



White Page International



Best of Asia 2022

Elucidation of Most Admired Brands 2022, Inspirational
Leaders of ASIA 2022 and Asia's Best CXOs 2022



White Page International

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Published by:
White Page International
www.whitepageinternational.com

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Printed in India

White Page International

White Page International is a global consulting firm with a diverse portfolio that includes Brand Marketing, Research, Advisory & Consulting, Large Scale Generic & Customized Conferences, Publishing, Digital and Television Content. The goal is to create a substantial and lasting improvement in the performance of our clients and strengthening their brand value. We know that in an age of unprecedented abundance of choice and speed of innovation, customers' expectations are moving faster than businesses. While incremental change is still essential, it's no longer sufficient. It takes bold moves to leap ahead of customers and competitors. WPI aims to be the world's leading consulting firm, this is what drives our focus and efforts to be the ideal partner for our clients.

WPI aims to be the world's leading consulting firm, this is what drives its focus and efforts to be the ideal partner for its clients.

WPI team is an exuberant group of individuals from different backgrounds and nationalities sharing the common passion of creating an impact by the work they do.

The work is driven by 3 simple principles

- If you can visualize the future you can create it
- It matters the most to you when you help make a brand
- To create an experience you need to truly understand the people who share it

WPI was born out of the need to create a platform for brands to communicate with their audiences in a manner that is easily understood.

What drives their business is the zeal to make clients successful by making the most informed decisions possible. The research conducted by White Page, is supported by R&D on the latest industry trends and leading analytical techniques. The expertise lies in performing complex studies analyzing data and interpreting results leading to most informed decisions through tools like Brand & Consumer Research-Industry Research- Trade Researchs Case Studies & White Papers.

- Brand and Consumer Research:

Provide strategic insight into market entry strategy development, customer behavior studies, new product development, brand health studies, competitor research, and sales growth strategy.

- Industry Research:

Strategic insight and analysis on more than 50 different industries

- Trade Research

- Case Studies & White Papers

In today's market where brands are getting tangled in ineffective and big budget communication and eventually get plunged into the abyss of anonymity, White Page International provides solutions that are based on market reality.

www.whitepageinternational.com

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Professor Malcolm McDonald
Chief Patron

Service brands—Moving beyond the fast moving consumer goods model

The world of branding has evolved, and change is always constant. But the fact of the matter remains, 'Communication is more about content than just ads'. The demands of the communication industry is transforming. Enabled with cutting-edge technology and the co-creation of content, communication is indeed becoming an engaging conversation. It's more content than just advertising today.

In my experience spanning over 30 years across advertising, digital media & television broadcasting, I have seen it is the passion for the consumers, which drives a brand. It boils down to placing consumers' interests as the focal point. This effective orchestration, coupled with innovation is what sets a benchmark of the illustrious distinction of an Admired Brand.

An admired brand status value-adds prominence and sets it apart from its competitors. This exposition that you are about to read is a celebration of the finest brands from the burgeoning Asian regions - South East Asia, GCC Nations and the Indian Subcontinent. The edition constitutes the top 100 Admired Brands across all industry categories and features a few prominent leaders who have the distinction of leading these brands through a notable and impressive journey. These are brands that have strived to deliver exceptional reliability and extraordinary followership.

This platform is an international stage on branding to recognize and pay tribute to brands and leaders, by rewarding and reinforcing their remarkable journeys.

We have come across numerous university papers, research documents and business reports on the fact that the Asian economy was dominated by giant conglomerates with a global presence from the likes of Japan, China, South Korea and Taiwan. This very dominance often overshadowed eminent players setting benchmarks from the rest of the region. Today, these brands have broken through global

barriers and challenged the market dynamics of Asian economics.

Economics. Who would have thought this four-syllable word would someday dictate the fate of earth. Progress. Growth. Development. All follow The Mighty Economics.

A lot has happened in the last 50 years. The all-powerful West has shown signs of fatigue and there are visible chinks in its armour. Though they are home to some of the biggest brands in the world, their weaknesses have been exposed. The recent economic slowdown validates that argument. This bring us to the East.

The earth's access is tilting. Eastwards. Asia in particular. China has become a behemoth, with India steadily pacing itself, taking the second position. Every second day, a headline reads about how economic dynamics of the world have changed, and inadvertently, there is mention of these two growing economics.

Made in China has become a buzzword, even a bone of contention for a lot of purists. From Louis Vuitton to Apple, all products are made inside the dragon's furnace. Such is the power drift of the new-age market. India is not far behind. With the new government doling out investor friendly policies, further fortified by Make in India Campaign, this trend is only going to get stronger with each passing year.

But there are challenges to this phenomenal growth stories. The risk of rising inflation being number one. Another major threat following Asia's growing economic power could be translated to greater political and military struggle, thus raising the potential of conflict. And a 21-century conflict would mean damages, enough to send us back to the stone-age.

Having said that, there is no denying that it is rise of the new world order, with Asia at the helm. This rise is just beginning, and if the big regional powers remain stable, while improving their policies, rapid growth could continue for decades.

THE EXPRESSION OF A BRAND

The expression is the brand as defined and articulated by the organization. This integrates brand strategy and brand identity to express a multi-sensory brand experience through a portfolio of "Brand Signals". These signals manage consumer expectations by carrying and conveying meaning, making it easier for people both inside and outside the organization to understand the brand's core purpose.



Brand is the experience that lives at the point where promise meets expectation.

Therefore, the practice of Brand Expression must be multidisciplinary, as it fuses brand strategy (how the brand is defined) and brand identity (how the brand is articulated). This ensures that the brand remains consistent and relevant as it responds to changes in the market, as the brand both defines and is defined by consumer experience. As a fully integrated process, the Expression of a Brand empowers companies to maintain brand differentiation, relevancy and authenticity while balancing promise and expectation. Unlike advertising, graphic design or web design, the expression is a systems based approach which creates the building blocks of a brand. Working from the same palette of Brand Signals ensures that consistency of aesthetic and purpose are achieved by multiple partners across a multitude of channels.

People learn what to expect from the brand, and the company learns what its brand must deliver to consumers. This results in a richer and more compelling brand experience that consumers trust, value, and count on.

As your brand is a collection of expectations that others have about you, expression is the art and science of managing those expectations.

Brand Signals

Brand Signals are memory markers that function as mental shortcuts. Any tangible cue (sight, sound, touch, taste, smell or action) that directly equates to a brand is a Brand Signal. Through associative learning, these multi-sensory signals supply the stimulus necessarily to evoke an innate response. This provides the tangibility necessary for consumers to understand how the brand's identity equates to its given meaning.

When brand identity is treated as an aesthetic veneer, the bond between consumer and brand is often weak and shallow. When brand identity is constructed of multisensory Brand Signals, it provides the depth to build stronger bonds through common understanding of what your brand represents.

Brand signals leverage the neurologic systems that the brain uses to acquire, store and recall meaning. Just as goods are carried by hand, truck, plane, boat or rail, brand signals carry and convey a given message. The key is not to limit the number of signals used to convey your brand's meaning.

Working individually and collectively, Brand Signals identify and differentiate the brand on two levels. Categorically, these signals speak intuitively to consumers regarding the type of brand (price, quality, country of origin etcetera). Specifically, they contain learned meaning that directly equates to the brand allowing consumers to identify one brand from another via name, logo, packaging and so forth.

At WHITE PAGE, we resonate the expressions the brands create and multiply the brand signals. This exuberant group combines strategic thinking and creative excellence to turn brand possibilities into business results in a manner that is unambiguous to the audience. This very publication speaks volumes of those brands that not only have created a legacy, but continue to strive to excellence in the Asian economy. These brands have been chosen for their brand value, brand sustainability, recall and the trust factor as their brand signals. I'm eager, excited and proud to showcase this volume to the brand patrons, brand marketers, brand enthusiasts and readers – without further ado; I present the 2nd Edition of the imagistic journey of Admired Brands & Leaders.

Dhruv Bhatia
Editor-in-Chief, White Page International

Ashish Bhasin

Chairman & CEO Dentsu Aegis Network
South Asia and Chairman Posterscope and
MKTG – Asia Pacific



Branding in the Social Media Era

In the era of Facebook and YouTube, brand building has become a challenge. This is not how things were supposed to turn out. A decade ago most companies were heralding the arrival of a new golden age of branding. They hired creative agencies and armies of technologists to insert brands throughout the digital universe. Viral, buzz, memes, stickiness, and form factor became the lingua franca of branding. But despite all the hoopla, such efforts have had an inconsistent payoff at best.

As a central feature of their digital strategy, companies made huge bets on what is often called branded content. The thinking went like this: Social media would allow your company to leapfrog traditional media and forge relationships directly with customers. If you told them great stories and connected with them in real time, your brand would become a hub for a community of consumers. Businesses have invested billions pursuing this vision. Yet few brands have generated meaningful consumer interest online. What has gone wrong?

To solve this puzzle, we need to remember that brands succeed when they achieve a breakthrough in culture. And branding is designed to generate cultural relevance. Digital technologies have not only created potent new social networks but have also dramatically altered how culture works. Digital crowds now serve as very effective and prolific innovators of culture—a phenomenon popularly known to be 'crowdculture'. Crowdculture changes the rules of branding—which techniques work and which do not. If we understand crowdculture, then, we can figure out why brandedcontent strategies sometimes fall flat—and what alternative branding methods are empowered by social media.

The Rise of Crowdculture

Historically, cultural innovation flowed from the margins of society—from fringe groups, social movements, and artistic circles that challenged mainstream norms and conventions. Companies and the mass media acted as intermediaries, diffusing these new ideas into the mass market. But social media has changed everything.

The internet has upended how consumers engage with brands. It is transforming the economics of marketing and making obsolete many of the function's traditional strategies and structures. For marketers, the old way of doing business is unsustainable.

Consider this: Not long ago, a car buyer would methodically pare down the available choices until he arrived at the one that best met his criteria. A dealer would reel him in and make the sale. The buyer's relationship with both the dealer and the manufacturer would typically dissipate after the purchase. But today, consumers are promiscuous in their brand relationships: They connect with a myriad of brands—through new media channels beyond the manufacturer's and the retailer's control or even knowledge—and evaluate a shifting array of them, often expanding the pool before narrowing it. After a purchase these consumers may remain aggressively engaged, publicly promoting or assailing the products they've bought, collaborating in the brands' development, and challenging and shaping their meaning.

Consumers still want a clear brand promise and offerings they value. What has changed is when—at what touch points—are they most open to influence, and how can you interact with them at those points. In the past, marketing strategies that put the lion's share of resources into building brand awareness and then opening wallets at the point of purchase worked pretty well. But touch points have changed in both number and nature, requiring a major adjustment to realign marketers' strategy and budgets with where consumers are actually spending their time.

Never Finished Ideas

As the saying goes, advertising is modern day storytelling. But not all stories are created equal. Some stories are good; some stories not so much. Some stories pass you by like ships in the night while other stories stay with you forever.

We could go on, but the fact remains that no matter what sort of a story you're talking about, they all eventually come to an end.

But what if they didn't? What if we could tell a story that was so iconic, so powerful, so transcendent and so large that it could just go on indefinitely?

Welcome to FCB's Never Finished Story.

At FCB, we believe that every brand has a story to tell. More importantly, we believe that a brand's story should not be contingent on seasonality, on marketing calendars & budgets, on bottom lines, or on anything else. We believe a brand's story should be continuous. It should be ongoing. It should outlive not just Marketing Heads but Creative Heads as well. It should be Never Finished.

By no means does this imply that brands should be static and unchanging. On the contrary, the idea of Never Finished implies an innate ability to change, evolve and grow with the times. It implies a fundamental shift from 'building' a brand story that is large, monolithic and static to 'dissolving' a brand's story so that it is fluid enough to be told in different contexts, in different ways.

Of course, this level of adaptability doesn't come easy. In order for a brand to truly tell a Never Finished Story, it needs exceptionally strong roots. We call these roots The Brand Bedrock. The Bedrock is far more than a propriety agency tool. We like to think of it as a guiding North Star that informs and influences every element of a brand's ecosystem from packaging and promotion to service and storytelling.

A strong Bedrock helps a brand resolve multiple tensions, such as those between its Past and its Future or those between the need for Consistency versus the need for Relevance.

Just like a tree, we believe a brand is divided into two core parts; its Bedrock and its Leaves.

A brand's Bedrock is made up of a sharp understanding of its Target Audience and their Aspirations. An interrogation of not just what it

does well, but what it does differently. And of course, an ambitious and inspiring articulation of its Reason to Exist- from identifying its Essential Enemy (for which powerful brand doesn't have a powerful enemy it takes a stand against?) to expressing its Fundamental Belief to finally outlining what change in Consumer Behaviour it wants to bring about. A great Bedrock needs to be fixed, firm and unchanging. After all, when a tree's roots are strong there is no reason to fear the winds of change.

A brand's Leaves are many, varied and constantly changing. They flower in different seasons and take on different hues basis the climate they grow in. A leaf could be advertising, digital, activation, promotion, content or PR idea or absolutely anything else. But regardless of its shape, color or final form- every single leaf is an integral chapter in the Never Finished Story that is the brand.

While the Brand Bedrock is the first step towards building a Never Finished Story, our Never Finished Scale is the last. The Scale is what keeps up honest; what ensures that we walk the talk and put our money where our mouth is. It's a 6 Point Scale for measuring creative impact that leaves absolutely no room for mediocrity or middle of-the-road storytelling. The first 3 points on the scale are reserved for work that ranges from the offensive to the innocuous. But then things start to get interesting; 4 is reserved for work that is Provocative- that makes you stop, think and react in some way. 5 is awarded to work that Creates Behaviour of some sort- that invites people to participate and act. And 6 is the Holy Grail- reserved for work we believe is equity building and conversation making in perpetuity; work that is truly Never Finished.

Of course, not everything we do is always Never Finished, but the Scale makes sure that we always try our best to ensure it is.

Finally, our Never Finished Story would be incomplete without mention of our most important asset- our Clients. Creating work that is Never Finished requires both our clients as well as ourselves to be brave together; for us to make brave choices in storytelling and for our clients to make brave decisions by believing in them. It's when Courage meets Conviction that magic truly happens.

Welcome to the new FCB; we've only just started but we'll never truly be finished.

Rohit Ohri

Group Chairman, FCBULka Group



UK & India Relations Post-Brexit

I'm Taha Coburn-Kutay, Chairman of the UK Asian Business Council. I wear various hats for various roles that I advise on, to name a few; I'm an advisor to the Kingdom of Bunyoro in Uganda, to the Maltese enterprise in Malta.

I'm here to talk about the UK India trade relations, post Brexit scenario. There are a lot of opportunities which are available to UK after Brexit. Although, I must say that I was a staunch supporter of the IN campaign, which was for UK to remain in Europe. I had campaigned for this cause with Mr. Alok Sharma now the junior foreign secretary.

Now that Brexit has happened and I do live in the present, I have started looking and advising on the positive side of Brexit. I will like to bring some data points to your notice after Brexit.

Tourism after the June referendum 2016 grew tremendously. Americans, Indonesians and Japanese tourist increased by 47, 88 and 96% respectively. Chinese spending increased by 6% in UK. The pound has fallen against dollar and most foreign currencies but which has made UK attractive for tourists from all over the world for shopping and other attractions including theatre, Museums etc. sales of jewellery and watches were up by 16.6%.

It was reported by the Chancellor, Philip Hammond that the UK economy grew by .75% in the third quarter.

This brings me to talk about free trade agreements between UK and India. Food processing which is a billion pound industry in UK is something that can be brought to India through technology transfer. We already have companies in UK which saw the gap in this market and started producing frozen Indian food like onion bhajias, khachoris, pizzas etc and exporting it to India. Chicken tikka masala was

the national dish of UK for over 5 years which has now been overtaken by chicken jalferezi. There are companies in UK which was manufacturing gujaraticewda, Bombay halwa and exporting it to various parts of the world from UK.

The technology sector and especially Data is the next biggest disruptive thing in the world. None of us today live without data whether its in the form of wifi or 3g or 4g. UK alone on BBC i player consumes over 3000 peta bytes per annum. The population of Britain is only 65 million. A country like Turkey where Spotify, the music service has been beaten by their own music service owned by Turkcell because of better data services. Turkey as a country of 80 million people consumes more than 2000 peta bytes per annum. Now let us talk about India, a country of over 1.3 billion people. What do you think is the total consumption of India as whole. It is a mere 1700 peta bytes. Now you can imagine the growth which is available in this sector. We haven't even started yet. My start-up is bringing a new product to the world and it will change how the world watches sports. I will stop here because we want to launch our service and then talk about it because I believe in show and tell. Jo diktahai who biktahai.

Britain can contribute to India on a lot of ways out which I have only described two. Britain now is open and has an option to work with 52 commonwealth countries after the departure of Maldives which was the 53rd Country in the commonwealth. Commonwealth's Gross domestic product is 17% of the world and commonwealth's gross purchasing power is about 14% which amounts to 1.4 trillion dollars. If Britain even can get 20% of this market, we are laughing. Britain can do business, hire people without now seeking permission from the EU. Britain is open for business and so are we, please come and work with us.

Taha Coburn-Kutay

Chairman of the UK Asian Business Council





ASIA'S 100 POWER LEADERS IN MARKETING & COMMUNICATIONS 2022

Noreen Nasralla – [e&](#), Etisalat Group
Cheryl Lim – [Viu Singapore](#)
Catherine Swee – [Everbridge](#)
Ericia Lim – [Genesys](#)
Namrata Kapur – [IBM](#)
Imran Qadri – [Harley-Davidson](#)
Ruchika Malhan Varma – [Future Generali India Insurance](#)
Abhilasha Gupta – [Tech Mahindra](#)
Daniel NG – [Neo4J](#)
Aditya Babbar – [Samsung Mobile](#)
Jayesh Sali – [Vodafone Pacific](#)
Shweta Munjal – [Lupin](#)
Laura Kantor – [Foodpanda](#)
Ketaki Shah – [Jollibee UAE](#)
Sourabh Agrawal – [Lupin](#)
Sourav Shah – [FlyDubai](#)
Scindia Balasingh – [Vajro](#)
Anowarul Amin – [Coca-Cola](#)
Pawan Pandey – [Shadowfax](#)
Atin Chhabra – [Schneider Electric](#)
Anuj Bhagia – [Policybazaar](#)
Ashima Kakkar Chandra – [NLB Services](#)
Arppita Das – [Innovaccer](#)
Debal Dutt – [Intellect Design Arena](#)
Kumar Gaurav – [IndusInd Bank](#)
Tanuja Kehar – [Ex Deutsche Bank](#)
Balaji Selvakumar – [GRT Jewellers](#)
Ruchika Gupta – [Beam Suntory](#)
Sumit Saurav – [Flipkart](#)
Bhuvana Subramanyan – [Randstad India](#)
Ravi Kumar – [Max Life Insurance](#)
Saachi Sharma – [Noon](#)
Milind Shah – [Morris Garages India](#)
Bistriti Poddar – [uKnowva](#)
Thet Wah Win – [Capital Diamond Star Group](#)
Harpreet Kaur – [Kangaroo Group](#)
Himangshu Baruah – [Lighthouse Canton](#)
M. Meganathan – [Apex Laboratories](#)
Akash Mayank – [Royal Cyber Inc.](#)
Madhur Acharya – [Lenskart](#)
Manisha Khadge – [Instazen Solutions](#)
Ankit Acharya – [Bounce](#)
Mir K Rasool – [Index Exchange LLC](#)
Jai Mohan – [Orange Retail Finance](#)
Supriya Goswami – [Whatfix](#)
Amit Thapliyal – [People Strong](#)
Mukesh Ghuraiya – [Modi Naturals](#)
Dawinder Pal – [Bikano Foods](#)
Monika Nagpal – [Group Landmark](#)
Errol Marquis – [AFC](#)
MVS Murthy – [Federal Bank](#)
Namt Naren Jain – [Cognizant](#)
Neha Arora – [Triveni Engineering & Industries](#)
Pallavi Roy – [Runaya](#)
Pankaj Dheer – [Chyavan Rishi Ayur Siddha](#)
Asif Khan – [Manipal Technologies](#)
Pratyusha Manthri – [ADP](#)
Kunjan Singh – [GenQore](#)
Ruchi Sodhi Mathur – [DSV](#)
Swetank Jain – [Future Group](#)
Sonal Sehgal – [Global Honey Bee](#)
Nitika Goel – [Zinnov](#)
Sachin Chhabra – [ACC Limited](#)
Bhavna Imran – [Corveta Agriscience](#)
Kasvinda Kulathunga – [OCK Yangon](#)
Meenakshi Oberoi – [Somany Impresa Group](#)
Sameer Chaturvedi – [Gangnam Street Retail](#)
Sayantan Dasgupta – [Gramener](#)
Ram CH – [Naturals](#)
Satanik Chaudhuri – [Shriram Properties](#)
Shiv Kumar – [New Goa Airport](#)
Amit Verma – [Rapido](#)
Tanmay Ayare – [Route Mobile](#)
Vignesh Murali Bhat – [Equitas Small Finance Bank](#)
Vijesh Vijayan – [Siply](#)
Sheena Kapoor – [ICICI Lombard GIC](#)
Meher Taj – [EY GDS](#)
Elizabeth Venkataraman – [Kotak Mahindra Bank](#)
Khalijah Ismail – [Maybank Malaysia](#)
Darren Tan – [OCBC Bank Malaysia](#)
Soon Woon Ho – [Bank of Singapore](#)
Lim Sok Hui – [DBS Bank](#)
Arthur Lang – [Singtel](#)
Liza Mustapha – [Petronas Malaysia](#)
Soo Kok Wong – [Gamunda Berhad](#)
Yap Choi Foong – [PPB Group](#)
Andrew Littledale – [Air Asia Berhad](#)
Wayne Treeby – [Maxis](#)
Chin Yean Cheng – [CapitaLand Development](#)
Hsin Ye Lee – [Elanco](#)
Soon Kong Leong – [AeroDarat Services](#)
Mark Tan Han Leong – [Choo Bee Metal Industries](#)
Tuck Meng Low – [Elabram Systems](#)
Kooi Yong – [Plenitude Berhad](#)
Lean Danny – [ZingPlus Asia Pacific](#)
Khoon Eong Lim – [Jirnexu](#)
Shir Ly Low – [Valiram](#)
Andy Leong – [GuocoLand](#)



Daniel CF Ng,

Senior Director of Marketing - APAC,
Neo4j

With 37 years of experience covering the Asia Pacific region, Daniel has graduated from his technical roots as a Software Engineer after graduating from University of Guelph, and learning from ground up to hone his skills in Marketing, Sales and People Management. An avid marketer who transformed himself through leadership of IBM's e-business and OnDemand campaigns, Red Hat's Open Source philosophy, Cloudera's Collected Data foundation to currently Connected Data with Neo4j, Daniel has seen the whole Marketing journey.

Daniel has built passionate teams across Asia Pacific for companies like IBM, Microsoft, Red Hat, Cloudera and now Neo4j. He has developed and implemented industry leading campaigns in Digital Transformation, Smart Nation, Digital Economy, Sustainability to the Small & Medium Businesses, Mid-Market, Enterprises and Governments through industry collaboration like Red Hat Open Source Collaborative Innovation (OSCI), IBM's e-business and OnDemand programs, Cloudera's Big Data Skills Enablement (BASE) Initiative.

He also advises & mentors tertiary education institutions like Singapore University of Social Sciences (SUSS), Singapore Management University, Sunway University as well as Small and Medium businesses through the Singapore Chinese Chamber of Commerce & Industry. A frequent speaker, panelist, moderator in regional events like SCCCI SMEICC, BIGIT, TechTarget Marketing Summit.

Daniel is also the board member of the prestigious CMO Council.

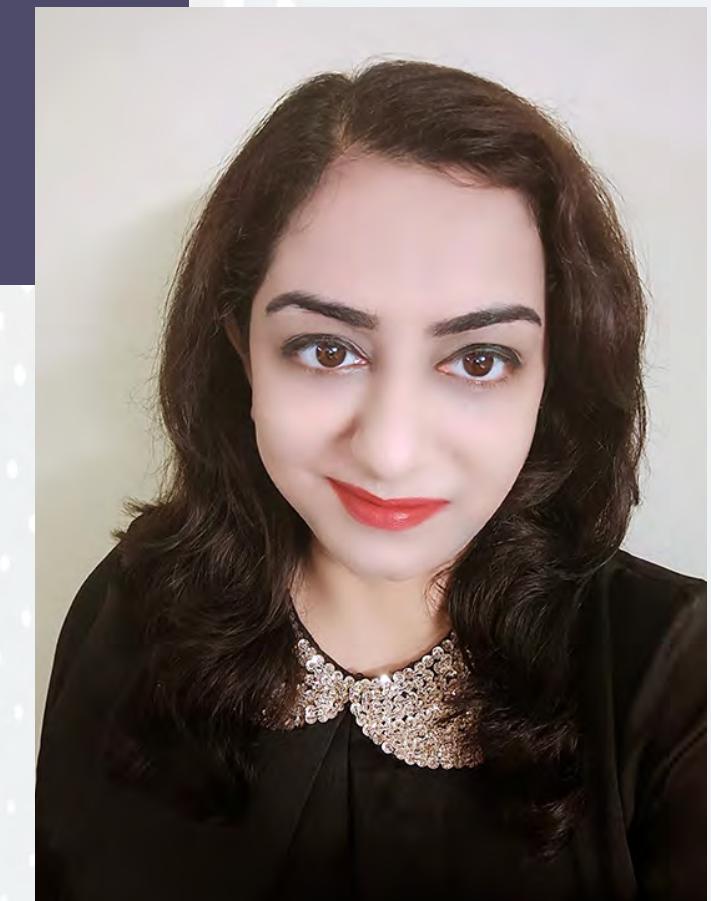
Neha Arora,

Head Corporate Communication,
Triveni Engineering and Industries Ltd.

Neha is a highly driven Communications Specialist with over 17 years of experience in Corporate Communications. She is a collaborative, goal oriented communications professional adept at managing demanding project schedules with proven ability to write clear, well positioned communications and to strategise plans from conception to execution.

In her current assignment, Neha is working closely with the executive management to align the communication strategy with the organisational strategic vision. She is responsible for managing internal as well as external communication of the brand working together with business & marketing teams, developing & executing media engagement strategies, developing campaigns, investors communications, collaborating with marketing/sales and finance on key initiatives, managing CSR at more.

Neha has produced over 20 thematic Annual Reports for both the listed companies of the Triveni Group. The 2019-20 Annual report and digital report won the highly acclaimed League of American Communications Professionals (LACP) VISION 2020 GOLD AWARD. Neha has also been responsible for launching the digital channels of the company and developing/implementing the brand guidelines of the group companies.





Manisha Khadge,

Vice President Global Marketing,
Signzy

Prior to Signzy, Manisha was the Director of Marketing for APAC & MEA for Icertis. She has also worked with Tavisca, a cxLoyalty Technology Platform (Division of JP Morgan Chase & Co.) and Synechron in lead marketing roles.

Manisha is passionate, hardcore marketing & sales practitioner with close to 2 decades of IT products & services experience in building & establishing brands with global view of business from US to Europe to APAC & MEA. She has years of track record of expanding revenue for software solutions and SaaS product portfolios, delivering high impact GTM strategies that build brand awareness and drive revenue. She has successfully launched numerous solutions/products (SaaS) and services within start-ups utilising the end to end marketing skills.

Manisha loves coaching young professionals and sharing knowledge with students in many management institutes in India. She has published case studies with Sage Business Cases USA: Strategy to Create a Market for Renewable Energy, and Low Cost Menstrual Hygiene Products in India.

Catherine Swee,

Head of Marketing,
Everbridge APAC

Catherine is a passionate and award-winning strategic marketing leader with more than 25 years of regional experience across Asia Pacific, Japan and Middle East regions. Her works had shown business impacts and earned recognition from the organisation's Global CEO, Regional President awards as well as Industry Awards such as Industry Era 10 Best CMOs of 2021, Asia's Top 50 Brand Leaders 2017 and Marketing Excellence Awards 2017 for best B2B Integrated Marketing campaign.

At Everbridge, Catherine is building the APAC Marketing team and Asia Pacific business with the sales leaders. Prior to Everbridge, she held marketing management role with NICE Ltd APAJ & M.E and was instrumental in developing a double digit YOY growth, led on building brand awareness, new product launches, new markets penetration, customer marketing and partner marketing programs. She had held leadership role with Red Hat, Citrix, Singtel - NCS, Schneider Electric and OgilvyInteractive Worldwide.

She had led and transformed marketing teams from underperforming to high-performance and digital savvy teams that exceed key performance metrics. This is exemplified by her track record in sales, marketing and business partners' relationship which resulted in consistent double digit percentage YOY growth.

Catherine has repeated success in driving growth, penetrating new markets, new product launches and resolving crisis management. She has driven close collaboration with relevant stakeholders and alliance partners to productise and successfully launched in-house developed software and products with creative and effective integrated marketing campaigns, successfully creating new markets and business for the company.

She's also a firm believer of grooming and developing the next generation, she's always ready to learn, show, share and coach. And this goes beyond work.





Amit Thapliyal,

Vice President - Marketing,
PeopleStrong

One of the early SaaS marketers in India, Amit has 15+ years of experience across industries as a full-stack marketer, with diverse cross-vertical experience in the B2B SaaS industry, across APAC & North America. With a keen focus on business impact & expertise in brand storytelling, he brings to the table a deep understanding of the Digital Ecosystems and Marketing for Growth. He just concluded probably the biggest brand refresh for a B2B brand in recent times with the new identity of PeopleStrong in a unique social-first, virtual launch event viewed by over 7000 viewers across 6 countries.

Previously, Amit worked for martech brands which consulted Fortune 500 brands globally for their personalization, digital & martech strategy. He managed the launch & GTM strategy (in India) for Similarweb, managed partner growth marketing for Sitecore & Zendesk. He was awarded "Most Valuable Professional (MVP)" - Strategy by Sitecore, one of only 43 the only marketer on the list worldwide in 2020.

At Vinculum Group, Amit managed marketing & digital initiatives as he led the brand journey throughout Series B to series E rounds of funding, with growth initiatives across APAC & North America. At HCL Infosystems Ltd., he successfully launched 4 Products & launched HCL's first Android X1, India's first Educational Tablet-HCL MyEduTab.

He has been a mentor to startups, does pro-bono consulting & is an active speaker, panelist at numerous industry events, has published articles, blogs in leading publications. His life's mantra is- Love or let die, do or don't try.

Ravi Kumar,

Assistant Vice President - Corporate Communications, Max Life Insurance Company Limited

In his current role, Ravi is heading the Internal Communications efforts and driving communications strategies for 15000 + employees, 50,000 + agents, a business that boasts of a 19% annual growth and over Rs 1 Lakh crore of Assets Under Management. In addition to the core communications role, Ravi is also leading the culture transformation journey for the organization. Additionally, Ravi has played a crucial role in driving key organization agendas of CSR, D&I and ESG framework as the founding team member with the CEO and CHRO.

With over 17 years of experience, Ravi has closely observed and been a part of the paradigm shift journey of Communications in past one and half decades while working with some of the most reputed organizations. He has played a pivotal role in the industry's growth.

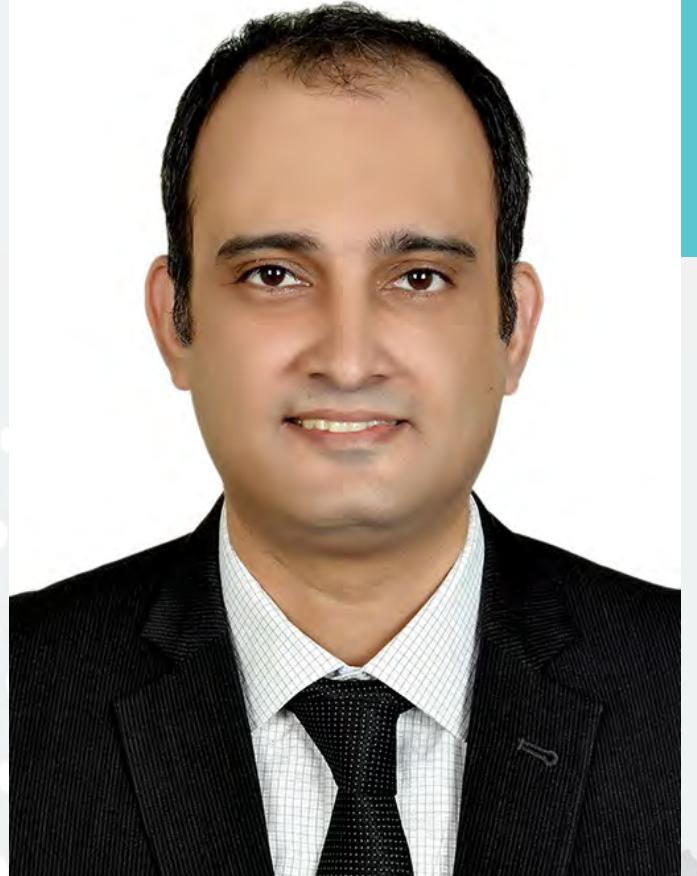
Previously, Ravi has been a Brand and Communications custodian of prominent BFSI brands such as PayU , Policybazaar.com (Paisabazaar) and the earlier stint with Max Life Insurance. He also had marketing and editorial stint with leading news channels such as News18 India and was a communications consultant with budding startups such as Snapdeal, MobiKwik, bluegape.com, Frakly.me, etc.

Ravi has won numerous awards such as AFAQs Gold award for Corporate Communications Professional of the Year 2021, Gold award at Fulcrum 2021, Gold award at AFAQs Digies 2021, Silver award at IPRCCA 2020, Bronze award winner at IPRCCA 2020, New York Film Festival Advertising Award for 'The Wedding Speech' campaign and many more..

Ravi has brought the essence of marketing to a category heavy on distribution and hard-core sales. He moved away from the traditional tactical marketing communications to stories and ideas that are so positively contagious that they provoke conversations.. He has streamlined messaging under thematic and tactical campaigns & Promoted innovations and technological disruptions to provide those "aha moments" in a category that is largely sold on the "scare of an adversity".

Ravi is an active speaker and participant at leading global industry forums on communications such as IC thrive and keep sharing his views on evolving trends and topics.





Pankaj Dheer,
Co-founder, Chyavan Rishi Ayur
Siddha Private Limited

Pankaj started his entrepreneurial journey in April 2021 by launching a brand for Ayurvedic Wellness products and will soon be launching brand for organically cultivated fruits and vegetables, pickles and other 100% natural produce. The aim of these ventures to provide a platform for wellness with a vision to integrate "cradle to grave" wellness products and services under one roof.

His professional journey spanned 14 years with Tata Motors beginning with one of the most talked about launch at Tata Motors - the Tata Nano in 2008. When the world was excited about the concept, Pankaj began his marketing journey in world of digital marketing that was non-existent in the automobile sector. He developed a website featuring chat forums, blogs, e-commerce for Tata Nano merchandise and even online booking platform to the entire social media presence.

As one of the youngest talent pool members he went on to work in international markets for passenger and created the entry strategy for some of the ASEAN and Australian markets. He then took the role of Country Manager for Sri Lanka and steered the first international launch of the Tata Nano.

In his last assignment, Pankaj was the marketing head for Commercial Vehicles (passenger) and worked to improve the Net promoter score and brand power by working on initiatives ranging from product improvements, changes in communication strategy (digital and otherwise), training of the teams on relevant aspects of product and business.

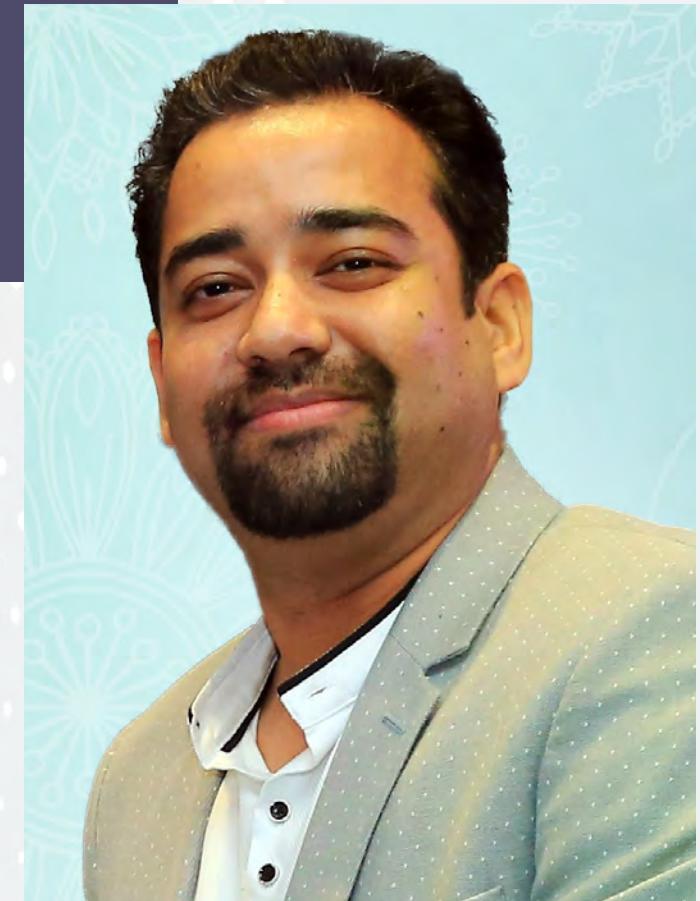
Akash Mayank,
Chief Marketing Officer,
Royal Cyber Inc

Akash is a performance-driven professional with 14 years of progressive work experience in the areas of Marketing, Digital Marketing, Business Intelligence, and CRM in the Digital Transformation World. He is proficient in Business-Marketing Strategy development & implementation - Developing detailed campaign roadmap, Competitive Intelligence, Stakeholder Management, KPIs monitoring, & benchmarking through MarTech with the ability to lead and manage marketing teams.

Akash Spearheads all marketing efforts at Solunus including creative marketing, digital marketing, Social Media Campaigns, Inside Sales campaigns, brand management, and overall brand positioning. He drove consistency by implementing GTM playbooks and brought efficiency in terms of campaign execution.

He has been recognized for utilizing innovative approaches and smart business decisions to achieve market positioning and sales targets. A forward-looking initiator, skilled at researching new products, markets, and capitalizing on market trends to propel new business growth and revenues.

Priori to SOLUNUS, Akash has worked with Hewlett Packard Enterprise, Hewitt Associates LLC, WNS R&A, and NASSCOM.





Sumit Saurav,
Associate Director,
Flipkart

Sumit is a fast paced, entrepreneurial and performance driven marketing professional equipped with an MBA from IIM Ahmedabad with rich experience in FMCG across diverse categories ranging from Dairy, Nutrition, Foods, Personal Care and Home Care categories with a strong focus on brand building.

With 10+ awards ranging across experiential marketing, communication, digital, print, packaging and strategy, Sumit is a creative enthusiast with a strong track record of delivering accelerated business & brand growth through his prowess in consumer insights, new product launch, strategy management and marketing communication.

Sumit has also been on the judging panel of reputed awards such as World Dairy Innovation Awards, ET Brand Disruption Awards, ET Influencer marketing awards and WOW Awards Asia.

Sumit has previously worked with Raymond Consumer Care, Danone & ITC Limited.

Scindia Balasingh,
Head of Global Marketing,
Vajro

Scindia is a passionate technology marketer with rich experience in partner marketing. Under her leadership, the ISV Marketing team has emerged as one of the upcoming revenue engines at Freshworks. Prior to joining Freshworks, She was the head of marketing at Redington India Ltd dealing with IT Product Lines.

Scindia has been recognised as Top 20 Women Catalyst in the Indian IT ecosystem by SME Channels. Recently She got the Women Super Achiever award from the World Women Leadership Organization. Also a proud owner of Tech Marketer 2021 award, she is known as a motivational and industry speaker and guest lecturer across colleges and corporates.

Scindia is the host of MOV LeadHERs, a podcast which celebrates women leaders, she interviewed over 24+ director+/founders women leaders. She has a strong foothold in community building.

