

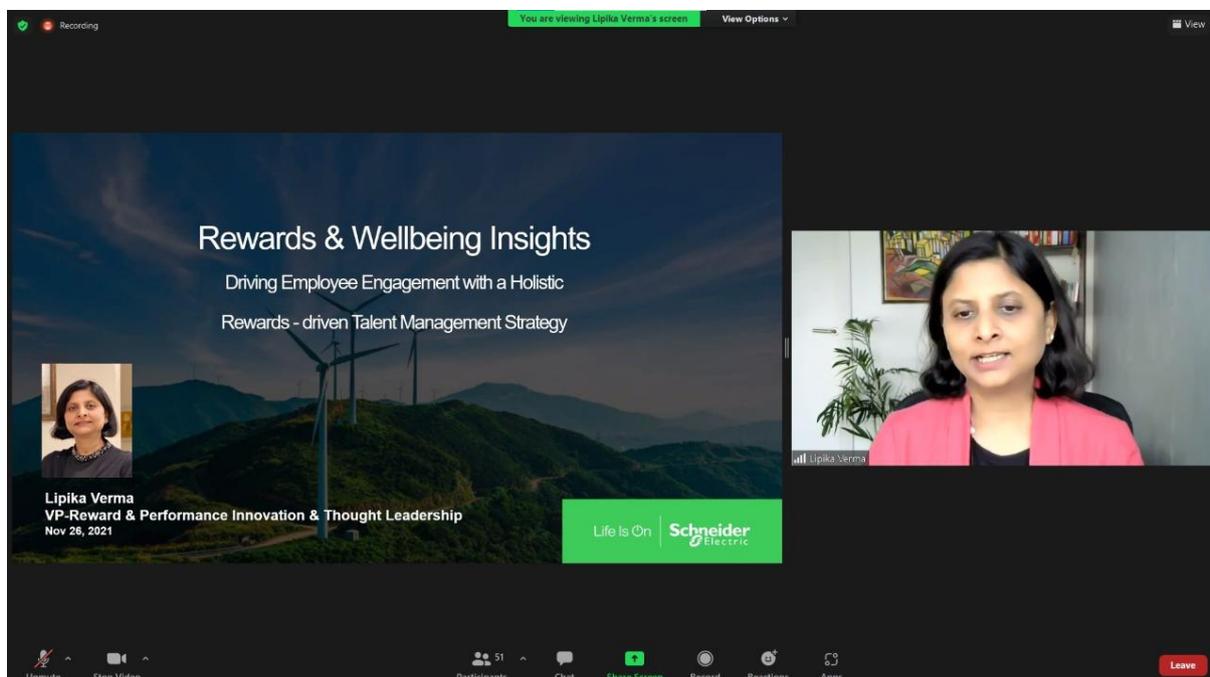
Guest Lecture in Compensation and Strategies Administration Course on “Rewards and Well-Being Insights”



