

RACE WEEKLY INTELLIGENCE BRIEF

RETINA

AI · CYBERSECURITY · CLOUD · LEADERSHIP

THIS WEEK'S COVER:

The Workforce Reckoning: AI Is Reshaping Every Role. Is Your Organisation Managing the Transition?

ALSO INSIDE

Darwinbox - India's HR Tech Unicorn Bets on AI | The Reskilling Economics | Competing on Analytics on Every CHRO's Reading List

FROM THE EDITOR'S DESK

Issues #1 through #4 asked who owns your AI agents, who secures them, who governs your data, and whether your leaders understand what they are approving. Each time, the answer pointed at people – at executive accountability, literacy, and decision-making. This week, we ask the question that sits at the base of all four: what is AI doing to your people, and is your organisation managing that transition, or leaving it to chance? India has spent three years deploying AI tools. It has spent almost no time redesigning the work that surrounds them. That gap is now the single biggest risk to every AI investment made since 2022.



SIGNAL

SIGNAL THE LITERACY AGENDA – BY THE NUMBERS

82%

of Indian employers report difficulty filling roles in 2026 – the highest figure since ManpowerGroup began tracking. AI skills have overtaken engineering as the hardest capability to find

ManpowerGroup 2026 Talent Shortage Survey

10.35M

Indian jobs will be redefined by Agentic AI by 2030, while over 3 million new tech roles will be created

ServiceNow–Pearson AI Skills Research 2025

39%

of existing skill sets will become outdated between 2025 and 2030 – across all industries and roles

WEF Future of Jobs Report 2025

53%

of organisations globally prioritise educating their broader workforce for AI fluency – but only 48% are designing upskilling strategies

Deloitte State of AI in the Enterprise 2026



Microsoft Commits 1.46 Lakh Crore to India – and Doubles Its AI Skilling Target to 20 Million

Microsoft announced its largest-ever Asia investment – \$17.5 billion in AI and cloud infrastructure across India from 2026 to 2029. CEO Satya Nadella unveiled the commitment after meeting Prime Minister Narendra Modi in New Delhi, spanning new hyperscale data centres, sovereign cloud solutions, and AI integrations into government labour platforms serving 310 million informal workers. The workforce signal embedded in this announcement received less attention than the infrastructure headline: Microsoft simultaneously doubled its AI skilling target, committing to train 20 million Indians in AI skills by 2030. For CHROs: this is not a technology investment. It is a signal that the available AI-skilled workforce in India will grow – but the competitive window to capture that talent and build internal capability belongs to the organisations that start now.

Source: *Microsoft India Press Release, May 2026.*

NASSCOM–Indeed: 86% of Indian Employers Say AI Has Already Changed Their Job Roles - 50% Cannot Find the Skills They Need

The NASSCOM–Indeed report *India's AI Talent Inflection Point: From Skill Gaps to Competitive Advantage* (May 19, 2026) delivers a finding every CHRO in India should table immediately: 86% of employers have seen AI impact job roles and responsibilities – but 50% identify skills mismatch as their primary hiring challenge. Nearly all organisations expect their 2026 workforce strategy to centre around AI-related or AI-supported roles, with 40% anticipating a major rejig. India is now second only to Singapore in the share of job postings mentioning AI, with 14% of postings explicitly referencing AI by January 2026, up from 8.9% a year earlier. The report's conclusion is pointed: India's opportunity lies not only in building AI talent but in making AI readiness broader, more accessible, and more aligned to real workplace needs. For CHROs and CEOs: the workforce AI transition is not coming. It is already underway.

Source: *NASSCOM–Indeed, India's AI Talent Inflection Point, May 2026.*

community.nasscom.in/communities/nasscom-insights/indias-ai-talent-inflection-point-skill-gaps-competitive-advantage

RETINA TAKE

India is deploying AI faster than it is preparing its people for what AI changes about their work. The organisations that win are not the ones with the most AI tools. They are the ones that have genuinely redesigned roles, workflows, and career paths around human-AI collaboration; while most competitors are still running pilots.

