

AGRI TECH



AI IN
EMPLOYMENT



AI IN
LEADERSHIP



Smarter Governance

HELPING
PEOPLE AT WORK



FINANCIAL
SERVICES SHARED



END OF
REACTIVE IT



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ICTACADEMY®



Deeply saddened by the passing of **Mr. M. Sivakumar** Former CEO, ICT Academy



It is with profound sorrow that we mourn the passing of Mr. M. Sivakumar, former Chief Executive Officer of ICT Academy.

During his tenure, he made valuable contributions to the growth and development of ICT Academy and to its mission of strengthening industry-academia collaboration and advancing technology-enabled education and skilling.

His commitment, leadership and contribution to the organisation will be remembered with respect and gratitude.

Our deepest condolences to his family, friends, colleagues and all those who had the privilege of knowing and working with him.

May his soul rest in peace.



ICT Academy

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The Future of Immersive Technology

ICT Connect

A Monthly EduTech Magazine.
September 2026 – Volume 17 Issue 09

Published By

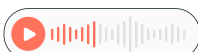
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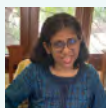
Helping people CHANGE AT WORK INSIDE



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Having a talk where you lay out their strengths and point out growth areas may be the obvious thing to do. Some of these conversations go well but they seldom result in long-lasting change. Further, some conversations backfire, with the person getting defensive and possibly more resistant to change. For change to be effective, motivation to do so has to stem from within. That's where motivational interviewing (MI) comes in.



Aruna Sankaranarayanan

Psychologist and Author

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When Operation Start Running Themselves

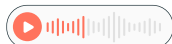
Giving software permission to act introduces a new category of operational risk. Traditional software generally follows deterministic rules. Agentic systems can interpret context and make decisions within a broader objective.



Ranjini Rajashekaran

Senior Director, Head of Operations in Dexian India

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Driving Global Transformation Through Digital Leadership

Headcount, utilization and cost savings will remain relevant, but they cannot define the next generation of performance. More meaningful measures will include revenue enabled, products launched, time-to-market reduced, intellectual property created, customer experience improved, AI adoption accelerated, and business resilience strengthened.



Kumar Rajagopalan

Vice President, Strategic Initiatives and Country Head India

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THE EMPLOYEE WHO NEVER LEAVES

HOW AI COULD TURN HUMAN EXPERTISE INTO AN ORGANIZATIONAL ASSET.


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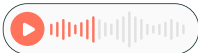
Imagine a senior procurement executive who has spent two decades negotiating contracts. Their value is not limited to the contracts they have signed. It includes knowing which clauses create hidden risk, which suppliers can genuinely be trusted, when a concession makes commercial sense and when the best decision is to walk away.



Kavitha Vinayagam

Senior Director-Human Resource,
Dexian India

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Why India's Next AgriTech Revolution Must Build Connected Rural Ecosystems

A weather alert cannot solve inadequate storage. A digital marketplace cannot guarantee logistics. AI advisories cannot provide credit, insurance, or better market access on their own. Agriculture is not a collection of isolated transactions; it is an interconnected value chain where decisions made before sowing influence outcomes long after harvest.



Venkat Lakshminarasimha

Executive Director, Solutions – India & Middle East
at Dexian India

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The Next Generation of **Finance Shared Services** *Is Intelligent, Connected and Data-Driven*



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Connectivity also changes how teams manage work. Instead of waiting for a business user to raise an issue, teams can monitor process signals, identify exceptions, and route work to the right owner. This requires more than system integration: process ownership, data ownership, common definitions, and clear accountability must operate across boundaries.



Sathyanarayanan Kalyanasundaram

Executive Director, Shared Services – US F&A Management

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THE END OF REACTIVE IT

Why 2026 Redefines What Service Management Means

Applications are distributed across infrastructure and cloud platforms. Dependencies are difficult to trace manually. A seemingly minor infrastructure anomaly can trigger application degradation, performance issues, or a wider service disruption. By the time a traditional monitoring alert reaches an operations team, the underlying problem may already be affecting users.



Venkatesh Sri Krishna Perumal

Executive Director – Enterprise IT Service Management in Dexian

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How AI Strengthens GOVERNANCE THROUGH BETTER INTELLIGENCE.

Business environments now change faster than traditional reporting cycles can capture. Regulatory expectations are expanding, risks are evolving continuously, and stakeholders expect organizations to identify problems before they escalate rather than explain them afterward. By the time a quarterly report highlights an issue, the opportunity to prevent it has often already passed.



Nirmal Nath

Vice President – Finance – Dexian India

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AI-Driven Lead Qualification : HELPING SALES TEAMS REDUCE MANUAL EFFORT AND SAVE TIME

Artificial intelligence is beginning to change this reality. By automating the most repetitive parts of qualification, AI allows sales teams to focus their energy on conversations that are more likely to convert. The goal is not to remove human judgment from the process. Instead, it is to reduce manual effort, improve accuracy, and give sales professionals more time to build meaningful relationships.



Rohit Tiwari

Sr. Director – DISC Sales Management, Dexian India

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AI IN RECRUITMENT:

A Breakthrough or a New Challenge?



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Recruiters who adapt to this new reality are becoming strategic orchestrators who focus on understanding candidate motivations, evaluating nuanced capabilities, communicating employer value propositions, and managing complex stakeholder relationships. The work becomes less transactional and more relational. For staffing firms serving enterprise clients, this evolution enables deeper partnerships where the recruiter operates as a trusted consultant rather than a transactional vendor.



