



Narmadha Kamalakannan

Founder - HumIA5

HR Leader || Doctoral Researcher

Culture Enthusiast || Writer || KeyNote Speaker



Human centric AI readiness, Leadership in AI Era, Cultural Intelligence, Talent Development, Psychological Safety

Narmadha is a Paris-based Indian doctoral researcher and speaker with 18 years of corporate HR experience, specialising in talent, leadership, and organisational transformation. Her work bridges research and corporate practice, exploring how leadership, talent development, and organisational culture play out in various change management phases. She helps high-performing professionals and leaders navigate the AI-driven workplace while staying anchored in the human-centred values at the core of Industry 5.0.

Her professional expertise and doctoral research converged to HumIA5, where as a Founder she has built HumIA5 Readiness Index to measure Organizational readiness in AI transformation a diagnostic tool that helps organisations assess workforce readiness, leadership alignment, and cultural conditions for responsible AI transformation. **Her guiding conviction: transformation succeeds not just because technology is implemented, but because people, leaders, and cultures are ready to engage with it.**

A former FM Rainbow radio jockey, blogger, dancer, and self-published author, she works at the intersection of storytelling, culture, and the future of work. Alongside her research, she coaches leaders and researchers to communicate with clarity and confidence to global audiences.

HIGHLIGHTS AND HONOURS

- HR 40 Under 40 Emerging Award Winner by Economic Times Awards 2024 & Jombay 2024
- Self publishing :Get Ready Lady (women career restart) & Get Ready My Love (memoirs on relationships)
- Mentor at Indian Embassy MentorIn (Indian students in France)

CONFERENCES AND WORK THEMES

- European SDG Roundtable : [CSRD EU 2022](#)
- The Impact on Cross Border Work : [Netherlands-India Business Meet 2023](#)
- Leading Gen Z in AI Era : [International Conference of Research in HRM 2025](#)
- Preparing Future Leadership: The Cultural Competencies of Third Culture Kids : [Asian Conference of Education Japan \(2025\)](#)
- Competencies of Third Culture Kids as an Example to Reshape the Education System for Industry 5.0 : Barcelona Conference of Education (2025)
- Helping TCKs Adapt : ELSA Conference, Paris (2026)
- From Fear to Fluency: Cultivating AI Confidence : [The Paris Conference on AI & Digital Ethics \(2026\)](#)
- [Empathy in the Age of Intelligence](#): International Conference on Cross Cultural Competence and Management , Venice (2026)
- [Talent 5.0 : The Exponential rise of Meta Competencies in Industry 5.0](#) Panel hosted (2025)
- Human-Centric AI Governance: [Think Twice Conference Brussels \(Oct 2026\)](#)
- Human Resilience (panel) [Paris Resilience Summit 2026 \(Nov 2026\)](#)
- "When AI Reshapes Identity, What Is Leadership? " - Academic Presentation in "AI and the Future of Work" at ESSCA School of Management, Bordeaux, France (Nov 2026)

PUBLISHED RESEARCH PAPERS

- [Leadership Readiness for the AI-Augmented Workforce](#)
- [From Fear to Fluency: Cultivating AI Confidence and Socio-Economic Wellbeing in the Workforce](#)