Scindia has a bachelor's degree in B Tech IT and an MBA specializing in Marketing & Operations.





Madhur Acharya, VP Marketing (e-commerce), Lenskart

Madhur is a strong believer of making investments in people, which is what makes his leadership style unique and more collaborative.

Madhur is a young professional with a stellar track record of building multiple D2C brands in India. He's currently leading the E-commerce business for Lenskart.com (Vincent Chase, Lenskart BLU, Lenskart Air, and Hooper) and John Jacobs. In this role, Madhur is responsible for spearheading the brand's growth on various Indian and International e-commerce platforms to maximise brand visibility and sales.

He has been a part of the core team of various start-ups and possesses strong cross-functional management and leadership skills. He has worked with brands like WOW Skin Science, Forest Essentials, iEnergizer & Justdial.

In his previous role at WOW Skin Science, he helped scale the business to over 500 Cr. He lead the team at WOW to launch 100+ SKUs in a span of 2 years and was a key member in growth and expansion of the brand's product portfolio. Madhur bagged 3 promotions in a span of 2.6 years journey, owing to his outstanding performance and rose to the position of VP- Marketing.

At Forest Essentials, Madhur was responsible for expanding B2B business and managing various marketplaces. He was also a core member in regular retail planning and forecasting of the business & leading the sales team across pan India & for International markets.

Thet Wah Win, Head of Marketing at Capital Retail Cluster, Member of Capital Diamond Star Group

Thet Wah Win is an experienced Marketing professional with over 28 years of demonstrated history of working and over 18 years of experience as a leading role not only in Marketing but also in other Management level positions both in local leading firms and MNCs especially for retail, FMCG, pharmaceutical, Marketing consultancy & Event business and Telecom. She has also been a spokesperson of Myanmar's leading supermarket for 10 years and acted as a respected leader of the teams at all times.

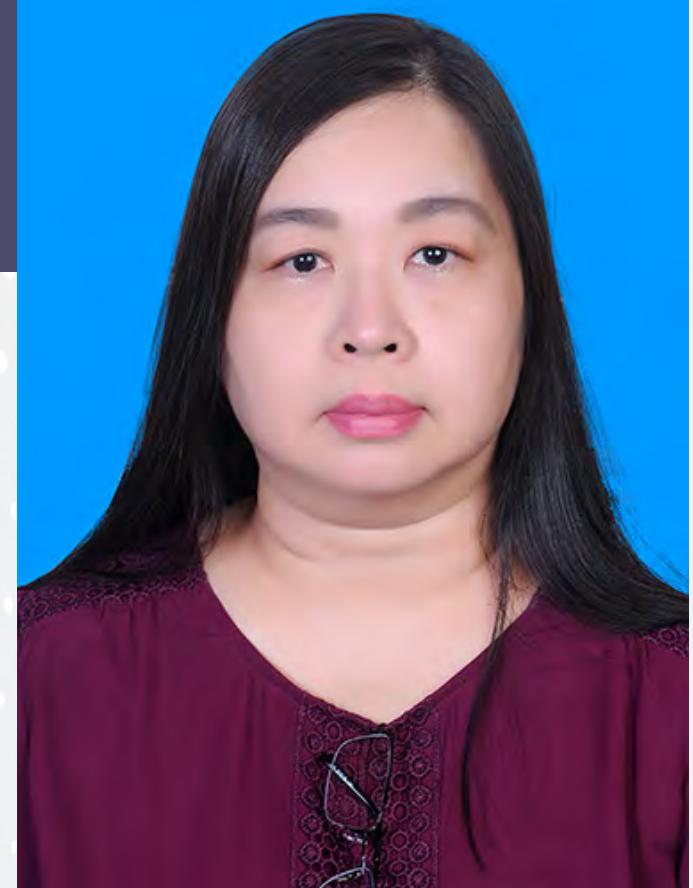
In her current role at CDSG, one of Myanmar's most respected and prominent corporations, her responsibilities includes setting marketing strategies, planning promotions and monitoring sales performance, branding management, advertising and communication, public relations, corporate social responsibilities, consumer insight, trade marketing, digital marketing, e-commerce and e-services, managing all 3 brands; Capital retail large and small formats, Grab & Go convenience stores and Wellington Pharmacy.

Prior to CDSG, Thet Wah worked as the Head of Marketing at Makro Myanmar, fully owned and operated by Siam Makro Public Company Limited Thailand. She has previously worked at Telenor Myanmar as Head of Marketing & Communications and as Head of Media Strategy.

Thet Wah has conducted many business related training for the teams within the different corporate organizations she has worked for. She also has nearly 4 years of experience working as a Marketing Consultant for different local retail firms and FMCG companies. She has set up different new Marketing departments, appointed team members and much more.

Due to pandemic and political situation in Myanmar, Thet Wah managed to reduce 50% of the marketing cost without performance being affected and even improved promotion sales. In one of her past retail jobs, she introduced an environmentally friendly campaign to the public and this was recognized by all media as the first project to successfully initiate this campaign in Myanmar and being able to put a "plastic bag reduction mindset" to the customers.

Thet Wah is a passionate marketing practitioner with an MBA degree focused on Business Administration from Yangon Institute of Economics.





Nitika Goel, Chief Marketing Officer, Zinnov

Nitika is a seasoned Branding and Marketing strategist who spearheads the firm's Communications, PR, and Digital Marketing charters. Her work portfolio also includes leading Zinnov's Marketing as-a-Service practice, that offers tailor-made 360-degree solutions to global Fortune 500 companies.

At Zinnov, Nitika works extensively across a wide range of engagements including employer branding, community building, strategic partnerships, and advisory relationships, with a global network of Fortune 500 companies spanning across large enterprises and technology companies. She played a critical role in building a separate medium through the Zinnov Podcast for thought leaders to share their perspectives across a broad range of topics including Business Resilience, Hyper Intelligent Automation, and Mergers & Acquisitions. As a result of this, the podcast series have been shortlisted among the Top 100 Podcasts by Apple Podcasts and has more than 100,000+ listens across multiple channels and platforms.

With over 15 years of cross-domain experience across Finance, Technology, Entrepreneurship, Media & Communications and Consulting, Nitika has served as a strong advocate for building cross-functional, global, inclusive, and diverse teams, and establishing an autonomous work culture comprising of psychological safety and freedom of expression for all. Nitika advises and moderates several CXO community forums within the Global Capability Center (GCC) network.

She streamlined the process of generating fresh content by leveraging new mediums like dynamic videos on social media, snackable content on WhatsApp, Clubhouse, Podcasts, etc., during the pandemic to ensure effective dissemination of real-time insights and perspectives from global thought leaders and strategic decision makers.

For a period of 2 months during COVID 19, Nitika and the team, almost around the clock, had over 15,000+ conversations with leaders, impacted employees, vendors, hospitals, etc. to ensure access to resources and effective decision-making which enabled large scale impact on the ecosystem.

Nitika holds an MBA from Indian School of Business, Hyderabad with a specialization in Strategy and Finance.

Sameer Chaturvedi, Vice President - Marketing, Gangnam Street Retail

Sameer is a Marketing & Sales specialist with 14+ years of industry experience. He has extensive experience in Advertising, Brand Management, Product Launch, Lead Management, Direct Marketing, Relationship Marketing, Marketing Communication, Sales & Business Development. His expertise lies in successfully conceptualising and implementing innovative marketing work initiatives—including both digital and traditional media channels—to drive market impact and expansion for companies.

At Hyundai Electronics, he is responsible for Crafting strategies for all Marketing teams, including Managing the Product Portfolio, Digital, Advertising, MarCom, Content Development, Graphics Designing, Medico Marketing, External Communication. He is ensuring that the brand message is strong and consistent across all channels and marketing efforts.

Sameer is Propelling product enhancement, corporate growth strategies, and successful marketing initiatives to stimulate revenue growth and outperform sales objectives in progressively responsible positions with Hyundai Electronics. He is conceptualising and implementing integrated marketing communication plans to ensure brand consistency, meet measurable objectives, and maximise effectiveness. Sameer has been instrumental in reducing annual Marcom costs by 25% while simultaneously increasing market penetration & utilising a variety of marketing channels—including direct mail, social media, in-store efforts, employee programs, online/digital, and special customer events—to achieve corporate goals.

Sameer has previously worked with Pumeria, Videocon Telecommunications Ltd, McCann Worldgroup, Publicis & MullenLowe Lintas Group.





Sourabh Agrawal,
Senior Vice President,
Lupin Ltd.

Sourabh is a seasoned professional and business leader with over two decades of experience in commercial operations, marketing, brand building, customer insights & business management. To his credit is a fantastic journey of building top brands in the Indian Pharmaceutical space. He is known for innovation and new ideas with amazing speed to market. He is an avid speaker and popular amongst business & marketing professionals in the healthcare & pharmaceutical industry as well as in academia.

Sourabh has created meaningful impacts for business & brands through differentiated campaigns, one such major initiative was "Keep their Hearts Beating" an awareness on heart disease & cholesterol through which in 3 years' time more than a million people were touched and 150,000 people were put on preventive steps through early screening & diagnosis. It earned massive praise across the industry and led to a huge surge in preventive treatment protocols in healthcare setups, hospitals & clinics, etc.

He has several path breaking innovations and to his credit... and organizations have won Gold at the prestigious Indian Institute of Packaging Awards, won Silver at the prestigious India Health & Wellness Summit and Awards for Non- Communicable Disease (NCD) prevention campaign 'Shakti' for promoting awareness about heart diseases in women.

In the era of digital, Sourabh has been instrumental in bringing path-breaking changes to the industry for communication with HCPs and is also part of various forum of health-tech, med-tech companies in the digital ecosystem.

He has groomed and mentored several business leaders & marketing professionals. He loves to work with professionals with diverse backgrounds and believes that marketing is the journey of excellence and life experiences make it happen. He has previously worked with reputed organisations like Ranbaxy, SUN PHARMA, Dr. Reddy's Laboratories.

Abhilasha Gupta,
Head – Global Corporate Communications
and Public Affairs, Tech Mahindra

An experienced communication professional with a demonstrated history of working in the information technology and digital services industry, Abhilasha is skilled in strategic communication, media, public relations, crisis communication, and corporate affairs. She is a double postgraduate in English Journalism and English Literature from the Indian Institute of Mass Communication, Delhi and Hindu College (Delhi University), respectively.

In her current role, She looks after the overall media strategy across 90+ countries where Tech Mahindra has presence, in addition to CEO communications and crisis communications. Having a holistic experience across corporate communications in-house teams, public relations agencies and as a journalist, Abhilasha is one of the youngest global head of two key and strategic functions of a 5bn USD + organization. She has previously worked with HCL Technologies, The PRACTICE, NDTV, Hindustan Times, and The Pioneer.

She has won many awards like Gold Winner of 'Young Achiever of the Year' award, The Economic Times Kaleido Awards 2021, Winner of Exchange4Media PR and Corp Comm 40 under 40 award 2020-21. She was a part of core judging committee, Stevie Awards for Women in Business 2020.





Milind Shah, Head of Brand Marketing, MG Motor India

Milind is a marketing professional with over 16 years of experience in Exponential Marketing, Brand Management & Customer Experience. He has experience in developing Brand Strategies, Brand Positioning and Go to Market planning and execution – ATL, BTL, Digital & Social + New platforms and Innovation. He is Proficient in strategic planning & implementing of marketing activities, cross linkages, development & launch of new products.

Milind is skillful in developing creative vision & marketing platform through targeted strategy involving digital marketing, thought leadership, content Marketing & Public relationship. He has excellent communication & interpersonal skills with strong analytical, team building, problem solving and organizational skills.

Milind has been instrumental in establishment of Harley-Davidson Motor Company in India with 20000 Owners in the country in 4yrs. MG Hector Sold out at the time of launch and Milind has played a key role here. Brand has received 50+ different awards for the campaigns planned and executed for MG Motor India.

Milind has also worked with Royal Enfield & Seventy Event Media Group. He has completed an executive program in marketing strategy from Indian Institute of Management, Lucknow.

Pawan Pandey, Chief Marketing Officer, Shadowfax

Pawan is a dynamic marketing professional with successful career of more than 16 years with diverse roles and proven results across Food & Beverage, Personal Care, Media, and OTC categories. His expertise and experience span across strategic brand management, digital and e-commerce platforms, consumer research, new product development, P&L management, PR and sales. An astute thinker, he believes in a practical approach to solve complex business problems. He has also worked with The Walt Disney Company, Dabur India Limited, Emami Ltd and Nippon Paint India.

At Shadowfax, he is on a mission to position Shadowfax as an aspirational and purpose driven brand. He is responsible for increasing brand awareness and driving consideration among delivery partners and customers. He is focussing on strengthening performance marketing efforts to improve ROI of marketing campaigns by bringing in efficiency and process optimisation.

As a Head of Marketing of Star Bharat, Pawan was responsible for growing the viewer base and establishing Star Bharat as the most loved brand in the HGEC category in its core markets. He was also responsible for launch of new shows. He was first in GEC Category, to use Artificial Intelligence (AI/ Chatbot) technology to drive consumer engagement in the Digital media space in collaboration with Haptik Technology and Facebook to launch an Iconic Show – “Jag Janani Maa Vaishnav Devi”. He restaged the most Iconic TV show SAVDHAAN INDIA and launched many successful shows such as “Pratigya Season 2 & Jai Kanhaiya Lal Ki”.

During his Dabur stint, Pawan identified Digital & E-commerce as a growth driver of Real Juices portfolio & built strategic roadmap to launch NPDs to premiumise the Beverages portfolio to lift the brand imagery and launch economy range to fight a fiercely contested price battle in Modern Trade. During his Oral care stint, he successfully devised counter-Dantkanti Strategy (“Proof Hai”) to arrest the market share loss in HSM. He extended the Dabur Red paste equity to Gel category and was able to earn 2.3% market share in the 1st Year of launch.

Pawan was part of the launching team of Nippon Paint India in India & successfully launched and scaled up Vinilex and Samurai (Economy emulsion) in India.



Pawan has also worked with Emami Ltd where he launched a campaign (“Goli Mat Maar”) for Zandu Balm to take share from Analgesic Tablets category.

He has pursued Digital Marketing Strategies: Data, Automation, AI & Analytics from Northwestern University - Kellogg School of Management & is also an MBA from Welingkar Institute of Management.



Vijesh Vijayan, Vice President, Branding, Siply Services

Vijesh is an industry professional with over 15 years of work experience, he has been instrumental in driving brands salience, media and communication strategy, media planning and leading creative and engaging marketing campaigns for a deeper connect with the audiences. His rich experience across the media and marketing industries, coupled with his unique creative vision and penchant for narrating powerful stories, makes him an exceptional business leader.

Vijesh has carved a niche for himself and his portfolio of brands. In fact, he has been recognized and awarded several prestigious honours. These include being featured as Top 50 Marketing Marvel in India and being recognized as a Professional Leader by the CMO Global & World Marketing Forum. Having worked in the GCC and Indian markets his mandate benefits from his rich cultural exposure and an understanding of diverse demographics.

Vijesh has been associated with brands such as MK Agrotech Pvt Ltd (Sumpure), Sumpure Homes, Housejoy, Arvind Fashions Limited, Max Fashion India, UAE Exchange, Jawad Business Group and Standard Chartered Bank.

At Sumpure, he strategized the Brands Media Planning/Buying and Creative insights for Brand communication, Brand Visibility Planning, Vendor Management (on Media/BTL/Branding). Vijesh deployed successful marketing campaigns and own implementation from ideation to execution experiment with a variety of organic and paid acquisition channels. Vijesh was instrumental in building strategic relationships and partner with key industry players, agencies and vendors on behalf of clients.

Aditya Babbar, Senior Director & Head Marketing, Samsung Mobile

Aditya is a leadership team member in Samsung India – Smart Phone Business and has played instrumental role in growing the Samsung brand and market share in smart phone industry in India. He is responsible for driving strategies around product marketing, product development and P&L management. He is skilled in Product Marketing, Leadership, Marketing, Competitive Analysis, and Business Development. Strong professional with a Master of Business Administration (MBA) focused in Marketing

The mobile business is a high intensity and fast paced business which requires speed of execution, thinking big growth, identifying gaps and building product for Indian consumer. In the process, Aditya has developed some great categories and campaigns of the product. Aditya has launched hundreds of products over the years which has won hearts of millions of consumers and helped them to be more and do more.

His business aim is to develop an organization which is exemplary in the industry and is constantly evolving with the new consumer behaviour. He believes that the biggest challenge which a marketer faces is to maintain a meaningful relationship with the consumer. He wants to challenge the status quo to uncover the new way of connecting with the consumer in the most authentic manner.





Sachin Chhabra, Head - Brand Marketing, ACC Cement Limited

Sachin has 20+ years of experience, is dynamic & result oriented Marketing professional with a proven track record of spearheading teams and translating vision into actionable marketing strategies to building brands & enhancing value. Highly skilled in formulating and implementing path-breaking marketing strategies for bolstering sales and enhancing customer acquisition. He is experienced at managing multiple senior stakeholders; internal & external and comfortable in working within matrix structures.

At ACC Cement, he is the Brand Custodian and Head of Brand Marketing for a portfolio size of over 15000 Crores across all verticals. He is responsible for formulating the brand Strategy by roles and objective of the Brand in the consumer's life, and defines brand vision, brand architecture & plans for extension of the Brands.

At Amway, Sachin was the Functional head for Indian subcontinent for Marketing Communications, Digital Strategy and advertising & worked closely with US & EUROPE for syndicated efforts across categories. He devised and implemented Marketing strategies for corporate and all brands across categories (Nutrition, Beauty, Personal Care et al) with a portfolio size of over 2500 Crores and also played an instrumental role in launching the E-commerce platform.

Bistriti Poddar, Chief Communication Officer, uKnowva

Bistriti is a celebrated writer, content strategist and TEDx Speaker. Under her tutelage, the companies solidified their brand value as an end-to-end HRMS solution. Bistriti has played a key role in the successes of several organizations and is a content visionary who leads by example.

Bistriti's claim to fame was when she founded Paperless Postcards, a company that went on to become Indian's largest non-fictional content community with more than 6,00,000 followers garnered organically over a span of 3 years. This was followed by an innovative book launch of Paperless Postcards that was endorsed by celebrities like Himanshu Malhotra, Piyush Mishra, Manoj Bajpayee and Ishaan Khattar to name a few. Her venture Paperless Postcards is also now a case study at one of the top business schools of Mumbai, Institute for Technology and Management.

Apart from her entrepreneurial achievements, Bistriti also possesses over 12+ years of experience in the content, social media and PR space. She has held leadership positions in the content departments of Tata AIA Life Insurance, Havas Media, Bewakoof.com, UniAcco, Annex Cloud and Maxixx Business Solutions. While she was at HAVAS MEDIA, she worked on elite brands like Star World Premiere and Emami Ltd.

Bistriti is a 4-time TEDx veteran. She has also been featured on ET Now Leaders of Tomorrow, BTVI, RadioCity 91.1 FM and ranked amongst the top 50 influencers of the nation. Bistriti is a regular keynote speaker on entrepreneurship at IITs and IIMs with her most recent talk held recently at the IMA Conclave.

Many top national and online dailies like The Quint, Yourstory, New Indian Express and Times of India have chronicled Bistriti's entrepreneurial and corporate journey. She has recently been featured on Financial express as an author and also ranked as top 20 women achievers by Times of India (iDIVA).

She is currently writing her book of urdu nazms that is underway and in the editing process. This forward-thinking content stalwart aspires to speak at the UN one day.





Errol Marquis, Director Marketing & Corporate Sales - Middle East & India, AFC

Having worked with brands like Reliance Jio, Vodafone, DIAGEO India, Ogilvy, Rediffusion Y&R, Errol Marquis has more than 20 years' experience in strategic brand creation, marketing campaigns & communication, product launches, developing & executing marketing digital strategies, digital transformation and effective go-to-market campaigns to increase brand equity, generate sales and garner market share. He has launched 2 successful start-ups – Reliance Jio Infocom Limited, & Vigilante Communications.

In his current role, Errol has been part of the growth story of Reliance Jio & launched India's biggest digital brand Reliance Jio. The team achieved 100 million consumers in 170 days. He has been instrumental in building Jio into the 5th strongest brand in the world (Brand Finance Global 500 2021). During his tenure, Jio topped Brand Share Index & Product Share Index (Economic Times-Brand Equity Research). He has been responsible for augmenting fan growth by strategic association with events like IPL, Lakme Fashion week, Filmfare, ICC events and many more.

Among other awards, Errol has been a two-time winner of Abby Awards and worked on World renowned Brands like Cadburys , Colgate-Palmolive, SBI Life Insurance Co. Ltd., Indian Oil Corp Limited, Eureka Forbes Ltd & The Coca-Cola Company during his stints with Ogilvy, Rediffusion & Triton Communications.

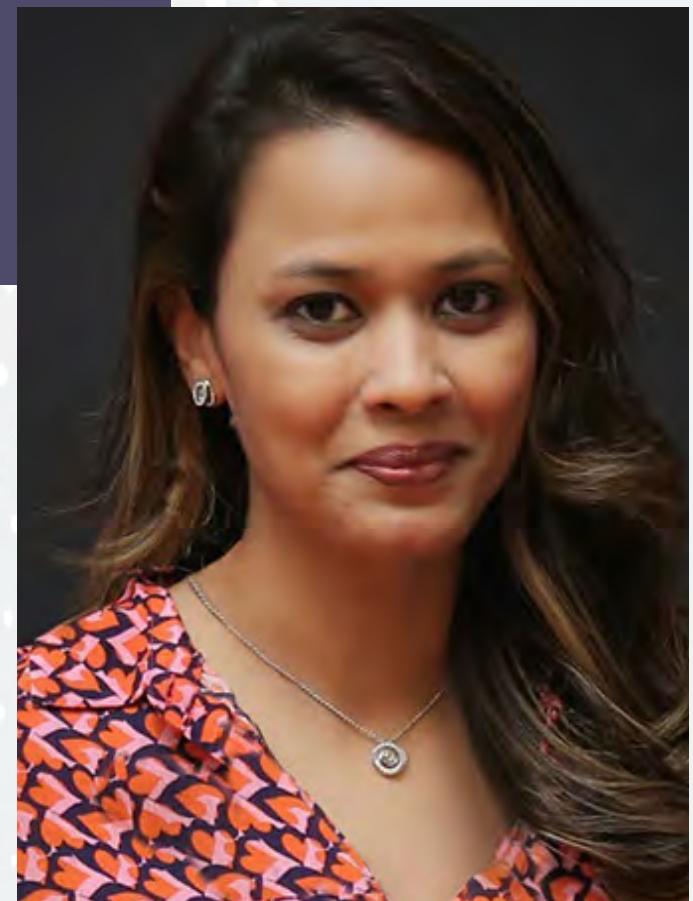
Ketaki Shah, Head of Marketing, Jollibee UAE

A consummate career professional, Ketaki has been into brand and product marketing, public relations (PR), and consumer loyalty for over 12 years. She has led the airline partnerships and loyalty program for a leading airline in India and headed the marketing and PR functions at iconic global restaurant brands in the UAE. Starting her eventful career with Kingfisher Airlines based in Mumbai, India, Ketaki worked closely with the ownership, senior leaders, High Net Worth Individuals (HNWI), and VVIP high fliers as Manager of Airline Partnerships and King Club – the loyalty program.

In her current role, despite being at the helm for only a year now, Ketaki has spearheaded the brand's reach in other demographic groups after being the de facto brand of choice for Filipino nationals worldwide. Her recent campaign – King Bee of the Ring with Virgin Radio Dubai and UAE's most influential radio personalities – Kris Fade and Priti Malik was a smash hit! The campaign assisted Jollibee in securing the non-Filipino populace as 25% of its clientele – the highest ever recorded since the brand started operations in the UAE. Ketaki is working closely with the Operations and R&D teams to launch new menus. She is instrumental in achieving revenue targets and gross margins with double-digit growth YOY. Ketaki also manages the annual brand marketing and promotions calendar involving significant investment towards advertising across multiple media channels.

Ketaki was the Marketing and PR head honcho at Nando's UAE Flame Grilled PERi PERi Chicken Restaurants, in Dubai, UAE, till recently. With the spectacular grand opening of its new flagship store at The Dubai Mall and later in Mall of the Emirates, Nando's was back in the big league of premium casual dining in the UAE. Through relentless networking, attention to detail, and perseverance, Ketaki ensured the Nando's brand voice and presence was felt across all spheres of the UAE F&B landscape.

Ketaki regularly speaks at industry events, participates in panel discussions, and actively champions industry-relevant issues. A graduate in Business Administration, she also holds a Masters in International Marketing with specialization in Digital Marketing from the Edinburgh Business School at Heriot-Watt University.





Sourav Shah, Head eCommerce, flydubai

Sourav Launched India's first online term plan in the digital space in 2010, that created a wave of eCommerce products in the insurance domain. With a career spanning over 16 years in E-commerce, Sourav has worked across industries as diverse as Banking, Insurance, Retail, Food & beverages & Aviation with organizations like Trent Ltd, Jubilant FoodWorks Ltd., Mahindra Finance, AEGON RELIGARE LIFE INSURANCE COMPANY LIMITED, HSBC, Aditya Birla Sun Life Insurance & Bajaj Allianz General Insurance.

In these 16 years, he has won prestigious recognitions for his work from the industry, such as the, 50 Most influential e-commerce professionals 2020, by ET Now & Asia Retail Congress, Linkedin Power Profile 2018 & 2016 by LinkedIn India, Adobe top 100 Digital marketer's 2018 by Adobe & Paul Writer, 100 Smartest Digital Marketing leaders 2018, by World Digital Marketing Congress, India's top 100 content & brand custodian 2017 by Adobe & Paul Writer, Analytics Top 100 award 2019 by Cartesian & analytics magazine India.

He has also been a guest speaker at 3 prestigious IITs (Indian Institute of Technology) & 4 IIMs (Indian Institute of Management) schools on the subject of E-Commerce.

Dawinder Pal, Head of Marketing, Bikano Foods

Dawinder with over 15 years of experience in diverse business categories, Dawinder has been instrumental in shaping up 'Bikano' Brand fighting against stiff competition in the snacks category. He has played a vital role in positioning the brand portraying larger than life imagery with campaign "Barson se Bikano", which eventually have been adjudged Campaign of the year 2020.

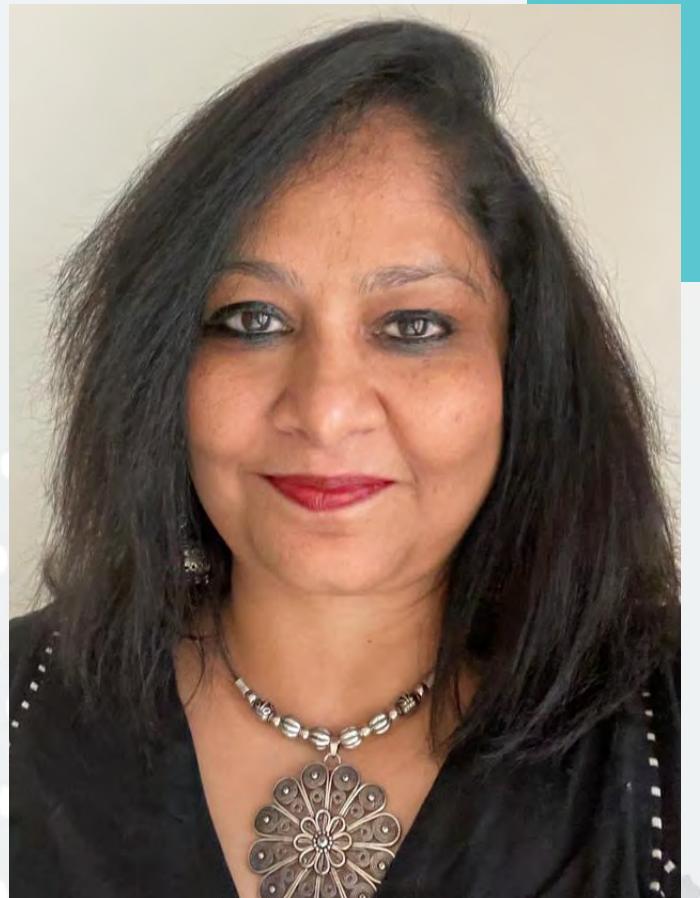
This financial year, he has coined a strong campaign for Bhujia Category, to take the competition head on by creating leadership perception with the campaign "Humse Behtar Bhujia ko Jaane kaun"; this is cementing the brand position in the category for sure.

Prior to Bikano, He was heading the Marketing function for Bonn Nutrients Pvt Ltd that has revolutionized the consumption and marketing blueprint of a variety of food products including breads, biscuits, cakes and cookies. In his 3 years' stint in Bonn Group of Industries, Dawinder has played a key role in developing the Brand 'AMERICANA' and took it to the space of Premium Biscuit category. Besides, he helped in streamlining the bread portfolio by developing a conceptual range under the brand BONN NUHEALTH, which is a unique concept first of its kind initiative developed in India. He plays a vital part in launching a campaign "Different Breads for Different Health Needs" and has got immense success to the brand.

He has served as a Category Head in companies like DS Group, Catch Salts & Spices, Shriram Group, Mawana Sugars Ltd and Ozone Group. He also played a major role in changing the mindset of the customer by revamping NOMARKS brand from a Problem Solution to Daily Regime brand. He even managed many celebrity endorsements with Karishma Kapoor, Vidya Balan, Tisca Chopra, Riya Sen, Dr. Kiran Bedi, Mary Kom among others with much ease.

Today, standing tall in his late 30's, Dawinder has proven to be a man of vision just within a very short span of time. With his leadership skills along with the support from his energetic team, a clear road-map for growth and ongoing dedication to employees, clients, partners, and associates have been laid.





Bhuvana Subramanyan, Chief Marketing Officer, Randstad India

An accomplished Marketing leader, Bhuvana joined Randstad from IBM India, where she led their performance and digital marketing efforts across Asia Pacific regions. She brings with her over 25 years of rich industry experience in both offline and digital marketing, communications, brand, product, services & sales, and comes with deep experience in transforming work and developing agile teams. Before #ibm, she has held leadership positions with brand-comm, TNT, Aptech and #VijayTV.

At Randstad India, Bhuvana spearheads all facets of Marketing for the organization and has revamped the processes for technology and operations within the Marketing practice with #martech interventions, for both the B2B and B2C aspects of the business. The motto of 'Digital Forward' envisioned by Bhuvana, is one of the firsts in the Indian staffing industry. Some of the digital interventions include end-to-end Marketing Automation, cohesive content marketing with a structured inbound strategy, Digital ABM as a business strategy, reporting structures through live Data Studio Dashboards, ORM and social listening and media tools for strategic research.

Under Bhuvana's able leadership, a noteworthy achievement is that of spinning the erstwhile support function of performance marketing and the overall attribution system into a revenue practice. The organization has reported a +9% growth in the year and marketing as a function has been able to contribute to ~10% of the overall GP reported by the business.

Bhuvana is a respected keynote speaker on a wide range of topics on Marketing, Technology & Leadership and is a passionate advocate for environmental causes that impact our world. In her work with several NGOs, she has raised funds for planting trees across villages in the country.

She has a bouquet of prestigious CMO awards and accolades in Marketing, to her credit like "The Mark Asia 2021", DIGI Awards & Summit, Global CMO Award – Excellent Developer Marketing in India, Winner of the IBM Ignite Product Marketing program, Digital Crest Awards 2018 – External award for the Influencer marketing to Developers, Best Multi Channel Campaign by an IT/ITeS Enterprise in mCube 2019 by Inkspell and more.

Himangshu Baruah, Group CMO, Lighthouse Canton

As a growth-driven marketing leader, Himangshu has a proven track record of increasing marketing's impact to business, driving measurable growth year over year in the SaaS led economy. He currently leads Marketing across APAC & India at #softline International- a high growth technology company delivering digital transformation & cybersecurity solutions to over 60000+ customers across 50 countries! Himangshu is responsible for the development and execution of the company's go-to-market strategy as well as market awareness, demand generation, and field marketing Chinese filmprograms in APAC & India markets.

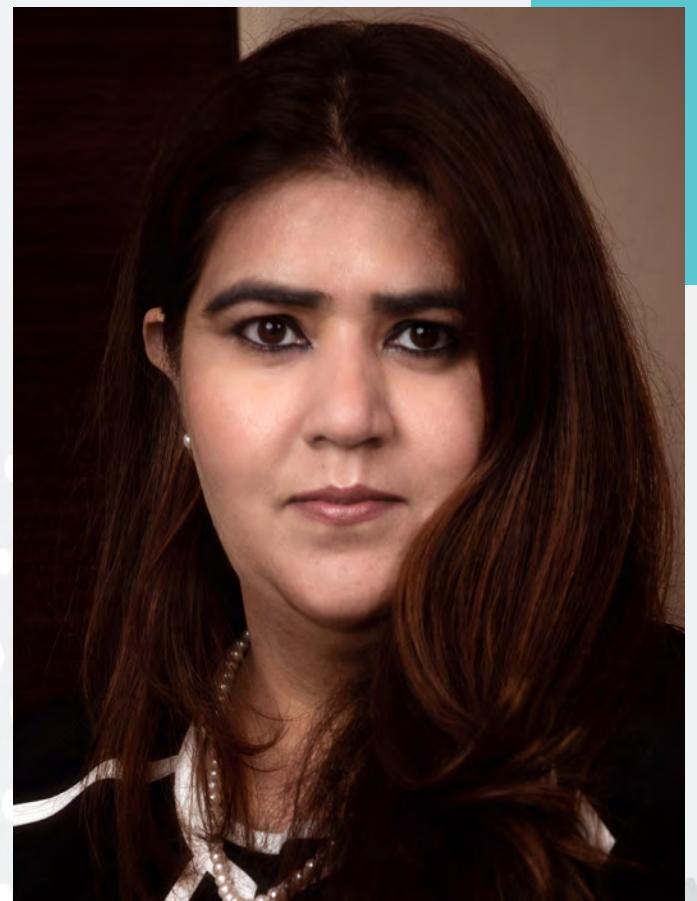
Himangshu joined as the 3rd employee at Softline India, and has been an integral part of the Softline growth journey from 0 customer & \$0 revenues to 2000+ customers and over \$300M in revenues in 8 years across APAC & India. He has developed a strong demand generation engine that is modeled upon applying intelligence on the available data to personalize and run targeted campaigns at different sales/customer touch points - based on modern marketing tools & techniques.

Having worked extensively in the US, APAC & India – he is better positioned today to run effective collaboration amongst marketing teams in a globally matrixed environment leading into improved yield across the function. Himangshu runs field marketing teams across APAC & India today coupled with Digital marketing teams based in EU.

Himangshu has received numerous recognitions like Softline Marketing Extra Mile Award, IBM Marketing Choice Award, Collabera Inc. / Brillio Best Performer of the year, Covid Marketing Super-Hero- Enterprise CMO & Leadership Award 2020, Emerging CMO of the Year 2021.

Outside of work, Himangshu is an avid Golfer, Swimmer and plays guitar.





Ashima Kakar, Head of Marketing, NLB Technologies

Ashima, a Brand Strategist and Marketer, firmly believes in the power of 3D, i.e. Data, Design and Digital, as the premise of any new-age marketing. During the course of her career thus far she has focused on creating an intertwined culture of performance and passion. In a marketing career spanning close to two decades she has worked across B2C and B2B aspects across 7 industry verticals ranging from nation branding to consumer retail and technology with global brands such as India Brand Equity Foundation (IBEF), Trident Group India, Publicis Sapient & Tech Mahindra.

Ashima has been behind ideation and execution of several hallmark initiatives across her career be it in area of policy advocacy, creating new revenue streams or entering new markets. She conceptualized campaigns that have been recognized as industry benchmarks on ROI and market expansion. She presented an integration plan, as a part of her ideation to the parent Mahindra Group in a case study competition and was elected winner whereby she represented the group at One Young World a global forum for young managers under the age of 35.

She was also a member of the shadow board, a prestigious group initiative. She has been a core part of three post acquisition integrations and launched over 10 digital assets and in fact has even setup a digital practice for USD 1 billion business and created a new revenue stream. Some of these initiatives attributed to her being listed as one of the top 50 emerging Impact marketers of the country by exchange4media.

During the course of her career Ashima has partnered with key global influencers such as #WEF, #WallStreetJournal, #GSMA, #IBC, #USIBC, #CII, Invest India and also served as member of the board for formulating the digital marketing strategy for the Future Skills initiative of #NASSCOM.

An alum of Institute of Management Technology, Ghaziabad, Ashima loves going back to her alma mater to engage and discuss on digital marketing and integrated communication strategy. Outside of work, she is a diversity champion and invests time in upskilling of self and others.

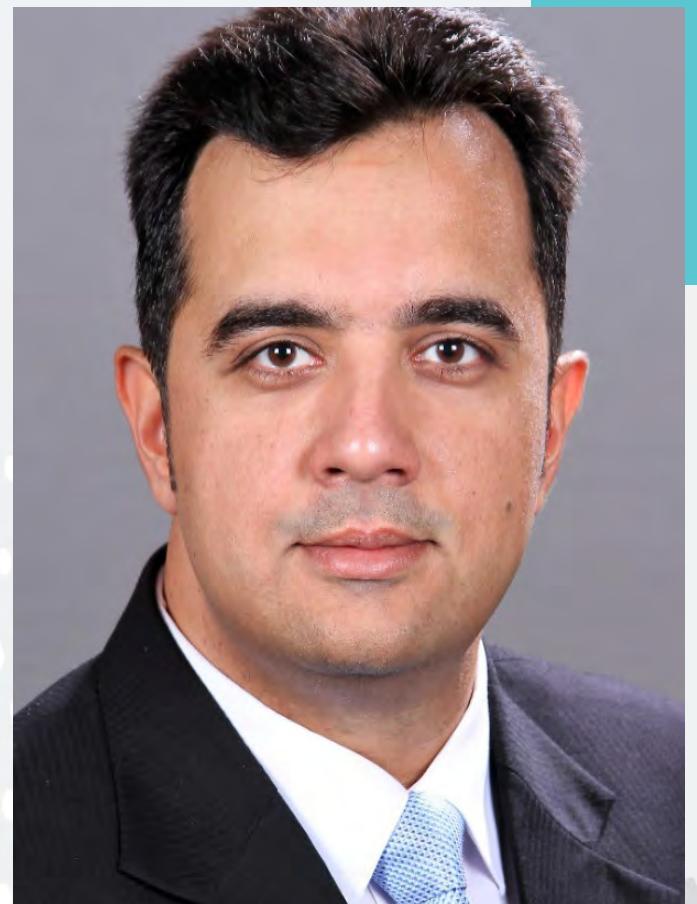
Debal Dutt, Executive Vice President and Chief Marketing Officer, Intellect Design Arena Ltd

Debal has over two decades of work experience that straddles advertising & marketing. He started his career in advertising with Hindustan Thompson Associates (now J. Walter Thompson Worldwide) in Kolkata and at Lintas, Contract Advertising India Pvt., Ltd. & Rediffusion Y&R in Strategic Account Planning and Client Servicing. He has also worked with VST Industries Limited (affiliate of British American Tobacco), a ITC Limited Group company, and was the Head-Brands for the iconic cigarette brands Charminar and Charms.

In 2006, Debal moved to banking and has held several senior Marketing positions in Citi and Standard Chartered Bank both in Mumbai and Singapore. At #citibank he was the Head Marketing-Retail Bank (Assets & Liabilities before he moved to #standardchartered , Mumbai as the Head Marketing for Corporate, Commercial and Private Bank & later to Singapore as the Global Head of Marketing for the Commercial and Private Bank. In 2019, Debal moved back to India and from Banking to Banking Technology.

He is passionate about social change & has been associated with programmes like the Habitat for Humanity – Jimmy Carter Workshop Project, Seeing Is Believing (a global initiative on preventive blindness), #GOAL Programme (girl child development through sports), #GiveIndia & the iconic Mumbai Marathon which he was the project head for seven years.





