

HR+AILAB

Conference
AGENDA



15 DEC
MASTERCLASSES



16 - 17 DEC
CONFERENCE & EXPO



17 DEC
STAR AWARDS



MADINAT JUMEIRAH
DUBAI

DAY 1

December 16, Wednesday

SRM MENA ANNUAL
CONFERENCE & EXPO 26

HR + AI LAB

#shrmmena26

Timings (Hrs)

Session Details

8:00 9:00		Registration, Expo Interaction & Networking Delegates choose their AI Challenge: Every attendee enters an HR & AI Lab Journey. They choose one pathway at registration. 3 Proposed Pathways: - AI × HIRE: Reinvent Talent Acquisition - AI × GROW: Redesign Talent & Capability Development - AI × LEAD: Reimagine Talent Management
9:30 9:35		AI HR Lab - Opening Experience Activity Are We AI-Ready? The HR Reality Check. AI Readiness Check: Live delegate pulse and baseline. MENA AI Outlook: A concise regional intelligence briefing. Introduction to the Lab Journey: The challenge pathways and expected outputs are explained. First challenge: Delegates are prompted to identify the HR process they want to redesign the most.
9:35 9:45		Inaugural Address H.E. Ohood bint Khalfan Al Roumi*, Minister of State for Government Development and the Future, Chairwoman of the Federal Authority for Government Human Resources
9:45 9:50		Opening Address Achal Khanna, CEO, SHRM APAC & MENA
9:55 10:25		Special Address H.E. Faisal Saeed Binbuti Al Mheiri*, Director General, Federal Authority for Government Human Resources
10:25 10:45		Special Address
10:45 11:15		DISCOVER Leadership Lens The New Leadership Mandate As AI reshapes work, geopolitical shifts redefine business priorities, and employee expectations continue to evolve, leadership itself is being reinvented. Know how leaders can balance technological acceleration with human connection, build resilient organizations, and lead confidently through continuous disruption.
11:15 11:45		KNOWLEDGE-NETWORKING BREAK: CONNECT OVER COFFEE
11:45 12:50		DECODE Idea Exchange Human vs AI A live exchange where AI generates the answer and experts challenge, refine, and elevate it.
12:50 14:00		KNOWLEDGE-NETWORKING LUNCH: REFUEL & RECHARGE

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SHAPING
A SMARTER
HUMAN
TOMORROW

DAY 1

December 16, Wednesday

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Timings (Hrs)

Session Details

14:00
15:05



DECODE Winning Perspectives

AI Surgery

A live redesign of a real HR process, where experts diagnose the gaps and rebuild it live for better results.

15:05
15:35



DESIGN Turning Point

Reverse Keynote

A speaker-led session that starts with audience questions, and the speaker builds the keynote around what matters most to them.

James Atkinson

Vice President, Thought Leadership
SHRM

15:35
16:05



DISCOVER Fireside Chat

The Human Advantage

Leading People in an AI-Powered World

A conversation around AI, skills, leadership, culture, productivity and the evolving role of the CHRO

Betty Thompson, SHRM-SCP

Chair, SHRM Board of Directors

In Conversation with

Dina Kadry*

SVP, CPO

PepsiCo International Beverages

16:05
Onwards



END OF DAY1

EVENING COFFEE, CONNECTIONS & CONVERSATIONS

*confirmation awaited



DAY 2

December 17, Thursday

SHRM MENA ANNUAL CONFERENCE & EXPO 26

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Timings (Hrs)

Session Details

8:00 9:00		Registration, Expo Interaction & Networking
9:00 9:30		Audience Engagement and Recap of Learnings Across Day1
9:30 9:35		Day 2 Opening
9:35 10:05		Special Address
10:05 10:35		DEMONSTRATE Leadership Lens Stories That Matter A candid exchange where organizations unpack what didn't work, what they learned, and what they'd do differently. Betty Thompson, SHRM-SCP Chair, SHRM Board of Directors In Conversation With Shiv Operating Partner, Advent Private Equity & Chair of SHRM India Conferences & Council
10:35 11:05		DEPLOY Case Study Live AI Transformation In a Global Enterprise One organization. One transformation journey. From ambition to execution, discover how AI was embedded into business operations, the challenges encountered, the decisions that mattered most, and the measurable impact achieved.
11:05 11:45		KNOWLEDGE-NETWORKING BREAK BREW & BOND
11:45 13:00		DEVELOP Idea Exchange Human vs AI A live exchange where AI generates the answer and experts challenge, refine, and discuss the difference.
13:00 14:15		KNOWLEDGE-NETWORKING LUNCH: REFUEL & RECHARGE
14:15 15:00		DEMONSTRATE Crossroads Prompt Clinic A hands-on clinic where HR professionals bring their laptops, learn, and leave with practical prompts.
15:00 15:30		DEPLOY Turning Point Reverse Keynote A speaker-led session that starts with audience questions, and the speaker builds the keynote around what matters most to them.
15:30 15:35		DEMONSTRATE AI HR Lab - Closing Experience One Commitment A closing experience where every participant turns learning into one clear AI action and a commitment they will carry forward.mation.
15:35 16:05		DEVELOP CEOs in Conversation
19:00 Onwards		SHRM MENA Star Awards 2026

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TOMORROW

MASTERCLASS TOPICS



ARE YOU HIRING FOR EXPERIENCE OR POTENTIAL?

Rethinking Talent Acquisition in the Age of AI

Can AI help us find the talent we need for tomorrow, not just the experience we need today?

01



FROM HR DATA TO BETTER DECISIONS

Using AI and Analytics to Turn People Data into Action

We have more people data than ever. Are we using it to make better decisions?

02



CAN AI HELP US SEE POTENTIAL?

Reinventing Assessments for the AI Age

Can we assess what someone could become, not just what they can do today?

03



BEYOND PAY

What Really Drives Performance, Motivation and Commitment?

In a changing workforce, what makes people feel valued and motivated to perform?

04



THE LEADER AS COACH

Leading When the Answers Aren't Clear

When leaders cannot have all the answers, how do they help people find better ones?

06



RETHINKING PERFORMANCE

From Ratings to Real-Time Insight

Can AI help us make performance conversations more useful, timely and fair?

07

SEMINAR TOPICS

- | | |
|----|--|
| 01 | The Talent Behind Vision
<i>- economic diversification</i> |
| 02 | From Blueprint to Workforce
<i>- the future readiness</i> |
| 03 | The Generational Handshake
<i>- generational transition</i> |
| 04 | When Talent Has Options
<i>- talent mobility/retention</i> |
| 05 | Employer. Employee. Economy.
<i>- new social contract</i> |
| 06 | From Headcount to Impact
<i>- productivity</i> |
| 07 | The Global Talent Magnet
<i>- attracting international talent</i> |
| 08 | Building the National Leadership Pipeline
<i>- localization + succession</i> |
| 09 | Vision × Talent × Execution
<i>- transformation</i> |
| 10 | People Are the New Growth Engine
<i>- business growth</i> |
| 11 | The Leader as Multiplier
<i>- leadership</i> |
| 12 | Work Worth Staying For
<i>- retention</i> |
| 13 | The Uncensored Leader in the AI Age
<i>- AI tech</i> |

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IDEAS. PEOPLE. POSSIBILITIES.PEOPLE
TECHNOLOGY
PURPOSE
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