1

INDIA
EDGE

India Leads in AI Adoption - but Lags in the Capability Building That Makes It Work

Deloitte's State of AI in the Enterprise 2026 — surveying 3,235 senior leaders across 24 countries, conducted between August and September 2025 — finds that India leads globally: 40% of Indian respondents report significant or full AI use, compared to a global average of 28%. India ranks first out of 15 countries in the use of AI for strategic decision-making. At-scale deployment is strongest in Product Development (62%), Strategy and Operations (56%), Marketing and Sales (55%), and Supply Chain (48%). But the same report carries a warning that sits directly beneath the headline: the pace of AI adoption in India is outrunning the depth of capability building. When it comes to high-level AI expertise, Indian organisations ranked below their global counterparts. The gap between deploying AI and understanding what you have deployed is exactly where workforce risk accumulates. For CEOs: India's AI leadership position is real — but it is built on adoption momentum, not yet on workforce depth. The organisations that sustain the lead are those that invest in capability now.

Source: *Deloitte State of AI in the Enterprise 2026.*

deloitte.com/in/en/issues/generative-ai/state-of-ai-in-enterprise.html

2

CHRO
MATTERS

Build vs. Buy: Why the Reskilling Maths Now Favour Internal Development

India's AI talent market is structurally constrained. ManpowerGroup's 2026 Talent Shortage Survey (39,000 employers across 41 countries, released February 26, 2026) finds that 82% of Indian employers report difficulty filling roles — the highest figure on record — and AI skills have overtaken engineering as the hardest capability to find for the first time. For every 10 open generative AI engineer positions, approximately one qualified candidate is available. In this market, the economics of buying AI talent externally are deteriorating: external AI specialist hires carry a 45–60% salary premium over non-AI roles and a 30–50% first-year productivity loss. The case for building from within — reskilling existing employees — has never been stronger. TCS automated 60% of routine IT operations and redeployed 15,000+ employees to higher-value roles. HDFC Bank's AI assistant freed 3,000+ representatives for complex advisory work. Infosys reskilled 2.2 lakh employees in digital technologies. The pattern is consistent: the return on reskilling is not soft — it is operational and measurable. For CHROs: in a talent market this constrained, reskilling is not a welfare initiative. It is a competitive strategy.

Source: *ManpowerGroup 2026 Talent Shortage Survey / Taggd AI Workforce Transformation Report 2026.*

manpowergroup.com/en/news-releases/news/global-talent-shortage-reaches-turning-point-as-ai-skills-claim-top-spot

 PANORAMATHREE FORCES SHAPING YOUR DECISIONS

3

FORWARD
SIGNAL**India–WEF Reskilling Partnership Signals a National Workforce Pivot**

On January 22, 2026, India's Ministry of Skill Development and Entrepreneurship signed a Memorandum of Understanding with the World Economic Forum, formalising India's participation in the WEF Reskilling Revolution initiative. The partnership commits to equipping millions of Indian workers with future-ready skills by 2030 through a multistakeholder platform integrating government, industry, and education. The WEF Future of Jobs Report 2025 provides the scale of the challenge: 39% of existing skill sets will be outdated by 2030, 85% of employers globally plan to upskill their workforce in response to AI, and 63% identify skills gaps as the primary barrier to business transformation. For enterprise CHROs: the government and the WEF have acknowledged that individual organisations cannot solve the reskilling challenge alone. Industry-academia partnerships, structured credentialing, and government-subsidised programmes – including NSDC partnerships that can subsidise 50–75% of recognised programme costs – are available to enterprises that engage proactively. The question is not whether the workforce transformation is coming. The question is whether your organisation will lead it or react to it.

Source: WEF Future of Jobs Report 2025. weforum.org/reports/the-future-of-jobs-report-2025 / India MSDE–WEF MOU, January 2026.