Vishal Chaudhary

Executive Director-Dexian India Solutions and Consulting – India sales

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WHY CREATIVITY AND ORIGINAL THINKING WILL MATTER MORE THAN EVER

Turning a blind eye to patterns like these because we are afraid of accusing children would, in my view, do them a greater disservice. When many children independently produce remarkably similar creative interpretations, we need to be willing to connect the dots and, more importantly, ask what it means for the way children are learning to create.



Anuradha Venkatachalam

COO & Co-founder of Learner Circle

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WHEN AI CAN DO THE WORK

What Should the Product Manager Own?



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Consider an AI system inside a customer-service product. Summarizing a customer's history is low risk. Drafting a response introduces more responsibility. Sending that response automatically goes further. Issuing a refund or changing an account without human approval changes the risk entirely.



Ananthakrishnan Balasubramanian

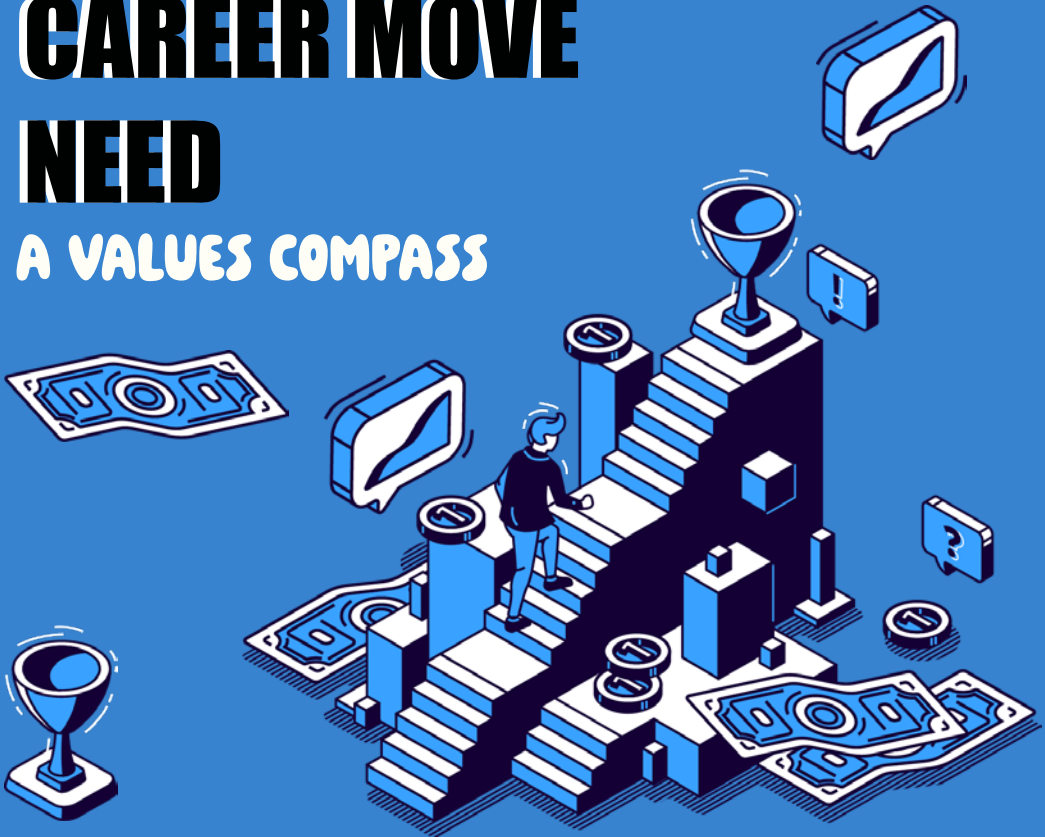
Senior Director, Product Development Dexian

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WHY YOUR NEXT CAREER MOVE NEED A VALUES COMPASS



This is not your fault. It is a feature of how we navigate transition in an unstable world. When the future feels uncertain, we reach for rigid metrics because they feel safe. But the problem with letting algorithms and metrics dictate your worth is that they have no room for your values, your well-being, or your soul.



Dr. Nagamani Krishnamurthy

Founder of Balavikasa Educational Academy

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THE LEADERSHIP SKILLS THAT WILL MATTER IN AN AI-DRIVEN WORKPLACE



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Indian companies are past quiet experimentation. IT majors like Wipro, TCS, and Infosys are retraining hundreds of thousands of employees and redeploying capacity freed by automation. Homegrown players like Sarvam AI and Krutrim are building sovereign foundation models. Enterprises are deploying WhatsApp AI agents for customer engagement, shifting from copilots to autonomous "agentic AI," and using computer vision for factory quality control.



Aparna Devagiri

Founder, TOMOE Consulting. Vice Chairwoman, CII Indian Women Network Karnataka

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THE FUTURE OF IMMERSIVE TECHNOLOGY



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Technology innovation is evolutionary not disruptive. The aim for immersive technology – be it in the museums and heritage spaces I have curated, or even corporate training – always needs to be centered around humanity. The focus should be on intuitive navigation, inclusive designs, and hardware that feels like an extension of the user. In my work in museum and planetarium projects, I often prioritize the emotional connection to content over the technical capability of the display.



Sreenath Moorchilot

Founder and CEO of Busifrog Tech Pvt. Ltd

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