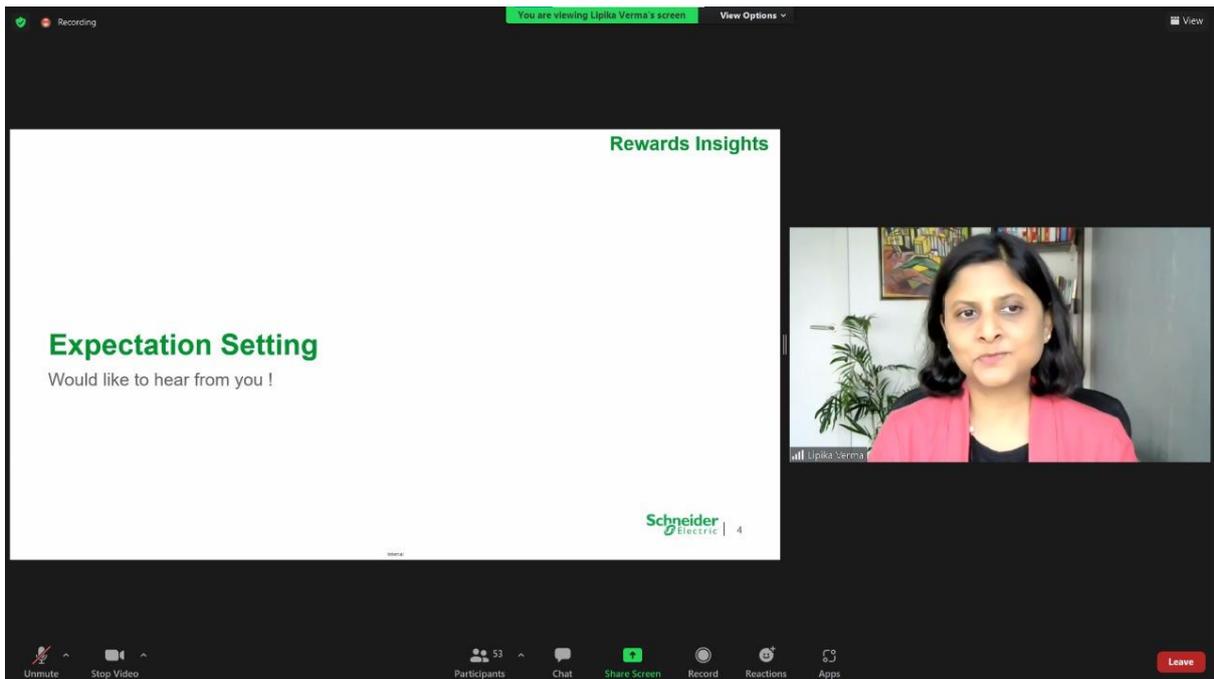
Ms. Lipika Verma

**Vice President-Rewards & Performance Innovation & Thought
Leadership, Schneider Electric**

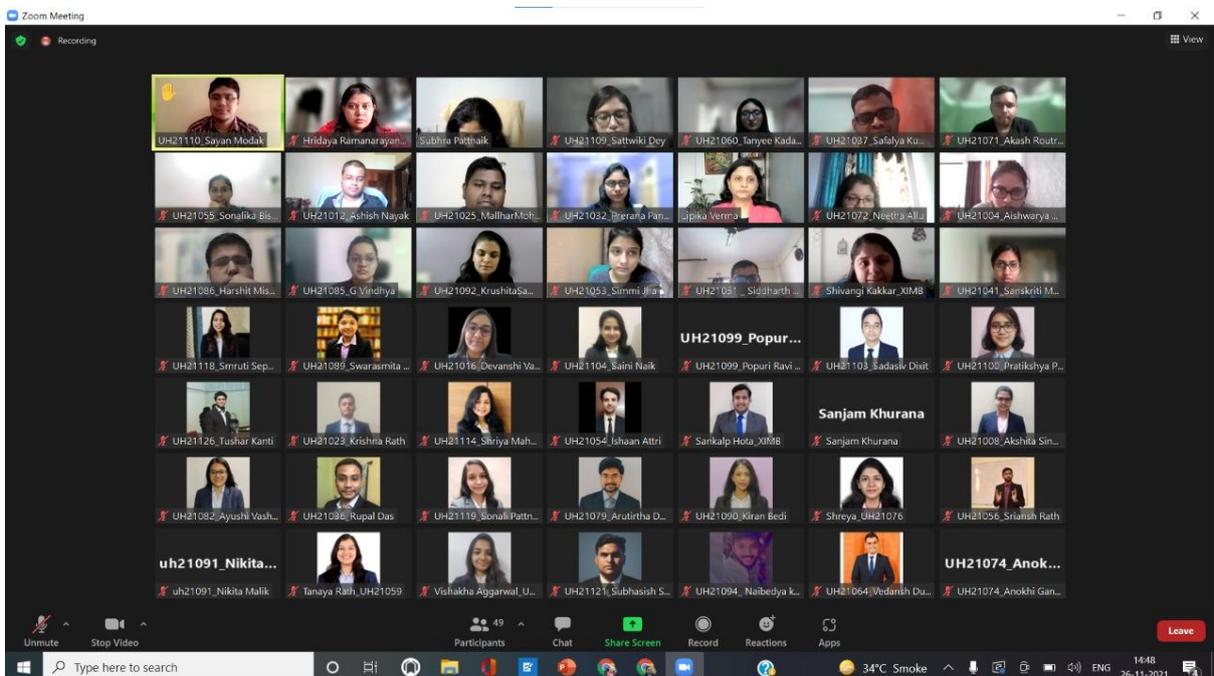
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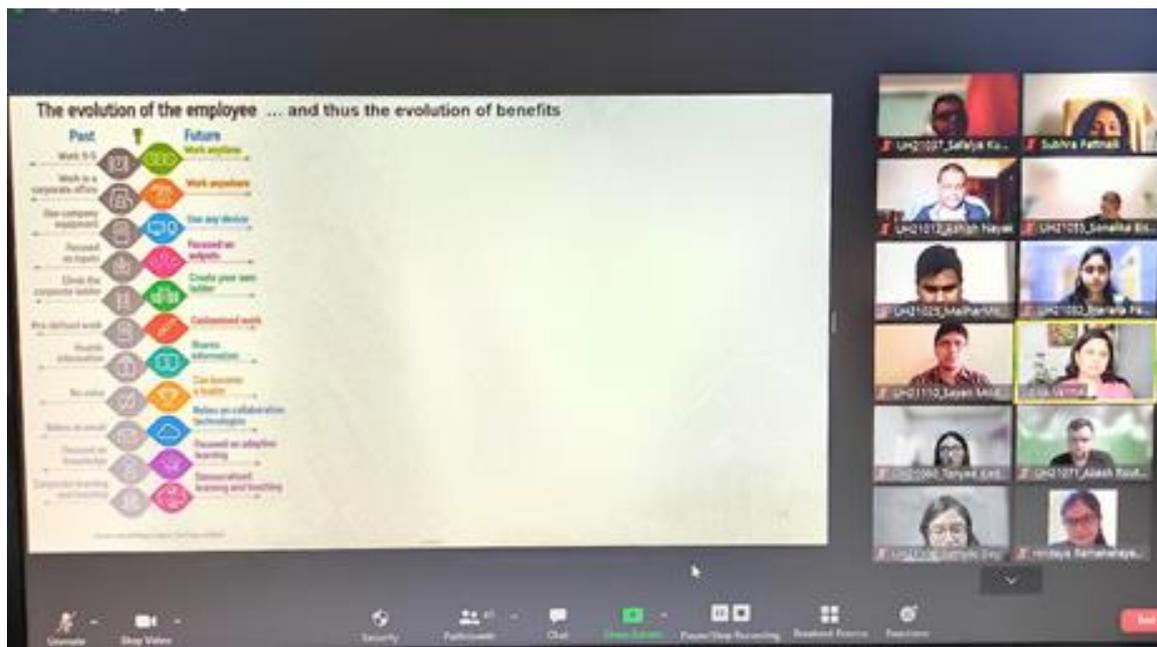
The students of Batch of 2021-23, School of Human Resources Management, XIM University attended a very engaging and enriching session by Ms. Lipika Verma on “Rewards and Wellbeing Insights”.