Atin Chhabra,

Vice President, Digital Marketing & Media, Schneider Electric

Atin has 15+ years' experience across digital marketing & digital business roles across start-ups and large companies like BlueStone, Pearson, Meritnation.com, ibibo Group.

Managing a diverse team across 4 countries in the areas of Digital Marketing, Product Management, Marketing Technology & Digital Operations - He is globally responsible for accelerating Schneider Electric's digital transformation across 3 pillars of - marketing engagement, digital customer experience & performance marketing through digital marketing excellence.

Atin has received numerous awards like Impact Top 100 Digital Leaders in 2020, Most Innovative MarTech Leaders in 2018 & Excellence in Digital Customer Experience in 2018.

Atin is an industry Speaker on Digital Customer Experience & Martech and has spoken in 40+ conferences.

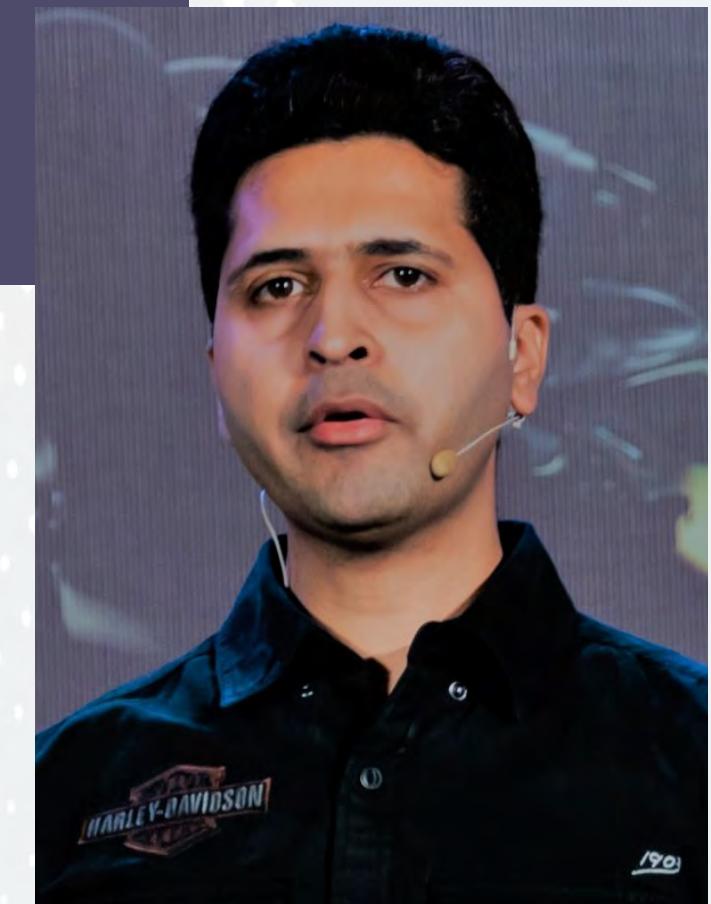
Imran Qadri,

Head - Marketing & PR,
Asia Emerging Markets & India,
Harley-Davidson Motor Company

Imran is now based out of #Bangkok, #Thailand. He has been associated with Harley- Davidson since April 2019. Apart from India, he oversees Marketing for #SoutheastAsia (#Thailand, #Vietnam, #Philippines, #Malaysia, #Indonesia, #Singapore), #SouthKorea, #Taiwan & #HongKong as well. He has 14 years of Marketing work experience with brands like Hero Honda, Hero MotoCorp, Nissan Motor Corporation & Harley-Davidson Motor Company. He has donned several hats in his past roles ranging from Marketing Communications, Brand Management, Product Marketing, Category Management, Media Planning & Regional Marketing.

He has led teams and agencies deliver with award winning campaigns, launches & content. Recently he was adjudged among Top 40 Nationwide Experts declared by Business Mint for 2022. He was one of the Social Samosa Top 40 Marketers for the batch of 2019-20 and among Top 25 Content Disruptors in India in 2020 declared by Vidsaga.com. He has been a jury member with many credible advertising & communication forums.

An MBA in Marketing from FORE School of Management, New Delhi, Imran has a B.E. Mechanical degree from MSRIT, Bangalore, apart from executive leadership & digital marketing certifications from Vanderbilt University & Indian Institute of Management, Lucknow, respectively. He is a certified Sports car instructor and has a flair for writing.





Noreen Nasralla, Group Sr. Vice President - Brand & Communications, e&

Nasralla brings more than 21 years of experience in branding, marketing, and corporate communications, having worked with prominent UAE-based firms across real estate and trade. A highly skilled strategic advisor and planner in traditional and digital marketing, she has a successful track record in leading, building, and implementing some of the region's most influential brand campaigns, working closely with high-level stakeholders.

Noreen was appointed as Group Senior Vice President, Brand and Communications, of e& in November 2021. She was instrumental in spearheading the brand's communication strategy when the organisation transformed into a global technology and investment conglomerate in February 2022. Through her solid expertise in brand reputation, strategic narrative building and effective brand management, she played a vital role in elevating the Group's brand identity on an international front.

In her previous role as the Media Advisor at the The Department of Municipalities and Transport, Nasralla proactively managed key end-to-end media campaigns, delivered integrated communications strategies and provided strategic media management advice to senior board members. Prior to that, she held several senior management positions at Jafza, Nakheel, Dubai Holding , Dubai Properties (DP) Group and Al-Futtaim and Modon Properties, where she was responsible for driving critical communication strategies and campaigns in line with the top-level strategic vision and business goals. Armed with a creative, innovative and forward-thinking leadership skillset, she thrives on working in a team environment where the focus is to achieve continued business performance, enhance customer experience and boost employee experience.

She is the co-author of 'Passionate Hoteliers', a book published in honour of her late father Abdin Nasralla, a highly respected and renowned hospitality figure in Dubai. She is also an avid runner who raises awareness of the impact of heart disease on society. Nasralla holds a BA degree in Economics and Business Administration from the American University of Cairo, Egypt, and a Harvard Business School Online certification in Disruptive Strategies.

Swetank Jain, Chief Communications Officer, Future Group

Swetank is passionate thought leader working in the area of communication, people and customers. He is a part of the core business strategy team at Future Group, India's leading retail and consumer products company. In his over 17 years of professional experience, as a young leader, Swetank believes in challenging set norms, creating his own path and setting trends that are followed by others.

Driven by passion, positivity & data, Swetank has always worked with an entrepreneurial zeal in all his roles. In 2010, Swetank, then 29, was handpicked by Future Group's founder Mr Kishore Biyani as the youngest member to join his core strategy and incubation team. Over the course of next few years, while he worked on setting up the hygiene in the corp comm team like media training, communications & social media policy, content and video team, he also introduced online reputation management, crisis communications SOP and a mix of digital and traditional story telling technique to engage with internal and external stakeholders.

Swetank expanded the scope of ORM to launch a customer experience function, which analysed the ORM data and over time started giving business inputs to various brands within the group, which led to an improved experience for the Future Group customers. This was hailed as first of its kind initiative where critical inputs came from the comms team to business CEOs directly impacting the bottom-line of businesses.

Prior to joining Future Group, Swetank was hired by India's largest private bank ICICI Bank with a mandate to set up new media practices and infrastructure for the banking institution. In his stint of 1.5 years, Swetank successfully executed setting up a studio with latest capabilities like going live on any news channels at a moment's notice. This was the first ever fully equipped studio set up by a private company, a suit which was later followed by many IT behemoths.

In addition to this, he also launched multiple video led initiatives as part of the Group's Comms strategy like Video press releases, Video newsletters and internal news bulletins where employees across India worked as journalists to report on internal news. Swetank started his career as a business journalist with CNBC in 2004 where he quickly rose through the ranks to become the youngest bureau chief of the channel CNBC Awaaz, leading a team of fiery and experienced reporters.





Mukesh Ghuraiya,
Chief Marketing Officer,
Modi Naturals Ltd

As the #CMO of Modi Naturals, Mukesh spearheads all facets of Marketing for the organization. The practices he heads include Brand Marketing, Digital Marketing, New Product Development, Go-To Market Strategy, Corporate Communications, Market Intelligence and Consumer Insights.

An accomplished Marketing leader, Mukesh joined Modi Naturals from Philips India, where he led their Oral Health Care and Consumer Wellness Categories with P&L responsibility for the India Subcontinent. He brings with him over 13 years of rich industry experience in both offline and digital marketing and comes with deep experience in setting up and scaling businesses. Before Philips, he was heading the marketing function for Rado Watch Co. Ltd. in India. Mukesh brings with him diverse knowledge owing to exposure to different sectors and industries across FMCG, consumer durables, smartphone, consumer internet, Luxury retail and Media.

At Philips, Mukesh was instrumental in setting up new product categories in India. Right from consumer insights to product portfolio finalisation, pricing, GTM and positioning, he has built the Oral Health Care (Electric Toothbrush) category from ground up and scaled for 2 years in India. During his stint as head of marketing for #Rado Watches in India, the brand took a giant leap towards digital adoption thereby increasing brand consideration and aspiration among the younger millennials. Mukesh was instrumental in setting and ramping up the digital and content marketing ecosystem which resulted in positive brand reinforcement. Thereby, increasing the contribution of international collection to 47% from 28% and of female watches to 30% from 26% in 2 years.

Mukesh launched and scaled #Philips Sonicare Electric Toothbrush category for Philips India subcontinent. Also, Launched Philips Fresh Air Mask business in India. The product won the 'Gadget Bridge' Award 2021. He conceptualised a 360-degree campaign 'XOLO Mission Million' with Liverpool Football Club which won GOLD at 3rd Asian Customer engagement Forum.

Mukesh holds a bachelor's degree in Electronics Engineering and has also completed MBA in Marketing from MICA, Ahmedabad. He is an avid reader, loves writing, a digital evangelist, with a keen interest in the start-up ecosystem.

Ruchika Malhan Varma,
Chief Marketing Officer, Future
Generali India Insurance Co Ltd.

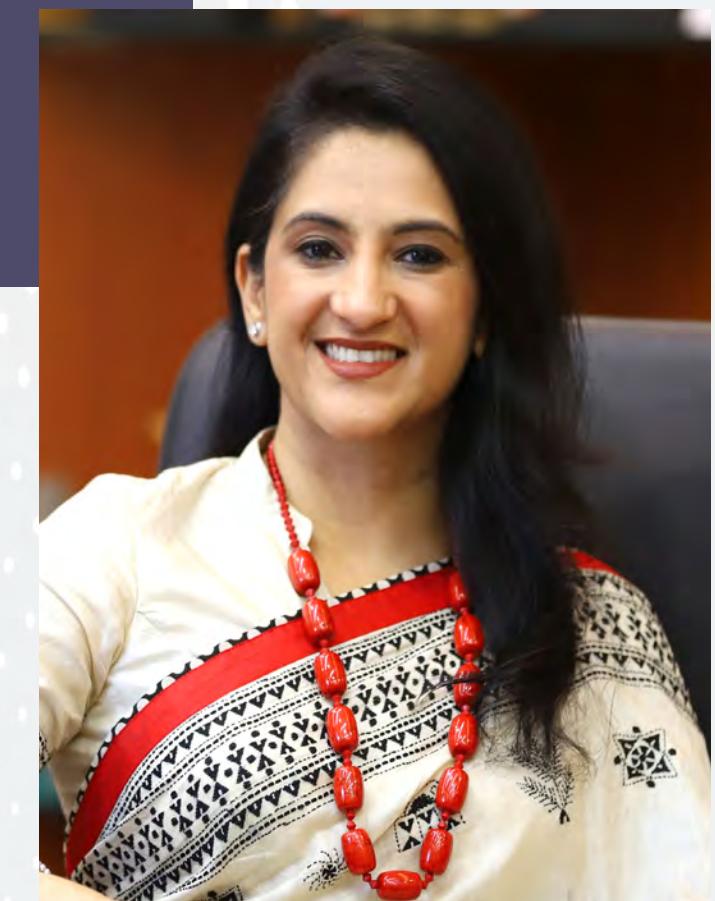
Ruchika is an inspiring and result oriented marketing strategist with extensive experience in managing both start-up and established brands with equal success in India and Asia. She has been instrumental in shaping Future Generali India Insurance (FGII) into an empathetic, innovative and customer first brand that wears the distinction of making insurance appeal to many, including the youth of today.

As CMO, Ruchika is the customer custodian at #FGII, driving a single window view across all customer interactions with the brand. Right from listening to the voice of the customer by leveraging customer insights, to bringing alive need-based customer propositions she oversees the product innovation and management function. She oversees the digital initiatives and assets for the brand and is also responsible for spearheading the Customer Experience function. In addition, she runs the web sales channel, including the sales call centre at FGII, as well as the #CSR initiatives for the company.

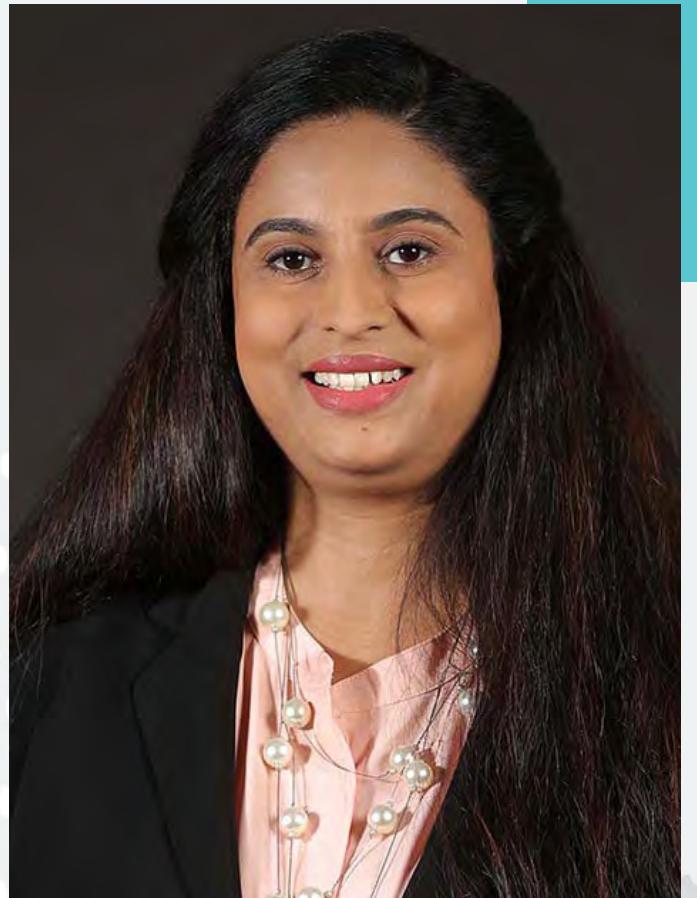
She brings with her an enriching experience spanning 2 decades, across multiple brands, industries, and geographies. Ruchika, has seamlessly transitioned across industries, including financial services, media, entertainment, travel, and consumer goods. She started her career with Electrolux India and went on to hold key positions in VIP Industries Limited, and in BBC Worldwide, Lonely Planet and Singapore Tourism Board in Singapore. As a key member of the start-up team at IDFC FIRST Bank in 2014, she was instrumental in developing, launching, and managing the #IDFCBank and IDFC FIRST Bank brands.

No wonder then, in a short span of two years at FGII, Ruchika has been able to break the clutter of insurance marketing. She has launched disruptive campaigns that has been able to position the brand as an expert, leading with empathy and innovation. This is inclusive of multiple campaigns around mental health, a topic seldom discussed before in the insurance industry. Ruchika has the credit of bringing forth the conversation on 'customer experience' at FGII. With her undeterred focus, the company's NPS scores are amongst the best in the industry today. She has also been instrumental in launching several industry-first, disruptive products which have contributed significantly to the business.

As a marketer, Ruchika has received multiple industry accolades for her contributions, including WARC



International Awards, The Effies, Singapore Hall of Fame and Global Promax Awards. She has also been honoured as Asia's Finest Insurance Leader in Marketing in 2020, Iconic Woman Leader 2021, Best 30 CMOs 2021 and Global Woman of Worth in 2021.



Syeda Meher Taj, Global Head, Brand and External Communications, EY

Meher is an accomplished marketer with 20 years of experience in marketing, branding and communications with organizations like Infosys, Shining Consulting Pvt Ltd & Synovate. She is one of the pioneers of employer branding in India and recognized among the Top 50 marketing marvels in India 2021. Meher joined #EYGDS in August 2020 as the Global External Communications #Leader and as a trusted business advisor to leadership, she has led strategic programs to build a strong external profile and emotional resonance to the brand.

She has instilled a data-driven approach to recruitment branding decisions and has introduced reporting formats to showcase value the external communications team has created for the brand. Under Meher's tutelage, #EYGDS has been recognized as a preferred employer brand in several awards globally: Placed amongst the top 5 "Most Attractive Employers in India" 2021 by in the Business and Commerce category by Universum; for second year running, as one of the 25 best workplaces to grow your career in India by LinkedIn; GDS Philippines recognized as one of top companies to grow your career in 2021 by LinkedIn.

Under her leadership, EY #GDS achieved: Positive mentions of the brand increased by 573%; the SoV in media jumped from 18% to 84%; alumni program was successfully expanded in #Argentina and the #Philippines; and in FY21 and FY22, 10% and 12% of the total hires (in India) came from the alumni pool. Meher was also instrumental in #EYGDS receiving an overall score of 95% in an annual global recruitment brand study (internal).

The highlight of her professional journey at EY GDS has been how she has supported in the hiring of around 16K people in FY21 and 20,000 in FY22 H1 and establish a successful employee advocacy program with an estimated earned media value of \$138.4K. Meher was part of the core team driving expansion in #Hungary and #Srilanka and pushing for coverage in national print and television media.

Tanuja Kehar, Vice President and Head of Corporate Communications, Ex Deutsche Bank, Ex IBM, Ex GE, Ex Infosys

Tanuja's journey spans more than 21 years in global leadership roles across marquee organisations like #DeutscheBank, #IBM, #Infosys, #GE, McCann Worldgroup and J. Walter Thompson Worldwide. She is an Economist by Education and a Communicator by Passion!

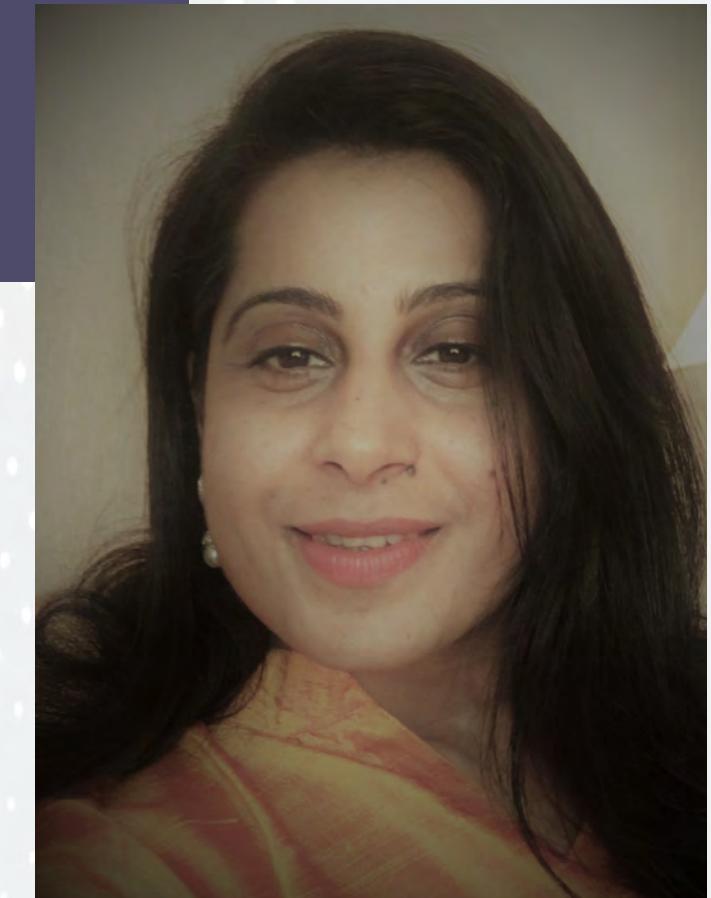
Post her education of BA (Hons) Economics and MBA (Business Economics) from Delhi University, she started her career in the advertising industry with #JWT and then moved to #McCanErickson. She worked on the media communications strategy of iconic brands like #Pepsi, #Horlicks, Junior Horlicks, #Gillette, #GeneralMotors, #Reebok, #ESPN-Star Sports, #Kellogg's, #DeBeers etc.

She thrived on challenges and has gained expertise in creating, establishing and leading a vibrant, multi-country Communications function having led the Global Communications function in her assignments, at DBOI Global Services, Deutsche Bank and IBM Daksh. In her last assignment, she was leading the Corporate Communications and CSR function at #Unitech .

At Deutsche Bank, Tanuja was identified as Top-Talent for the innovative Communication practices implemented by her team which were also shared as best-practices in the South Asia region as well as in the Europe region. She was also awarded Deutsche Bank shares as part of the Valuable Employee Share Scheme. At IBM she has received recognition and IBM Awards for her contribution to Communications in the Asia Pacific region. At GE, her contributions to Internal and External Communication were recognized with several GE Awards.

Tanuja is a member of several Corporate Communications, Media and CSR Groups and has regularly shared her experiences in seminars and conferences as a Speaker. She was invited to speak at the World Communications Forum at #Davos, Switzerland for two years in a row and was invited as a speaker to the Asia Pacific Communications Summit in Hong Kong. She was also a member of the Executive Committee of the World Communications Forum, #Davos in 2015-16.

In 2017, Tanuja co-authored a book, "World Communication Forum: The history and Story". She enjoys sharing her insights and experiences at business schools as well.





Monika Nagpal, Vice President of Marketing, Group Landmark

Monika's career graph is an uncommon phenomenon of a marketer levelling the playing field in the automotive industry. Here is an account of professional excellence that spans over a decade and half and has charted a unique path, setting a brilliant example of trailblazing and unlike-before marketing initiatives and endeavours.

In the Indian automobile industry, Monika Nagpal is considered a marketing maven of sorts, having set newer benchmarks and carving a niche for herself with her unconventional approach to automobile marketing with the noted Group Landmark. When it comes to the domain of automobile dealership and branding, consistent marketing innovation is her forte, leaving a trail of numerous awards and recognitions behind her. A career in the automobile industry brought the perfect melange of both—her love for cars and marketing—into one. She has certainly led the industry well by example.

Though she began her career working for top media houses like The Times Of India and Dainik Bhaskar Group (दैनिक भास्कर), she found her profession trajectory exponentially scaling high at Group Landmark—where she started as a Marketing Manager and is now the coveted VP of Marketing for the same organisation post a substantial employment bout there.

She has been inducted in India's finest CMO club by world Auto forum & featured in top 100 people managers of India by Great People manager's. For her, a learning attitude with the will to define your path is her winning mantra. She's all about Dreaming BIG, Achieving BIGGER!

C S Balaji, Chief Marketing Officer, GRT Jewellers

Balaji has been awarded as "The Most Talented Jewellery Marketing Professional" by the world marketing congress. Balaji has an Advanced Management Qualification from Indian Institute of Management, Calcutta and is a highly successful leader with a career spanning over 35 years in Retail, Consumer Electronics, FMCG, Fashion, Construction, Packaging, Entertainment and Dairy Industry. The experience spans across India and countries like #NewZealand, #Australia, #Dubai, #Singapore, #Malaysia & #EastAfrica. A strategic level and out of the box thinker, he has an extensive background in complex and challenging environments with a proven ability.

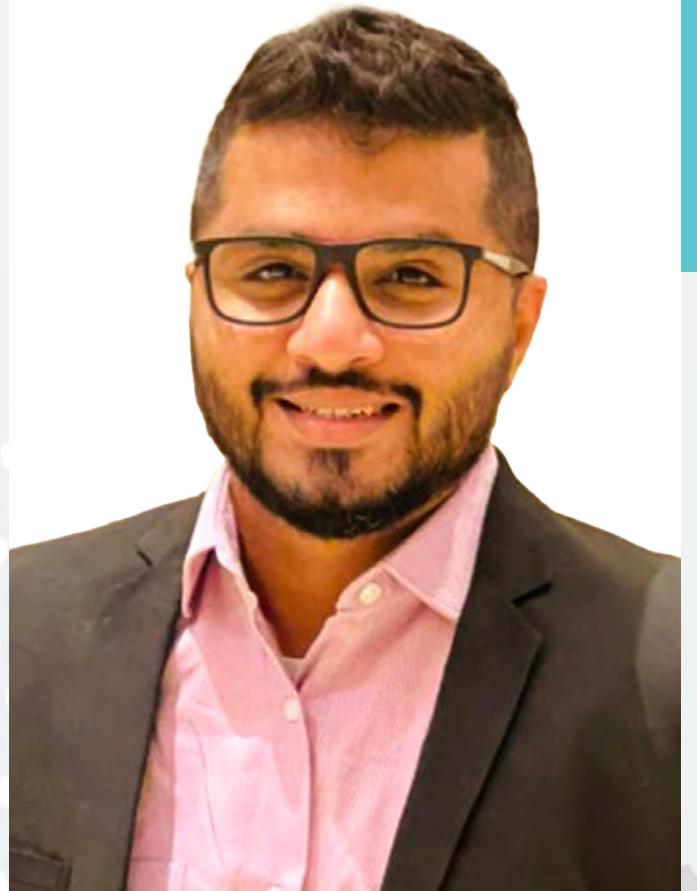
Balaji has held senior positions in #Marketing and #Sales functions along with operations in varied industries handling top brands like #GRT, Kaleesuvari Refinery Private Limited, Hatsun Agro Product Ltd, Philips, Insignia Limited, Think NZ, SPI Cinemas Private Limited & Usha International. He has hands-on experience and rich knowledge in Marketing, Operations, Finance, Service and other support functional areas. Balaji, as the head of marketing at GRT Jewellers over the last 9 years has contributed substantially to the making of GRT a preferred destination for jewellery.

Balaji is an astute entrepreneur who holds the distinction of establishing business operations; inclusive of setting up distribution networks, branding, financial management, compliance etc. across various assignments. He is credited with enhancing brand visibility through successful campaigns and accelerating business growth, through aggressive business and brand development strategies. He has been very successful in positioning and repositioning of brands especially in the Entertainment, Retail & Lifestyle space. Balaji has launched many new successful brands and businesses which have helped take the organisation to the next level. He has gained recognition for the brands at many prestigious forums including Guinness Book of world Records.

He has been instrumental in the creation of international standard stunning Retail showrooms at GRT Jewellers both within and outside India viz Dubai, Singapore & Malaysia & creation of "Escape Cinemas" Chennai's luxury entertainment destination – a Greenfield project. He has expertise in creating most successful TV commercials through various renowned



production houses and by engaging renowned celebrities. Many of his campaigns have produced great results and won recognition.



Vignesh Murali,
Head - Marketing, Brand & Corporate
Communications, Equitas Small Finance
Bank

Vignesh is the captain behind many impactful PAN-India campaigns that happened in the past couple of years. A result-oriented marketer with more than 15 years of experience in the field of #Marketing, #BrandingManagement, #Communications, and Product Development & Management. With the ardent zeal, passion and diligence towards marketing, he is known to exponentially scale up the reach of any brand. His reigning career is the result of his years of expertise in understanding the consumer pulse and classical marketing trends, amalgamated with unquestionable business acumen.

The marketing gem was innate since his b-school days in #Singapore. His first solid stint as a marketer began with The Times Of India group, he saw extreme satisfaction in driving the success of key accounts at TOI. With honed skills as a marketer, he joined Murugappa Group with a mission to make a mark. Executing large-scale campaigns with national-level impact and carving the roadmap to success for the Brand #Chola, with every decision he took him to heights that marketer of his age could seldom dream of. He then took up a position at #Equitas as the Chief Marketing Officer and built the marketing team from scratch.

With the vast range of experience in running PAN-India campaigns over the past 10 years, Vignesh has played a vital role in the reach, relevance and regal success of Equitas as a finance company and later as a small finance bank given its nascence in the market. Since, then Vignesh as a C-Level leader has proven to be a professional par excellence. Vignesh has built digital platforms that doubled online sales and reduced acquisition costs by 45% and has built a full-fledged marketing team from scratch.

Kunjan Kumar Singh,
Product Marketing Manager,
GenQore Drug House LLC

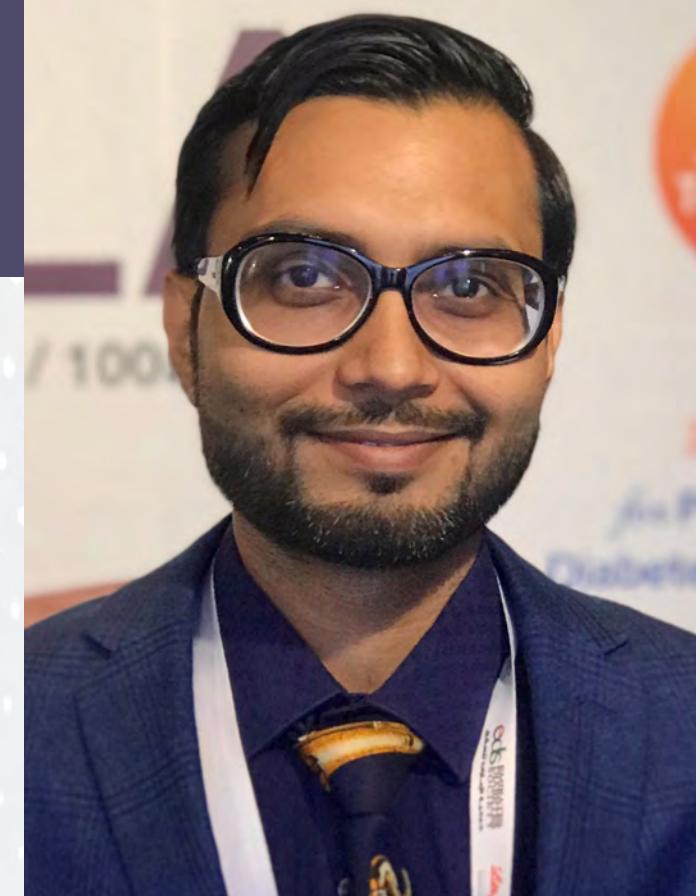
Having worked with Zydus Group, Dr. Reddy's Laboratories, Shalina Healthcare, Neopharma & Cadila Pharmaceuticals Limited, Kunjan is a result oriented creative zealot & a strategic thinker with more than 11 years of experience in Pharma marketing & strategy across #India, #GCC & Sub-Saharan Africa. He is involved in various strategic projects & vital division launches of the organizations. He has rich experience in Cardio, Diabeto, CNS, Anticoagulation, Acute, Critical care; Nutraceutical, Multichannel & Digital Marketing.

Kunjan has been responsible for registration of 10th May as National Lipid Day & Red Ring Concept for uniting India against Dyslipidaemia, under aegis of #ZydusCadila, is one of the initiatives of its kind which is a well established concept in Indian market now, ever since its inception in 2015. This has been one of the most acknowledged awareness initiatives by both the medical fraternity & industry. He has also launched CNS divisions for #CadilaPharma from scratch, in close association with PWC.

For the Sub Saharan African Market, he launched the Cardio diabeto business for #ShalinaHealthcare, setting the stepping stone of chronic business for the company in #Nigeria, #Ghana, #Angola & set the base in #Kenya & in other sub Saharan African countries. He launched the Digital detailers with top KOLs videos incorporated, which is first of its kind in industry & is being appreciated by the medical fraternity in the region. Kunjan along with the regional team, developed a strong tie up with Nigerian Cardiology Society, Ghanaian Cardiology Society, Nigerian Hypertension Society for launching patient centric activity.

Adding to the contribution to African market, he has Initiated H.pylori testing on mass scale in Nigeria, where 90% population is affected by H.pylori & led the foundation stone for H.pylori protocol & GERD Awareness in the region. In UAE & GCC, he was one of the first to identify & initiate awareness about the pre diabetes, which is affecting a big chunk of population in UAE, using easy to use diagnostic tools & strong communication. Kunjan initiated & successfully implemented digitalization of marketing in #Neopharma across GCC & #African markets.

He is a published author of two novels. Kunjan has also been invited as a speaker in #Metaverse Global conference 2022, in Dubai to give a talk on live streaming & latest trends in marketing.





Shweta Munjal, Vice President & Global Head - Corporate Communications & Sustainability, Lupin

Shweta is a forward-thinking global, diverse Communications and Sustainability professional having worked with Nayara Energy, Thomson Reuters, Cadburys, Intuit, Tesco, Yahoo, Nasscomm. As a seasoned leader with a clear vision and a proven track record of success, she has proven herself to be both bold and reliable. A driven leader, she has developed tight-knit teams that tell compelling stories to earn trust, improve engagement, and drive sustainable growth. Shweta is passionate about strengthening the Company's brand through effective communications.

She oversees a team of integrated communications and sustainability professionals. Her roles include engaging people in topics such as cutting-edge science and access to innovative medicines, as well as building thought leadership and communicating financial performance. She cultivates impactful communications that cultivate trust with patients, customers, employees, business partners, policymakers, shareholders, analysts, and society at large. Shweta also aims to harness the power of communication in order to advance the Company's internal cultural transformation. The goal is to establish a culture that emphasizes performance, innovation, and empowerment.

In her role as Global Sustainability Leader, she continues to develop and lead progress towards the Company's comprehensive global sustainability commitments aimed at reducing environmental impact and developing sustainable supply chains, along with building a strong reputation as an ethical and responsible corporate citizen.

Shweta acts as a key integrator within the company across functions including #HR, #Legal & #Compliance, #Marketing, #Finance, #Digital & #IT, #Manufacturing in order to create and influence an ecosystem of advocates, shape culture and behaviour, and empower employees and wider stakeholders as ambassadors for the corporate brand.

As a Certified values and culture facilitator, Shweta mentors and guides colleagues to develop critical skills - such as the ability to network effectively, to operate as a team and to be accountable - to help them further their careers.

Ankit Acharya, Leader - Communications & PR, Bounce

Ankit started as an entrepreneur back in high school; launched Collegiatestore - East India's "first" and "only" one stop custom based e-commerce platform. Exited out of the startup in his first year of Graduation (NIFT, Bangalore). After 4 years of studying apparels, Ankit realized it wasn't his calling. He joined Bounce as a founding employee.. As a junior member of the CEO's office, he got the opportunity to transition between departments, mainly around - Business, Alliances & Partnerships, City Launch, Legal, Operations, Communications & Public Relation.

He was responsible for launching Zuink Go! (energy business at Bounce) and scaling it to multiple markets in India. Ankit, additionally acted as the spokesperson for the company and led internal and external communications. After spending 3.5+ years at Bounce, Ankit joined CreatorStack US, where he built tools that creators/influencers would need to build a creative business in the cloud. At CreatorStack, his role involved taking care of global communications, strategy & business.

Ankit was asked to rejoin Bounce to lead Communications & PR for the parent company, Bounce. As the youngest leader at Bounce, Ankit is responsible for establishing and driving a multi-channel communications vertical, while continuing to act as a custodian for all internal and external communications at Bounce and Bounce Infinity (the ev and energy arm of Bounce)

Ankit has been instrumental in improving "Share of Voice" to Pre-Covid figures. Current "SOV" for Bounce stands north of 55%, in comparison to competitors. He partnered with founders and CXO's to help them align to a clear vision for the change and its implications for employee activities and culture.





M V S Murthy, Chief Marketing Officer, Federal Bank

MVS, as he is fondly known by family, friends and industry acquaintances, has been a #marketeer, who has consciously metamorphosed over a score of years. He has a rare blend of Corporate Experience and Entrepreneurial Acumen, honed across top #Banking, #Insurance & #Broking organizations and co-founding an enterprise collaboration software start-up for 500+ employee organizations.

MVS operates from the belief that marketing is business, and it has helped him impact growth through the stints at Tata Mutual Fund, Tata AIG General Insurance Company Limited & ICICI Bank – Privilege Banking, etc. With a proven expertise in translating organizational vision into business plans, marketing strategies, platform agnostic branding solutions, MVS is skilled at identifying emerging consumer trends and building astute business models around it thereby enabling business transformation that results in positive ROI which is measured as contribution to book and channel attributed market share.

He has been building alternate business and service channels using Conversational #AI (1 Mn+ Conversations), leveraging WhatsApp's emerging commerce capabilities, vernacular interactions, voice and audio as engagement media. He is now leveraging the power of the 3Vs - #Video, #Voice and #Vernacular, to create ubiquitous, constant and contextual story telling by brands. MVS, makes his marketing speak numbers and speak to numbers. A key enabler to stay connected with the C-Suite as well as the Consumer's Mind.

A speaker, panelist, mentor and thought leader, are roles which help him stay connected with the larger industry and consumer ecosystem. Never to miss an opportunity to learn, he is in a sponge and soak mode - always. An optimist, his wit and humour keep him going. Laughter is his best medicine.

Shiv Kumar. S, Chief Marketing & Passenger Experience Officer, GMR Airports, New Goa International Airport

Shiv Kumar is a business management professional with 17 years of B2B & B2C experience in marketing, brand management, Sales Operations & business development along with product management across Automotive & FMCG industry. Shiv is an active and featured speaker on the Marketing (digital, funnel, regional) and CX topics in business as well as in academia. An Alumnus of Great Lakes Institute of Management & Illinois Tech Stuart School of Business, Chicago. His body of work includes managing multi category portfolio International's across Beverages and Automotive, leading brand communication and launching some iconic brands in India & South Asia with The Coca-Cola Company & MRF Tyres.

Shiv is a skilled digital director with extensive knowledge of the digital ecosystem who has led the digital transformation across the spectrum of marketing and implemented digital marketing strategies in both #FMCG & #Automotive sectors that led to increase in revenue and consumer lifetime value. He is credited with pioneering the Omni-channel approach in the Tyre industry and led to the creation of many industries' first initiatives which led to better consumer experience and NPS score improvement across categories. He has deep experience in jump-starting growth through a consultative approach, a proven track record of propelling growth, expediting marketing-to-sales timeline, crafting differentiating brands, and building high-performance teams.

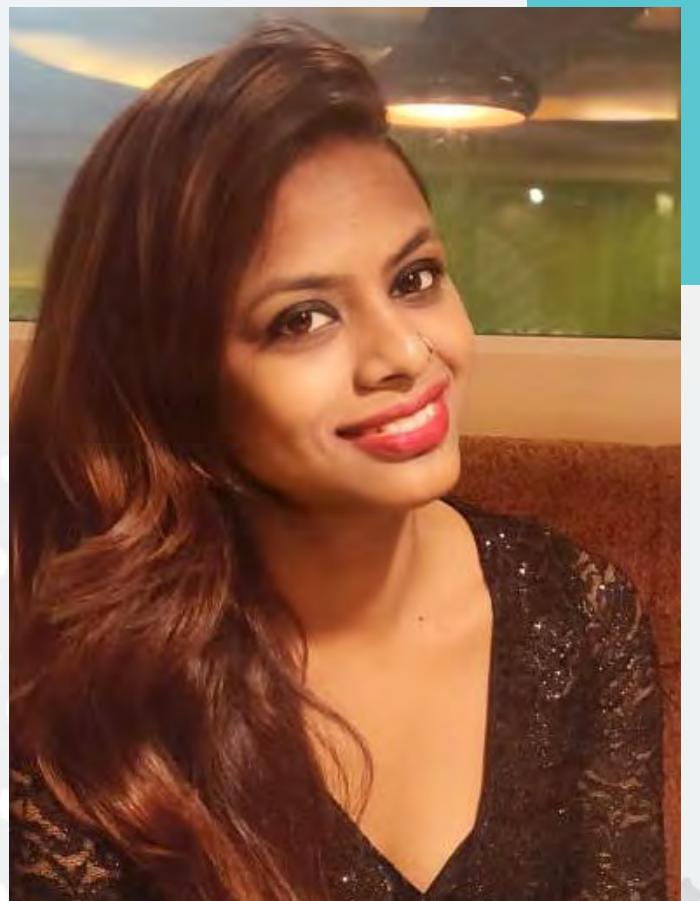
Shiv is a dream chaser with a strategic, innovative passion for driving brand awareness and product performance. Shiv has recently joined #GMRAirports as Chief Marketing & Passenger experience officer with GMR Airport's new upcoming international airport in Goa, where he is working at the intersection of Brand Strategy, Creative Strategy, Digital Transformation, International Operations and Social Media Strategy to create GMR Goa Airport as a global brand in Aviation & Destination Tourism.