**PERSPECTIVES**DEEP TECH — ANALYSIS BY THE RACE TEAM

The Transition Nobody Is Managing: India Is Deploying AI Faster Than It Is Preparing Its People for What AI Changes

By **Dr. Shinu Abhi** · Director – Corporate Training, REVA Academy for Corporate Excellence

Ask a senior HR leader in any Indian enterprise this question: 'For every rupee your organisation has invested in AI tools this financial year, how much has gone into preparing your people to work alongside them?' In three years of asking this question across executive cohorts at RACE, I have not once received an answer that suggests the ratio is even remotely balanced. The tools are being deployed. The people are expected to adapt. The formal investment in that adaptation is, in most cases, close to zero.

This is the workforce transition that nobody is

managing. It is not dramatic. There are no mass redundancies making headlines. What there is, instead, is a quiet erosion of productivity, confidence, and trust. AI tools are deployed alongside roles that were designed for a world without them. Employees use them sporadically, cautiously, and without the workflow redesign that would make them genuinely transformative. Middle managers, the layer most responsible for translating strategy into daily execution, are almost entirely unsupported in understanding how their role changes when their team has AI capabilities.



PERSPECTIVES

DEEP TECH — ANALYSIS BY THE RACE TEAM

The Deloitte State of AI in the Enterprise 2026 documents this gap precisely: while 53% of organisations prioritise educating their broader workforce for AI fluency, only 48% are actually designing upskilling and reskilling strategies, only 33% are redesigning career paths, and only 30% are combining or reimagining organisational structures around new AI-enabled patterns. The majority are equipping employees with tools without redesigning the work that surrounds them. Deloitte's conclusion is direct: the most successful organisations reimagine jobs to seamlessly combine human strengths and AI capabilities. Most organisations are not doing this.

At RACE, the interventions that produce the fastest measurable change are those that work at the role level, not the organisation level. When a sales manager understands specifically how AI changes their pipeline management, their coaching responsibilities, and their value-add in a world where AI handles first-pass analysis, they engage differently. When a finance analyst understands which of their current tasks AI will absorb and which require uniquely human judgment, they reskill differently. Generic AI literacy is necessary but not sufficient. Role-specific AI transition planning is what actually moves the needle.

"AI is not replacing jobs, it is reshaping work - and companies that connect productivity gains with opportunity and career growth will be best positioned to compete in a talent-scarce world."

Jonas Prising

Chair and CEO, ManpowerGroup · February 2026

RACE PERSPECTIVE

The workforce AI transition is not a technology problem. It is a change management problem, a role-design problem, and a leadership courage problem. The organisations that manage it well will not be those with the biggest AI budgets. They will be those whose CHROs and CEOs treat workforce transition planning as a board-level accountability — not an L&D line item.



Darwinbox: India's HR Tech Unicorn Bets on AI as the New Operating System for People Management

Case Study: From Hyderabad to \$1 Billion — How an Indian HCM Platform Is Competing with Workday, Rippling, and Deel on the Back of AI

THE FOUNDER

Venkat Pavan Rohit Chennamaneni, Jayant Paleti, Chaitanya Peddi, and Vineet Singh — co-founders with enterprise software and consulting backgrounds — launched Darwinbox in Hyderabad in 2015 with a thesis that legacy HR platforms were not built for the mobile-first, AI-ready workforce of Asia. A decade later, they have built India's first HR technology unicorn.

THE PRODUCT

A full-stack Human Capital Management platform with AI capabilities built natively across hiring, onboarding, performance, payroll, and workforce analytics. Designed for enterprises across Southeast Asia and India, with a consumer-grade mobile experience that legacy platforms like SAP and Oracle have struggled to replicate. Backed by Microsoft and Salesforce as strategic investors.

THE FUNDING

\$140 million raised in March 2025, co-led by KKR and Partners Group — the round that confirmed Darwinbox's unicorn status. Total funding of \$144 million. Investor list includes Microsoft, Salesforce, Peak XV, Lightspeed, Sequoia, and TCV. The \$140M round is an up-round, valuing the company above \$1 billion. Source: TechCrunch, March 2025.

