

TALENT NXT DUBAI

Reinventing campus hiring

Sunstone HR Leader **RoundTable** Discussion

**The New Age Workforce: Building Cross-Cultural
Competence and Global Career Pathways**

Date: 07th March 2025

Venue: Millennium Plaza Downtown Hotel, Dubai

KEY METRICS

1 SESSION | 17 HR Leaders | 1.5 + Hours of Discussion

Session Overview

ObserveNow, in collaboration with Sunstone, organized an exclusive HR roundtable discussion themed **“The New Age Workforce: Building Cross-Cultural Competence and Global Career Pathways.”** The event brought together top HR leaders and industry experts to discuss the evolving dynamics of the modern workforce in an increasingly interconnected world. The discussion focused on bridging the gap between industry expectations and workforce readiness by fostering cross-cultural competence and enhancing employee adaptability. Experts emphasized the importance of developing sustainable global career pathways that empower professionals to thrive in diverse work environments.

The roundtable also explored the role of technology in facilitating seamless collaboration across borders and the growing need for cultural intelligence in today’s hybrid and remote work setups. Participants shared insights on the evolving skill sets required for a globalized workforce, highlighting the significance of adaptability, digital fluency, and cross-functional expertise. The event served as a valuable platform for knowledge exchange, best practice sharing, and the development of actionable strategies to shape the future of talent management in an era of rapid transformation.



Taniya Tikoo, Co-founder & Editor-in-Chief, ObserveNow, opened the discussion by speaking on the critical role of cross-cultural competence in today's workforce and how organizations can create inclusive environments that foster global career growth. The roundtable also explored the role of technology in facilitating seamless collaboration across borders and the growing need for cultural intelligence in today's hybrid and remote work setups. Participants shared insights on the evolving skill sets required for a globalized workforce, highlighting the significance of adaptability, digital fluency, and cross-functional expertise. The event served as a valuable platform for knowledge exchange, best practice sharing, and the development of actionable strategies to shape the future of talent management in an era of rapid transformation.

Event Overview Format: Closed-door roundtable discussion

Participants: 17 HR Leaders

Audience Profile:

Here's the list arranged in a structured format:

- **Jennifer Gillespie** – Chief People Officer, Ecolog International
- **Joseph Vincent** – Vice President - Human Resources, Yubi
- **Nina Olatoke** – Vice President, HR EMEA & Global Inclusion, BDP International
- **Sanjay Joshi** – VP HR, Intertek
- **Anand R** – Group Vice President Human Resources, Lals Group
- **Ankit Aneja** – Group Human Resources Director - GCC & Africa, Sporty Group
- **Jiten Puri** – Group Director People, Indpt Group
- **Abbas Jeraj** – Director - People, Careem
- **Rati Diwan** – Head of HR - Home : Home Centre & Home Box, Landmark Group
- **Arijit Mehrotra** – Head of HR - Digital & Data Labs, Landmark Group
- **Divya Puri** – Head of Human Resources, MSC Mediterranean Shipping Company
- **Derrick Perera** – Head of HR, RSL Freight Co LLC
- **Rodrigo (Rod) Gil** – Head of Talent Acquisition, Al-Futtaim Automotive -
- **Praveen Panthula** – Talent Acquisition Head, Jumbo Electronics
- **Aarthi Manimaran** – Manager - Talent Acquisition, DSV - Global Transport and Logistics
- **Teodora Cosic** – Founder, Expert Search

Key Discussion Points:

Integrating Cross-Cultural Competence in Leadership Development -

Organizations must embed cultural intelligence into leadership programs to enhance adaptability in international markets.

Developing and Assessing Cultural Intelligence (CQ) -

Companies should implement structured methods to evaluate and improve employees' cultural awareness and cross-cultural collaboration skills.

Building Structured Global Career Pathways -

Establishing clear career progression frameworks that facilitate seamless international mobility and professional growth.

Leveraging AI and Digital Tools for Cross-Cultural Collaboration -

Utilizing AI-powered platforms and digital solutions to enhance global networking, mentorship, and virtual teamwork.

Balancing Soft Skills and Technical Expertise -

Ensuring employees develop both digital fluency and cultural empathy to succeed in an increasingly interconnected, digital-first work environment.

Implementing Culturally Sensitive DEI Policies -

Crafting diversity, equity, and inclusion strategies that respect cultural nuances and are relevant across global markets.

Navigating Geopolitical and Economic Shifts in Talent Mobility -

Adapting workforce strategies to remain agile and resilient in response to changing global economic and political landscapes.

Enhancing Cross-Border Communication Skills -

Prioritizing multilingual proficiency and effective cross-cultural communication to strengthen international collaboration and teamwork.

Event Glimpses