Shiv is the recipient of the Rising Star Award and the Channel Marketer of the year Award for exhibiting the best innovative rural & channel marketing campaigns at #CocaCola. Shiv believes that true innovations & breakthrough ideas only emerge when there is an atmosphere of absolute trust and a wide range of stakeholders are brought into the same room. It is this style of working that led to creation of game changing activities where Creative Agencies, Digital Agencies,



Media & PR Agencies worked together seamlessly with close coordination and built upon each other's ideas.

His never-ending desire to learn inspired him to attend leadership programs under the mentorship of the world-class faculty at ISB Hyderabad and IIM Ahmedabad.



Pallavi Roy, Head of Corporate Communications, Runaya

Pallavi is a young and dynamic communication professional with over 7+ Years of deep experience in a diverse set of communication campaigns across both corporate and agency roles. She joined the Runaya Group Corporate Communications Team in the year 2021. In her current role, she is leading the Internal, external, and digital communications narrative for #Runaya Group.

She is leading the transformational journey by improving the brand reputation and driving leadership communications. She has been at the forefront to lead a strong advocacy of transparent leadership approach, women empowerment and social services. In her current role, she is leading the stakeholder alliance, built-in high-functioning teams to deliver during local regulatory, and global crises such as COVID -19.

Passionate about marketing and communications, Pallavi worked with multinationals like Tata Motors where she led the external communications in the east zone along with central communications for CVBU (Commercial Vehicle Business Unit).

Pallavi has been part of both the side of table - agency as well as corporate. She was a part of MSLGROUP India (Publicis Groupe) where she was responsible for building brand for multinationals like Hyperloop Transportation Technologies, Inc., The Coca-Cola Company, Mondelēz International, Lenovo Smartphone, Star Plus to name a few. During the stint with agency she has worked on a large arena of clients across all beats from Start-up, lifestyle, FMCG, and E-commerce. She has also worked with Metigon Enterprises and Times of India, Pune. She successfully led various campaigns and launches like #Lenovo Smartphone, #TataHarrier, #TataAtria, #Mondelez Bournvita Biscuits etc.

Pallavi holds a Bachelor's degree in Mass Communications with a Specialization in Public Relations from the International School of Business & Media, Pune. In her free time, she believes in following her passion for Dance and loves traveling and reading.

Ruchi Sodhi, Head of Marketing, Indian Sub Continent, DSV - Global Transport and Logistics

She started her career with financial sales and then moved to personal care marketing where she was a part of the Digital Marketing team. At that point of time Digital Marketing was relatively new in India but having two strong full time management degrees in Marketing (BBA and MBA) helped her understand the organization and customers expectations from digital media well.

Her consulting background, a short stint with Carrefour, the retail giant of the world, and USHA helped her in understanding the nuances of digital marketing even better. She now mastered the area for both B2B and B2C and the audience requirement better.

After a decade of learning every detail of Digital Marketing she entered the world of Transport and Logistics in Kuehne+Nagel and now #DSV. She pioneered Digital Marketing in Supply Chain Logistics with website development, content marketing, product launches, webinars, events and promotions for the entire Indian Sub-Continent, using various platforms to reach out to customers. The pandemic only reduced the marketing spent for her but, the efforts and their response, reach and penetration increased many folds. Her efforts have put a spotlight on B2B marketing and supply chain marketing in India.

In the industry where gender ratio is an issue she is also trying to use various platforms to make more women a part of this industry. She is one of the very few globally recognized women from the supply chain marketing domain and has very recently been declared a runner up for being an inspirational global leader.





Sayantan Dasgupta, Senior Director of Demand Generation, Gramener

Sayantan is a Forbes Council Member and an award-winning marketing leader with 15+ years of experience in helping teams with GTM strategies. He is passionate about driving top-line revenue, developing demand gen strategies, and building revenue-generating marketing organizations to deliver exceptional customer experiences.

At Gramener, Sayantan and his team are helping CXOs win by leveraging Digital Twins, Computer Vision, NLP/NLG, AI & ML and build custom Data & AI solutions on a low-code platform. They address the essential need for bridging the gap between data & decision making, extract automated insights, and communicate them as memorable data stories.

Previously, Sayantan held two titles - Vice President of Marketing for an ERP SaaS-based company and a Partner at a #Chicago-based Venture Capital firm investing in tech companies. He has also held various leadership roles and has been instrumental in driving net new revenue across multiple industries including SaaS, Data Science, Artificial Intelligence, Venture Capital, Higher Ed, and the Music Industry.

Regarded as a marketing thought-leader, Sayantan is regularly featured in various international media such as Forbes, Entrepreneur, Businessworld, YourStory, Techstory, etc. He is also a guest speaker at leading B-Schools and has spoken at S.P. Jain, Symbiosis Pune & Bangalore, IIM, IMT, etc. on the intersection of Demand Gen, Venture Capital, Technology, and Entrepreneurship. Beyond his corporate life, he is a professional guitarist with over a decade of experience in the music business industry. He has served as a Music Director, Artist Manager, Composer, Session Guitarist and worked in four mainstream films. He is best known for his work as a session guitarist for the Grammy-winning music director A.R. Rahman.

Sayantan attended the prestigious SAE Institute where he received his bachelor's degree in Visual Communication with a concentration in Audio Engineering and later received his executive master's in International Business from Oxford Business College, UK. Additionally, he also pursued MBA/ PGDM from Asian Business School and a PGD in Media & Entertainment from Asian Academy Of Film And Television.

Harpreet Kaur, Head Marketing, Kangaro Group

Having worked with organizations like OakBridge Publishing, LexisNexis (Reed Elsevier Group), IBM, HCL Technologies, American Express & Evalueserve, Harpreet is a versatile marketing professional with 19 years of experience in marketing, strategy, brand building, promotion, new product development, consumer insights and business development. She delivered outstanding results by driving profitable business growth and building stronger brands. She is an effective leader with an ability to build high performance teams to achieve goals, build a culture of trust and respect, and lead cross-functional projects with multiple external stakeholders. Harpreet is a strategic thinker, planner, and implementer with sharp marketing acumen. Harpreet has onsite work experience in #US, #Singapore, #Philippines, #China and #Australia.

In her current role, in line with the business vision and annual targeted revenues, Harpreet has been responsible for the marketing strategy in terms of new products and innovation, category expansion and growth plans, activation calendar, and generating ideas to achieve the targeted market share across brands. She launched KOHE brand in India and abroad. The brand has registered 300% percent growth in a span of 3 years.

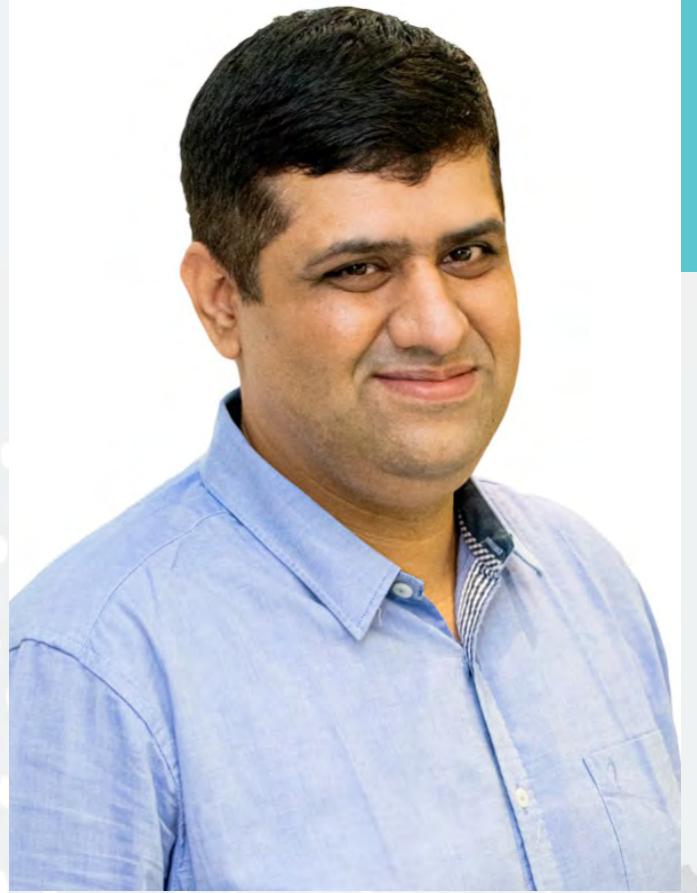
Harpreet has been responsible for developing and managing advertising campaigns to build brand recall and brand visibility in print media such as FHRAI and on OTT platforms such as IPL-HOTSTAR campaign.

At #Evalueserve, she led a marketing support services team of over 20 people for MasterCard – responsible for new product development strategy, GTM strategy for new products based on market assessment, brand assessment, consumer segmentation and brand positioning, promotional campaigns and related analytics. At #LexisNexis, Harpreet reduced customer engagement costs by ~US\$100,000 annually through Six Sigma Green Belt Project and also drove Go-To-Market strategy for flagship products.

Harpreet has won numerous awards like Outstanding performer rating for 4 consecutive years at #Kangaro, High Performance Award at Evalueserve's Annual Meet, Best Managed Team Award at #HCL, She was also awarded numerous awards for outstanding sales accomplishments at #AMEX.



Indian Institute of Management, Lucknow, batch topper, 2015 batch for marketing and sales exec. MBA, excellence is her second nature. Rank holder throughout school and college - was university topper in first year in B.E., college topper in second year, 6 years consecutive topper in school - she firmly believes in dedication and hardwork.



Anuj Bhagia,
Head Marketing and Communications,
PB Fintech Limited (PolicyBazaar.com)

During the 15+ yrs of experience & having worked with, Anuj has worked with multiple growth stage start ups as well as established organisations like ZipLoan, Power2SME, Future Value Retail, Droom and Bajaj Allianz Life, to deliver a omni-channel marketing experience.

In his current role, Anuj is a part of the Marketing Team that is responsible for Digital Marketing, Brand, PR and Content Marketing. This is his second stint at Policybazaar and during his first experience Anuj helped set up the marketing function at Policybazaar and also took the brand to market with the acclaimed 'Ullu Campaign'.

During the last 2 years, Anuj has worked aggressively to build a digital content & brand for Policybazaar, by both working with leading influencers and as well as creating films which deliver brand warmth and recall. A few such campaigns include Insurance ki Paathshaal with Ankur Warikoo, Policybazaar's Raavan & Independence Day Campaign, Nivesh Kar Befikar with #Policybazaar.

Ch Ram,
Chief Marketing Officer,
Naturals

An unattributed quote about leadership says, "True Leaders always practice the three Rs. Respect for Self, Respect for Others and Responsibility for their Actions. Now we can add a fourth R – Ram Ch, who has been ranked among 100 Power Leaders in Asia in the sphere of marketing and communications.

While many have made lateral shifts and intermittent switches in careers, Ram's journey in communications reflects the consistency and continuity he is known for. His grounding was in reputation management and consultancy, with Asia's foremost reputation management company, Imagequity for six years, where he executed branding strategies for Apollo Hospitals, Polaris Software Labs Ltd., Pizza Corner, NEPC Airlines and IPF Online.

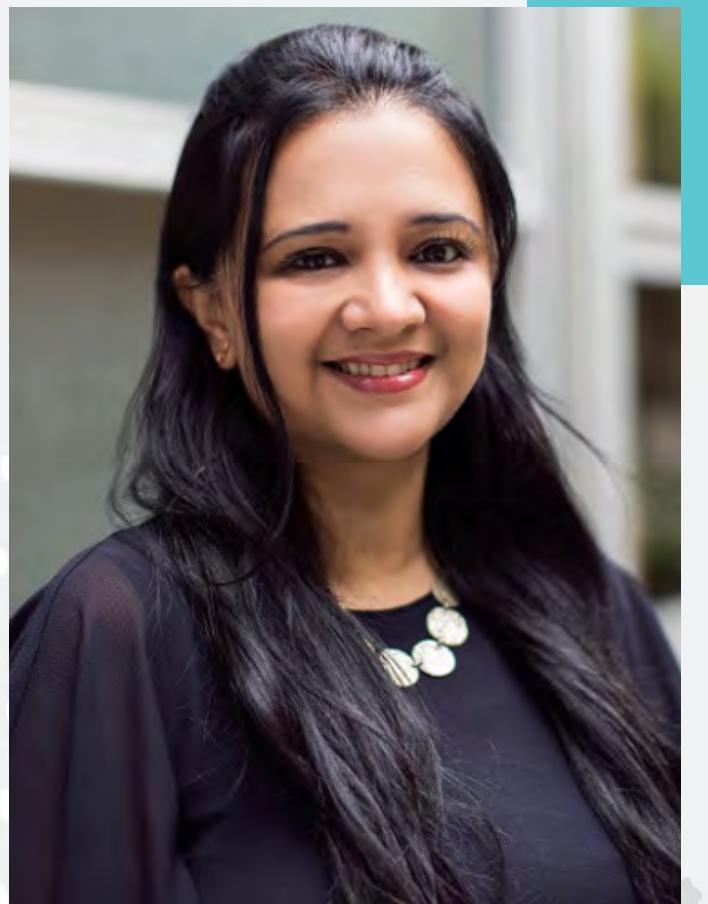
The next 10 years were perhaps the most definitive and formative – as Head, Corporate Communications & Investor Relations of Orchid Pharma, a renowned global pharmaceutical major. Ram's level of confidence and ease of handling media interviews and investor queries earned him the trust of Orchid management, elevating him as the youngest spokesperson for the global, listed enterprise. Around 2015, Ram along with co-investors, conceptualized and established the country's first Integrated Brand Communication company, Tinacca Media. His personal flair, his unbiased and analytical actions during challenging situations, and his ability to make and sustain friendships at the workplace and beyond, drew a number of corporate clients to avail the services of his venture and soon the company was ranked as a fast growing pan-Indian enterprise.

The entrepreneurial dream being fulfilled, and with the successful scale up of the enterprise, Ram returned to the corporate world when he was invited to head branding, communication and marketing functions of the anti-virus major, K7 Computing Computing. For two eventful years, Ram served as Chief Marketing Officer with #K7, devising and conceptualising innovative marketing strategies that helped increase the user name and had a positive impact on revenues.

Ram was soon after offered a role that he believes is both organic and natural, as Chief Marketing Officer of Naturals, India's biggest beauty care and grooming services enterprise. At Naturals, Ram leads the brand to achieve higher visibility, scale and customer connect, an area that he is excited about. White Page International deems it a privilege to honour Ram as



one of 100 Power Leaders in marketing and communications.



Supriya Goswami, Vice President, Product Marketing, Whatfix

Based in the #US, Supriya drives the company's transformation strategy to establish category leadership and oversees the verticalized GTM execution. She is responsible for brand and content marketing in addition to the product marketing charter. Supriya brings close to two decades of experience in marketing and HR and has global experience spanning the #US, #Europe, #Asia and #India. She is passionate about digital transformation, building brands, and driving integrated marketing campaigns.

Prior to Whatfix, Supriya was the VP & Global Head of Marketing at InMobi and led teams at Adobe, Aon, and Wipro Technologies. She is an Alumnus of INSEAD, Fontainebleau, France where she pursued her MBA.

Supriya rallies both cross-cultural and cross-functional teams behind a single vision of product marketing. With the product marketing strategy conceptualized by Supriya, Whatfix saw a 2X increase in revenue with an addition of over 130 enterprise customers. In addition, #Whatfix has received multiple accolades under her leadership.

One of Supriya's key achievements is creating a new brand identity for Whatfix. The brand refresh launch included a new brand logo and letter mark, a new website, brand color palettes, product design systems, refreshed social content and has resulted in strengthening Whatfix's brand presence among customers, partners, employees, and more. The project spanned across 60+ pages on the website, 200+ articles refreshed across the blog, hundreds of sales enablement assets, 20+ demo videos, AR and PR boilerplates and positioning statements, Product interface, and more. The brand refresh is seeing extremely positive reception.

Supriya built and closely drove a recent launch of Whatfix's first-ever Vertical-focused GTM playbook. She took on this endeavor as soon as she joined Whatfix and within three months conceptualized and launched the playbook.

Meenakshi Oberoi, Head Corporate Communications, Somany Impresa Group (Hindware)

A creative and strategic marketing communications professional with over 18 years of experience, Meenakshi has proven knowledge of planning and delivering campaigns mapped to tangible business objectives. Through her career with high-paced global consultancies and as an in-house brand custodian, she has emerged as a credible and trusted adviser for leading brands, helping them achieve both internal and external communication goals.

Meenakshi has been instrumental in driving high-impact integrated campaigns for brands such as #Volkswagen, Volkswagen Motorsport, #Zippo, #Nestle Maggi, Crisis management for Nestlé MAGGI, and Influencer engagement for Bausch + Lomb. Having worked across multiple geographies, Meenakshi brings a deep understanding of cultural sensitivities prevalent across different Indian states. Over the years, she has leveraged her understanding to contribute to International, regional and local brands across varied industries including FMCG, e-commerce, automotive, and construction. Some of the brands include Nestlé, Pernod Ricard, Zippo, Volkswagen India, SKODA India, Nissan Motor Corporation, Ecolab, and TomTom among others. Over the three years that Meenakshi helmed the Zippo account at Weber Shandwick, they launched successful tie-ups that included an out-of-movie promotion, on-ground associations with the biker community, and music festivals all in sync with ZIPPO's brand persona.

Currently, Meenakshi heads Corporate Communications for Somany Impresa Group, a leading conglomerate, home to one of India's most iconic brands Hindware. Through the companies under its ambit, the Group has a presence across consumer appliances, building products, packaging products, and retail. The Group has two listed companies on NSE and BSE. In her current role, she closely works with the Chairman and the CEO's to design and deploy integrated and innovative campaigns that promote continued top-of-the-mind recall for the brands among customers. Her key focus areas include elevating the profile of the two listed companies amongst the investor, media, and financial analysts' community.

An advocate for collective kindness, Meenakshi invests in meeting people from different walks of life and travels to unexplored destinations to gain knowledge of different cultures.





Namrata Kapur, Head APAC Software Marketing, IBM

Namrata is a seasoned B2B tech marketer, with over 13 years' experience across field, product, content and brand marketing. As a number-crunching marketing leader and influencer, Namrata is experienced in targeting and implementing region-specific marketing campaigns that make a positive impact on the bottom line.

Having led cross-functional teams across Asia Pacific, #Japan and the Greater #China Group, Namrata has worked closely with various stakeholders including global business, sales & marketing leaders, region's operational director as well as channel partners to align the marketing ROIs to business' mind-share and revenue targets.

Currently, she is driving multiple projects where the role of marketing is elevated from net-new leads and pipe creation to deal-win conversion. Over the years Namrata has received numerous accolades for her innovative ideas and strategic contribution to her organizations' marketing teams. Top Gun Award for landing a zero-dollar progression series, Hulk of the Team for conceptualizing and executing first of its kind technical roadshow, Gem of the Quarter for customer leadership series 'Ideas for the Innovative Banker' are few of her key recognitions.

Namrata was instrumental in launching a social eminence program that within 7 weeks showed a 5% increment in Share of Voice (SoV) for business in Asia Pacific. She has also been instrumental in a weekly deep-tech Series focused on driving progression for business pipe; a week long campaign focused on business partners and the value they are driving for #IBM. She organized a near zero-cost account based tactics across 3 countries for 8 key accounts driving business partner eminence.

Namrata is also the founder of Marketer in Tech (www.marketerintech.com), a content series targeted at helping tech marketing professionals. She has been featured on platforms like Forbes.com and AsiaContentNews.com, and spoken at numerous marketing events including B2B Sales & Marketing Asia, B2B Binge 4.0, Intrigue Summit, among others. Her articles and thought-pieces can be found at www.namratakapur.com

Arppita Das, Global Head - Branding & Communication, Innovaccer

As a communication and branding professional, Arppita comes with 15 years of experience in different industries ranging from creative agency to telecom and from IT to now consultancy. In the past, she has also led CSR initiatives and reputation management for firms like Vodafone and Adobe. At ZS, Prior to joining #Innovaccer, she was responsible for creating relevant brand reputation and recall value focusing on business, people and cultural goals within India. She also created internal impact for organizations in telling their stories to employees by establishing the internal communication strategy and channels for over 15k employees.

She has revamped the leadership communication strategy of ZS in India to make it more transparent and encourage a dialogue between employees and leaders. In addition to articulating ZS's strategic vision and inspiring high performance, she leveraged leaders' voices to create positive working relationships based on effective two-way interaction.

Throughout her professional journey of 15 years, she has helped organizations in building their consumer brand and story telling through different media associations, industry body associations, events and awards.

A passionate storyteller, she personally believes that a firm's success is not only measured by numbers or profit and loss, but also by the way they stay connected with end users and showcase the impact they are creating through their work.

In recent times, Arppita also taken up employer branding to further solidify her career trajectory. Employee advocacy has indeed become a great tool to talk about your brand and attract new talent as a result. Showcasing stories on D&I, Corporate Citizenship, and People and Culture along with business helps Arppita to create the value any firm is looking for from her function and her leadership.





Pratyusha Manthri, Lead – Marketing, Communication & Initiatives (Global HR), ADP India

Pratyusha has 9+ years of leadership experience in HCM, Media, Banking, Food & Beverages and Marketing & Advertising industries. Throughout her career, Pratyusha led multiple organizations and delivered high-impact results in handling Research, Innovation, Marketing, Communications, Initiatives and HR Strategy at various growing businesses.

At ADP, Pratyusha is responsible for internal and external communications, change management, employer branding, engagement initiatives, online & media marketing, PR initiatives and strategic management for ~10000 associates. She is also responsible for enhancing employee life cycle through growth & standardization of HR programs and processes by driving digitization using robotics and artificial intelligence across functions. Pratyusha is the youngest member of the ADP India HR Leadership team and has been recognized as 'Global Emerging Leader'.

Her key responsibility areas span across the integration, growth and standardization of marketing, communications and initiatives at ADP India in collaboration with the global employer branding team. Pratyusha proposed and launched several initiatives, such as "Innovation Day", "Business Resource Groups", "Summer Camp for employees' children", "Leadership connects" and more to attract and retain employees. These multiple organisation-wide programs, some of which have won accolades in exceptional practices like AVATAR, Golden Peacock & led to increase in NPS score and jump in Great Place To Work rank in India from 94 to 46 in 2 years span. She also led the product enhancement of in-house HCM system through digitization by leveraging technology & working with HR COEs including TA, HRSS team.

Prior to ADP, Pratyusha held a variety of roles with Hindustan Times and American Express. Pratyusha helped in launching the AMEX travel cards in India by conceptualizing and implementing strategies across PAN India. She formulated the dashboard for travel cards by benchmarking with India, China, Brazil and US (Micro-Strategy Team).

Pratyusha holds a MBA degree in Marketing, Operations & HR from Faculty of Management Studies - University of Delhi and a BE degree in ECE & is a certified in Market Survey & Research SPSS by IBM and part of the education and curriculum advisory team for couple of universities, including CBIT. She has been a part of BW People 40 under 40 Power List of 2021.

Mir K Rasool, Chief Business Officer, Index Exchange

Mr. Rasool has two decades of strong experience spanning the industries of Retail, Consumer Electronics, Telecom, and Cross Border Payments with some of the renowned brands in India and the Middle East. He has detailed knowledge of the markets of #SouthAsia, #SouthEastAsia, #MiddleEast & #Africa with expertise in retail business and in partnering with core business operations to significantly increase the company's footprint, expand the market share, and generate sustainable revenue gains.

He has colossal experience in developing & executing annual marketing & business growth plans (including PR, online & social media, events, trade shows, film production, product launches, influencer campaigns) to help raise brand awareness, products & technologies, generates demand and ensures ROI across all related activities.

Mr. Rasool has extensive experience and knowledge in developing TV Commercials, Brand Films, Corporate Videos, In-film Branding, content management (Cinema, TV, Digital, AFP/Branded), IP, and live entertainment including sports marketing tie-ups and tactical communications to reach out to the segmented audiences. He specializes in handling corporate communications, developing PR strategies, media management, press conferences, crisis management & communication with internal & external stakeholders, investors, and partners.

This award attests that Mr. Rasool has proven a track record of success across India & Middle East and has been recognized as one of Asia's 100 best in commendation with the exemplary achievements in the field of Marketing & Communications and contribution to the respective organizations he has worked with during his illustrious career.

He was named in the prominent category for his extensive expertise spanning close to two decades associating with some of the most renowned businesses in India and the Middle East. As an exceptional leader and a well-read professional, Mr. Mir was recognized for his immense knowledge of developing and implementing integrated marketing communications plans that helped raise brand awareness and increase demand, across all related aspects.

Being a research and data-driven professional, Mr. Mir K Rasool has held several senior and strategic positions



with power brands like Bharti Airtel, Mahindra Group, #Maxx Mobiles, Videocon Industries Ltd, Al Fardan Exchange L.L.C., and UAE Exchange, among other major brands. As the Chief Business Officer of Index Exchange, one of the trusted currency exchange and money transfer firms in the UAE, he is now utilizing his broad knowledge and expertise to drive the brand, business growth, digital transformation, and innovation in the remittances sector.



Ericia Lim,
Partner Marketing Director,
Genesys

Ericia is an energetic marketing professional with 20 years of experience across the Asia Pacific and the Middle East. She has done multiple marketing roles in Genesys and presently heads the Partner Marketing team across #APAC. She leads a team of partner marketing managers and is responsible for the overall partner marketing strategy for the #Genesys partner ecosystem (which includes resellers, global strategic alliances, and the ISV ecosystem)

Ericia is adventurous with her marketing approach. She never hesitates to pilot new initiatives – to find new ways to achieve positive business outcomes. In year one of her taking on the partner marketing role, the team achieved a 24% increase in partner sourced opportunities. She has rolled out multiple programs in the Asia Pacific that were successful and adopted globally.

M. Meganathan,
V.P Sales & Marketing,
Apex Laboratories

Mr. Meganathan Mohan, a stellar leader of over 30 years in the Pharma Industry. He has professionally taken care of mergers, acquisitions , brand building, licensing, Regulatory affairs and QC in various reputed organisations from the Pharma Industry..

Mr. Meganathan has handled all India top brands like #ZERODOL, #Bifilac, #Astymin, #Ambrolite, P Group, and has played an immense role in making #ZINCOVIT a top brand today.

He is a member of MMA-Madras Management Association, and regularly conducts leadership workshops and delivers management lectures for budding managers. He has shared his expertise on the subject at various initiatives of organisations like VIT, IIT, Sun TV etc.

Mr. Meganathan is an avid learner and is playing a key role in revolutionising digital marketing in the pharmaceutical industry. Currently over 1000 people from sales, marketing and admin departments report to him and he has groomed several team members to be the future leaders in the #Pharma Industry.

Mr. Meganathan Mohan, fondly called 'Mega' within the industry keeps inspiring the next generation of leaders through his sheer professionalism and leadership traits.





Jayesh Sali, Head of Marketing, Fashion & Lifestyle at Reliance Retail

Jayesh is an experienced consumer & technology global brand leader. With his philosophy, Content is King. Context is King Kong. ROI is Godzilla, he has led the brand transformation of the multi-telecom acquisition spree to Vodafone and launched its global brand repositioning "Together we can"

A creative enthusiast & an art lover who is ever ready for adventures in professional as well as personal space and has over 16 years of experience building brands across various industries in India, Asia, New Zealand, Australia, Fiji and other Pacific Island countries. With his instinctive flair for Brands, he intuitively understands the exponential power of brands in creating business value.

Starting his career with J. Walter Thompson Worldwide, he has worked across multiple facets of marketing, establishing himself as a leading marketer who is both a dreamer & a doer. He holds rich experience in developing several industry firsts, multi-award-winning campaigns, and leading integrated brand marketing initiatives. He has also worked for the likes of L'Oréal and Vodafone India across diverse categories such as Professional Beauty Products, Colour Cosmetics, and Telecom.

In 2018, Jayesh was bestowed with a mandate to strengthen Vodafone's brand presence and digital proposition and to build a poignant relationship with the ever-evolving customer base across the South Pacific Region getting his work recognition at respected advertising forums like #Kyoorios, #Abby's, #GrahamBellAwards etc.

Jayesh played an integral role in helping the brand accomplish recognition in multiple national & international fora. He is also actively involved in the Brand & Marketing network in India & abroad. He was on the Fulton Adventist University's (Australia) Curriculum Advisory Committee and was a core member of the Global Brand Guardian Community of VODAFONE UK LIMITED, select industry associations and organizations. Jayesh is also an avid speaker at various prestigious forums & a regular at Marketing Jury Panels.

Sonal Sehgal, Chief Executive Officer, Global Honey Bee

Sonal has been responsible for crafting solutions for marketing, communications and brand development whilst promoting products and services in highly competitive domains in multi sectoral environments such as FMCG, Development sector, Retail, Media, BFSI, Education, F&B, Automobiles, IT & Healthcare among others. He is an Alumini of University of West London, London, United Kingdom.

Sonal has been engaged with brands like BL Agro Industries (Bail Kolhu & Nourish), Swan Printers Ltd, TMA International, Cyber Peace Foundation, Incenza, Extra Carbon Recycling, #Honda, #Hyundai, #Nissan, #CroweHowarth, Khimji Ramdas LLC Group – Oman, #AskMeBazaar, #HCL, Manchester United amongst others.

Sonal has been instrumental in making various marketing campaigns for Bail kolhu & Nourish. #YeHaiBadalataBharat – Naye Hauslon Ka Naya Bharat with PadmaShree Kailash Kher became a milestone in India subcontinent. The campaign resulted in 23 Million+ Reach, 8 Lakh Brand Interactions, over 25,000 Brand Mentions across Digital universe, Trending twice on Twitter top 10 trends for over 12 hours nationally. The feather in the cap was, when Hon'ble PM of India Sh Narendra Modi tweeted & appreciated the campaign.

Another campaign Sonal worked on was Saadharan Chhodho Nutrition Chuno with Shilpa Shetty – Brand face of Nourish. This was a 360 degree marketing campaign including Digital, Print, TVC, OTT & Radio. Within a span of 48 hours, the campaign went viral and people started talking about it on Social Media. The marketing campaign resulted in 80M+ Impressions, 55 Million+ collective Views, 20,000+ monthly website visits.





Bhavna Imran,
Regional Communications Leader,
Corteva Agriscience

Bhavna is responsible for building a favourable reputation for #Corteva Agriscience, by differentiating the company as a trusted and preferred food and ag MNC, developing strategic relationships with stakeholders across the food & ag ecosystem. She is building the brand through shared value, sustainability and CSR initiatives that are consistent with organisation purpose.

Her remit includes Communications and brand building for South Asia and Accelerated Growth Countries (Asia). Prior to Corteva, Bhavna was with Microsoft, heading Marketing and Communications for Microsoft India Engineering organization. Her work experience of 23+ years includes work across various industries like BFSI, technology, offshoring and telecom with successful stints at Vodafone, UBS, ADP and airtel.

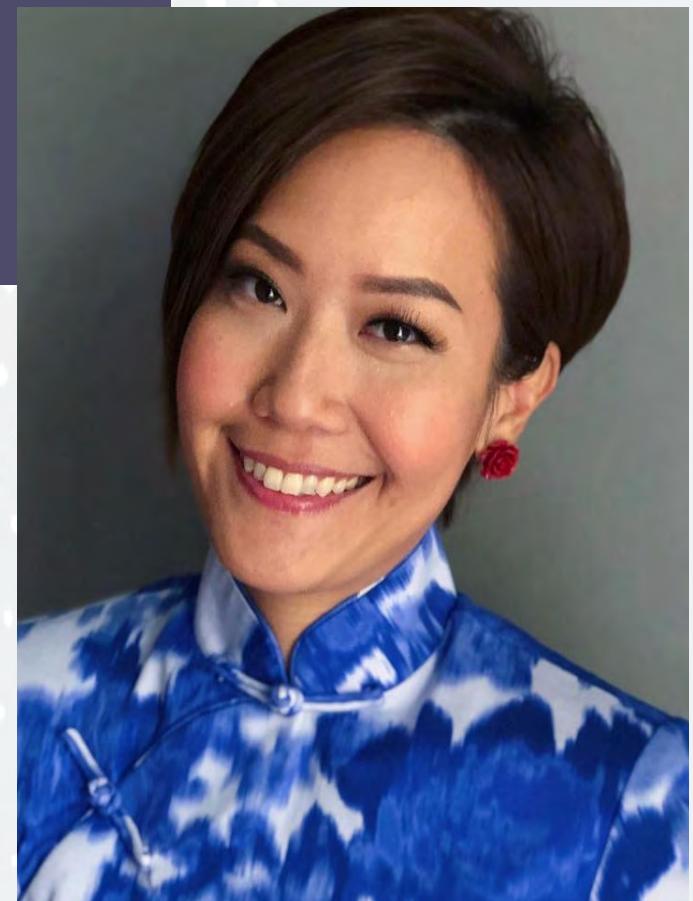
She has a Master's in Business Administration from SSIM, India. And have completed a one-year Senior Leadership and a Management Program from INSEAD in France in 2016.

Cheryl Lim,
Country Head of Brand, Marketing
and Communications, Viu Singapore

With over 17 years of experience in Branding, Marketing and Communications, Cheryl is known to be a curious, dynamic, passionate, transformative, award-winner Marketer. She is recognised by the industry as one of Asia's top marketer, bagging the coveted 2019 and 2020 Marketer of the Year at Marketing Excellence Awards with Manulife Singapore.

Over her career, she has consistently bagged more than 150 local/ APAC external awards across Digital, Marketing, Brand and Public Relations award shows. As a seasoned Marketer, she is deeply passionate about business and brand transformation with the use of technology and old fashioned sense of curiosity to be in tune to collect customers' insights.

In 2021 at #Viu Singapore, did full brand revamp and ATL campaign within first 2.5 months on the job, to drive ad awareness among competitors up by 120% and exceeded paid subscription revenue consistently from month three onwards, by 119%. From 2016 - 2020 (within 4 years), Cheryl had successfully transformed the Manulife brand around, from #9 in brand ranking to #4, with the team.





Namit Jain, Head of Corporate Communications - Digital Business Operations, Cognizant

A strong team player with 17 years of experience in Corporate, Internal & Business Communications, Marketing, Digital Transformation, Public Relations, Customer Relationship Management, Project Management, Business Support and Brand reputation management on a global platform.

In his current role, Communication management for more than 80,000 employees, spread across different geographies under Digital Operations at Cognizant Technology Solutions. Specialize in Internal & Business Partner Communication and involved in liaising with Key Business Heads from across the globe for promoting the business. Responsible for conceptualization of the campaign keeping in mind the target audience and the required end result

Namit is responsible to Create, implement and oversee activities that describe and promote the organisations' business offerings to an International Audience & Business Partners. He has Hands on experience in Site internal branding, messaging for organizational re- alignment and change announcement.

Namit has received several awards like Service Delivery Communications Champion Award South Asia Communications Champion, Nominated for the prestigious 'IAYP- International Award for Young People' award, Received 'ROSE Award' (Recognition of delivering service excellence)

In his previous role at HSBC, he lead the execution of business goals through communication plans for 120,000 employees spread across 17 different regions/business functions at #HSBC Technology & Services. Specialize in organization and management of key leadership events & forums, including CEO Forums, regional leadership strategy meets & employee engagement events.

Satanik Chaudhuri, Vice President of Marketing & Strategy, ANAROCK

Satanik is an accomplished storyteller who has proven his marketing acumen by delivering record business outcomes across industries with established brands like Nestlé, media giant Times Internet, to startup real estate portal major CommonFloor.com and various programs for the state of Odisha alike. In the last 14 years of his learning curve, Satanik has risen from being an individual contributor to a team player, blazed as an entrepreneur and now flourishing in a leadership marketing role for one of the major real estate consulting players in India.

Satanik is best recognized for launching #Maggi Coconut Milk Powder and #Nestea to the Eastern Indian market for Nestle and introducing Ola in Bangalore and Mumbai through Commonfloor.com. Having gained a sound understanding of consumer needs in the country, he decided to turn towards entrepreneurship and since then, has successfully spun startups that were hived off to experiment with newer ideas.

Satanik was also an integral part of the change management and the successful IPO story with Shriram Properties Ltd being the National Marketing Head of the organization.

A Consultant to international investors on property with Advantus Global Inc, a mentor to startups, the chosen Advertiser by Facebook for their advertising platform/ performance development processes, and a consultant to Ask Laila that helped them expand into 6 different cities, Satanik has donned many hats in a short span of time in his career.

Satanik is a management graduate and alumnus of Indian Institute of Management Executive Education Program. He is the recipient of Real Estate Blockbuster Ecosystem Award for exhibiting the best innovative marketing campaign for Commonfloor.com. Satanik, being recognized as 50 best MarComm Professionals in South Asia and listed in Forbes, has won the Leadership Impact Award from Shriram Properties and many more accolades.

Satanik has emerged as a holistic marketeer cutting across building and executing traditional promotion strategies, channel engagement, media planning, campaign management and aligned business development strategies for organizations. This unique expertise has made him a go-to person for technology



platforms like AWS and Inc42 to act as an Advisor for startups and help them bring their ideas to reality.

His instinctive experience has helped five startups acquire funding of approximately \$250 Mn cumulative, which has helped him find strong visibility within the startup environment. Satanik's high sense of ethics, integrity and the ability to move into positions of responsibility within marquee companies has helped him find his niche in the marketing space in the country.



Asif Khan, Marketing Head, Manipal Technologies Limited

Asif is an energetic, out-of-the-box, and creative leader with more than eighteen years of global work experience. His success mantra is simple, success will come and go but integrity, honesty, and values are forever.

Asif specializes in bringing a company's personality, vision, and products to life through powerful, unique, and creative brand and communication strategy. He loves building new teams, setting-up new departments, placing the right people in the right place, and building high-impact creative and marketing teams. He is an expert in driving new initiatives, building high-performing teams, boosting the sales pipeline, and enabling the end-to-end customer journey.

Asif has worked with top brands, including #ICICIBank, #KotakMahindra, #GEMoney UK, #TheSaharaGroup South Africa, and #NewgenSoftware. Asif did his masters from the United Kingdom and short courses from IIM Noida. He loves to play football and enjoys being on the cricket field.

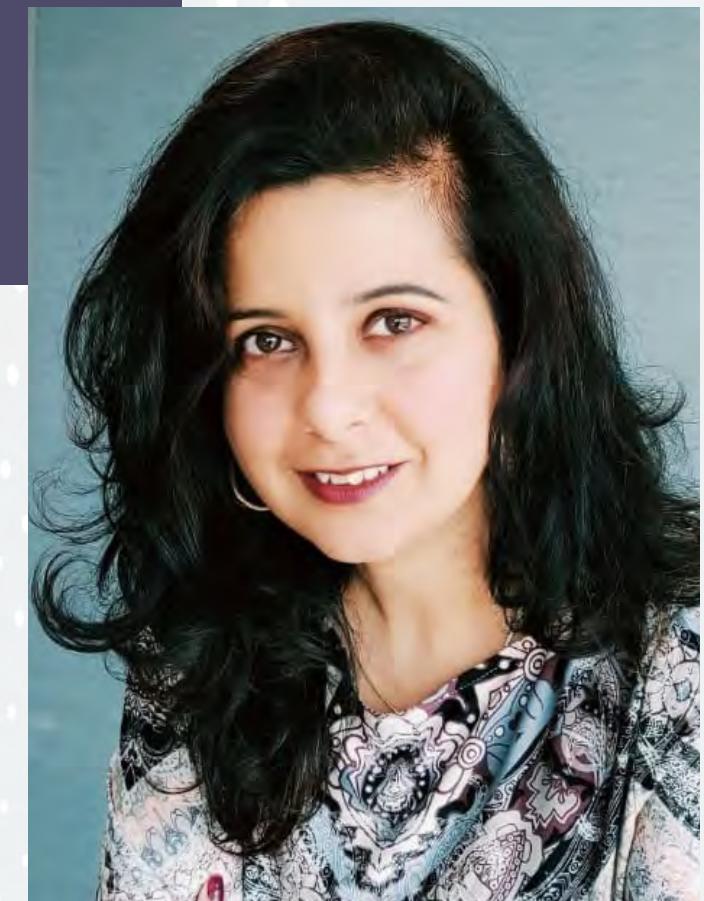
Sheena Kapoor, Head - Marketing, Corporate Communications & CSR, ICICI Lombard GIC Ltd.

