but thrive—environments that empower individuals to bring their best selves to work, fostering innovation, productivity, and long-term business success.



Audience Profile

The roundtable was attended by senior HR leaders from top organizations across various industries. The intimate and engaging atmosphere fostered rich discussions around innovative strategies, best practices, and the challenges HR leaders face in balancing business performance with well-being initiatives. The event was moderated by **Richa Singh** who guided the conversation with her deep expertise in employee well-being. Among the distinguished attendees were:

- **Rency Mathew**, MD & Global People Leader, Sabre India
- **Ovais Chishti**, Human Resources Director, Wipro
- **Debika Banerjee**, Head of Human Resources, ITC Hotels
- **Ramasubramanian K**, Head of HR, Swiggy
- **Preeti Patilkulkarni**, Global HR Director, Schneider Electric
- **Subba Gonella**, Chief Human Resources Officer, Rakuten Symphony
- **Soumitra Das**, Global CHRO, Redington Limited
- **Sujatha Subramanian**, Director, Head HR, Continental
- **Vikash Singh**, VP and Head HR, PayU
- **Lopamudra Priyadarshini**, Director HR, Acuity Knowledge Partners
- **Niveditha Lalge**, Director HR & DEI, Subex
- **Anurag Gupta**, VP HR, Angel One
- **Nidhin PM**, Head HR, Hitachi Energy
- **P. Satyadeep**, Head - HR Planning, Systems, Development, Toyota Financial Services India
- **Reshmi Prakash**, Associate Director HR, No Broker
- **Alex (Alexander R)**, Director - Human Resources, Oracle
- **Smitha Sankangoudar**, Director HR, Flipkart
- **Nicola Varghese**, Head HRBP, Societe Generale Global Solution Centre
- **Koushalya R**, Director & Head Talent Partnering, Ather Energy
- **Bimal Viswam**, Director HR, Vymo

Key Takeaways

Rency Mathew, MD & Global People Leader, Sabre India:

"Imagine a world where technology and psychology intersect, creating a space where resilience not only survives but thrives."

Preeti Patilkulkarni, Global HR Director, Schneider Electric:

"True connection isn't just about support; it's about deeply understanding one another, building a foundation of trust and empathy."

Ovais Chishti, HR Director at Wipro:

"In thriving organizations, teams don't just survive—they flourish, finding meaning in every step of their journey."

Ramasubramanian K, Head of HR, Swiggy:

"Companies that prioritize well-being see measurable success—higher productivity, greater engagement, and exponential growth. It's not just ethical; it's essential."

Debika Banerjee, Head of HR at ITC Hotels:

"Wellness goes beyond physical, mental, and emotional well-being; it's about creating a culture of empathy, balance, and true connection that allows everyone to thrive."

Subba Gonella, CHRO at Rakuten Symphony:

"What began as a humble technology platform has now become a global space where people truly support one another in a hyper-connected world."

Vikash Singh, VP and Head of HR at PayU:

"A successful organization doesn't treat employee well-being as an afterthought—it turns it into a competitive advantage that drives lasting success."

The roundtable featured lively discussions on integrating well-being practices into the high-performance workplace of the future. Attendees shared strategies around fostering “quiet thriving”—the ability for employees to perform at their highest level while maintaining well-being—through energy management frameworks, burnout prevention, leadership development, and the alignment of organizational rhythms with strategic recovery periods. Key topics included:

The roundtable underscored the need for collaboration, evidence-based strategies, and forward-thinking approaches to create an ecosystem where organizations and their employees can achieve peak performance while prioritizing long-term well-being.

The event provided a rich platform for networking, knowledge-sharing, and strategic partnership-building among industry leaders. Participants left with actionable insights and ideas to help shape their organizations' future well-being initiatives.

Event Glimpses