THE AI BET

Darwinbox is positioning AI not as a feature layer on top of existing HCM functionality, but as the operating logic that connects hiring signals, skills data, performance patterns, and workforce planning into a unified intelligence system. In a week when 82% of Indian employers cannot find the talent they need, an AI-powered platform that helps enterprises identify, develop, and retain existing capability has an obvious market.

What This Means for CXOs

CHRO: Darwinbox represents what AI-native HCM looks like when it is built from the ground up for an Indian enterprise context, not adapted from a Western legacy platform. The question is whether your current HR technology stack has the AI capability to support a workforce transition at scale.

CEO: India's first HR tech unicorn was built to compete with Workday, Rippling, and Deel. The fact that it now has Microsoft and Salesforce as strategic investors signals that the global enterprise software market is validating an India-origin AI-first platform. Backing Indian enterprise IP is not just patriotism — it may be the better product decision.

CFO: At \$140M raised with KKR and Partners Group leading, the valuation signals are clear. AI-enabled HR platforms with strong India and Southeast Asia positioning are attracting institutional capital at scale. Evaluate whether your current HR vendor investment is giving you equivalent capability.

CTO: The Microsoft and Salesforce strategic investments signal deep product integrations ahead. If your enterprise runs either ecosystem, watch Darwinbox's integration roadmap closely — it may become relevant to your 2027 architecture decisions.



The CXOs AI Reckoning

Dr. J B Simha

Chief Mentor – Artificial Intelligence, RACE
AI Consultant · Researcher · Industry Advisor

Q1

The data is unambiguous – 82% of Indian employers cannot fill roles, and AI skills are the hardest to find. In your experience managing people through this, what is the single mistake most organisations are making in response to this talent crisis?

A

The core mistake is responding with headcount solutions to what is fundamentally a productivity and risk problem. While 82% of Indian employers report skill shortages (ManpowerGroup), evidence shows over 60% of AI-led value comes from redesigning work and controls, not hiring new roles (BCG). Boards underestimate the operational risk of concentrating AI capability in a few specialists instead of distributing it safely across the workforce. This creates dependency on scarce specialists and stalls adoption. The winners redesign jobs first, then upskill in context.

Q2

Most AI transformation programmes focus on technical training – Python, prompt engineering, tools. In your view, what does a genuinely effective AI workforce transition programme look like for the 80% of an organisation that are not and will never be technical practitioners?

A

For the majority of employees, AI transition is a governance and decision-quality issue, not a technical one. Globally, only 12–15% of roles require deep AI engineering skills (OECD, WEF), while over 70% of realised AI ROI comes from AI-supported business decisions and process automation (McKinsey). Effective programmes train employees on responsible usage, escalation thresholds, auditability, and accountability—critical for compliance and enterprise risk.

Q3

If you were advising a CHRO at a mid-size Indian enterprise – 2,000 to 10,000 employees, modest L&D budget, real pressure from the board on AI ROI – what is the first thing you would tell them to do tomorrow morning?

A

Begin by identifying 10–15 revenue, cost, or risk-critical decisions where AI could deliver a measurable 10–20% improvement within 90 days. Research shows AI initiatives tied to specific business decisions are 2–3× more likely to deliver ROI (MIT Sloan), while generic AI training programs show sub-30% adoption and weak audit trails (Gartner). This approach aligns AI investment directly with board metrics—ROI, risk reduction, and regulatory compliance.



5 Roles With Exploding Demand · Week of 1 June 2026

Focus: Workforce Transformation & People Analytics

#	Role & Critical Skills	CTC Range*	Source
1	Chief Human Resources Officer (AI-Mandate) AI workforce strategy · Reskilling roadmap · Human-AI collaboration · Board reporting	₹1Cr–₹2.5Cr+	Deloitte India Executive Performance & Rewards Survey 2026
2	Workforce Transformation Lead Change management · AI adoption · Role redesign · L&D strategy · OKR frameworks	₹45L–₹90L	NASSCOM–Indeed AI Talent Inflection Point, May 2026
3	People Analytics Manager HR data pipelines · Predictive attrition · Skills intelligence · Power BI · Python	₹28L–₹60L	Taggd India AI Engineer Salary Report 2026
4	AI Learning & Development Specialist LLM-based learning · Curriculum design · Enterprise AI fluency programmes · Adult learning	₹18L–₹40L	upGrad L&D & HR Salary Report 2026
5	Organisational Design Consultant (AI-Era) Job architecture · Human-AI workflow design · Skills taxonomy · Role transition planning	₹35L–₹75L	ManpowerGroup 2026 Talent Shortage Survey / Taggd