Sheena is a senior sales & marketing leader with over 18 years of experience across financial services, media, real estate and management consulting. She was earlier heading Marketing & PR for Edelweiss Wealth Management, with over USD 18 billion of Assets under Advisory for India's wealthiest clients and institutions. She was also looking after corporate marketing for Edelweiss Group and was instrumental in building the sports association for the Group as Principal Sponsor Team India for Olympics and has managed brand ambassadors including Irrfan Khan, Hima Das, Manika Batra, Rani and Saina Nehwal. She has led multiple award-winning brand campaigns and has bagged over 50 marketing awards for various initiatives.

Prior to this, she was heading Innovations for #TimesGroup pan India and driving revenues through innovative, clutter breaking advertising solutions, scaling the revenues 20X in less than 3 years. She was also conferred the 'Chairman's Award for Excellence' at #BCCL.

In her previous stints, she was heading marketing for Artha Property, real estate startup of Times Group, where she set up the company as part of the co-founding team, having successfully launched over 50 residential projects. Before Artha, she was heading marketing for #TimesofMoney, accredited with being 'World's No. 1 Online Money Transfer Portal'.

She has done her Brand Management Course from #ISB and holds an MBA from #SIBM. She's also a seasoned speaker and juror at multiple industry forums.





Anowarul Amin,

Director - Public Affairs, Communications and Sustainability, Coca-Cola International Beverages Private Limited

Anowarul Amin has been performing as the Director of Public Affairs, Communications & Sustainability (PACS) at #Coca-Cola Bangladesh Beverages, The Coca-Cola Company (TCCC) owned bottling company in Bangladesh, since late 2021. As the Director of PACS at Coca-Cola Bangladesh Beverages, Anowarul has been leading the external and internal stakeholder relations activities to ensure access to policy makers and think tanks in Bangladesh. He has been driving the sustainability agenda for the business mainly on plastic waste management, water stewardship, and reduction of carbon footprint.

He is currently a member of Foreign Chamber of Commerce and Industries (#FICCI) in Bangladesh and is driving the key agenda through this platform in different advocacy levels. He is also an active member of Bangladesh Beverages Manufacturers' Association and leading the discussion on shaping the industry on taxation policy matters with relevant government bodies. Anowarul has been working with Bangladesh's public domain especially with media agencies and digital media space for more than 5 years and shaping the industry voice in the public relations domain.

Before joining Coca-Cola Bangladesh Beverages, he had spent a long career of more than 15 years at #BritishAmericanTobacco (#BAT) Bangladesh. Starting his early career as a Territory Officer at BAT Bangladesh back in 2006, he concluded his journey from BATB as the Senior Business Innovation Manager in late 2021. Throughout his 15+ years of journey at BAT, he has led and managed the social enterprise unit of BAT Bangladesh, drove the ESG agenda for BAT in the external domain, collaborated among public, private and development sectors, and drove a self-sustainable commercial model for business growth. He had a cross-cultural experience working in Sri Lanka and Hong Kong in key strategic positions and drove key agenda from regional level to expedite the growth ambition.

His creative mind has always steered him in different directions. He continued to work at different functions of corporate communications, corporate branding, ESG, Sustainability, Government Regulations, and CSR. He has led many campaigns for different markets to drive the growth agenda and has changed the mindset for regulators in policy formulation.

Amit Verma,

Head of Marketing and Growth, Rapido

Amit is the Head of Marketing and Growth at #Rapido, an Indian bike and taxi aggregator and logistics service provider, based out of Bengaluru. An avid business leader and growth marketer, Amit has more than 12 years of global experience across industry sectors including e-Retail, Financial Technology, Classifieds, Telecommunications, FMCG and Travel. Through his illustrious oeuvre, Amit has led multiple marketing campaigns, digital transformation and growth for several major brands such as #Zoomcar, #Noon, #Shopclues, #PayU, #OLX and #Maxus, to name a few.

A maestro in the non-linear, hyper-growth setup, he has leveraged his expertise to metamorphosing Rapido's identity and capsizing the Indian transportation market, making 'Rapido' synonymous with 'commuting.' He devised Rapido Auto's strategic expansion into 50 cities PAN India. Amit has led significant campaigns such as #SmartHoTohRapido and #EkdumAaramSe, onboarding famous celebrities and creating unmatched awareness around the brand across the country.

Amit's career received recognition and accolades throughout. He was named amongst the Top 20 Experiential Marketing CMOs by WOW Awards. He has also received recognition as the Best Marketing and Communications Leader in 2020 and was included on the list of 50 Marketing Marvels. He is also a recipient of Telangana Brand Leadership Award.

Amit's more recent works at Rapido have also garnered him a host of accolades. These include ET India DigiPlus Award, and Digital Warriors Award in 2021. Under his leadership, Rapido's brand and campaigns shined at the National Startup India Awards 2021, ET Brand Disruption Awards 2021, ET Kaleido Awards 2021, TBS Media Awards 2022, E4M Indian Marketing Awards 2022, E4M Pride of India Brand - Best Brand of South Award 2022, ET Shark Awards 2022, and ET Promising Brands Conclave 2022.





Elizabeth Venkataraman, Joint President – Marketing & Alliances, Kotak Mahindra Bank

In her current role, Elizabeth is responsible for driving the brand's strategic direction and contributing to business growth. She was a part of the team that anchored the launch of Kotak 811 - India's first downloadable digital bank account. Campaigns such as #IndialInvited, #DreamsInvited, Video KYC and the quirky and humourous Home Loan campaign are a testimony to her strength of spearheading campaigns that build strong marketing efficacy. She has played a pivotal role in the launch of Kotak IndiGo Ka-ching credit card for travel enthusiasts across the country.

Elizabeth is driven by her passion to empower women to become financially independent. One of the key marketing initiatives that she drives and holds close to her heart is Kotak Silk, a banking programme exclusively for women. Her love for innovation is represented by her pioneering initiative of taking art off the wall and into the customer's wallet. She launched the special edition series of debit cards where renowned Indian artists such as Paresh Maity and Seema Kohli made 2" x 3" debit cards their canvases.

Elizabeth joined the #kotakmahindrabank in 2004. Over the last 18 years, she has worked with a number of businesses including Wealth Management, Securities, Life Insurance and General Insurance. At Kotak Life Insurance, she delivered a significant brand promise project along with a very successful campaign 'Sau Saal Jiyo', which was rated #1 by ETBrandEquity. It delivered a four-point jump in spontaneous awareness and was one of the best product launches by Kotak Life Insurance in terms of sales.

Elizabeth is a graduate in Commerce from Jyoti Nivas College, Bengaluru, and an MBA (Marketing) from Narsee Monjee Institute of Management Studies, Mumbai.

Outside of work, she is a doting mother and homemaker. She is also a fitness, music, movie and travel buff. While not exploring offbeat locations, she is known to attend first day first shows with her daughter, Mandira and husband, Venkataraman.

Laura Kantor, Marketing and Sustainability Director, Foodpanda Singapore

With over 10 years of experience in marketing & strategy under her belt, Laura has demonstrated her ability to be a power leader in three main aspects: as an expert in marketing, a pioneer for change in the industry and a people centric-leader with a proven record of retaining and attracting top talents.

In the five years since joining the #foodpanda, she has helmed and developed a high-performing and happy team that has constantly been on the forefront of launching innovative, buzz-generating and award-winning campaigns. Laura demonstrated her prowess in marketing by growing the market share and brand love for foodpanda Singapore's brand exponentially. Under Laura's care, the food delivery business grew by 10,000% since 2016 in an incredibly competitive industry. Over the last five years, she has launched six new business units - foodpanda's on-demand cloud grocery store pandamart, online marketplace foodpanda shops, self-collect feature pick-up, logistics-as-a-service offering pandago and foodpanda's kitchens & concepts virtual food brands - amounting to 30% of foodpanda's total orders and gross merchandise value (GMV).

She also successfully set up marketing revenue streams through developing a partnership strategy that achieved huge growth of new customers and \$26 million of annual marketing revenue by 2021, up from less than \$1 million in 2016; and launched panda ads in 2021, an advertisement platform for brands in Singapore that contributes to 55% of the total #APAC partnership revenue.

Under her leadership, foodpanda pioneered the cutlery opt-out initiative across the region, with other platforms following suit. The initiative has saved 1 billion sets of single-use cutlery since launch, and netted Laura the accolade of Campaign Asia's women to watch in 2019. She initiated the switch to eco-friendly packaging for pandamart stores to reduce carbon emissions, saving the business over \$400k in packaging costs in 2022. She also established the first partnership between #pandamart and free-sharing app OLIO to redistribute excess unsold food, till date redistributing over 2,000kg of food or 5,000 meals to more than 800 families.

Head of partnerships, Alisa Ang, who has worked with Laura for over four years shares, "Laura is an amazing leader who not only cares about her team professionally but also personally. She is empathetic,



genuine and always puts her team first, and her positive energy trickles down to everyone in the team. She has played a pivotal role in my career advancement, and always recognizes each individual's contribution. We're all lucky to have her as a mentor and leader."



Saachi Sharma, Vice President - Brand Marketing, noon.com

Coupled with an MSC in Marketing and 11+ years of experience with Unicorn Startups in the Asian and MENA regions, Saachi is an experienced marketing professional, with a comprehensive and in-depth understanding of the brand ecosystem. During her tenure, Saachi initiated and successfully led brand launches for noon's on demand and food delivery apps; NowNow - which was a challenging yet successful launch in the middle of the pandemic lockdown and has now become a top player in the on demand delivery space. And noon Food, which was launched earlier this year, is already at par with the competition as one of the top food delivery brands in the region.

She also successfully developed the brand and launched the noon VIP credit card— UAE's first e-commerce credit card with one of the leading banks in the region. She currently leads Brand and Marketing for noon's hyperlocal apps across grocery delivery, food delivery, on-demand segments and working on their expansion plans.

Saachi's startup journey began with Zomato in 2013, when it was a menu-listing website. She then returned in 2018 as the Head of Brand for Zomato Gold and spearheaded the global marketing for the company. This included 10+ country launches including Indonesia, Lebanon, Turkey & MENA markets which further on led to a 60% jump in customer acquisition and also built the brand's marketing team ground up. Prior to that, as the Head of Digital Brand Platforms at Viacom18, Saachi directed the digital growth of various iconic brands such as Nestle, LinkedIn, and MTV by launching and heading ground-breaking digital IPs.

Saachi has created award winning campaigns that earned her several accolades; Gold and Silvers at Adfest Singapore, One Show New York merit and as a finalist at the Cannes Ad festival. Saachi is presently working on building an apparel-tech company for her mother. The brand will focus on offering gender neutral designs in clothing, unrestricted by social constraints that exist currently in the fashion industry. Saachi has been instrumental in developing, designing and launching the UAE's first e-commerce credit card brand.

Jai Mohan M, Chief Marketing Officer, Orange Retail Finance India

Over the last 18+ years, Jai Mohan has worked across various brands in different stages of their lifecycle, understanding diverse industries, developing and executing creative ideas, mentoring teams, and collaborating with a large third-party ecosystem.

He started his career at ICICI Lombard as a GTM specialist. However, his creative bent of mind and interest in building or enhancing products or services encouraged him to be part of HDFC Bank's credit cards, where he helped innovate and build EMI products on cards. His experience at HDFC Bank enhanced his knowledge of consumer usage behavior and how to develop marketing strategies to tap into the diverse cohorts of consumer segments.

Jai Mohan helped develop products for the BOP with Dvara (Part of ICICI Foundation). He gained immense knowledge by being part of a team that developed products like the gold loan, JLG, and PL for the BOP customer segment. These enriching experiences encouraged him to join the then-fledgling telecom industry, he joined Vodafone India as a campaign manager and went on to lead the acquisition team in circles to leading mobility and digital products nationally for VBS. Jai Mohan was also involved in developing & marketing monetization and AdTech products and managing the portfolio for Vodafone business services during this period.

During this period, he was awarded by Aegis Graham Bell and Voice & Data for developing and marketing the "Most Innovative Telecom Product". Product/growth marketing can be split into two broad phases: understanding customer needs and creating solutions or products that meet and solve their issues and communicating about the product and its benefits back to the customer.

Jai Mohan then moved into the EdTech industry and was part of an early-stage start-up. This stint gave him immense exposure to scaling a brand from 0 to 1, building and running digital marketing programs, and executing PR strategy. Jai Mohan joined Orange Retail Finance as CMO in Jan '22. Jai Mohan got certified in Product Marketing from Blackblot, Digital Marketing from DMI, UK, and Design Thinking.





Kasvinda Kulathunga,

Head of Marketing,
OCK Yangon Private Limited

Kasvinda has worked in the telecommunication sector & started at the lowest point of the supply chain (Contractor) and now at top of it. Throughout, he achieved big things and led sales team to become

successful in less known markets of Sri Lanka and Myanmar.

He learned that Sales and Marketing are not always about winning new businesses or growing the business. It could be about saving the company when things don't go right! Kasvinda build trusted relationships with clients on behalf of the company, so the clients started to trust the company. This helped him win new businesses and work towards protecting the company's interests in difficult times.

During COVID times, Kasvinda was instrumental in negotiating three out of four customers to support us in various ways until the funding resumes. This was a turning point for the company and with additional sales growth he achieved with the team, the company overtook its main competitor's position during this period. He has been responsible for winning two long-term tower maintenance services and two PSTN/FTTx projects. Until today, these are the biggest projects the company has won. During the second phase of his career in Sri Lanka (in 2019), he led my team and drove the company to win a full turnkey tier 3 data center project from a major Telco.



100 BEST INSPIRATIONAL LEADERS OF ASIA 2022

Hamad Al Mehya – Daman-National Health Insurance Company
Christopher Teo – Tokio Marine Life Insurance
Anna Yip – Singtel
Sajeev Rajasekharan – Harley-Davidson
The Noe San – Modus Operandi
Pier Luigi Sigismondi – Dole Sunshine Company
Sultan Alshaali – International Accelerator UAE
Jeyakumar Janakraj – Adani Global - Singapore
Mayank Chawla – Accentiv India
Saahil Goel – Shiprocket
Sadiq Basha – Edvoy
Sameer Khatri – DSV
Rammohan Sundaram – DDB Mudra
Rustom Lawyer – Augnito
Mayank Patel – Adecco Middle East
Mya Thandar Oo – myjobs Myanmar
Monuranjan Borgohain – Diatoz
Sunder Madakshira – Rezolve Limited
Naser Ahmed – Tanseeq Investment Group of Companies
Naveen Gattu – Gramener
Sanjeev Jain – Akums Drugs & Pharmaceuticals
Naveen Kundu – EbixCash Travel Group
Shabir Momin – Zenga TV
Ajay Bakshi – Metamorphosis Unlimited
R S Swaminathan – Spectrum Pharmatech Consultants
Rajaram Sankaran – Abacus Pharma Africa
Ajay Rajani – Cyanconnode
Amar Chhajer – UST
Anish Bafna – Healthium Medtech
Anubhav Gupta – Wonderland foods
Arman Mahbub – Purple Care Ltd
Praveen Kumar Jain – Valency International
Ashok Bhattacharya – Independent Healthcare Strategy Enabler
Ashok Kumar Todi – Lux Industries
Vivek Sheel – AMEC Africa Holdings
Avanish Singh Visen – Encraft India
Manish Singh – Fonterra Future Dairy
Manish Mishra – Labaid Hospitals and Diagnostics
Biraj Sinha – Unison Insurance Broking Services
Dr. Himanshu Talwar – Travel Agents Association of India
Firoz Sait – Edvoy
Gomathy Venkateswaran – Fuego Health & Furniture LLP
Harsha Solanki – Infobip
Komal Soman – ESDS Software Solutions Ltd
Nitin Gupta – XAPADS Media
Prafull Gattani – Oman Porcelain Co. SAOC
Vineet Gautam – Bestseller India
Naivedya Agarwal – Runaya
Ali Hammoud – Midas Furniture Group
Rabindra Narayan – PTC Network
Aankur Biswas – GrowRight Ventures
Haroon Shahul Hameed – Solwearth Ecotech
Prof. Sasmita Samanta – KIIT University

Sesadri Vangala – IFIN Global
Muralidhar Teppala – Schenzy
Sonal Verma – Dhir&Dhir Associates
Dilip Bhat – Prabhudas Lilladher
Joelle Daniel – The Management House
Udipt Agarwal – Cargill
Venkataramana Gorti – Homag India
Vishal B Malkan – Malkans View Training Institute
Vishal Jindal – Biryani by Kilo
Vishal Rajgarhia – Finecure Pharmaceuticals
Vishwanath Swarup – Bharat Serums and Vaccines
Vitika Sharma Banerjee – Fourth Dimension Experience Inc
Muniinder K Anand – Center for Creative Leadership
Nadeera Karawita – Innolabs & SpiceLab
Alex Fong – Million Prosper Sdn Bhd
Adam Castillo – Atalian Global Services
Ida Ali – DELTA VISION SDN BHD/Food Dreams Co
Mahuran Saro Sariki – Talent Corporation Malaysia Berhad
Avinash Ananda – Global Academy of Metamind Alignment
Dr. Sandeep Chatrath – Labaid Hospitals
Simon Cheong – SC Global Developments
Charles Wong – Charles & Keith Singapore
Nazmul Hassan – Beximco Pharmaceuticals
Musaed Alhawli – Boeing Kuwait
Muhtar Bin Suhaili – MTC
Masood Kayani – MSSAK Oil & Gas
Paul Button – Saint Gobain
Shahzada Siddiqui – Jumeirah Lifestyle
Joseph K Mammen – Elara Capital
Andrew Hardie – Boston Consulting Group
Ben King – Google Singapore
Wee Tang Yee – Grab Singapore
Dato' Sri Dr. King Lim Chin Fui – Seng Group
Nasser Al Ansari – Just Real Estate Qatar
Salem Almannai – QIC Group
Thanh Binh Mai – Teko Technology
Stephan Veyret – Decathlon Singapore
Andre Sayegh – First Gulf Bank
Wong Chin Toh – Southern Capital Group
Logan Velaitham – Air Asia
Ron Sim – Osim International
Sameer Bhasin – Nandos



Rammohan Sundaram, Country Head & Managing Partner – Integrated Media, DDB Mudra Group

Rammohan is a turnaround artist with a special ability to scale startups to multi-million-dollar businesses. He heads the media function across all touch points for the group responsible for client budgets over \$330M (RECMA) in P&L in India.

Rammohan has been an entrepreneur thrice and successfully exiting twice. His first venture Networkplay.in was sold to Bertelsmann SE & Co. KGaA Gruner + Jahr in what was the first multi-million-dollar ad-network exits in India. His second venture was merged with SVG Media, which is now part of dentsu international.

He has held global leadership positions as CEO, MD, SVP, VP and Director at organizations like C1X Inc., Reliance Jio, ibibo Group, TribalDDB (Omnicom), Madison Communications, Jobsahead.Com (Now part Monster) and The Indian Express.

Rammohan has also been Founding Chairman of dmgt world media, iMedia Communications, Inc. and TechCrunch in India and is credited for launching LinkedIn in India through the JVs he formed for NetworkPlay and PlatformPlay.

For some of his stellar achievements he has won several awards across the globe including at Cannes, World Brand Congress and CMO Asia. Rammohan is a Alumni of UCLA Anderson School of Management, holds a certification in executive management from Harvard Business School & also holds a Doctorate in Business Administration from SP Jain School of Global Management - Dubai, Mumbai, Singapore & Sydney

He is a prolific speaker at large format events, a voracious reader and a reluctant writer though some of the biggest names in the publishing industry carry his articles around digital marketing, world economy and management.

Nitin Gupta, Founder and CEO, Xapads Media

Nitin started Xapads Media, an India-based global ad-tech platform offering 360° digital marketing solutions via their proprietary artificial intelligence/machine learning-driven, award-winning programmatic engine, Xerxes which serves the industry with innovation and performance. Xapads started as a garage start-up under him and with his vision now has more than 150+ employees and operations in the US, UK, Singapore, UAE, Indonesia, and Russia. Being the first comer into the Programmatic space in India, Nitin has contributed to many success stories where brands have adapted the Ad-tech to advertise their products.

Nitin has been in the industry for over 15 years and is a prominent face of the digital arena, trusted and respected by many. He has been recognized with 40 Under 40 Awards too.

Nitin started Xapads Media in 2005 and then went on to build Real Time bidding technology in 2015, and expanded Xapads to Singapore and USA in 2017. In 2019, Xapads won the best marketing agency award and in 2020, they started operations in UAE & Indonesia and later to Russia in 2021. Nitin is on a mission to change traditional media buying practices by bringing technology-based Digital Advertising by redefining the way ad operations are being managed across multiple digital ad platforms.





Venkataramana Gorti, Managing Director and Country Head, HOMAG, INDIA

Venkataramana has 3 decade of experience with proven track records in multiple global organisations and currently with HOMAG, India since mid of 2019.

He has held multiple leadership positions managing the Business P&L, Global Sourcing, Operations and has working experience in multiple countries: Middle-east, Malaysia, USA, Brazil & Europe during his multiple diverse roles. He is Lean and Six sigma certified professional and has been practicing the same for the past 2 decades to not only deliver the business results but also successfully managing the transformation journey in diverse industries and geographies with great aplomb.

At Homag, India Venkataramana took up the leadership position at a very critical point (Two legal entities of HOMAG, India merging into One single entity) & took upon himself to "lead from the front", bring in Trust & Transparency in this "Transformation journey" to build the synergies of both the merged teams.

To add to his challenges the Pandemic has played a major role in the past 2 years. Inspite of all these multiple challenges, Venkataramana was successful in building ONE strong team who had the confidence and courage to "Dream big" and also back-up with consistent business results in past 2 years by growing the business in double digits YOY, acquisition of huge number of New customers while enhancing the Existing customers satisfaction levels.

Venkataramana has been associated in the past with Reputed Organisations like ABB, Oracle, GE, FLEXITRONICS, Wipro Infrastructure Engineering in his long career.

Shabir Momin, Managing Director & CTO, Zenga TV

Shabir started working at a very early age and became the youngest CTO at the age of 21, he has been awarded with NRI Achievers award & has been featured in the Highflyers 50book. He was awarded with Fame Times International Excellence awards-International Global Leadership awards 2021 for his contribution in tech, digital, innovation & entrepreneurship. European International University also felicitated him with a Professional Doctoral certificate award in the field of technology, digital, innovation and entrepreneurship. He was awarded with Rex Karmaveer Global Fellow & Karmaveer Chakra Award (Gold) Recipient 2019.

He won Business world Young Entrepreneur Award in the past along with Entrepreneur of the year 2013 by TiE. He is honoured with the "100 Smartest Digital Marketing Leaders Citation" by World Digital Marketing Congress. Godlywood studio awarded him for his achievement & excellence in media at the International Conference-cum-Cultural Festival.

Shabir has had a successful track record in various technology and business positions at a CXO level for a few years before he became an entrepreneur. He has sold few ventures in the past and his current ventures that he has founded and co-founded are ZengaTV, one of the leading OTT services, OneDigital Entertainment, a Digital content company, OneAxcess.com, a unique self-serve, multiplatform distribution and monetization video ecosystem with over few thousands of content owners, creators and brand advertisers on board, InnovCrowd Pte Ltd which owns two Crowdfunding platforms - DesiredWings and Catapooolt focusing on reward based and equity crowd funding respectively, Rastey, a Cab Service, WoVoyage, a women only travel company, PSiamgone.com, an after death service, Holosuit, an AR/VR, tech start-up, Clinical Nutrition, Food & supplement brand etc.

He has further investments in renewable power and few other industries. He is a successful entrepreneur and a professional with an excellent track record in technology innovation especially in the digital media.





Manish Singh, Executive Director & COO, Fonterra Future Dairy Private Limited

Manish is a business leader with 25 years of experience across the food industry. He is currently managing the business P&L for Fonterra Future Dairy Private Limited and has transitioned across different functional roles in his career, including Sourcing, Manufacturing, Supply Chain, Engineering, Innovation, Nutrition and Quality & Food Safety functions. He has been a part of business management teams for last 15 years & worked in business categories covering Dairy, malted food drinks, Snack food, Staples, Juices, Edible Oils, Functional foods and Petfood, with Global MNCs like GSK, Conagra Brands, Mars & Fonterra.

In the current role, in a very short span of time, Fonterra Future Dairy has been able to launch 8 new products in less than 9 months, more than 100% top line growth and significant improvements in profitability. Manish is responsible for managing the business P&L, and developing long term strategies for marketing & sales and distribution, manufacturing & supply chain and Human Resources.

Across his career, Manish has led the organisations into the new spaces through leading the innovation agenda. Manish has a demonstrated performance of building High Performing Teams, Portfolio development, Business strategy, Business development and P&L management. Continuous learning, on the job and otherwise, has been a key mantra for success in his view. He has been actively pursuing active projects and classroom trainings towards this and his recent completion of PG Diploma in Digital Business is a great example of that.

Naveen Kundu, Managing Director at EbixCash Travel Group for India, South East Asia & Middle East, Founder at Leisure Corp Pvt. Ltd.

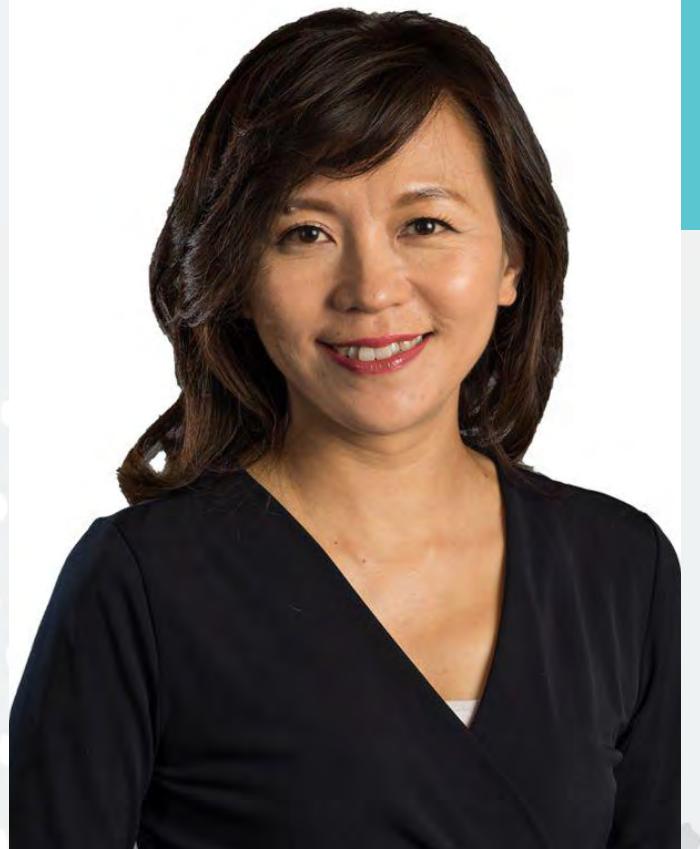
Naveen's journey has been nothing short of an inspiring tale of a displaced migrant young boy from Kashmir, moving on to take the Tourism industry in India and globally by a storm. Naveen, an experienced and energetic entrepreneur turned business leader, is an innovative and result oriented achiever. Making a difference in innovative product planning of tourism products, customer service improvements, and he is renowned for achieving results in highly competitive environments, turning around the game for businesses he has been associated with that demand continuous improvements and dynamic approaches.

Naveen has been a part of famous international hotel chains in various positions before he founded Leisure Corp from ground zero, which went on to becoming India's leading MICE company competing with global companies for rendering services to the India's big corporates and leading brands. He eventually decided to affiliate his prescience with a multinational organisation and received offers for a buyout from large companies like Kuoni and TUI but his belief of taking his visions global was understood well by the chairman of Ebix INC., Robin Raina and therefore they went on to acquiring Leisure Corp in 2018.

Naveen's vision & passion is deep rooted in Indian tourism and its development and growth. The same reflects in the recognitions he has been awarded over the years, the most prestigious of them being a two- time National Tourism Award winner awarded by the President of India for his unending contribution to the domestic tourism and MICE industry. His other awards include a Gold and Silver award from the event industry's biggest recognition platform in Asia and Middle East – WOW Awards, Today's Traveller award for being the Best MICE operator pan India and a Brands Academy award for Best MICE operator pan India.

His philanthropic nature has led him to contribute to various charitable organisations, but the closest to his heart remains the Child Care Society of India where he has been an endless benefactor. He finds sheer joy in writing poetry and his love for the art is now taking him to different paths where he is exploring to be a writer in hopes of launching a memoir of his contribution to the Tourism Industry.





Anna Yip, CEO, Consumer Singapore at Singtel

Dr. Anna is a business leader driven to create dynamic, agile, best-in-class organizations, while passionate about creating great teams and developing people to their maximum potential. She is deeply curious of all things technology and an obsessive problem-solver which have served past roles well in driving a customer-centric culture and service excellence.

In her current role she is responsible for Consumer Business in Singapore and ensuring it becomes a leading digital services provider as 5G goes mainstream.

Prior to Singtel, Dr. Anna worked as CEO with SmarTone where she was compelled to engage and converse with all that offer a point of view in the pursuit of finding new ways of doing things – for their customers and for their employees. Under her leadership, Smartone was named 'Best Mobile Carrier' by the Communication Association of Hong Kong in 2019. She is also a keen champion for the development of next generation, in particular the need for more young women in technology and women leaders in business.

Dr. Anna is a big believer in how technology has the potential to impact all areas of life and business which has been formed in her journey from finance to technology through past roles as Head of Hong Kong and Macau at Mastercard and Managing Director at UOB in Singapore. Also a council member of The Open University of Hong Kong, chairperson and a member of its Audit Committee and Tender Board Committee.

She holds a First Class Honours degree in Business Administration from the The Chinese University of Hong Kong, and MPhil and DPhil degrees in Management from University of Oxford.

Brendan Carney, CEO of Citibank Singapore and ASEAN Consumer Head, Citi

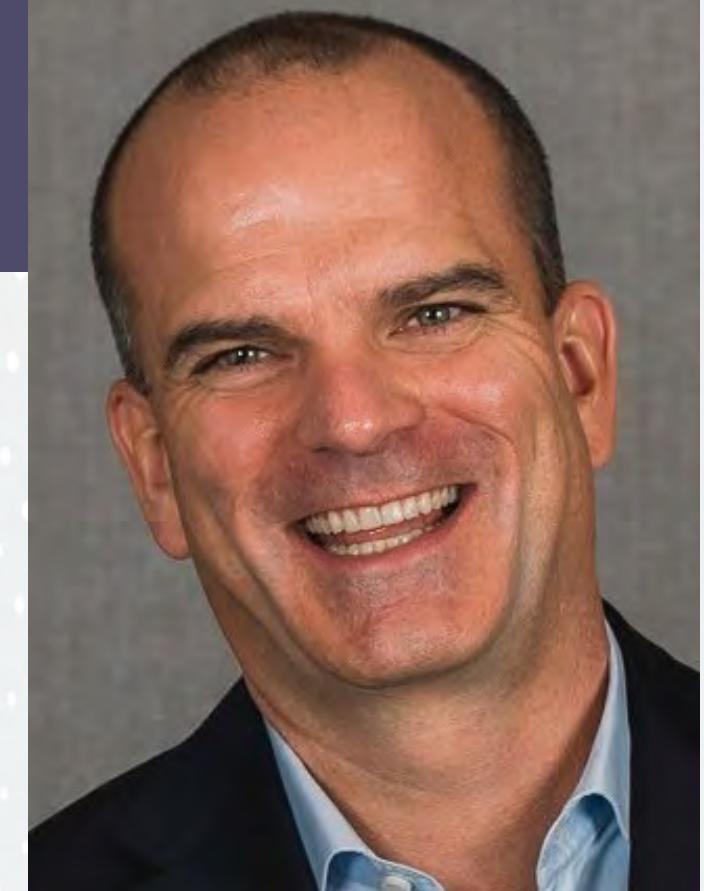
Brendan is currently responsible for managing the consumer business for Citibank Singapore and leading the consumer franchise in ASEAN. This cluster comprises Singapore, Indonesia, Malaysia, the Philippines, Thailand and Vietnam.

In his current role, he increased 30-day mobile banking engagement from 34% in 2018 to 61% in 2020, with Singapore at a regional high of 71%, Drove material enhancements to client experience and NPS, with Digital NPS improving from 17% to 54%, Retail Banking NPS improving from 23% to 41%, and Cards NPS improving from 26% to 32%. In Singapore, he continued to evolve Citi's retail banking model with the consolidation of 6 transactional locations to the launch of Citi's largest global wealth management hub.

Brendan was the consumer banking head for South Korea where he transformed Citi's 3rd largest consumer banking franchise, launched award-winning and top-rated mobile banking platform, increased digital usage by 50%, streamlined branch network from 126 to 36, redeployed 1/3 of 2.500 team members to new roles, and returned business to revenue growth for the first time in 5 years.

Prior to that, he served as consumer business manager and vice-president of the management board for Citi Handlowy in Poland, and as the CCO and country business manager for Belgium where he managed Citi's Poland consumer franchise with 800k customers, \$5 billion in footings, and 2.300 FTE.. During this tenure, the Poland team won the 2014 Citi Progress Award for design and execution of the next-generation smart branch, and also won the 2014 award for Best Private Bank in Poland from The Banker. He has also worked with the The Lewin Group.

Before joining Citi in 2002, Mr Carney was involved in consulting and general management at startup companies. He holds an MBA from the University of Pennsylvania's The Wharton School, and a BA in Economics from the University of Michigan.





Rajaram Sankaran, Group Chief Executive Officer, Abacus

Rajaram is a Global Healthcare Business Leader with 23 Years' Experience of driving organic and sustainable growth across India and East Africa. He is the outgoing Group CEO of Abacus Pharma, a The Carlyle Group Portfolio Company and East Africa's leading pharmaceutical distributor and manufacturer with a presence across 5 countries.

He had impactful stints at Solus (Ranbaxy), Frost & Sullivan, Torrent Pharmaceuticals Ltd and AstraZeneca post his MBA. At Torrent, he charted its entry into the US Pharma market, (~15% of revenues 2020-21). At AstraZeneca, Raja co-led the organic growth strategy with McKinsey. He also set up a JV with Bristol Myers Squibb to enter the fast-growing Diabetes Segment.

In 2009, Raja joined Abbott to set up the Commercial Excellence (ComEX) for India Nutrition Business. Strong execution of his strategies resulted in 2.4x growth for Medical Nutrition BU in just two years, with Abbott capturing 85% of the Indian enteral nutrition market. Raja led three business units (1,000+ people, \$100 M Revenue) and delivered industry leading growth while growing mature brands like Thyronorm (to top 10 Indian Pharma Brands), Eptoin and Vertin (to top 100 brands). Raja set up Abbott's first ever vaccines business globally through strategic partnership, thereby building a unit the fourth largest in its category in under three years.

Post a decade at Abbott, he decided to follow his passion of improving healthcare accessibility by moving to Uganda in 2020 and joining Abacus Pharma. He has helped build a diverse leadership team and was recently awarded the Africa Business Leader of the Year Award for his leadership in the face of adversity. His leadership and Abacus' success has been featured in *The Great Lockdown*, a book published by Wiley.

He has also worked closely with governments in India and East Africa, with his advocacy efforts with the Indian Health Ministry leading to universal thyroid screening being made mandatory for pregnant women, benefiting 8 million mothers annually.

Raja has guided and mentored Gen Y & Z talent who have graduated from top B-schools like Harvard, Columbia and Kellogg.

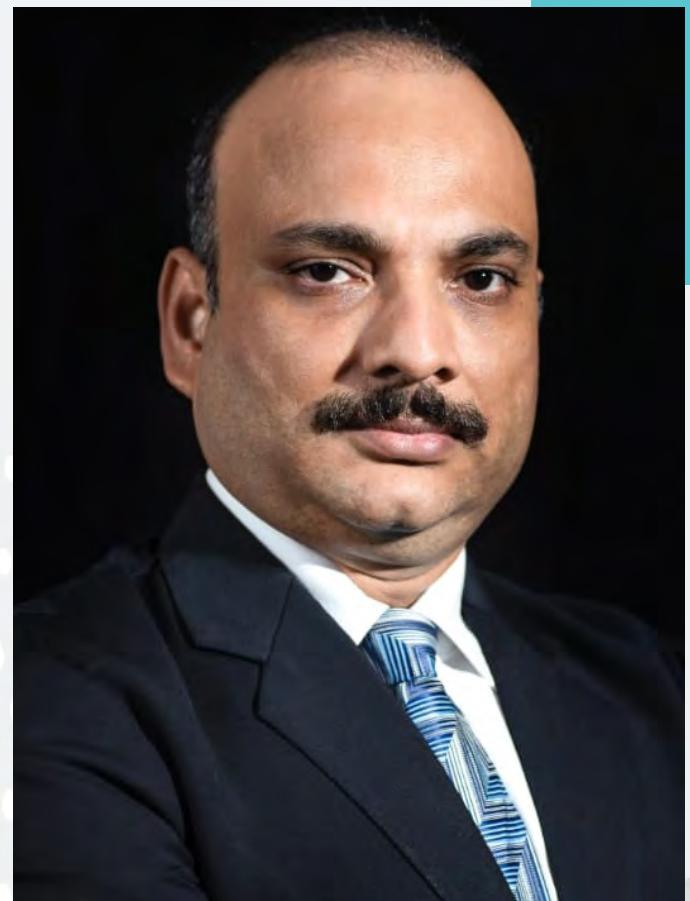
Lionel Ch'ng, Managing Director Singapore & Head of Sales Operations Greater Asia, HP

Lionel Ch'ng is a seasoned executive that has worked in multiple countries and MNCs. His career has spanned many different roles, primarily in sales, strategy and organization-wide initiatives. Lionel is responsible for leading the strategy development and key initiatives for HP in the Greater Asia region.

He has been leading the Singapore HP Inc organisation to make a positive difference to the lives of Singaporeans through the wonders of technology. HP Inc Singapore is the home to their global manufacturing sites, R&D, supply chain logistics and regional offices. As a pioneer tech company in Singapore, Lionel is excited to be part of achieving the nation's agenda while delivering HP's vision – creating technology that makes life better for everyone, everywhere. Lionel at HP Singapore wants to build a future with the heart and energy of a startup, and the brain and muscle of a Fortune Global 100 corporation.

Lionel has been in the consumer business throughout his career, having built his experience in Procter & Gamble, Maxis, Nokia and Samsung Electronics Singapore in the country and also in the region. At Samsung, he was leading retail teams across the region to grow retail, channel and sales capabilities in South East Asia, Australia and New Zealand. He holds a Bachelor of Business & Marketing degree from the University of Wisconsin-Madison and completed his MBA from the University of Bath.





Manish Mishra,

Chief Executive Officer,
Labaid Diagnostics

Manish is an enterprising leader, effective in high-profile executive roles in well-established organizations with proficiency in overcoming complex business challenges. In his current role, Manish is directing a team of 2200 resources for a business worth 52 Mio USD. He has experience of working in Healthcare (Life Science, Medical Devices, Diagnostics) & Pharmacy Chain Business with comprehensive knowledge of various markets like India, SAARC Countries, UAE, KSA, Qatar, Kenya, Nigeria, Algeria, Tunisia, Indonesia, Thailand, Philippines, Vietnam & China delivering outstanding business growth outcomes in highly competitive markets.