Ms. Verma spoke to the students about the benefits landscape in the current Covid context in Schneider. The session revolved around the Evolution of Rewards, the linkage of Rewards to Business & People priorities, Elements of Total Rewards, Benefits strategy and Wellbeing. She spoke of how HR has evolved from being a payroll function to talking about attraction, retention & motivation of talent.



Ms. Verma commented on how the evolution of employees has led to an evolution of benefits as well. She further explained that Rewards has interplay at all points of an employee's lifecycle and is now becoming an integral part of people strategy in today's times. The innumerable real-time examples of how Schneider has been leading the market in Benefits and Well-Being of employees made the session extremely valuable and interesting for the students.



About Ms. Lipika Verma

Ms. Lipika Verma is currently in the role of the Vice President - Rewards & Performance Innovation & Thought Leadership. In this role, she is responsible for the overall Rewards Strategy for Schneider Electric globally and leads the Centre of expertise for rewards & performance function. Her focus areas would be strategizing total rewards and performance, monitoring industry trends, strategizing & developing Rewards solutions, planning for multiple initiatives in line with the organizational focus and broadly bringing the vision to life.



Prior to this role, she was the Director-Rewards for “Global Supply Chain” and was part of the Rewards Global Leadership team wherein, she provided rewards expertise to the leadership team of GSC. She engaged with teams across countries to align on GSC Rewards strategy, philosophy, performance culture and organizational policies.

Earlier, she led the Rewards function for India and Pacific and along with that, an extremely important global strategic objective of “Wellbeing” for Schneider Electric India wherein she immensely contributed to the theme and undertook a lot of new initiatives under the Wellbeing banner.

Prior to Schneider Electric, Lipika was working as Vice President-Compensation & Benefits for GE Capital. In her role, she was responsible for driving the Compensation philosophy

across GE Capital through various initiatives along with other interventions like evaluating and designing variable pay practices for GE India.

Prior to joining GE, she was Head-Compensation & Benefits for Nokia India. She has led various talent management initiatives for Nokia globally, apart from getting involved in various M&A activities. She was instrumental in setting up the global shared service Centre for Nokia in India. She worked as an HR business partner supporting Nokia's top leadership team.

During her career, Lipika has received multiple awards at national and international level in areas of Rewards and Wellbeing. She has been conferred with the Global Compensation & Benefits Leader Award in 2017. Lipika has also been conferred the Transforming Leadership certificate from INSEAD, Paris.

Prior to Nokia, she was associated with ESPN Star Sports, Nortel Networks and Hughes as HR Business Partner.

Lipika holds a Bachelor's degree in Physics & Masters in Human Resources.