Sources: CHRO compensation: Deloitte India Executive Performance & Rewards Survey 2026. Workforce Transformation Lead: NASSCOM–Indeed India AI Talent Inflection Point, May 2026. People Analytics Manager: Taggd India AI Engineer Salary Report 2026 (taggd.in/blogs/ai-engineer-salary). AI L&D Specialist: upGrad L&D & HR Salary Report 2026. Organisational Design Consultant: ManpowerGroup 2026 Talent Shortage Survey. All ranges reflect mid-to-senior professional profiles in major Indian metros.



RESEARCH RADAR

RACE PUBLICATIONS THIS WEEK

This week, RACE researchers had four applied AI papers published with Springer and IEEE Xplore links now live. The research spans enterprise AI, healthcare diagnostics, customer experience analytics, and HR technology – covering multi-agent sales enablement, AI-enabled stroke detection, Voice of Customer sentiment analytics, and LLM-based resume fitment scoring.

Together, these papers reflect RACE's focus on industry-relevant AI research that moves beyond theory into practical decision support, automation, and real-world enterprise impact.

AI IN HEALTHCARE · DEEP LEARNING · DIAGNOSTIC SUPPORT

AI-Enabled Stroke Detector: A Hybrid Deep Learning and Machine Learning Approach*Vijay Pawar H G, Prof. J. B. Simha, Kiran Kumar K V · ICAECT 2026, IEEE Xplore · 2026*

A hybrid AI-based diagnostic approach using machine learning and deep learning to support faster stroke detection from CT brain scans. The study focuses on improving early clinical decision support, especially in resource-limited healthcare settings where timely specialist interpretation may not always be available. By combining image-based intelligence with predictive modelling, the system aims to assist healthcare professionals in faster screening, improved triaging, and more reliable stroke detection workflows.

<https://ieeexplore.ieee.org/document/11426113>

CUSTOMER EXPERIENCE · SENTIMENT ANALYTICS · VOICE OF CUSTOMER

Understanding The Voice of Customer to Enhance Customer Experience*B Mohammed Muzammil, Dr. Shinu Abhi, Dr. Rashmi Agarwal · CML 2025, Springer · 2026*

A customer experience analytics study using sentiment analysis and emotion mining to understand the Voice of Customer from social media feedback. The work applies TextBlob and the NRC Emotion Lexicon to identify customer sentiments, emotional patterns, satisfaction signals, and improvement areas, helping businesses convert unstructured customer feedback into actionable insights for better service quality, engagement, and experience design.

<https://www.scopus.com/pages/publications/105029694385?origin=resultslist>

HR TECH · LLMS · RESUME INTELLIGENCE

Hybrid Resume Fitment Scoring with LLMs and AHP*Durga B, J. B. Simha, Dr. Shinu Abhi · ICAAIC 2025, IEEE Xplore · 2026*

A hybrid resume intelligence framework that combines Large Language Models, classical NLP, and AHP-based weighted evaluation to improve resume parsing and job-fitment scoring. The work explores models such as GPT-4o, LLaMA-3, and Google Flan to convert unstructured resumes into structured candidate profiles, enabling more consistent, explainable, and data-driven recruitment decision support.