Previously, Manish has worked with reputed organisations like Suburban Diagnostics India as COO, Merck Group as Country Director where he Implemented People centric strategies which minimised attrition level as Head of Bioscience, Erba Mannheim where he engaged into new market development Kenya, Nigeria, Philippines, Indonesia, KSA, Thermo Fisher Scientific where he launched new technology & range of products in the market, developed & maintained network with Distributors in 85 cities across India, Piramal Group where he launched new technology & range of products in the market for maximum business development by establishing network of 400 collection centers and SRL Diagnostics.

Manish is a visionary Professional with skills that reflects year-on year success in achieving business growth objectives and optimizing the entire value chain of business for achieving the targeted top & bottom-line profitability, turning-around the business and directing it towards growth for various geographies entailing 33 countries of Asia, Africa and Middle East. He is a strategist & implementer with a proven excellence in breaking new avenues, developing business from scratch & driving revenue growth.

He is responsible for leading successful delivery of projects and providing high quality of deliverables, partnering with core business operations to increase the company's footprint, expand market share, and generate sustainable revenue gains.

Manish is a certified Corporate Director' from Institute of Directors, India (IOD) in Feb'16, Six Sigma Black Belt from KPMG India in Jul'15, Six Sigma Green Belt from IACT, Global Trade Compliance, Asia in Oct'10.

Ajay Bakshi,

Managing Director,
Metamorphosis Unlimited

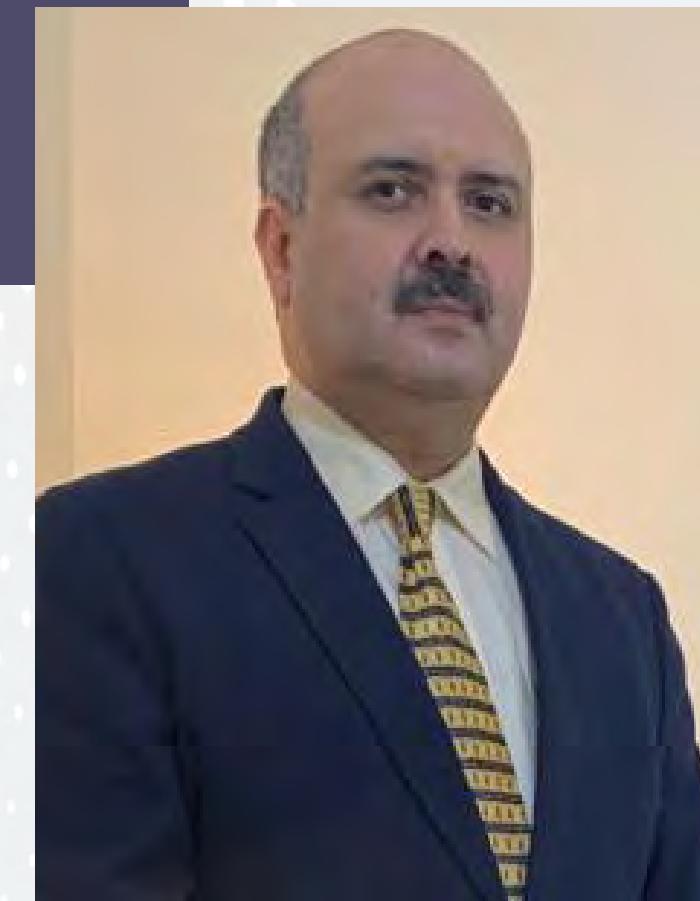
Ajay is a senior HR thought leader, Ex CHRO, Independent Board, Executive Coach at C suite levels and Business Leader with extensive experience in HR, Sales and Business leadership with an experience of 30 plus years in transforming organisations through people.

Ajay is a recognised Executive Coach and Change Management subject matter expert for CEO and CXO across MNC ,PSU,Large Indian conglomerates and SMEs and family run businesses. He has been recognised and awarded by Economic Times in 2021 for his contributions in the areas of Executive Coaching, Performance management & leadership development. He has done extensive work in creating high performing teams by integrating organisation design /restructuring ,performance goals and metrics into capability and skill building giving a high ROI to clients. He is an empanelled Independent Board Director and Executive Board Director with ILCI,John Mattone Group (Coach to the late Steve Jobs) and is a Master Licensee for India, Nepal, Srilanka and Bangladesh .

He has recently authored a book "Build to Outperform " on strategies on creating a high perturbing team and driving a high pertinence culture available on Amazon , Kindle, Flipkart globally "

He has contributed as a CHRO and Leadership management Team member in organisations like Vodafone Global Services, Prudential Financial Global Services and STL - Sterlite Technologies Limited. He has provided business leadership and HR leadership to the growth of Vodafone Shared Services from a 1000 FTE to a 12000 FTE organisation, successfully led the acquisition of Cables & Wireless India with Vodafone Shared Services and Vodafone India Shared Services.

Ajay has international experience with Prudential plc as Head of Talent for UK& Europe where he was responsible for the Talent management strategy design and implementation including Development centers for Prudential Plc across UK, Hong Kong, India, Malaysia, Vietnam and Singapore. He has been Head HR for Sterlite Technologies and was instrumental in the successful integration and merger of the Telecom cables and Power Transmission business of the Sterlite group.



Ajay is a Mechanical Engineer with an MBA and a Professional Certified Coach, PCC, ICF USA, He is Fellow Member of Institute of Directors and as an empaneled Independent Board Director -Ministry of Corporate Affairs, Government of India. He is an internationally certified administrator for psychometric instruments like Hogan Inventory, MBTI, DISC, OPQ 32. He has coached various CEO's, Coaching Business leaders at CXO, CHRO levels and Women Leaders.



Vitika S Banerjee, Founder & Director, Fourth Dimension Experience

Vitika possesses 25 years of work experience in large MNC's like Unilever, Avon, Philips, Dabur India Limited & Aircel in the area of skincare, personal-care, nutrition, healthcare & home appliances and telecom. Her last corporate assignment was leading transformation at Vishal Mega Mart as CMO at TPG Wholesale Private Limited. India to turn around the company and deliver higher brand equity.

Her diverse experience across sales, marketing and brand strategy has given her robust understanding of the Indian consumer across industry segments, demographics and geographies. She possesses wide experience in innovation management and business leadership for start up operations in consumer and service setups and worked on developing Digital First brands from idea to market introduction successfully. Bringing this expertise onboard, she leads her Brand Strategy Consulting firm Fourth Dimension Experience Inc. to support clients with their requirements of crafting compelling content driven brand strategy based on persuasive and compelling insights.

As a consultant, she has supported large organizations like Colgate-Palmolive, Marico Limited, Philips as well as home- grown businesses like XSEED Education, CASAHITO HOME COUTURE PRIVATE LIMITED (Luxury) and GloWorld Energy Pvt Ltd (Clean Energy). For these businesses, she has worked in the areas of New Launches , E-Commerce , Concept & Communication development for start-ups

She has recently engaged with a large MNC in the CPG domain, she helped them craft their India strategy for a new market entry and supported in execution of the same. She is currently retained by a large transnational Indian business house as an advisor to guide their marketing efforts for an exciting new venture in the wellness space. She is also the co-founder of Future Fit LLP, India's largest private Gymnastics Academy for school going children. In this venture, she plays the lead role for business and brand building to drive scale and profitability.

Vitika is the President – National Marketing Council, WICCI - Women's Indian Chamber of Commerce and Industry, Advisory Board Member at the CMO Council in India and has won many awards like "Most Influential Global Marketing Leader", Awarded the Women Entrepreneurs – Achiever Award

She is a Voracious reader & adventure sports enthusiast and served as guest faculty at Indian Institute of Foreign Trade and International Management Institute - IMI, New Delhi.

Sonal Verma, Partner & Global Leader (Markets & Strategy), Dhir & Dhir Associates

Under his leadership at Dhir & Dhir Associates, a premier full-service law firm in India, the firm set up India's first dedicated Environmental, Social and Governance (ESG) practice desk at a law firm in January 2021. The objective is to create consciousness towards the environment, human rights and ethical business conduct, irrespective of the type of business. With over a decade of acclaimed experience in regulatory and compliance programs, his advisory services bring insights to clients on the intricate detailing of different laws, their impact, pre-emptive measures and ways to de-risk the organizations.

Over the last two decades, Sonal has demonstrated excellent leadership skills by conceptualising and implementing the strategic decoding of more than 2000 Indian legislations and 5000+ global legislations dealing with various ESG components in 60 other countries with more than 300,000 actionable data points. He was appointed as member of the National Environment Committee 2021-22 of the PHDCCI. He is also on the UNESCO Expert Panel on Inclusive Policy Lab from India. Sonal is also on the Board of Studies for the premier law college of NMIMS Global (India) and NMIMS Global Flagship MBA (Law) Program.

He spent his starting years in-house at Barclaycard HQ in Northampton, UK. He has also worked in a senior position with a leading big 4 in legal risk transformation projects. He did his LLM from the University of Northampton (UK). He also has successfully completed executive courses like Harvard University Mentor Program, Strategy& Sustainability (Indian Institute of Management Bangalore), Regulatory Compliance Specialization (University of Pennsylvania), and Data Ethics, AI, and Responsible Innovation (The University of Edinburgh).

Sonal is well acclaimed for his work in regulatory & compliance programs over the last decade. He had in the past worked with 1800 plus clients (including Fortune 500 companies) in India and 61 other countries globally. His clients have been across different industries, viz. Automotive and OEMs, Pharma and Life Sciences, Manufacturing, Chemical Industry, BFSI, Infrastructure and Utilities (including state owned PSUs), e-Commerce and Fintech Companies, Diversified Conglomerates etc.



Under the thought leadership of Sonal, the firm has undertaken a number of initiatives focused on bringing ESG to the forefront in the country in the last one year.



Mayank Chawla, Chief Operating Officer, Accentiv India

Mayank, a stalwart business leader with a broad experience spanning over 24 years across industries and cultures. He spent major part of his career at India's leading organisations such as Bharti Airtel, Tata Group and Paytm managing large teams and P&L.

Mayank currently essays the role of COO at Accentiv India – a Digital Rewards & Loyalty Company. Along with being on the Board of early stage start-ups, he is also a member of the academic board of a leading educational institute, where he advises them on creating synergies in business and growth. Mayank is also an Angel Investor with interest in emerging corporates who are committed to solving real life customer problems.

In his decades of experience as a senior member of the corporate world, Mayank is highly reputed for his leadership skills, team management and a strong acumen for business development. Very early in his career he was leading a team that rolled out operations for airtel in new circles. As Business Head for Telco, Mayank expanded the business in 10 countries in Africa and Middle East for One97 Communications Limited (holding company of Paytm). His experience can be credited to his global profile, wherein he worked extensively for Africa, Middle-East and South- East Asia markets. In 2019 Mayank has been bestowed with Corporate Excellence Award.

Rabindra Narayan, MD & President, PTC Network

A creative genius, Rabindra Narayan is a man of ideas and has been able to bring them to successful execution with engaging content for entertaining viewers. His dedication, combined with his team spirit, makes him front runner in the field of Punjabi television and media. One of Narayan's greatest achievement is the creation of the first Punjabi multimedia stage show - Aazadi De Taraaney – created for commemorating the 50 years of Indian Independence. In the late 90s, Narayan laid the foundation of ETC Punjabi and the also served as Business Head of Zee Punjabi and Alpha ETC Punjabi.

Today, with Seven flagship channels, namely PTC News, PTC Punjabi, PTC Dhol TV, PTC Punjabi Gold, PTC Simran, PTC Music, and PTC Chak De; PTC Network is undoubtedly the largest Punjabi Television Network across the world enjoying 80 percent of marketing share in terms of viewership and revenue. These channels have ushered their way into the lives of millions of viewers across the world with music, entertainment, news, spiritual content and innovative programmes.

Constantly evolving and experimenting with technology, Narayan also steered PTC Network in beginning the first company in the world to start a daily Live 360 degree Virtual Reality telecast besides doing V telecast of all PTC's ground events since 2016.

With his vision and dedication, he has expanded PTC Network's base to USA, UK, Australia, Europe, New Zealand, and Canada. In November 2019, Narayan launched the world's first Virtual Reality 360-degree Live Telecast Service to enable his global viewers to watch the live telecast of Gurbani from Sri Darbar Sahib through VR Gear. The VR-based technology provides real- life experience of the Sri Darbar Sahib remotely, via smartphones on PTC Play app or Jio TV.

Rabindra Narayan is also a renowned journalist and held significant positions with Sunday Mail and The Weekly Sun. He was also an avid film and music critic and has directed a significant number of highly specialised documentaries to his credit.

Owing to his dedicated efforts and unswerving focus, Mr. Narayan has earned huge respect and recognition through these years. He was honoured with the



prestigious 'Delhi State Punjabi Media Award' in the year 2003 by the Delhi Government. Recently, he received the Jewel of Punjab Honour from the ex-Prime Minister of India, Shri Manmohan Singh.



Christopher Teo, Chief Executive Officer, Tokio Marine Life Insurance Singapore

Christopher Teo is the Chief Executive Officer and drives the strategic direction of the Tokio Marine Group for its life business in Singapore. Drawing upon a distinguished career portfolio acquired during his 28 years of experience within the insurance and banking industry, he has excelled in prior appointments as CEO of major global insurance companies with outstanding presence in Singapore and across Asia.

Christopher has always been an active participant within the insurance and financial advisory industry and has previously held various capacities in representing several local professional associations. He is currently an Honorary Member of the Financial Planning Association of Singapore (FPAS). An exemplary and exceptional leader, he has been awarded with the highly coveted Executive of the Year accolade (SBR Management Excellence) in 2020.

Christopher has previously worked with organisations like Income, Professional Investment Advisory Services Pte Ltd & Manulife. Christopher graduated from The Australian National University in Canberra with triple majors in Accounting, Economics and Econometrics.

Vivek Sheel, Managing Director, Amec Africa Holding Limited

Vivek is a techno-commercial professional with over 28 years of extensive experience in various fields like Agriculture inputs (Fertilizers, Pesticides & Seeds), Farm Machineries, Grain Trading, Procurement & Project Management in India and East & West Africa. He has over 12 years exposure of #Tanzania and East Africa market across various sectors.

Vivek is an innovative thinker with broad-based expertise in operations and business development with a proven ability to quickly analyze key business drivers and develop strategy to manage top line and bottom line. He started the career after finishing Masters degree in Agriculture from one of the most prestigious agricultural universities of India. He joined as a sales officer and then climbed up the corporate ladder with hard work, dedication, integrity and loyalty to the profession.

Vivek has travelled extensively in all rural areas of Bihar, Jharkhand, Eastern UP, Maharashtra and parts of West Bengal and Odisha and due to innovative thinking and keen observation he introduced a number of products in the market successfully. He went to almost all agricultural growing areas of #Nigeria and launched a number of products. With the support of team and management Vivek & the team were instrumental in doubling the sales within 2 years.

He has got good exposure of East African markets and also some South African markets and diversified the product portfolio of the company and have brought a total turn around by way of introducing a number of products and venturing into new areas either through directly or through strategic partnership. The revenue went up from 15 M USD to 55 M USD due to this.

Vivek is currently working on a few products based out of Tanzania and is focusing on alternative energy, climate smart agriculture and manufacturing of various steel products for industrial and commercial use.



Udipt Agarwal,



Udipt is an accomplished business leader with 29 years in the chemical industry. He is convinced that chemistry has solutions of many challenges the world faces today and is very excited about the opportunities that lie ahead. He is passionate about envisioning the future state of business and monetize new ideas via his well proven value creation models. A leader who exuberates determination, tenacity, and upholds the values very high.

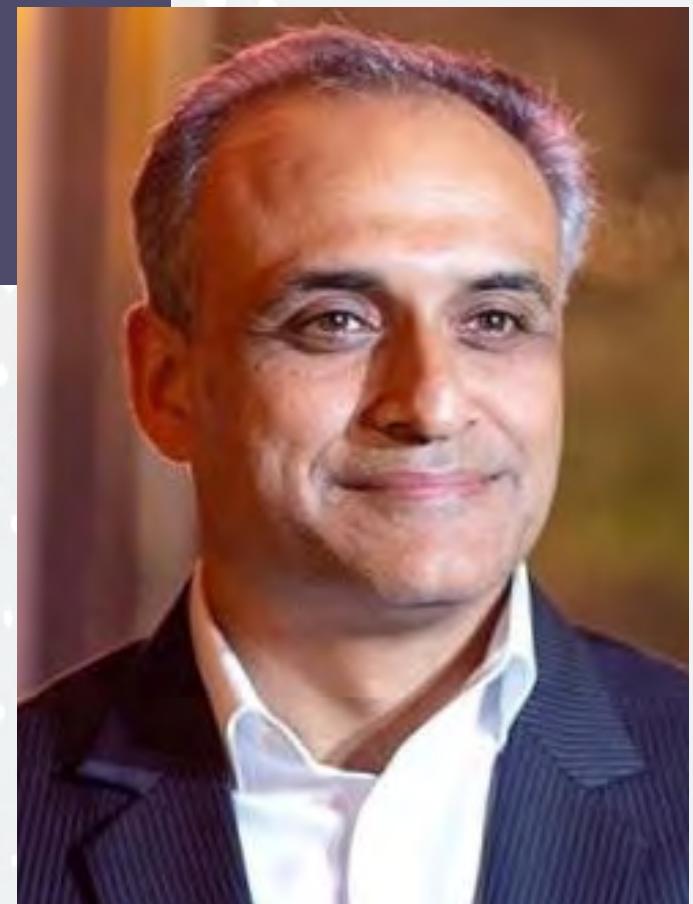
He is currently General Manager Asia for the bio-industrial business of a US based MNC operating in Food, Agriculture, Bio Industrial, and Financial sector for more than 150 years. Through his ability to develop strategic planning for transformative growth, Udipt has been able to start and scale up bio-industrial business in India. He has high-quality leadership skills, and has been able to develop and motivate high performing multi-cultured & diversified teams to achieve high growth across new business. He is now leading the bio-industrial business in Asia.

Prior to taking a leap of faith to start a new business he had 15 years long successful stint with BASF, the largest chemical company in the world where he worked across different business units & geographies including 5 years at regional headquarters in Hong Kong. He led the business to deliver 2x growth in first 3 years and also developed strategies for growth in Asia. Udipt launched his career by taking challenging assignments in sales roles for initial 5 years of his career in Shalimar Paints Limited and Jubilant Ingrevia Limited, the grind of B2B sales prepared him well to take on more challenging assignments later in his career.

He is a leader with growth mind-set and has management and leadership learnings from INSEAD. He is alumnus of prestigious Harcourt Butler Technological Institute, Kanpur India where he did his B.Tech. in Chemical Technology.

Sameer Khatri,

Regional Director, Indian Subcontinent & MD, India, DSV Air & Sea



Sameer has over 30 years of experience in the freight forwarding & logistics industry. He is also a part of the executive board of DSV Air & Sea. When Sameer Khatri (Managing Director-India) entered the industry 30 years ago, words like supply chain logistics weren't even coined. Today, supply chains of organisations are competing to get the competitive edge over others, thus depicting vast transformation that has taken place. Sameer's experience in leading various cross functional teams across departments and organisations, his representation in business forums and his certified leadership skills are shaping him up to be a leader with strong principles and deep business acumen.

Sameer has previously worked with UTi Worldwide (DSV A/S) as Managing Director India and regional Vice President of Indian Sub Continent, Gati Limited, Panalpina.

A Post Graduate in Marketing, Sameer is a true leader with deep-rooted experience in overseeing various teams, departments and companies across the logistics realm.



Mayank Patel, Country Head, Adecco Middle East

Mayank brings over 20 years' experience gained across the HR service and Outsourcing Industry, having partnered clients in the design, implementation and management of complex human capital solutions. Mayank started his career with Eli Lilly and Company & joined #adecco in 2007. In 2015, Mayank was appointed as Director of Professional Recruitment across India.

Mayank has done executive MBA from INSEAD, IMD. He has been awarded as a 'Thought Leadership Champion' in 2018 for an active participation in more than 13 TL programs across the region. He was also facilitated with the Best Leader for Staffing Industry in India for the past 3 years. In the Middle East, Mayank focuses on implementing our Future@Work strategy to strive market leadership position in all our business areas by enabling sustainable and lifelong employability for individuals and empowering organisations to optimise their workforces.

Mayank has been leading Adecco Middle East since the year 2018 and has helped the company achieve many success milestones. In the year 2021, Adecco Middle East was honoured to be awarded as the #gcc Best Employer Brand 2021 by the World Human Resources Development Congress for our contribution and best practices in the HR industry to create a better workplace for the future.

Under Mayank's Leadership, #theadeccogroup Golden EEMENA awards 2021 for the Eastern Europe Middle East and North Africa region awarded Adecco UAE as the Best Country Of The Year 2021 & also bagged awards for Best Revenue Growth 2021, Best Productivity Improvement Award 2021, Best Team Spirit Video Award 2021 and most importantly the Customer Experience Award 2021.

Mayank has been an active speaker at the International Labour Organisation (ILO) Global Forum on "Promoting fair recruitment for migrant care workers." He firmly believes that leaders across the world should promote better, fairer, more responsible recruitment for migrant care workers. The Adecco Group has been active in placing workers in the healthcare industry in the #middleeast, and in particular been responsive in placing workers as needs shifted during the COVID-19 pandemic.

Monuranjan Borgohain, Founder & CEO, DIATOZ SOLUTIONS

Monuranjan (Monu) is an award-winning business leader, a serial entrepreneur and a hardcore techno functional leader with over 15 years of experience working in different geographies (India, United States of America, Japan and Germany). He comes with vast experience in large scale multi-million dollar business transformation.

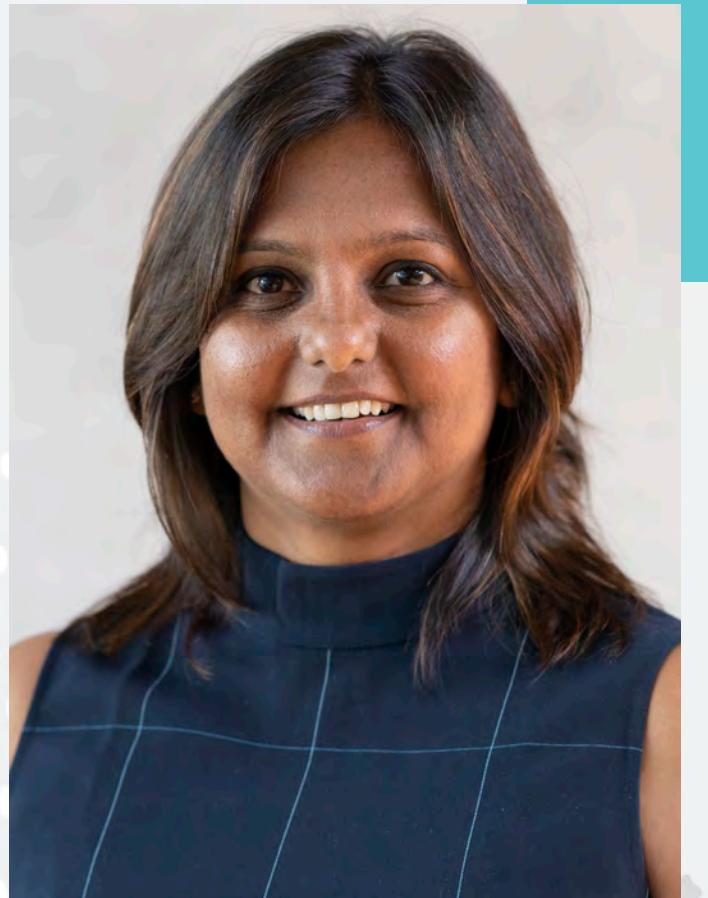
Monu has worked with several MNCs namely, Society General, Huawei, Publicis Sapient, Coach, GalaxE. Solutions, Cigna, Liberty Mutual Insurance, Verizon Wireless, Siemens, Tesco and so on. Monu's journey as a founder and CEO of DIATOZ, began from a balcony in May, 2018. DIATOZ has grown from a one person company to a headcount of over 130 employees and offices in India and Singapore. Monu has bootstrapped DIATOZ with year on year revenue growth of 6x. DIATOZ has evolved into 3 business verticals namely Digital Solutions & Services, Digital Products and Consulting.

Under his leadership, DIATOZ has been recognized as "Startup of the year 2020" by CIO Insider India, The company in focus 2021 by Innovative Zone India, The 30 Most Trusted Brands to Watch 2021 by Prime Insights and The Best Company to Follow in 2021 by The Innerreview.

As a CEO, Monu has extended the business to partner with several startups, and billion dollar companies like L & T Construction, Inc., Mahindra Group, Comviva, TCL Communication USA, DDB Mudra Group and many others. Monu has founded another company called #E2EHIRING which is a platform to automated jobseekers and employer journey end-to-end. The product has already started making a promising start. Monu has also co-founded DIATOZ E-Commerce to create a deeper and meaningful contribution in the Ecommerce space.

Monu believes in investing and developing grass roots and budding talent. He feels motivated around the team. In his free time, he likes to play Guitar and spends his weekends playing Cricket, Football and Badminton.





Harsha Solanki,
Managing Director - India, Bangladesh,
Nepal, and Sri Lanka, Infobip

Harsha Solanki is an industry leader and a proficient professional with experience of over 16 years in the IT industry. At an early stage of her professional journey, she has established a prominent position in the tech and cloud communication business and has helped to revolutionize the entire industry. Harsha began her career in 2005 as Sales & Marketing Manager, Harsha worked her way to the top in less than a decade's time and served as the Country Head for BSmart Tech Pvt Ltd, which was then owned by Infobip. Currently, she is spearheading the #India region as a Managing Director, Infobip along with #SriLanka, #Bangladesh, and #Nepal, and leaving a legacy while inspiring other women to take on leadership roles in their fields and achieve great things.

Being a Telecommunication & IT alumnus of Symbiosis Institute of Management Studies, Harsha's track record in the Application to Person (A2P) messaging arena attests to her skill and has worked on various business strategies to improve the company's top and bottom lines. At Infobip, she has helped quadruple the turnover of the company (India region) in the first four years of her tenure. She is an assertive leader who leads with a vision. Her goal is to build Infobip as an engineering giant with the #CPaaS infrastructure as its defining feature and an innovation- centric perspective.

Under her administration, the #CloudCommunication & #IT giant Infobip has launched three trailblazing SaaS products in 2021 - chatbot building platform 'Answers,' customer engagement solution 'Moments,' and omnichannel cloud contact center solution Conversations.' Currently, she is working on strengthening the core leadership at Infobip by channelizing the post-pandemic demands into innovative services and solutions that may help businesses and individuals interact more effectively. Her passion for experimenting and innovating complements and amplifies Infobip's core values of innovation, speed, and agility.

Harsha is an interior design enthusiast, which is reflected in her home décor. She is an avid reader who enjoys travelling, networking, and spending quality time with her family.

Komal Somanı,
Whole Time Director,
ESDS Software Solutions Ltd

She has been associated with the Company since September 1, 2012. Komal has won several awards and recognitions. One of the biggest highlight of her professional journey was to get ESDS to 15th Rank in Top 25 Asia's Great Places to Work and bagged 2nd place in India, additionally she has received Most Innovative Woman of the Year – 2018 at the 2nd She Leads Summit and Awards, 2018. She was ranked amongst the 50 Most Innovative HR Technology Leaders 2017, and amongst the 25 Most Innovative HR Tech Leaders – 2016 at the Asia Pacific HRM Congress. She was also awarded the Maharashtra Nari Ratna Award 2017, Tejaswini Sanmaan by Swaraj in 2017 and Nashik Best HR Leaders – 2017 etc.

Komal has been instrumental in achieving substantial Revenue during FY 21-22 through various Customer Centric Digital Campaigns. Achieved consistent customer engagement through experience-driven digital campaigns thereby adding newer clients to our portfolio, as well as enhanced up-selling and cross -selling amongst existing customers. She has been instrumental in enhancing Digital Share of Visibility (DSoV) amongst all Indian CSPs (Cloud Service Providers) through various engaging Social Media activities and extensive Media Coverage which helps to enhance our TOMR and ITP. She successfully launched of Famrut App – a revolutionary digital agrotech ecosystem

She is also on the board of Resvera Winery. Komal holds a bachelor's degree in engineering from the Pune University.





Hamad Al Mehyas, Chief Executive Officer, Daman - National Health Insurance Company

Under Mr Al Mehyas' leadership Daman continues to be the leading health insurer and value-sharing health partner to the Government. Mr Al Mehyas has overseen the development and implementation of key strategic initiatives to provide unparalleled smart solutions and services to help shape and support a healthier community in the UAE. His extensive knowledge within the healthcare system has helped enhance Daman's industry leading expertise and ensured the delivery of excellence across all its products and services. Prior to his current role, Mr Al Mehyas has served in operational and commercial executive roles during his six years at Daman.

He is one of the first UAE Nationals specialising in Forensic Medicine where he received the Government Excellence Award for Innovative Initiative. He has held several senior roles in Federal and Local Government entities and led the Office of UAE National Supreme Biosecurity Committee. He is a licensed Forensic Medicine Specialist, a member of the International Society for Forensic Genetics, Germany. Additionally, and was a member of the UK Forensic Science Services.

Mr Al Mehyas serves as General Manager of Daman Healthcare Solutions, as Board Member at inHealth - Independent Health Information Technology Services and as Board member at Saudi Enaya Cooperative Insurance Company. He also sits at Emirates Insurance Association's Board as Vice Chairman, Chairman of Higher Technical Committee as well as Chairman of the Life & Medical Committee and Chairman of the Emiratisation Committee.

Mr Al Mehyas holds a master's degree in DNA Profiling from the University of Central Lancashire and a Bachelor of Science in Forensic Medicine from Glamorgan University. During his career he has been awarded several honorary medals and certificates of appreciation from Government and International Organisations.

Sanjeev Jain, Founder, Promoter and Director, Akums Drugs & Pharmaceuticals Ltd

Mr. Sanjeev Jain is one of the Founders, Promoters and Directors at Akums Drugs & Pharmaceuticals leads business development vertical across Akums Group for Contract Research and Manufacturing as well as Akums Marketing Subsidiaries. Mr. Jain is a visionary entrepreneur having 37+ years of rich experience in the pharma industry and in making CRAMS a backbone for Pharma marketing companies of India and abroad.

Mr. Sanjeev Jain manages end to end aspects of the business including leading large cross- functional teams to build strategic plans and initiatives. His eye for JVs & acquisitions along with expertise in turning around the business, has contributed to the exponential growth of the organization. The Company in his able leadership continues to spread its wings in Domestic as well as Global Pharma Market.

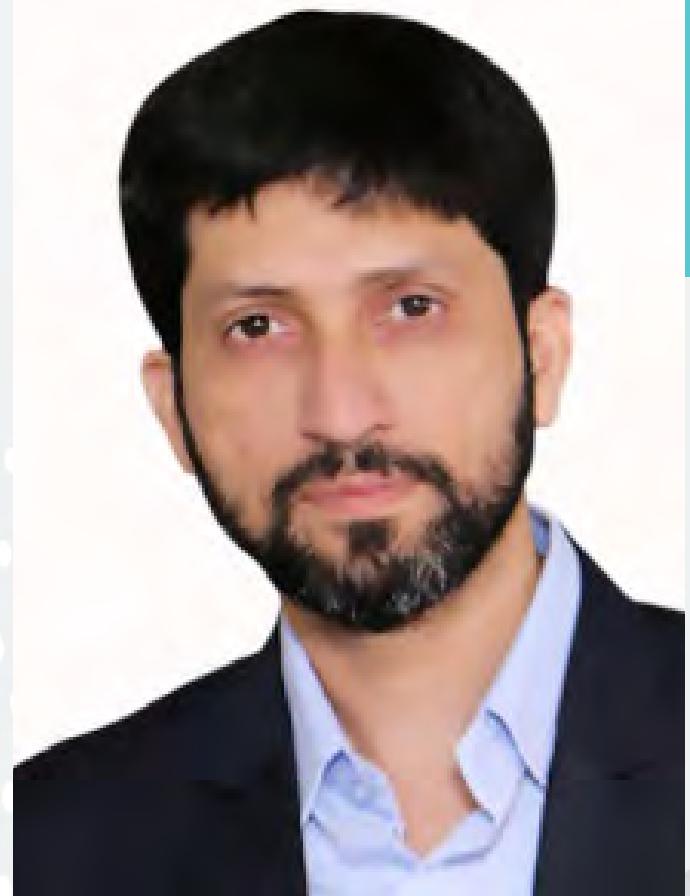
A first-generation entrepreneur, Mr. Sanjeev Jain has won several prestigious awards and recognitions for his strong vision and credibility in Indian Pharma Industry. To mention a few, India Pharma Leader Award by Government of India for two consecutive years 2018 & 2019, India Pharma Award for Excellence in Contract Research & Manufacturing organized by Informa market during CPHI India 2021/2017/2016/2014, National Best Employer Brand Awards (Pharma sector) by ET Now World HRD Congress and Best Asian Healthcare Brand by Economic Times. He has been awarded Business Performer of the Year by Abbott for several consecutive years and got commendable appreciation from Abbott India for his contribution in launching Heptral first time in India, Star Achiever Award by INTAS from several consecutive years and Business Partner of Choice by Piramal Group. He is also an Udyog Ratan awardee from the Institute of Economics Studies, India's Most Admired Leader in Healthcare and recipient of Business Excellence Award for Leader in Pharma Manufacturing & Innovation by CIMS Medica 2021.

Mr. Sanjeev Jain has been honored with Samaj Shree for his kind voluntary services dedicated to the public & society as a whole. The pharmaceutical industry recognizes him as a true, visionary leader & a mentor who has achieved commendable milestones and treats each milestone as a ladder to reach greater heights. He is regularly being featured in India Today, Business Today, Fortune India, The CEO and



Business Sphere Magazine and various Pharma Bulletins.

His innovative approach in new product development, patents; creation & retention of customers have brought the company to its pinnacle. He has a keen interest in good corporate governance and CSR. In his decades of experience, Mr. Sanjeev Jain is highly reputed for his leadership skills, team management and a strong acumen for Industry development.



Firoz Sait,

Vice President (Sales), South Asia,
Edvoy

Firoz is an acclaimed Sales Professional and a well known Sales and Growth Coach who has played a vital role in developing people, improving performance and helping them achieve goals. A creative, diligent, passionate and progressive professional with 20+ years of work experience in sales, Sales Operation, Channel Management, marketing and P&L management across industries like #BFSI, Internet, #Adtech & #Media working across India, Middle East and SouthEast Asia.

A Law Graduate and an entrepreneur by heart Firoz has been associated with reputed brands like Aviva, ICICI Bank, ASKME.com, Sulekha, Monster, JobNet Myanmar and Lifesight Global. He was part of the thought leadership in building and launching the Best companies to work in #Myanmar (BCIM) a first of its kind in Myanmar. He was also part of leadership team of Myanmar Employers Award (MEA 2020) He was also instrumental on growing Lifesight's business from 3M USD to 10M USD for the year 2021.

He has mentored many sales leaders in his career and also takes time to coach and train young and future leaders and guide them towards sales careers. He has also Won Vishista - Best Professional Award (IKON 2021) for his selfless support towards the educational sector and early stage startups and Have recently Awarded in Excellence in Sales & Marketing in Guru World Summit 2021. He was also interviewed among the top global leaders by Consult Clarity team.

Firoz has strong strategic, analytical and interpersonal skills with ability to define vision, strategy and roadmap. He has extensive experience building high-performing teams and passion for creating a culture where people enjoy what they do.

Muralidhar Teppala,

CEO,
Shenzyn

Muralidhar is a Founder & CEO of #Shenzyn, an AI driven marketplace that caters to increasing diversity workforce across corporates. Muralidhar dream to break the age-old prejudices about few genders may not fit into certain career paths. He binds Shenzyn and people together, strives to be a part of their success. Besides encouraging ideas, Murali also takes keen interest in mentoring and investing in startups and working with young minds.

Before starting his entrepreneur journey Muralidhar was Heading HR leadership roles for two decades starting 1999. He was wearing various hats in his previous juncture working with MNC's like, Genpact, EPAM Systems & Aeries Technologies as Global Talent Management Head. He was with DXC Technology , Visualsoft and instrumental in Growth. In his professional journey Murali handled global roles across US, Europe, Singapore & Philippines. Muralidhar completed his Global Fellow Program in Talent Management from Wharton School before he started his entrepreneur journey with Shenzyn. com. He completed Masters in Human Resource Management from Andhra University.

With over 2 decades of experience in Human Resources Function with Fortune 100 organizations which believed in imbibing Hi Tech Applications and Artificial Intelligence in people function as the key success factor in a competitive environment. His passion for Tech driven platform shall let the diversity thrive with growth and success in career aspect. In the last 3yrs in Shenzyn, has partnered & created impact for 500+ customers in their diversity growth . The platform has 2 Million+ Diversity workforce as users & growing every day. Shenzyn is growing across globe and see their impact in the Americas & Singapore in coming months.

He has built a great team here at Shenzyn.com and is highly excited to build upon that team as they continue to develop an AI driven marketplace which drives diversity to corporates across the globe. His plan is to make this platform as one and only place for all Campus hiring, Middle management, Leadership hiring along with a learning platform in-built through Mentoring by various industry leaders.

Muralidhar's leadership stints with all the MNCs were extremely successful as he always believed in getting the best of the talent to function better than the role



and nurture the talent to grow. He has always given opportunities to his next levels and made them Talent Management leaders in the industry today. He is known for his fun at work and delivering the best. He continues to believe in creating great teams which makes companies grow.



Dr. Vishal Rajgarhia, Director, Finecure Pharmaceuticals Limited

Accepting the award he said, "I accept and share this honour with every single member of my extended Finecure Family. Their unstinted efforts have made success and growth a reality for Finecure."

Dr. Vishal, a youthful, talented, vibrant and charismatic new age entrepreneur, is a founding Director of the Finecure Pharmaceuticals Limited, a leading pharmaceutical company. He set out with a vision to create a value based company with the prime aim of "Making lives Healthier". Under his able and dynamic leadership the Finecure group has progressed speedily to attain new milestones. that encompass a strong market presence, both in India and abroad.

Sure of himself and having no uncertainty about his or his teams' abilities Dr. Vishal possesses the quality of mind and spirit that is unwilling to accept failure. His result oriented approach to establish strategic, mutually beneficial partnerships and relationships with vendors, service providers and all other stakeholders has seen the company achieve exceptional growth trajectory.

Dr. Vishal's popularity and reputation has seen him grace august positions of eminence in high-paced organizations like ASSOCHAM, Ecuadorian-India Chamber of Commerce and the Indian Drug Manufacturers Association. He has been a member of the Core Committee Confederation of Indian Industry National Health Summit and #CII Panel on Pharma. Being counted among Asia's Top 100 Inspirational Leaders of the year is a further feather in his cap where he has also been recognized as the "Most Influential Leader For Excellence" in the field of business and "Most Impactful Leader" by the World Health & Wellness Congress.

His optimism rubs on to the people he comes into contact with....they believe in his ideals because he so clearly believes in them. This one belief has helped him build Finecure as a people-centric organization that values the happiness and welfare of its employees as much as the bottom line.

Ashok Kumar Bhattacharya, Independent Health Care Strategy Enabler

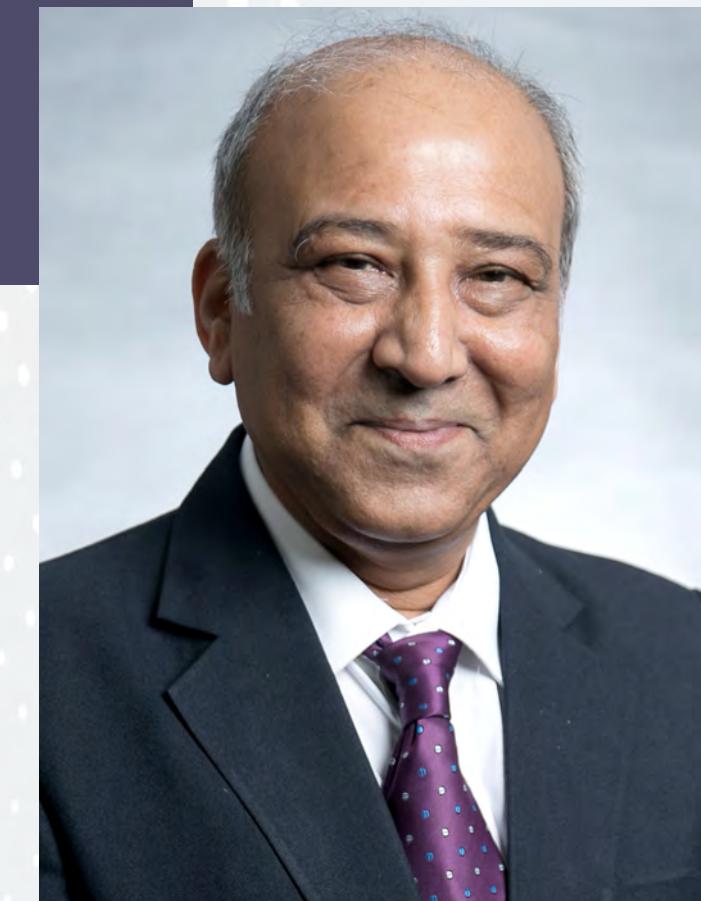
With over 39 years of experience in Global Pharmaceutical MNCs like GSK, Merck, Takeda, Ashok has been a successful manager in various roles -general management, marketing & sales roles & excelling in diverse multicultural environments. He is a strong proponent for building big brands & enhancing corporate equity through patient & customer focus, ensuring total compliance & corporate governance.

Ashok launched & built brands in multiple therapeutic segments & managed overall P&L. He was actively involved in M&A's, integrations & change management process without losing sight on performance & compliance. Developed human capital through continuous training & development programs which led to attracting & retaining top talent. He has developed growth oriented corporate strategy aligning with Global Therapeutic / Disease area focus ensuring that the Innovative products reach majority of the patients across the country and has successfully managed out-licensed partners & cross functional teams through continuous interactions both at local & regional level.

He was actively involved in discussions with Government Regulatory authorities & the Japanese Embassy / Consulate. Ashok was associated with ANDERSON Consulting actively involved for business process re engineering project. He has attended various marketing & general management programs & got trained in reputed institutes like INSEAD, IIM Ahmedabad, Bangalore & ASCI Hyderabad

Ashok is the recipient of Lifetime Achievement Award for outstanding contribution in Pharmaceutical Sector, during the international service pride awards 2022 and also the recipient of ICON of the Healthcare Award at the South Asia Pacific Healthcare Summit & Business Awards 2022. Ashok was recently felicitated with the Glory India Award in recognition of outstanding professional achievement & contribution in nation building.

He is the member leadership excellence – Harvard Business Square and fellow at Institute of Directors (IOD), India. Ashok has been the member of CII national committee on Pharma 2017-18, 2018 – 2019, 2019 - 2020. Ashok has also been part of the executive committee & also multiple committees of OPPI (Organisation Of Pharmaceutical Producers Of India) – an association of research based multinational



pharma companies.

Ashok has been a jury for multiple award events & a regular speaker at various healthcare events. Ashok is currently a panel member of global consulting organisations & have been advising global companies on current healthcare landscape in India, entry strategies, organisation structure. He is also an advisor to a Medical Affairs Organisation.



Vishal B. Malkan, Founder, Malkans Training Institute

An author, trading expert, coach, and branding expert, Vishal has been in the field of stock trading for over 27 years. Trading since the age of 16, Vishal attended seminars and conferences, followed trading stalwarts, and researched extensively on how to trade effectively.

After much research and analyses, he and his wife and business partner, Meghana V. Malkan, found two prominent gaps in the existing system - there was an urgent need to simplify complex trading strategies so that common people can trade like a pro. The other was - good trading is directly proportional to one's mindset. One with an abundant mindset can trade confidently as opposed to one who has a fearful mindset. That's when they decided to dedicate their lives to blending these two aspects and offering simplified stock trading solutions to all those who wanted to become excellent traders. They founded Malkans Training Institute. Today, it is one of the biggest stock trading institutes in India.

While Vishal coaches thousands of people across the globe on how to trade proficiently by using simple trading strategies, Meghana teaches them how to build their mindset of a high-performance trader. She's one of the very few certified High Performance coaches in India. To spread their message to millions, Meghana and Vishal co-authored the book #CASHTAGS - How to Get Started with the Stock markets and Level up as a Power Trader. It features invaluable insights from world-renowned experts like Dr. Van Tharp, Dr. C K Narayan, Raamdeo Agrawal, Jack Schwager, Mark Minervini and Steve Burns.

Vishal's mission is to influence and impact 100 million people through his live seminars and workshops and online programs & courses. Vishal and Meghana were awarded the Times Most Dynamic Power Couple In Stock Market Training by The Times Of India, the leading publication of India. Vishal has also won an International Excellence Award 2019. He has hosted one of Asia's largest stock training live events. He is an iconic Influencer in the field of financial markets.

Ali Kamel Hammoud, Group CEO, Midas Group

Ali Hammoud is the CEO of #Midas Furniture Group and serves on its Board of Directors. He is a distinguished visionary who is well-versed in bridging the ground between vision and execution with 20+ years of experience in retail home/office furniture, commercial projects, and tenders.

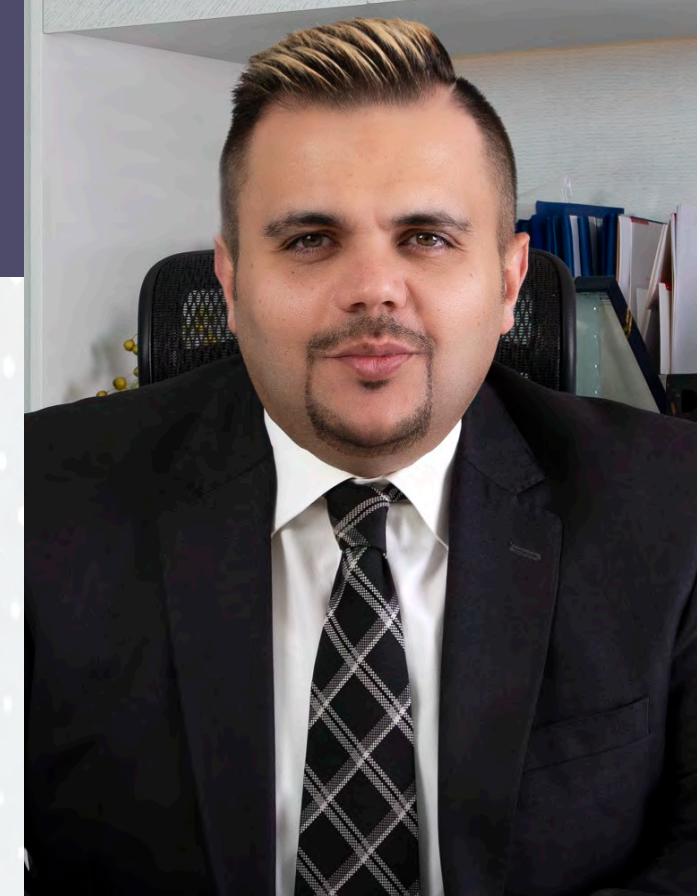
Believing in the fundamentals of the #Kaizen method, Hammoud believes that there is good, but there is always better, that deep is only an ongoing action of digging into the matters, that figures are not only numbers, but reflections and that reports are not only accounts but rather the past, upon which the promising future is foreseeable. This mindset is reflected on both his work milestones and his personal preferences.

Ali's ability to convey straightway business development strategies and cross-functional initiatives resulted in a significant double-digit and profitable growth. He is known for being an enthusiastic motivator and is recognized as an inspirational team-builder who motivates staff to attain peak performance, guiding teams of up to 2000 employees and generating revenues of more than #USD200million.

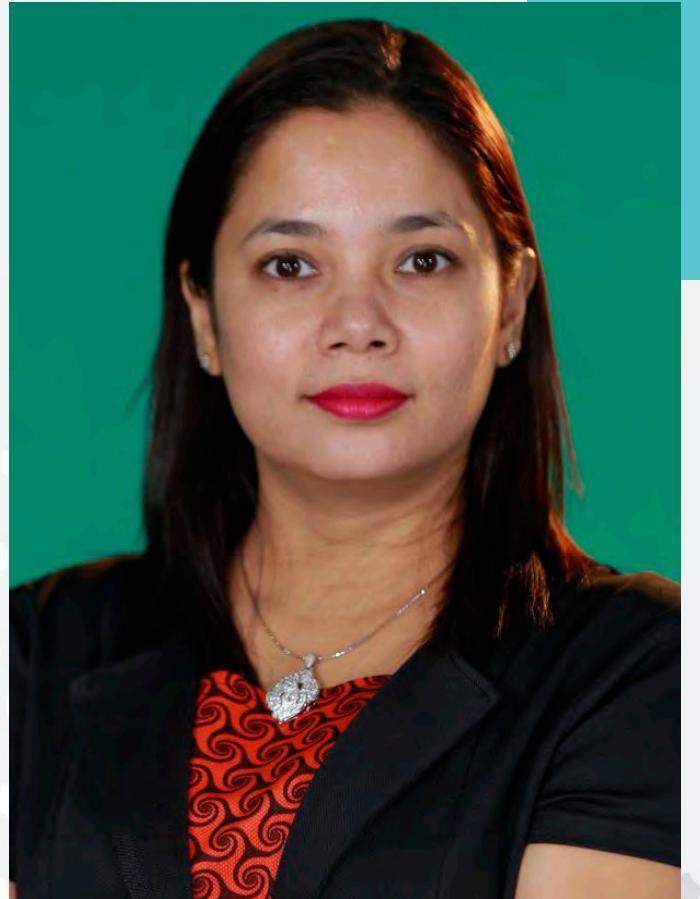
He spearheaded product line diversification to achieve a twenty percent (20%) increase in revenue and penetrate the wider market and drove implementation of new market expansion to propel business forward and adapt to market changes. Before being named the CEO of the Group, Hammoud was the COO & he improved business profits by thirty percent (30%) through strategic updates to processes, procedures, and team makeup.

Hammoud's hobbies are an integral part of his personality and are reflected on his forward-thinking mindset in business. His interest in smart solutions and AI enabled him to take proactive decisions before the Covid-19 crisis and establish one of the first online websites for furniture in the region, increasing the sales and achieving stability and growth during a volatile economy at which most of the retailers suffered from instability and uncertainty. In addition, the introduction of AI tools has managed to increase online sales by a double-digit percentage.

Hammoud's hobbies also include reading; that is why he is an eager learner, holding a bachelor's



degree in #Finance & #Accounting, a Master's in Business Administration (#MBA) and a master's degree in Applied Business Research (#MOAR), and 50+ training certificates, most of them are from reputable worldwide recognized institutes (Harvard University, HEC Paris, Columbia Business School and others). He is currently pursuing his #DBA degree and expected to obtain it before the end of 2022.



Mya Thandar Oo, Chief Sales Officer, MyJobs Myanmar

Maya graduated with a Master of Law (LL.B, LL.M) 2006 from University of Yangon, Myanmar and was one of the alumni of Draper University (Silicon Valley) 2020 and Myanmar Peace Center in Yangon from 2015 to 2019. Maya has previously worked with 360ed, MyPLAY Myanmar & Sofitel.

She is freelance trainer, motivation speaker, corporate advisor and diversity advocate. She conducted the sales ethics training, personal branding and leadership skill, and gender-based violence training coordinated with the others community-based organization in Myanmar to help organizations, leaders and individuals to "Break the Bias" and reconsider the potential of themselves and their teams, outside of the societal expectations.

Maya has inquisitive and innovative mind for education, with a strong business acumen, international outlook and unfailing energy and commitment for accounting. She developed and instigated a number of different innovative tertiary educational programs to promote diverse women and gender women Leadership roles such as women's rights, human rights and gender rights, civic & political engagement.

Recently, she was felicitated with Myanmar Women Leadership award 2021. She has been shortlisted as Women Icon Power by Women Council affiliated with Times Women Award 2022. She has been Mentor for 2022 mentorship program for Deep Global Shapers Yangon (GSY). She feels that a specific focus on the economic empowerment of women, supporting women to become economically independent is one of the most effective pathways to lift entire communities out of poverty. She is working on exploring different ways that Myanmar women have made their contribution to the world by backing women overseas to build their own micro businesses so they can support their families and begin to break the cycle of poverty in their villages.

Vishal Jindal, Founder & Co-CEO, Biryani By Kilo

At SkyGate Hospitality – the company behind the renowned brand- Biryani by Kilo, Vishal is in charge of Strategy, Growth, Finance and Marketing of India's biggest cloud kitchen and Biryani delivery chain. With 25+ years of entrepreneurial and investment experience across different sectors & countries, he has been one of the most aspired names in the industry.

Vishal helped raise Series B - #USD35million for Sky Gate Hospitality Pvt Ltd (#BiryaniByKilo) from #FalconEdge, #IvyCap & #SBI. He along with his team almost Doubled Biryani by Kilo outlets from 40 to 100 outlets and sales from around Rs 7crs to Rs 20crs per month. He has been featured in top-tier media and publications such as Forbes India, Economic Times, Fortune India, CNBC, Inc42, The Indian Express, Money Control, NDTV Food, and many more. He has been making significant contributions towards motivating the youth of India to innovate and transform ideas into successful ventures & businesses.

Vishal's passionate, high-spirited, and pragmatic approach in life with diehard love for food has made Biryani By Kilo - the biggest & fastest growing Biryani & Kebab delivery chain in India, with around 100 outlets in 40 cities. BBK has been in the Cloud kitchens & Biryani category since 2015, even before both became popular terms in the F&B industry. An expert in scaling up businesses across different geographies with empirical experience in Finance, Marketing, and Strategy.

Vishal is an IIT engineer with an MBA from Syracuse University in New York. He also went on to study finance at The London School of Economics and Political Science (LSE). His journey involves raising and building multiple IT companies from scratch in India & Singapore, engaged in value-added reselling and customized solutions to major OEMs, distributors, and multinationals in Asia. He later moved to investing in his career as Co-founder & Director for Akshayam Capital Pte Ltd. (Singapore), long/short hedge fund investing in Asian markets across different sectors. In addition to this, he also spearheaded Carpediem Capital Partners, India based Private Equity Firm operating from Gurgaon, as the Co-Founder & Director.

Besides leading Biryani By Kilo, he is currently serving as a Board Advisor for Ecosystm Singapore. In a nutshell, Vishal Jindal is a Strategic Thinker, Analytical



Investor, Experimental Leader, and truly an Inspiration to budding business minds. He is a serial entrepreneur and a start-up coach who mentors small businesses to nurture creativity, growth, and scalability through his knowledge & experience. He is a life-long learner - a voracious reader, foodie, and an avid traveller.



Naivedya Agarwal, CEO & CO-Founder, Runaya Group

At Runaya, Naivedya is responsible for the Manufacturing Technologies vertical. As an advocate and believer in technology and innovation leading to business growth, Naivedya also drives the digitization journey and strategic growth roadmap for Runaya. In the five years since inception, Runaya had established itself as a trusted partner to all stakeholders, including customers, employees, and society with its strong focus on governance and sustainability.

Prior to founding Runaya, Naivedya worked with organizations such as Boston Consulting Group (BCG), J.P. Morgan, Vedanta Resources Limited and Hindustan Zinc. He conceptualized the framework for Runaya and identified #ESG as the key theme under which Runaya would operate. Naivedya was instrumental in identifying and then building relationships with all of our current and potential JV and Technology partners. Under his guidance Runaya has rolled out several flagship HR programs such as Leadership Development Program "ACTUP" to develop the next generation of leaders, where identified leaders were given substantially higher roles and compensation.

Runaya is also amongst the few startup companies globally with a diversity ratio of over 60% women across the workforce including on the shop floor and has a target of 80% in the next two years. #Runaya is taking a lead in the manufacturing sector to give all employees an opportunity for wealth creation through participation in their long team incentive plan. These initiatives have led Runaya to be recognized as a "Great Place to Work" by the prestigious organization Great Place to Work. Naivedya has been instrumental in driving the growth journey for Runaya.

Naivedya holds an MBA degree from London Business School and is a qualified scuba diver and has trained as a pilot on the Cessna 172 aircraft.

Biraj Sinha, CEO & MD, UNISON Insurance Broking Services

Mr. Biraj Sinha is the Founder of #UNISON Insurance Broking Services, one of the leading Composite Broking and Risk Consultancy firms in India. He is the first-generation entrepreneur, who with his sharp business ingenuity and dynamic leadership brought the company to wuthering heights. Today UNISON has scaled business across 11 major cities in India and with a team strength of 325+ Insurance professionals. His conducive decisions have driven UNISON to present-day success.

With his passion for Insurance and Risk Mitigation he has been serving this industry for nearly 4 decades. He has worked his way to the top. Mr. Sinha specialises in managing major Insurance portfolios and advising on customised solutions for policies pertaining to Mega Risk, Port Risk, Edible Oil Industry, Renewable Energy sector, Chemical and Fertilizer plants, Off- shore Risk, Exposure to International Market and his latest venture is into Retail.

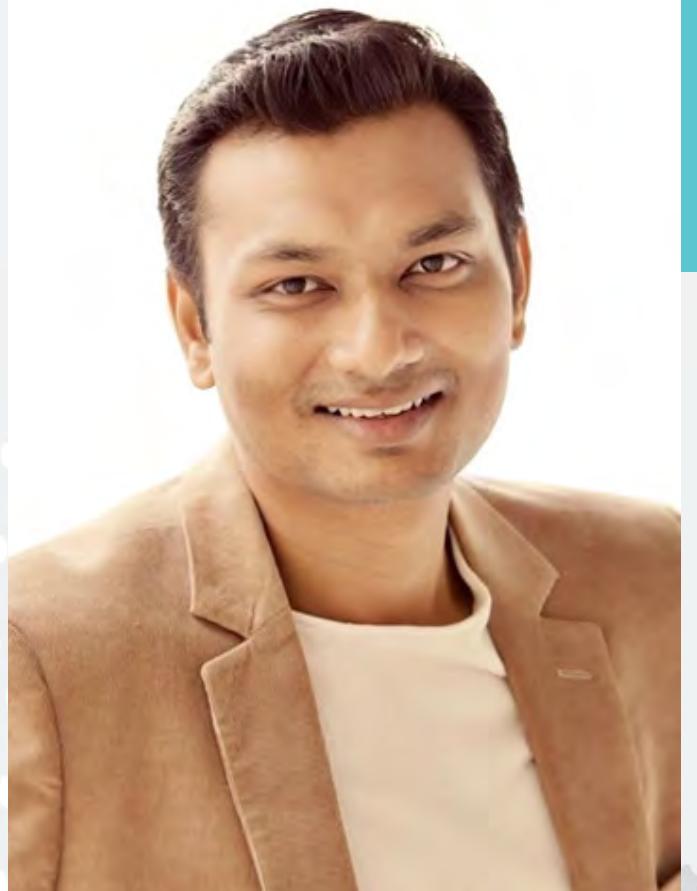
He holds a B. Com Honours degree and is a Fellow member of the Insurance Institute of India. As a dynamic leader and entrepreneur, he dedicates time for building, training, and encouraging a team to churn them into technically sound industry experts. He strongly believes individuals can start a business, but it can only be made successful with a dedicated team. He strives to create and innovate in an ecosystem that benefits all the stakeholders – colleagues, team members, clients, business partners, regulators, and the insurance industry at large.

Keeping the current megatrends of Insurance Industry in mind, Mr. Sinha ensured future readiness of UNISON by bringing in latest technology and innovation in services offered. UNISON & Mr. Sinha's numerous awards and accolades speak for his work and contribution, most recent inclusions are "The Highly Revered Most Influential Professional in Insurance Award" & "Pursuit of Success – "The Passion to Excel". He believes in adapting and attuning to the changing tides; with this philosophy in mind, he is proudly heading one of India's most reliable Insurance Broking firms.

Prior to establishing UNISON Insurance Broking Services, he has spent 14 years with India's leading Public Sector Insurance esteemed Governmental organisation 'The New India Assurance Co. Ltd.'. His Passion & Leadership has been instrumental in



establishing UNISON and setting the company on a growth trajectory. His courage in surviving the challenges makes him a true leader one can rely on to provide game changing solutions.



Amar Chhajer, Country Head - Malaysia & Sr. Director APAC, UST

In his current role, Amar is responsible for the Semiconductor Engineering Business in APAC and Europe; and for the Operations in Malaysia, Poland, China and Taiwan. He was working in Software Engineering roles with Oracle and Accenture before joining #UST.

Amar has played leadership roles in Sales and Delivery of IT, Engineering and Semiconductor solutions. Driven by UST's mission of Transforming Lives, Amar's been instrumental in building the local ecosystem and capability development in niche and emerging areas like IoT, Silicon Engineering, Automation, and Industry 4.0.

Amar is involved with multiple Government agencies, Academic institutions and Trade bodies in Malaysia. He is a committee member for Digital GBS Council of #Malaysia, Talent Advisory Group of Malaysia, also part of Evaluation committee Penang i4.0 Seed Fund for start ups and the Deputy Chairman - GBS Focus Group, Penang.

Amar is recipient of Honorary title (PJK) given by the Govt of Malaysia in March 2021. He has also received the Golden Globe Tigers Award for Excellence in Business Leadership 2018 in Kuala Lumpur, Malaysia.

Amar's education and experience goes deeper in understanding technology and its implication to business across industries. He holds a degree in Engineering in Electronics and Telecommunication and is also an Alumni of Harvard Business School.

Aankur Biswas, Director & Founder, GrowRight Ventures

Aankur Biswas is a corporate & social entrepreneur, startup & impact investor, & management professional. He is a client focused corporate professional with extensive work experience in customer service operations, key account management, business development, relationship building & profitability enhancement.

He has efficient credentials in working with reputed & leading organisations in various industry sectors of MSMEs, BPOs, ITES, BFSI, education, sports, media, travel, hospitality, real estate, retail & utilities. His expertise lies in client relations, key account management, business administration, P & L growth, strategic planning, marketing management, operations management, people management, training & development, market research & analysis.

He is an alumni of multiple reputed universities & institutes in USA, UK, Europe & India. He has been involved with unique startup ventures & initiatives (Fintech, Sports & Entertainment, Education, Social Causes) & giving humble contributions for a better world. He is registered with Startup India portal, Government of India & received the Certificate of Recognition from DPIIT, Government of India.

His business concepts are innovative, viable, scalable & socially relevant. GrowRight® & GroRite® Learning App & Platform is an inventive, essential & comprehensive Edtech concept & business model. It offers online & offline learning, & training & development, & is compatible with multiple education levels, career stages & life phases.

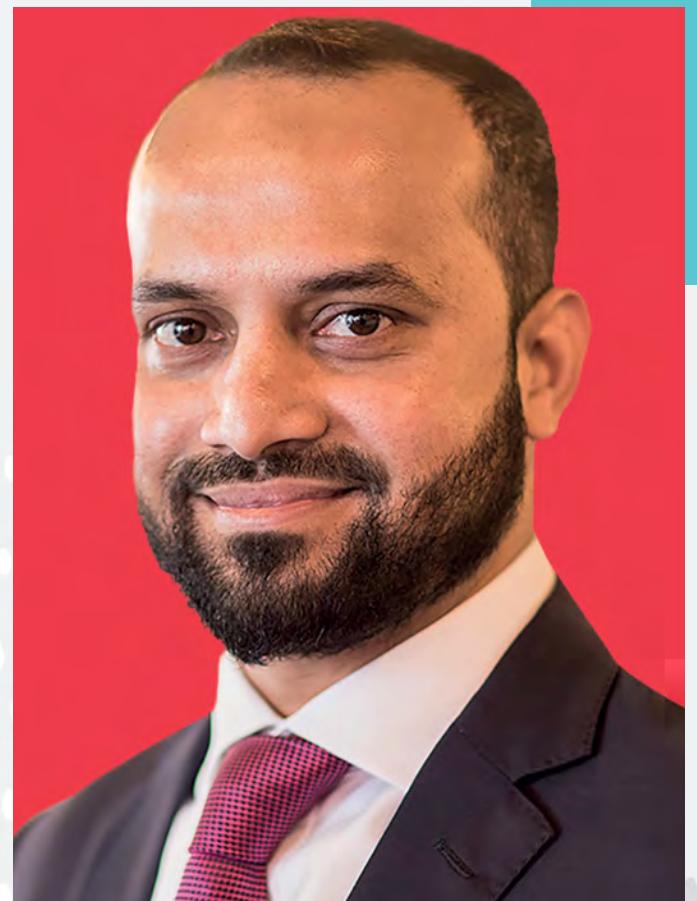
GrowRight & GroRite means Correct, Complete & Collective Growth for All PDL Card & App (All in One)© is an innovative, viable & scalable Fintech concept & business model including Fintech/ Paytech – financial inclusion, payments, discounts, loyalty services & more. It is scalable across multiple customer segments, markets, industries.

Hyper Cricket© – 3 in 1 Cricket© is a unique, versatile & exciting Sports concept & business model in sports & entertainment, sports promotion, cricket & live entertainment, esports, fantasy gaming & mobile gaming. His business ideas/concepts are excellent additions to existing services providers & attractive alternatives, & appeal to customers from all age groups, financial status, geographical areas & tech



literacy. They benefit everyone involved, all stakeholders, customers, operators & regulators. & lead to major employment creation, revenue generation & resources allocation.

He has original ownership rights of multiple IP assets (copyrights, trademarks, etc) & believes that "Leaders are also Learners who strive always for mutual growth & success".



Sadiq Basha, CEO & Founder, Edvoy

Edvoy is a global technology platform that supports students in their study abroad ambitions. It has 300+ employees globally and supports students in every step of their journey. It's Sadiq's vision, but how did he achieve it?

Sadiq completed his Masters' degree in Mechanical Engineering from University of Greenwich, London, UK in 2002. He had a passion for education and, as an international student, wanted to provide honest advice for other overseas students so they could also achieve their study abroad ambitions.

In 2006, he established IEC Abroad, a world class provider of international student recruitment services. In 2019, Sadiq launched #Edvoy, an AI digital platform; built with lessons learnt and his team at IEC Abroad. Edvoy's technology was designed to make the application process for study abroad simple. Its purpose is to empower students, and support them in making the best possible decisions about their future. It provides easy access to experienced counselors every step of the way. They give impartial advice on study destinations, institutions, courses, visa applications and more. Sadiq has built Edvoy to be the ultimate one-stop platform, and a trusted study and travel guide, which empowers students worldwide.

In 2010, Sadiq also set up his own institution (formerly known as New College Manchester) and now called NCG (New College Group). He felt there was a strong need for a niche, high quality English Language course, bespoke programmes and English language center.

Today, Edvoy and IEC Abroad are highly successful global companies with offices in UK, India, Thailand, Nepal, Pakistan, Saudi Arabia, ZUDO Innovations headquarters operating from Chennai in India and NCG (New College Group) running successfully from Manchester, Liverpool and Dublin.

In addition, 2018 saw Sadiq set up ZUDO Innovations, a product development and services company which specializes in building and developing software and web applications for various industries such as cyber security and CRM softwares.

Naveen Gattu, Co-Founder & Chief Operating Officer, Gramener

With an entrepreneurial journey of over 24 years, Naveen has played a pivotal role in the inception and growth of #Gramener. Along with a passionate team of co-founders at Gramener, Naveen has spent the last twelve years creating a combined wealth of over USD 40 Million for the company without any external funding. Naveen has built a global, diverse team of over 230 people across eight countries and maintained a high employee satisfaction score of over 94%.

In his role as Gramener's Co-founder and COO, Naveen primarily helps CXOs and key decision-makers of various enterprises with data-driven strategies to solve their complex business problems. Naveen consults enterprises on their data-driven leadership strategies and roadmaps. He also mentors entrepreneurs and tech founders at Founders Institute, Startup Leadership Programs(SLP), and Startup Sundays, to name a few.

He is an avid speaker at industry and academic forums of repute, like Open Data Conference, Startup Sundays, NASSCOM, TiE, and Big Data Conferences. A great orator, Naveen is also a regular speaker at NASSCOM, TiE, Founder Institute, Open Data Science, Chief Data Officer forums, and Big Data conferences.

As an inspirational tech leader, Naveen has been a proud recipient of various awards, such as the Lufthansa Pioneering Spirit Award for entrepreneurship and innovativeness, and the Global Pulling Together Award for managing and leading complex transformative engagements at IBM. He was a featured speaker at the 4th International Open Data Conference in Madrid, Spain. In addition, he has also been featured in a special edition book on 25 Start-up Entrepreneurs of Hyderabad, India. He has aimed to create a formidable societal impact through Gramener, in partnership with Gates Foundation and Microsoft AI for Earth, to solve conservation related and humanitarian issues.

Under Naveen's leadership, Gramener has added several feathers to its cap. In 2020, the company was featured in the top 500 APAC high-growth companies by ET and Statista. In 2018, it also won the Empowering Societal Progress with AI Award by Microsoft in association with CNBC News18. Naveen's strategic sales acumen helped Gramener acquire over



120 clients, including Fortune 500 companies such as Novartis, Sanofi, Dell, Disney, GroupM, and Microsoft.



Prafull Gattani,

Managing Director,
Oman Porcelain Co. SAOC

Prafull is an Industrialist and Consultant, Industrial and Economic expert. He is working with the #Ceramic & #Textile Industry and has more than 30 years of hands-on experience. He has worked at various levels starting from the middle level to the top level as Executive and started own business in 2001. Prafull has travelled worldwide extensively. He has Headed Operations and Sales of large Ceramic & Textile units.

Prafull started a consulting business for putting up a turnkey Ceramic Tile plant and executed more than 30 complete plants in 10 years of time from 2001 to 2010. He started and operated own and joint ventures of manufacturing units in India & Oman and on the Board of several other companies.

Prafull has been felicitated by various professional organizations for contribution in the business and manufacturing sector in India and Abroad. He has been a regular speaker to various meets and seminars and appeared regularly on various TV news channels as an economic and industrial expert. He has published various articles in India and abroad on international affairs and economics.

Prafull has expertise in #SouthEastAsia and #MiddleEast economy and socio-economic affairs and has attended several International business and professional Exhibitions, meets in Italy, Spain, Germany, Turkey, China, Thailand, India & USA. He is a member of the prestigious Lehman Brother's world experts' panel on economy and Ceramics.

Prafull is currently on the Board of several companies and is working on modernization of Indian Ceramic Industry, making it globally competitive and recognized. He has been responsible for Induction of Energy Saving equipment's & technology and introduction of Digital Printing Technology and Large format tiles in India.

Rustom Lawyer,

Co-founder and Chief Executive Officer, Scribotech

Rustom Lawyer is an innovator and disruptor in the #healthtech industry who has accelerated AI and tech adoption within the segment.

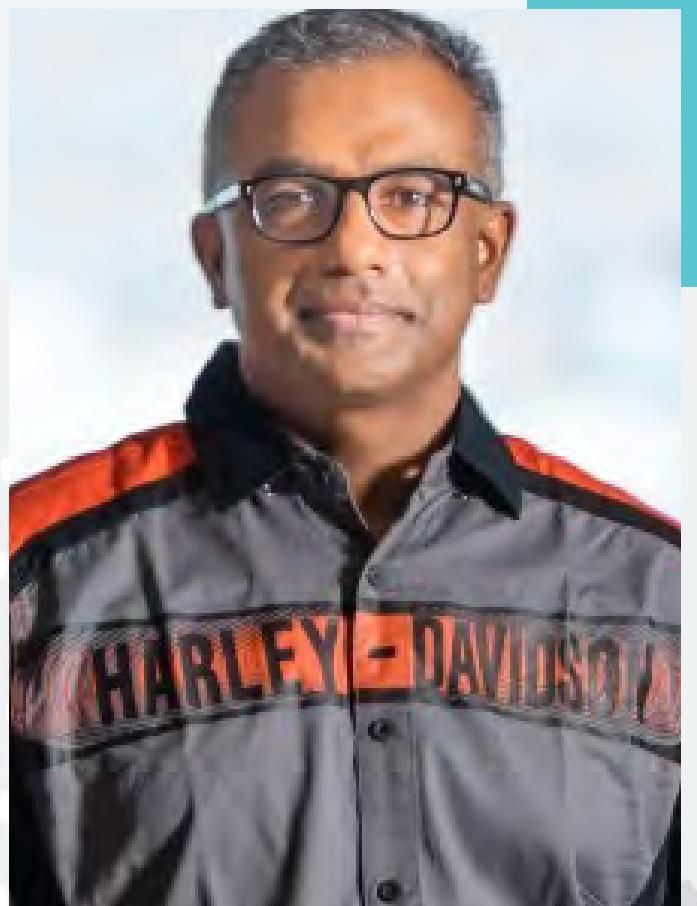
Born into the eminent Lawyer family, Rustom's grandfather and mother have been business leaders in real estate development and brewing. Business piqued his interest at an early age, when he embarked on a life-long entrepreneurial journey with the founding of Scribotech, a services-based BPO at the age of 19 during his college days in London.

#Augnito is currently the best in class sophisticated speech-to-text Voice AI globally, that is the catalyst automating EMR (electronic medical records) adoption in the healthcare market – and has become a trusted brand in the health tech ecosystem creating a revolution through automation and the power of a Voice User Interface.

Currently, Rustom is also working with leading Indian academics in the field of Natural Language Processing. As testimony to the company's endeavours, it has been awarded the Abdul Kalam Technology Innovation National Fellowship as an industrial partner along with Professor Pushpak Bhattacharyya, a renowned academic from IIT Bombay.

Rustom has driven Augnito's market share as the leader in Voice AI segment in the healthcare industry. Augnito has been designed to drive the 'continuum of care' in healthcare organisations. As healthcare systems continue to upgrade to fully digital and paperless functioning, and embrace the adoption of EMRs, solutions like Augnito will continue to play a pivotal role in driving the success of what the future holds.





Sajeev Rajasekharan, Managing Director, Asia Emerging Markets & India, Harley-Davidson

Based in Bangkok, Thailand, Sajeev Rajasekharan is Managing Director of Asia Emerging Markets & India at Harley-Davidson ® Motor Company, since October 2020 and oversees Harley- Davidson ® operations in #Malaysia, #Vietnam, #Philippines, #Indonesia, #Thailand, #SouthKorea, #Taiwan, #HongKong, #Singapore and #India. He had joined Harley-Davidson in October 2018 and was based in India, heading the India operations locally.

With over 25 years of experience in marketing, sales, and operations across consumer durables and automobile industries, Sajeev is a skilled strategist who holds a proven record of managing large scale operations with core competence in business turnaround and quantum growth. Before coming to Harley-Davidson ® , Sajeev assumed the role of Executive Vice President at Suzuki Motorcycle India Private Ltd. Prior to that, he had worked with Panasonic, Electrolux and Samsung Electronics in various business leadership capacities in India.

Sajeev holds a Master of Business Administration in Marketing from the Pune University in India.

Muniinder K Anand, Managing Director - India, South Asia and Global Support Center, Center for Creative Leadership

As an aspiring leader in the business management and human resource domain, Muninder has always aimed to contribute to better leadership development in organizations during the fruitful course of his career journey. With over 24 years of experience across business and HR consulting, he had the opportunity to touch many leaders' lives to make a significant difference in enhancing developmental progress with my rich and diversified exposure in all areas of Human Resource and Businesses Management.

Presently enabling the mission of #CCL, he has had the opportunity to trace the success of 7500+ leaders across India over the course of the last 5+ years of his career. Spearheading CCL's leadership efforts for furthering the mission in India and South Asia, he is responsible for business growth and management of CCL's operations in these geographies and servicing organizations in the region with solutions aligned to their personal and organisational across different leadership levels.

Tracing the growth of his career, before CCL, he was Director, Management Consulting - People and Change at KPMG, the leading global provider of professional services in India. Leading a team of 20+ consultants across the North and East region at KPMG, At Mercer Consulting, India as Director, Talent Business for India and South Asia. Muninder also had the opportunity to conceptualize and spearhead Schneider Electric's HR Shared Services Center for India and South Asia and drive the internal client organisations with an empowered, engaging work environment for employees to match their passion with their work responsibilities and meet organizational growth.

As the Business Technology Leader, Talent & Organization Analytics Consulting, Asia Pacific, at Hewitt Associates LLC, he was part of the management team handling the end to end management of business, client management, business operations, people management and development and business technology. Muninder was also instrumental in building the team fabric and a team size of close to 100 employees.

Muninder has won numerous awards like Edvocate Leadership Award, 2022 , L&D's Business Excellence Award for Leadership Development, 2022, #KPMG Super Employee Award – 2014 and more.





Joelle Daniel,
Managing Partner,
The Management House (TMH)

Joelle is Lebanese business management professional, specializing in strategic management and family business with more than 13 years of experience in all management functions, general management, marketing and sales, Human resources, procurement, operations, development, and strategizing all across different and several industries such as medical, education, retail, food and beverage, and construction, etc.

Joelle has earned three master's degrees specializing in management as follows, an MBA in strategic and general management from the Lebanese Candian University, a Master of organizational management from Jean-Monnet University in France, and a Master of Applied Research (MOAR) from the SBS Swiss Business School in Switzerland. Also, she has finished her doctoral studies in business administration (DBA), specializing in strategic management and family business, also from the Swiss Business School SBS.

Joelle has pursued immense training that enables her to enlarge her cultural and knowledge background and increase her skills level. With that, she got certified as a "Learning and development professional" and "Trainer of Trainer", in addition to several certificates related to decision-making, leadership, creating training programs, etc.

Besides the above, she has filled a big research gap in the Kuwaiti market on the strategic management level by examining more than 300 companies, mainly family SMEs, and testes the strategic factors affecting the success of those companies and increased awareness of the risks that can threaten the longevity and growth of family businesses, and SMEs. She has helped more than 10 family SMEs within different industries, to get back on their success track and draw their growth path.

Her biggest passion lies in training, coaching, and inspiring people to become better people, to believe in themselves, and to draw their future the way they dream of having it.

Jeyakumar Janakaraj,
Country Head,
Adani Global Pte Ltd

Jeyakumar, or JJ as he is more fondly known, is the Country Head of #Adani Global Pte Ltd, the Singapore headquarters for the Adani Group of Companies. JJ has extensive experience in the commodities and technology markets, and has enjoyed a diverse and illustrious career spanning several countries.

JJ commenced his career in the metals and infrastructure sector, which took him from India to Africa from where he spearheaded projects in the Copper and Zinc sectors across various geographies achieving production of a 1mT capacity, and has built multiple world class mining and infrastructure projects.

JJ continued to focus on stakeholder engagement and job creation in his role at Adani Australia, where he worked on a long-term project estimated to provide in excess of 2000 jobs and long term energy security for India. The project involved numerous negotiations and multiple engagement sessions with non-governmental and governmental organisations to execute a best-case outcome for all parties.

In his present role with #Adani Global, JJ has been instrumental to the creation of a copper, and other metals and minerals, business trading out of Singapore. This is in addition to his role in successfully driving two joint ventures – the first between the Adani Group and France's Total for the creation of #AdaniTotal in Singapore, and the second between the Adani Group and #EdgeConneX Inc to create #AdaniConneX for the development and operation of data centers in India.

True to the Group's belief in businesses contributing back to the communities they operate in, JJ has enabled contributions in the areas of education with donations to the Singapore Management University and COVID-19 relief for needy communities through, amongst others, the Migrant Workers Centre. In his personal capacity, JJ serves on the SINDA Job & Skills Sub-Committee and contributes to the Ju Eng Home for Senior Citizens, Star Shelter, Children's Aid Society and Thong Teck Home for Senior Citizens.