<https://ieeexplore.ieee.org/document/11330300>

RESEARCH RADAR

RACE PUBLICATIONS THIS WEEK

AUTOMOTIVE AI · SMALL LANGUAGE MODELS · DIAGNOSTIC CHATBOTS
Deep Learning Driven Conversational Agent for Agile and HR Benefits
Prathyusha Reddy, Paramesh G, J. B. Simha · ICCCNT 2025, IEEE Xplore · 2025

A locally deployed conversational AI solution powered by the Phi-2 Small Language Model to support faster interpretation of automotive Diagnostic Trouble Codes. The chatbot helps users decode DTCs and troubleshoot vehicle-related issues more efficiently – reducing dependency on manual lookup, improving response time, and enabling more accessible diagnostic support for technicians and end users.

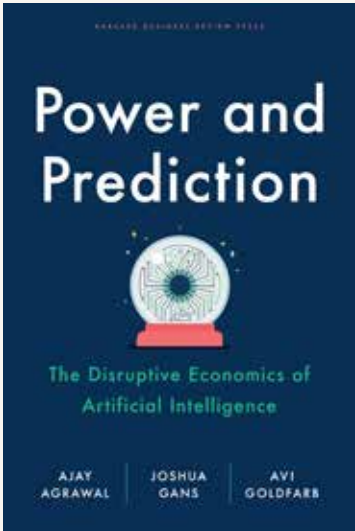
<https://ieeexplore.ieee.org/document/11306712>

RETINA TAKE

Four RACE publications this week, with Springer and IEEE Xplore links now live. The work spans enterprise AI, healthcare diagnostics, customer experience analytics, and HR technology – from multi-agent sales enablement and AI-enabled stroke detection to Voice of Customer analytics and LLM-based resume fitment scoring. Each paper addresses a real-world problem with applied AI at its core.
Explore the full archive: racelit.netlify.app

BOOK SHELF

RETINA'S READ OF THE WEEK



RETINA RECOMMENDS · THIS WEEK'S THEME
Power and Prediction: The Disruptive Economics of Artificial Intelligence
Ajay Agrawal, Joshua Gans, Avi Goldfarb · Harvard Business Review Press, 2022

Three economists from the University of Toronto wrote the book that most accurately predicted what enterprise AI adoption would actually look like – not the sci-fi version, but the messy, organisational, economics-driven reality. Their argument: AI is primarily a prediction technology, and when prediction becomes cheap, it disrupts every business decision that was previously limited by expensive prediction. The implications for workforce transformation are direct and precise. When AI makes prediction cheaper, the value of human judgment and the value of human data-gathering both shift dramatically – but in different directions. The roles that survive and grow are those where human judgment, context, and accountability complement cheap AI prediction. The roles that erode are those where prediction was the primary value-add. Every CHRO reading this should read it before approving their next role redesign or reskilling programme. It provides the economic framework for making those decisions with rigour rather than sentiment.

RACE PULSE

EVENTS · COMMUNITY · WHAT'S COMING

UPCOMING · JUNE 2026

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SOURCES & REFERENCES

ALL CITATIONS THIS ISSUE

All statistics, findings, and quotes in RETINA are sourced from publicly available reports, press releases, and on-record commentary. Salary data is for guidance only and reflects mid-to-senior professional profiles in major Indian metros. Research paper links are live on IEEE Xplore. RACE research archive: racelit.netlify.app

SIGNAL — BY THE NUMBERS

- 1. ManpowerGroup 2026 Talent Shortage Survey — 82% of Indian employers report difficulty filling roles; AI skills overtake engineering as hardest to find. Based on 3,051 Indian employers, 39,000+ globally across 41 countries. Released February 26, 2026:
<https://manpowergroup.com/en/news-releases/news/global-talent-shortage-reaches-turning-point-as-ai-skills-claim-top-spot>
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<https://businesstoday.in/technology/news/story/india-set-to-redefine-1035-million-jobs-by-2030>
- 3. WEF Future of Jobs Report 2025 — 39% of skill sets outdated by 2030; 85% of employers plan upskilling; 63% cite skills gaps as primary barrier. January 2025:
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- 4. Deloitte State of AI in the Enterprise 2026 — 53% prioritise AI fluency education; 48% designing upskilling strategies. Surveyed 3,235 leaders across 24 countries, August–September 2025:
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WHAT BROKE THIS WEEK

- 1. Microsoft India Press Release, May 2026 — \$17.5B investment in AI and cloud infrastructure; AI skilling commitment doubled to 20 million Indians by 2030.
- 2. NASSCOM—Indeed, India's AI Talent Inflection Point: From Skill Gaps to Competitive Advantage, May 19, 2026 — 86% employers impacted by AI on job roles; 50% skills mismatch; 14% of job postings reference AI.
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PANORAMA — THREE FORCES

- 1. Deloitte State of AI in the Enterprise 2026 — India leads globally at 40% significant/full AI use vs 28% global; ranks first in AI for strategic decision-making:
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- 5. India MSDE–WEF MOU, January 22, 2026 — Reskilling Revolution partnership:
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PERSPECTIVES — DR. SHINU ABHI

- 1. Deloitte State of AI in the Enterprise 2026 — Workforce education and role redesign data (53% fluency education; 48% upskilling strategy; 33% career path redesign; 30% org redesign):
<https://deloitte.com/in/en/issues/generative-ai/state-of-ai-in-enterprise.html>
- 2. Quote: Jonas Prising, Chair and CEO, ManpowerGroup — ManpowerGroup 2026 Talent Shortage Survey press release, February 26, 2026:
<https://manpowergroup.com/en/news-releases/news/global-talent-shortage-reaches-turning-point-as-ai-skills-claim-top-spot>
- 3. RACE Enterprise Training Cohort Observations, FY2026 — workforce transition planning patterns across 40+ enterprise cohorts. Contact: race@reva.edu

ZOOM — DARWINBOX CASE STUDY

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FLASH — TALENT & SKILL PULSE

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- 3. Taggd India AI Engineer Salary Report 2026 — People Analytics Manager salary ranges:
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- 5. ManpowerGroup 2026 Talent Shortage Survey — Organisational Design Consultant demand signal:
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BOOK SHELF

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RACE PROGRAMMES

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#5 IN INDIA · ANALYTICS INDIA MAGAZINE CYBERSECURITY M.Tech. in CYBERSECURITY EC-Council · Microsoft Azure · Terralogic Inc. 24 Months	#5 IN INDIA · ANALYTICS INDIA MAGAZINE CYBERSECURITY PG Diploma / M.Sc. in CYBERSECURITY EC-Council · Microsoft Azure · Terralogic Inc. 12–24 Months	CLOUD PG Diploma / M.Sc. in CLOUD ARCHITECTURE & SECURITY AWS Academy · Microsoft Azure 12–24 Months

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LEADERSHIP 8–12 weeks TECHNO-FUNCTIONAL LEADERSHIP Executive presence, decision-making, leading tech-driven teams. Built for mid-to-senior managers.	CYBERSECURITY 8–12 weeks CYBERSECURITY & SOC OPERATIONS Threat detection, incident response, SIEM/SOAR. Hands-on in RACE's live Security Operations Centre.
AI ENGINEER 8–12 weeks AI ENGINEERING CERTIFICATION Data pipelines, model training, LLMs, deployment. Real production projects every batch.	CLOUD 8–12 weeks CLOUD ARCHITECTURE & DEVSECOPS Multi-cloud, IaC, secure CI/CD on real AWS/Azure/GCP environments. Not demos.
AGENTIC AI 4–6 weeks AGENTIC AI SYSTEMS DESIGN Multi-agent systems using LangChain, LangGraph, CrewAI. Capstone: deployed autonomous agent.	DATA & AI 12 weeks DATA SCIENCE & BUSINESS ANALYTICS Statistics to ML to BI. Python, SQL, Power BI, Tableau on real business datasets.

Enroll with us · race@reva.edu · race.reva.edu.in

THIS WEEK, ASK YOUR LEADERSHIP TEAM

"For every rupee your organisation has spent on AI tools this year, **how much has gone into genuinely preparing your people** to work alongside them — not in a workshop, but in a redesigned role?"

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