JJ and his wife Vidya have also set up the VidyaJey Foundation in 2015, a registered charity focused on medical research in #Australia, healthcare and education in #India and #Zambia, and development of infrastructure to provide the same to disadvantaged



children in orphanages in India. These causes are close to their heart, and they have drawn from their experiences in the mentioned countries in supporting these causes.

JJ serves on the exclusive #Accenture Global Mining Executive Council and has received several awards, including the HZL Gold Medal awarded by Indian Institute of Metals and the Demag Gold medal for providing Innovative leadership in Indian Steel and Nonferrous Industry. He has also received a listing in the International Who's Who of Professionals directory.



Mahuran Saro binti Sariki,

Vice President, Group Research Development & Policy and Malaysian Professional Talent, Talent Corporation Malaysia Berhad

Mahuran Saro Sariki has begun her career with the Ministry of Human Resources Malaysia and has more than 20 years of experience in human resources management. She has a wide knowledge and experience in human capital strategy and development. She leads the team to various successes, namely women and flexible work arrangement program and research study on mismatched talent and skills. She believes that the role of collaboration and communication are critical in building strong workplace relationships and resolving conflicts, especially when managing a team of different gender, age, social background, and seniority. She got certified as a " Learning and Development" and "Train For Trainer" in addition to several certificates related to economics, public policy, leadership and human resources.

LEADER :

L – Lead
E – Empowerment
A – Accountable
D – Dare
E – Excellent
R – Rational

are her values and must be clearly communicated to the team members when she led them to direction and expected deliverables of the project. She believes that we should not stay in comfort zone; And must learn new skills and enhance our strengths if we want to grow. In her current capacity as Vice President Group Research, Development & Policy, and Malaysian Professional Talent, Mahuran works closely with stakeholders from Federal and State Governments/Agencies, Industry players, Employer Federations, and International Agencies.

Dr Sandeep Chatrath,

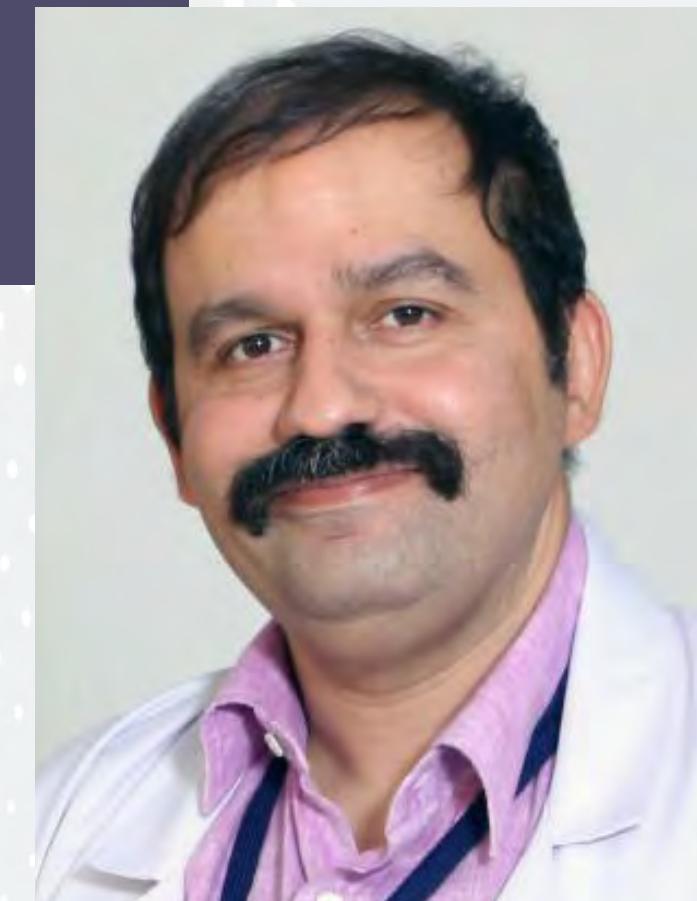
CEO,
Labaid Hospitals

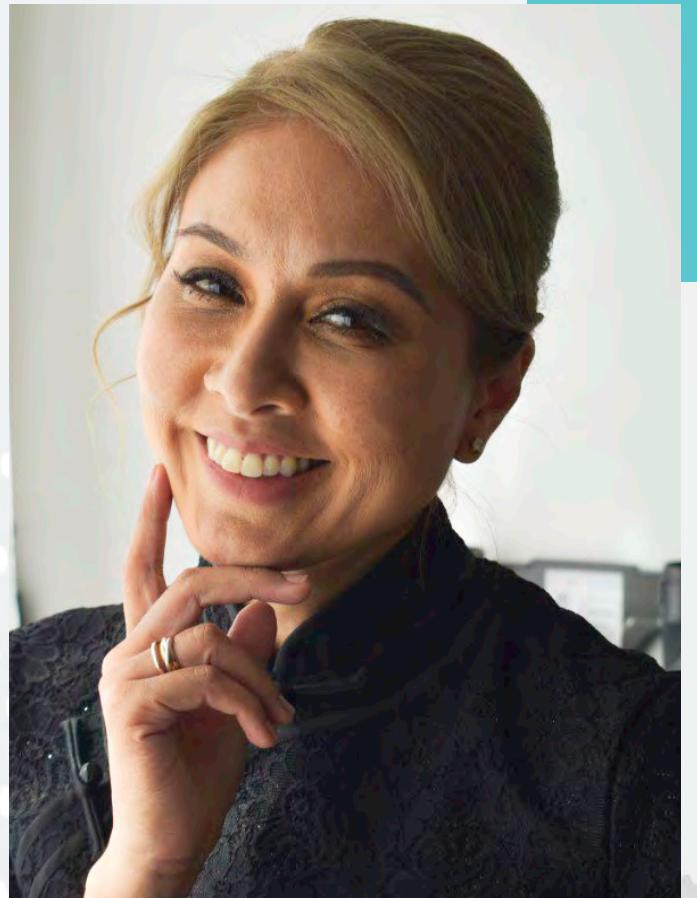
Dr. Sandeep is an accomplished medical professional with 3 decades of comprehensive experience in medical care and hospital administration. He is a professional with medical & management background having diverse experience in the field of health care industry ranging from managing operations of Super specialty hospital, regional / cluster Head to Group Chief for Healthcare Organization. His core strengths are Leadership, Hospital operations, business development, control cost, improving quality systems, getting accreditation's & managing hospital & healthcare projects. He has worked as CEO for leaders in Hospital industry including Apollo Hospitals, Fortis Healthcare, Wockhardt Ltd., Sir Gangaram, CK Birla Hospital & Metro Hospitals & Heart Institutes

Dr. Sandeep possess necessary skills for fast pace business development, have strong network with medical fraternity, corporates and communities & has excellent leadership skills for managing organisations. He is a change- agent turning under-performing organizations into profitable business units. He is a successful & entrepreneurial P&L CEO & Business Development catalyst.

Dr. Sandeep has been awarded best CEO 2019 & 2014 for Healthcare, Business Leader of Decade in Hospital Mgt., Outstanding Service Award from Rotary International, Best Management Awardee by CM Of AP, Awardee for Best Community Outreach Prog. & CSR , Most Promising Hospital, Best Hospital Chain, IMA Excellence Awardee, CEO of Year Healthcare 2019 from Six Sigma & Best CEO Of the year 2014, Business Leader of Decade in Hospital Mgt., Best Management Award from Govt. of Andhra Pradesh and more.

At #LABAID Hospitals, he is managing annual revenue of Rs 500+Cr INR & Leading team of 2000 employees. At Apollo Hospitals, Dr. Sandeep worked as CEO for Central Region for Apollo Hospitals Responsible for P&L and Quality of services and profitability of 9 Hospitals.





Ida Ali, Founder & CEO, Delta Vision SDN BHD

Ida Ali, is the founder and CEO of Food Dreams & CO., a cloud kitchen and virtual brand start-up based in Malaysia. Coming from humble beginnings, Ida dreamt of one day having her own small restaurant that would serve wholesome, great tasting food that brought friends and family together and served the community.

Her journey to today led her through multiple vocations including Malaysia Airlines, various hotels and finally Domino's from 2011 to 2020. It was here that she honed her management and project management skills and her understanding of the world of food delivery. Never one to back down from a challenge nor forget her desire to impact the community, as the COVID pandemic hit the world, Ida began formulating how to realize her long held desire of a business with great tasting food, bringing family & friends together and whilst impacting the community.

This Food Dreams & Co was born on a shoestring budget in 2021, reimagining how food and food preparation can be redefined for the digital age. In the last 12 months, the business has blossomed, growing now to 11 locations with 4 homegrown virtual brands. Not to forget the dream of impacting the community, collaborations with organizations like Dialogue in the Dark, an NGO focused on providing training and employment to disabled persons within Malaysia, Food Dreams & Co not only provides kitchen space pro bono, but also cross trains and employs as well.

After a successful stint in the operations of the business, Ida is now venturing as a Business Consultant mainly in Human Resources and Secretarial Services to help other organizations succeed. Recently, Ida was awarded with Made For The World Excellence Award 2021 - Promising F&B Brand of The Year (Online Food Court) and was featured in Britishpedia - Successful People in Malaysia 3rd Edition.

Anubhav Gupta, Founder & Managing Director, Sunorganic Foods Pvt Ltd - Wonderland Foods

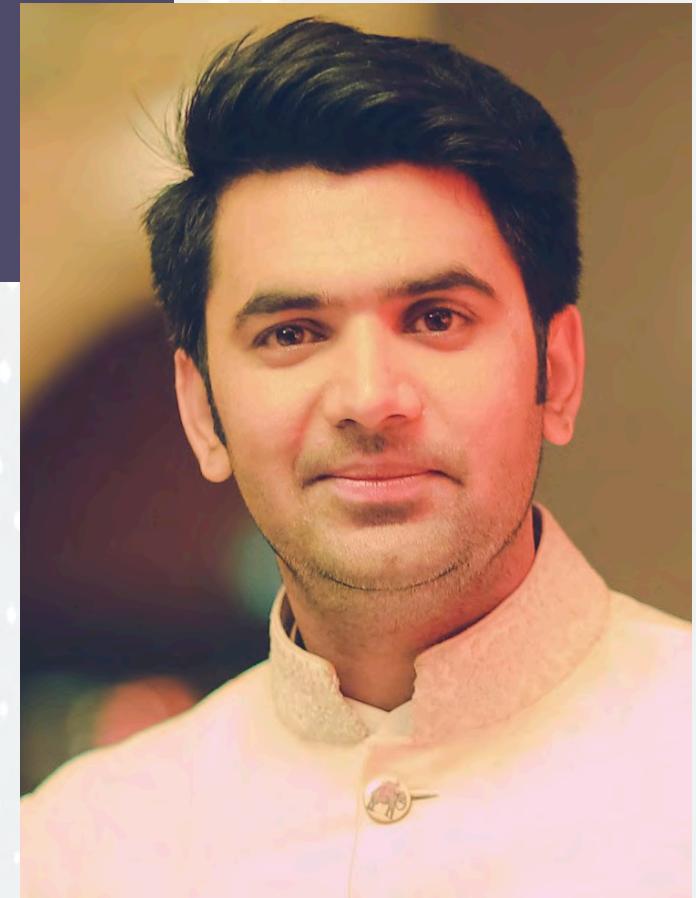
An athlete and sports enthusiast since childhood, Anubhav was always passionate towards health and fitness. Having completed Chartered Accountancy and Masters in Innovation & Entrepreneurship from University of Warwick, his strong educational background helped him develop a keen sense of business skills and financial proficiency. Upon completion of his studies, he naturally gravitated towards combining his love for the two- health and business.

Anubhav's desire to bridge the gap in the Indian market for the lack of novel healthy snacks propelled him towards founding his brand, Wonderland Foods in 2014. And since then, there has been no looking back. Anubhav's vision to constantly innovate with different products, intriguing flavours and modern visuals for the brand has helped it grow multifold.

Having a strong foothold and longstanding network in the dry fruits retail and corporate industry, he has now catapulted the brand's revenue to 150x that of its opening year. A few decades later after his father Mr. Rakesh Gupta founded the Sun Organic Global Group, Anubhav sensed a slight dearth of healthy snacking options in the domestic market, and aspired to bridge this gap. Hence, Wonderland Foods came into existence in 2014 with the vision to source and serve handpicked, premium quality dry fruits from around the world, along with a whole new product range such as berries, seeds, flavoured Makhanas and healthy mixes to the end consumer. They, as a team were eager to introduce a new product line to excite and engage with the younger generation's mindset for a healthier lifestyle and easy snacking on the go.

Anubhav developed a keen eye towards ensuring that only the finest products were reaching his customers. He was aware that it takes many hands to craft the perfect end product- from the farmers who grow and tend to the nuts and fruits, to the sorters, roasters, processors and packers who finally box them with the utmost love and care. He envisioned his brand to be committed to the highest standards of quality and service, embracing his heritage while constantly innovating to create new experiences to savor.

Wonderland has grown by leaps and bounds in the last 8 years. With a growth of more than 150x, they are one of the FASTEST growing brands in the dry fruits industry, with the brand spreading its



roots throughout the country, being proudly present in every state, and available in every modern retail chain of India (such as #Reliance, #Walmart & #DMART). Anubhav personally invested himself deeply into the E-commerce division of the company to understand the minds and hearts of the younger generation and how to cater to their healthy needs at competitive prices.



Alex Fong Choong Onn, Chief Executive Officer, Synergy Alliance Solutions Sdn Bhd

Alex has been working since 1998 and has been in the IT industry for over 20 years. Being in industry for long period, I had gained knowledge as a Business Analyst on programming, and digitizing business. After gaining more and more experience in this field I've decided to start my own business, becoming an entrepreneur and aiming to elevate SMEs business turnovers by Digitizing it.

In his current role, Provide inspired leadership company-wide clarifies strategic and operational problems and successes with management. Work with the executive board, determine values and mission, and plan for short and long-term goals. Build alliances and partnerships with other organizations.

His project management, strong decision maker, complex problem solver, team player, innovative, service-focused. He has been responsible for developing and executing the company's strategies and preparing and implementing comprehensive business plans to facilitate achievement, communicate and maintain trust relationships with shareholders, business partners and authorities.

Alex is a recipient of numerous awards like Golden Bull Award 2021, Asia Pacific Enterprise Awards, Top 100 SME CEO.

Gomathy Venkateswaran, CEO, Fuego Health & Furniture LLP

Gomathy is a CXO with Techno Commercial leader with over 20 + years of work experience. He is a decisive leader who engages for impact, carries the innate ability to match stakeholder priorities and delivering business results and displays the ability to adapt to changes proactively and engineer an agile organization that can respond to the market needs in time. Gomathy is a true visionary leader who has demonstrated the ability to equip, empower and take people along with him to achieve strategic goals.

He brings on board, 14 years of national leadership experience in roles such as CEO, Country Manager - Sales, VP -Commercial, national Head of Key accounts and has proven track record of having turned around business operations of 3 previous organizations and making them profitable. He has successfully created and or represented path breaking, futuristic high end products & services.

In his current role at Fuego Health & Furniture his primary focus is on, Identifying and nurturing turnover multiplier strategies, successfully demonstrated the ability to take people along to achieve strategic vision/ goals. Also successfully launched 2 new revenue lines in record time (when the CREI industry was reeling because of the pandemic) that now account to more than 50% of the turnover and successfully introduced a global channel partner program. While reducing OPEX by 14%, Increased profitability by 9%. Revamped an objective based process that increased productivity and reduced OPEX. Gomathy also identified and started a new product line (Seating & Loose furniture).

In his previous assignments as CEO & Product Dreamer (Co - founder) of AppRaam Labs Pvt Ltd an IoT based company. Toll^ the flagship product has been recognized as an alternative to the existing RFID based e-tolling system. The proximity based non internet dependent product platform finds application across various Industries and various functions to unobtrusively monitor and control, start-up has the pride of leveraging proximity-based technology for the first time in the world. He represented the company with investors/ PE's, secured funding and that resulted in company valuation growing by 600% in 24 months.

He has also worked with Euroclean Vacuum India, Wipro Lighting, Herman Miller, Bp Ergo Limited.





R S Swaminathan,
Managing Director, Spectrum
Pharmatech Consultants

A man with a vision, Mr. Swaminathan had the dream of contributing to the world of healthcare by designing state-of-the art manufacturing facilities for #Pharmaceuticals, #Biopharmaceuticals, #Food, #Beverages, #Cosmetics & #Healthcare sector. He has been an inspiration for many at Spectrum and stands true to "True leaders create leaders, not followers". He has been instrumental in nurturing the best talents and has few of the Senior Leadership Team members associated with the company for decades now.

He has also encouraged the team especially during the tough times and always found the way to surpass all odds. The respect which he has earned in the Pharma Industry is worth a journey looking back. He has great understanding of the Pharmaceutical Engineering practices and always provides his first-hand expertise for complex projects. He is also well aware of Good Engineering Practices (GEP) and ultimately helps Spectrum to build facilities complying to current GMP norms.

He is a Chemical Engineer with more than 40 years of experience in Facility Design & Project Management. Mr. Swaminathan established the Spectrum Group 25 years ago with a vision to provide Design & Engineering services to the Pharma Industry. He has a wide-ranging experience in all aspects of project management right from concept planning to start up.

From humble beginnings in 1995 with just two employees, today the company he started has grown to be a company with over 160 technical staff and nearly INR 100 Cr turnover providing complete EPC solutions around the world. Spectrum today competes not with just Indian consulting companies but with the best of the multinationals around the world. Spectrum today has Joint Ventures in #Thailand and in #SriLanka and is poised to grow exponentially in the coming years.

Vishwanath Swarup,
COO - India Business, Bharat Serums
and Vaccines Limited

Vishwanath joined BSV, a company driven by people and science, at a time when the entire world was looking towards science to deliver a solution to the COVID virus. A strong believer in innovation in healthcare, he has been leading several initiatives that aim at bringing innovative treatments to millions of patients in India and rest of the world across Women's Health, Critical Care and Emergency Medicine.

Leading #BSV, one of India's top bio pharmaceutical company that has pioneered a range of biological, biotech and pharmaceutical products for over 50 years, Vishwanath and his team have successfully launched innovative and life-changing products across women's reproductive health such as world's first marketed Recombinant Anti D (used for ensuring safe deliveries of Rh negative women with Rh positive babies) and Foligraf in a pen format (Recombinant follicle-stimulating hormone in a convenient and easy-to-use format: treatment for improving fertility and ovulation in women), in addition to widening access of emergency and critical care medicines such as the anti-snake bite treatment and rabies vaccine in India's rural hinterland where the prevalence of these are high.

Under his leadership the India business has had significant grown and more importantly BSV has won several significant recognitions such as: Certificate of Appreciation for creating Outstanding Awareness on Rh- therapy 2021 (New Indian Express) Gold Award in the Women's Health Brand Category 2020 (IHW Council), Pharma Excellence Award under Covid 19 Category in 2020 (Express Pharma), among others.

Vishwanath has spent most of his career in serving impactful industries such as healthcare, insurance, consumer and consulting and has been a part of reputed organisations such as #Abbott, #Pfizer, #McKinsey & Company and #Unilever, in leadership roles. He continues to be an advocate of innovation that leads to transformation.

His leadership stints both globally as well as in India have been successful because he believes in keeping the patient/consumer at the core of business. Vishwanath has spearheaded the digital strategy of BSV with an engaging patient-centred digital platform #BSVwithU that endeavours to deliver the most optimal health outcomes by increasing treatment options, while serving patients and engaging doctors



with the latest scientific information.

When he is not working, Swarup likes to spend time with his family and watching sports.



Praveen Kumar Jain, MD & Chairman, Valency International Pte Ltd

Praveen Kumar Jain is a founding member and chairman of #ValencyInternational and has over 30 years of experience in commodities industry and management.

Mr Jain has played a significant role in building the organization from initially a global trading house to what is known today as a global integrated supply chain manager. Today, Valency is known as one of the leading players with deep presence across Agri and Agri input business across Africa and Asia with integrated business model from farm to fork.

The majority of Valency's business participation spans across Edible nuts, Confectionery, Oil Seeds, Spices, industrial Agri Raw material, Fertilizers and Agrochemicals . Over the years, he has passed on his expertise to create a culture of intrapreneurship, innovation and customer loyalty in all of its 18 offices across Asia, Africa, Middle east and Europe.

With a key focus on Sustainable Value Creation through Innovation, R&D and CR&S the company has noticed a rapid expansion under his leadership. He has been awarded as Asian Entrepreneur Award in 2011 and under his leadership, Valency has been recognised under various prestigious platforms such as E50 Awards, SME 100 Awards and Singapore 1000 among others.

Anish Bafna, CEO & MD, Healthium Medtech

Anish's career spans 27 years with dedicated focus on Healthcare, with stints in multiple countries in order to bring transformational change in Healthcare delivery through a focus on creating affordability and access to high quality medical devices globally. He has been a member of several renowned Industry Institutions in India and Asia in the #Healthcare space. Anish has contributed to the development of healthcare and medical devices industry in Vietnam, Indonesia, Malaysia, India, Singapore and Japan before relocating to India. In his earlier stints, he was President #Japan, for #Baxter International and Regional Head –Emerging Asia at Baxter International, #Singapore

Anish took over as the CEO & MD of #Healthium in August, 2018, when he returned to India with the dream of creating India's most trusted #Medtech company. Under Anish's leadership, Healthium has undergone a transformational journey on quality, compliance and R&D. Today 1 in 5 surgeries globally uses a Healthium product and Healthium has emerged as the No.1 independent medical devices company in India. Healthium operates 8 integrated and scaled manufacturing facilities, several of which have global accreditations and approvals including US FDA, TGA, CDSCO, EN ISO 13485:2016, ISO 9001:2015, CE under MDD and now CE under the stringent new EU MDR norms for Class III implants

Under Anish's Leadership, Healthium has developed 64 patents in India, Europe and U.S, (including pending applications). Its Arthroscopy range has several patents, has India's largest range of shoulder implants & is the 1st in India to manufacture bio-absorbable implants. Healthium also launched a series of indigenous innovations in FY21 under Anish's leadership, despite the pandemic such as Trushield NXT with patents in US, UK and India.

Anish has led Healthium in its revenue growth to double digits in FY21, while the industry de-grew. Three companies were acquired in 3 months helping increase market share, potential for market expansion and providing larger choices for global consumers. With a vision to create "Access to precision medtech for every patient, globally", the Company has expanded its footprint covering 90% of districts, over 18000 hospitals in India and exports to 80 countries.





Haroon Shahul Hameed, Founder & Chairman, Solwearth Ecotech

Haroon is a techno enthusiast who has worked in the areas of #IT, #Telecom, #startups and #Greentech. He is an Engineer in Electronics Engineering from Cochin University of Science and Technology and backed with a post-graduation in Sales and Marketing management from IIM Kozhikode.

He has worked in leadership management positions globally. Some of the notable positions held are Chairman of #SolwearthEcotech handling global operations, CEO of #Ooredoo Maldives, COO of #Ooredoo Myanmar, BOD and COO of #Indosat Ooredoo, Circle Business Head of Aircel (Kerala Circle) and Product & Business Manager in #WiproInfotech. Haroon has turned around many businesses from underperformance to profitable organisations across India, Middle East, South and SE Asia and African markets.

Haroon is a member of Eagle10 Venture capital which is focusing on investing and mentoring early stage startups to grow. He has also launched many businesses from scratch and developed them into profitable large businesses. Haroon founded Solwearth Ecotech Pvt Ltd, a company which is trying to solve the global environmental problems. Solwearth have designed products which convert food waste into nutrient soil. The beauty of the invention is that the process does not require any inputs (like bacteria, sawdust etc.) and the output is 100% pollution free. The machine reduces food waste by 85% to 95% within 24 hours and the output from the machine is nutrient soil supplement and clear water (no emission of poisonous gases, leachates etc.).

They have various models which can process from 50kg per day to up to 2000 kgs per day. Their products are already recycling more than 27000 tons of food waste annually thereby contributing significantly to reduce global warming. The company is continuing to invest in research and development of further technologies for solving waste management issues. They have a firm belief that they will be able to contribute significantly to solving global waste management issues within the next 5 years.

Haroon envisions spending his rest of life contributing back to society and helping solve various problems using technology led solutions.

Sultan Alshaali, Chairman and CEO, Alabjadeya Investment

Sultan Alshaali is the Chairman and CEO of Alabjadeya Investment, an agile and diversified investment firm with an extensive portfolio of young innovative businesses worldwide. With a focus on startups and maximizing opportunities by developing companies from a setup with inventive entrepreneurs.

He is also the Vice President of Business Development at the International Accelerator, looking after the Middle East and North Africa region. Identifying, incubating, and rapidly developing unique, innovative startups projects, initiatives, and services with a potential exponential social impact, sustainability, and scalability. The International Accelerator program accelerates innovative startups growth with the support of a team of industry experts and specialists to coach and advise the startups. With 23 startups, the current total portfolio valuation is \$530M; capital raised is \$143M, and every company is operational, which has resulted in a 302% rate of return since inception.

He was the Founding Director of the Government Accelerators in the #UAE Prime Minister's Office, establishing and overseeing the operations of the world's first Government Accelerators and registering the intellectual property of the methodology. Since 2011, Sultan has been volunteering on the Board of Directors of the World Congress of Muslim Philanthropists, a global network of affluent individuals, foundations, and socially responsible corporations established to advance effective and accountable giving.

Sultan is also volunteering on the Board of Directors of Al Noor Rehabilitation & Welfare Association for People of Determination , a non-profit organization providing outstanding learning experiences to enrich the lives of children and young adults with various physical and cognitive challenges through programs developed to support students and their families. He was also an Executive Board Member of Ajman Modern School, an associate member of the #UNESCO and Counsels of International Schools as well as an Executive Board Member of the #AS group.

Sultan holds two masters degrees, an MBA in Business Administration in Entrepreneurship from #LiverpoolUniversity in the UK and a professional masters degree in Business Strategy and Development from City & Guilds in the UK and many other honours and awards.



He is also a graduate of the UAE Government Leadership Program, Executive Leadership of the 21st Century, a model based on three pillars: Leadership spirit, Future outlook and Achievements and impact.



Khadeer Peer Shariff, Chief Executive Officer, Gibraltar Technologies

Shariff has a solid track record of successes in leading startups, turnarounds and rapidly growing companies and managing contracts worth more than a Billion USD. Mr Shariff has been responsible for acquiring 100% of #HCL Infosystems Middle East and turned the organization to profitability.

An Inventor with a Patent Published in the Security of Banking Automation Products with Patent Publication number – WO2016113753. He Contributed to India's first Cloud Based Payment Gateway, launched India's First Desktop ATM, launched World's first Motor Bike ATM, he also collaborated with IIT Madras, in creating, Artificial Intelligence System for Digital transactions.

Mr Shariff has been featured in Fab40@40 - Success Stories – Featured in Economic times, he also has received an award from the Joint Secretary of Financial Services – Government of India "Most Innovative Product of the Year", FINEXT Award 2020 for "Excellence in Finance Leader" and Won the Nasscom Emerge 50 Award.

Mr. Shariff has 25+ years of Senior Management experience in the high - growth Domestic & International market of GCC, Asia and America's. Mr. Shariff has held Senior Management Positions in large corporate's including the group's of #ICICIIInfoTech, #TATACommunications etc.

Avinash Ananda, Founder, Global Academy of Meta Mind Alignment

Avinash Ananda is an internationally renowned leadership advisor, happiness strategist, author, motivational speaker, master behavioral trainer, business coach, management consultant, conflict resolution expert, crises counselor, author, executive mentor, alignment alchemist and culture catalyst.

Acknowledged by the media and professionals as Leadership and #HappinessGuru, Avinash has been honored with several awards such as " Global Happiness Leader" , "Inspirational Leader of India" and many more. Avinash has coached corporate executives at all levels of management from over 300 companies, across 15 industries, including global brands such as #Microsoft, #Google, #Marriott, #LG, #Cognizant, #Capgemini, #Byjus and #Amazon. He has personally mentored over 1000 leaders and trainers and has also trained over 700,000 people from all walks of life, though 'live' face-to-face interactive workshops, across 30 countries in #Europe, #Asia, #MiddleEast and #USA for over 30 years on all aspects of leadership and happiness.

He is the co-creator of Meta Mind Alignment, also called the new science of leadership and happiness, which provides a proven framework and system for lasting positive behavioral change, human potential optimization and inculcating the habit of Sustained Happiness in individuals and groups. Avinash is the Chairman of The International Institute of Personality Development (IIPD) focused on empowering the youth to develop the knowledge, mind sets and skill-sets to achieve success and happiness in life through a values-centered approach.

Avinash Ananda is also Dean of Management Institute of #BehavioralSciences (MIBS), which has a team of 40 motivational and behavioral trainers and coaches who are specialists in one or more of 12 core Meta Mind skills, and related mindsets.

His experiences range from being invited to a breakfast meet of world leaders with Obama at Washington DC.; being a mentor to inspirational leaders across Europe; and being a faculty of a Harvard Business School Publishing certification program on Strategy & Innovation to senior I.T. professionals in India; to teaching happiness to Dalai Lama monks in the Himalayas; working towards shaping thousands of students into next-generation leaders; speaking on happiness to religious leaders



of diverse faiths in California; and working with NGOs to develop self-esteem and empowerment skills in street children, orphans, the physically-challenged and senior citizens in India.



Sunder Madakshira, CEO, India, Rezolve

Sunder will lead all aspects of growth for Rezolve's business in India like sales, marketing, operations and customer success. He will engage with the brands in India that are looking to take their customer experience to the next level and to ensure Rezolve's customers and partners are successful.

Sunder has held leadership roles for over 26 years in Sales and Marketing with companies such as Adobe, Hindustan Unilever, VISA, SAP, WIPRO and Infosys. He is considered a pioneer in Data Driven Operating Models (DDOM) in B2B marketing in India. He is a recognized speaker in industry forums such as ASSOCHAM, NASSCOM and CII. His views on marketing have been quoted by publications such as Forbes, The Economic Times, Mint, The Drum, Times of India and Hindu Business Line. His weblog www.madakshira.com has 220,000 subscribers. He shares his expertise in Marketing and Sales with B school students in India and abroad including the IIMs. Internationally, he has spoken at The Columbia Business School, New York, The Stanford Business School, California and The London School of Business, London.

He volunteers his time with the non-profit organization Madhvacharya for the Youth, which seeks to create awareness about Indian scriptures amongst the youth.

Prof. Sasmita Samanta, Vice Chancellor, Kalinga Institute of Industrial Technology

Prof. Sasmita Samanta is the Vice-Chancellor of #KIIT Deemed to be University, Bhubaneswar. During her distinguished service in various capacities spanning over 26 years, Prof. Samanta has made key contributions in making KIIT a top-ranked university in India. Leadership, Organisational Behaviour, Human Development, and Spirituality are some of her academic domains and specialties. She is a popular teacher in Organisational Behaviour and Human Resource Management and has contributed significantly as an author, researcher and innovator in this field.

Her visionary leadership has led to the creation of a strong academic and research infrastructure and a healthy research culture at KIIT. She is credited with implementation of academic innovations like Activity-based Learning System, Industry Collaborative Programme, Community Engagement Projects across the University. She is also mentoring a number of Institutions in the State for quality improvement in academics and innovations.

Prof. Samanta has been facilitating a vibrant ecosystem for start-ups and entrepreneurship through KIIT Technology Business Incubator (KIIT-TBI). Over 235+ technology-driven business ideas are under incubation at the centre. Under her leadership as Chairperson of TBI, more than 10,000 budding entrepreneurs have been mentored. Centre of Excellence on Occupational Safety and Health at KIIT-DU is among the many Centres of Excellence that functions under her leadership. She is leading the Indian Commerce Association since last 3 years as President. She is the Founder-President of World Leadership Academy, which serves as a platform for global leaders to address issues from diverse domains with intellectual freedom. She is also developing the consulting ecosystem particularly in policy and tech consulting in the State of Odisha.

Prof. Samanta is actively involved in numerous social outreach programmes in addition to her work as an academician. For her significant contributions in the field of academics and leadership, she has been honoured with various national and international awards such as 'Debadutta Award of Excellence-2022' by Hon'ble Governor of Odisha Prof. Ganeshi Lal, 'STE Dr. Praloy O. Basu Lifetime Achievement Award' by Save the Environment and many more.





Vineet Gautam, CEO & Country Head, BESTSELLER India

Vineet's career has been characterized by inspiring accomplishments. A retail virtuoso, Vineet Gautam is currently the Chief Executive officer (CEO) & Country Head of BESTSELLER India; the leading Danish clothing company which operates largely throughout Europe, the Middle East, Asia and Canada.

In India, BESTSELLER is present under the brand names: JACK & JONES, VERO MODA, ONLY and SELECTED HOMME.

He augments his current designation with his expertise in retail industry, fashion retail background and education. Mr. Gautam joined BESTSELLER in January 2010 and is leading the business and strategy for the brands in India. In a span of 12 years, Vineet has been able to take the company from 15 doors to 1639 doors. The fashion retail industry is competitive and a place to display strength and power complemented with understanding and foresight, qualities which Mr. Gautam excels at. His forte includes operations to Marketing to Brand Management and Business development. Vineet envisions BESTSELLER to be the largest fashion retailer of the country.

Prior to assuming his current role, Vineet led the team at United Colors of Benetton and handled retail and business development for all brands under UCB. He also headed the retail vertical for Idea Cellular where he had implemented the complete retail strategy for the Telecom giant. He has also worked for Wills Lifestyle as Operations Manager, Café Coffee Day, Domino's Pizza and Nirula's. A Hotel Management Graduate from IHM-Delhi; he has over 20 years of experience in the Retail sector.

Aiming for BESTSELLER to be India's topmost fashion retail company, Vineet believes in facing each new challenge with grit, dignity and humility. In his free time, Mr. Gautam loves to indulge in photography, adventure sports and formula 1.

Naser Ahmed, Group CEO, Tanseeq Investment Group

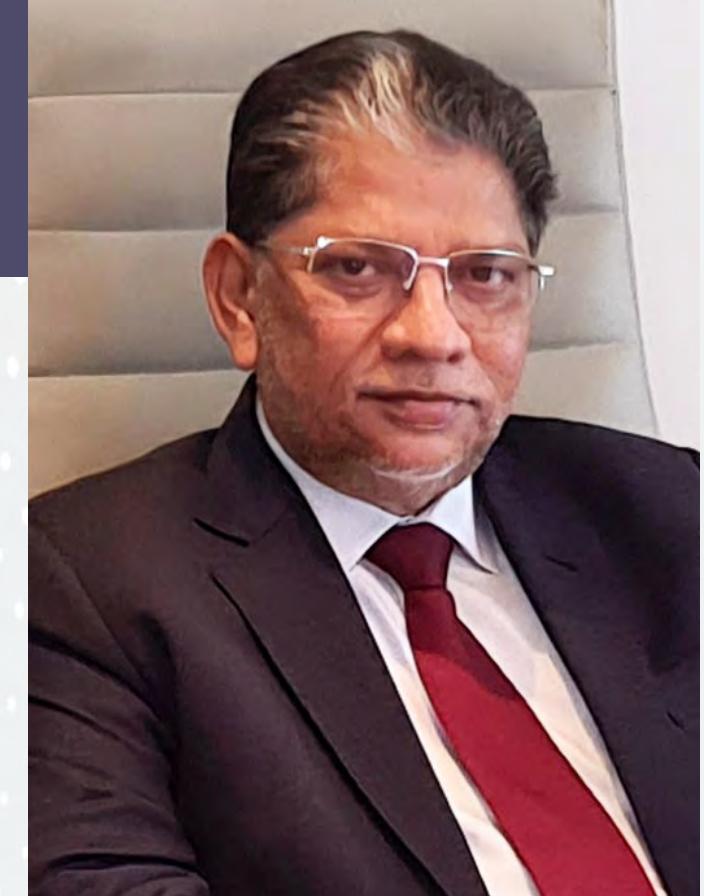
Naser is a qualified civil engineer with over forty years of experience in the landscaping industry. Having served the majority of his career in the United Arab Emirates, Mr Ahmed knows the local landscaping industry well and his contribution to its growth and evolution over thirty years, has been significant.

He accepted his first overseas position in 1985 at Saudi Mais Irrigations System, Saudi Arabia, as an irrigation engineer. It was a unique opportunity, as new innovative irrigation technology had been introduced in the Middle East that was at the time unavailable in India. The era of construction renaissance had begun and professional expertise and experience in the latest industry technology would be an invaluable advantage to have. Mr Ahmed had a keen interest in hydraulics and possessed the unique advantage of being able to design a complete irrigation system from start to finish.

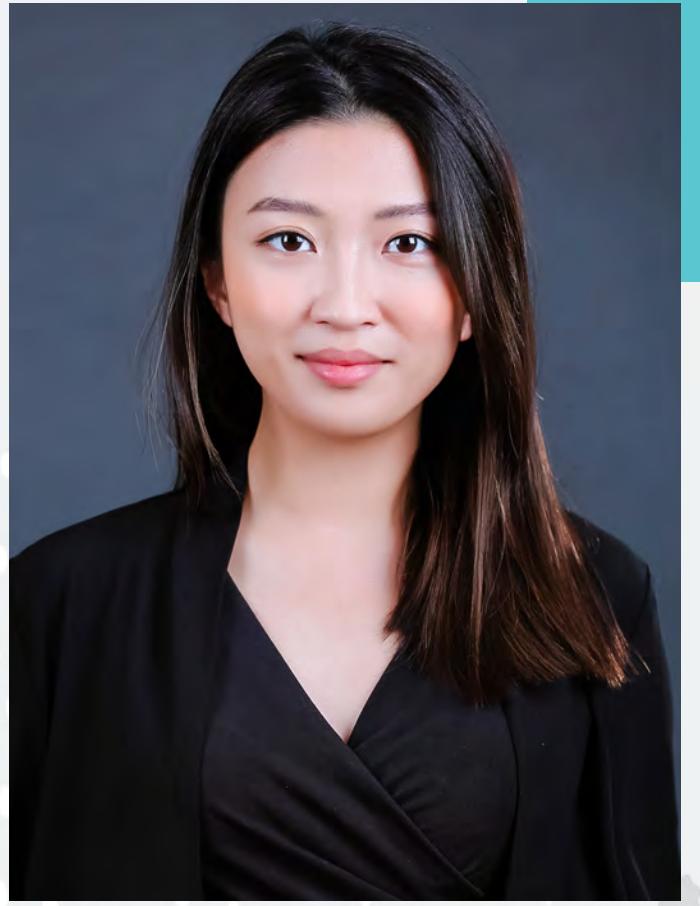
Three years later, Mr Ahmed accepted an opportunity to move to the UAE. He joined Dripco Contracting and Irrigation, an Al Ain based company, in 1988, and participated in several afforestation and streetscape projects during his time there. The next major project for the young engineer was awaiting him in Dubai: Mr Ahmed assumed the position of Project Manager at Al Bayader Irrigation and Contracting Company in 1990, and was appointed to lead the refurbishment project for Safa Park, one of the first major professional landscaping projects in Dubai.

In 1994, he moved to Bahrain for a brief period before returning to Dubai to work at Engineer's Office in 1996. Engineer's Office is the private landscaping company of His Highness Sheikh Mohammad Bin Rashid Al Maktoum, and specially caters to royal facilities. Dubai was experiencing the beginning of its construction boom and there were innumerable opportunities for learning and growth. Mr Ahmed personally oversaw the project for the landscaping of Jumeirah Beach Resort in 1997, the first resort hotel in the Middle East.

Subsequently, Mr Ahmed started his own landscaping company, Proscape LLC, in 2000, with his friend and business partner, Mr Ahmad A R Anoohi. He first served in the capacity of General Manager until 2009, and then in the position of Managing Director of the company, from 2010 to 2016. He now serves in the capacity of Group Chief Executive Officer of the



Tanseeq Investment Group of Companies, a consolidation of fifteen successful companies, of which Proscape LLC is the flagship venture.



The Noe San, Founder & CEO, Modus Operandi

In her current role, she handles day-to-day operations of MO Co. Ltd., a fin-tech start-up focused on facilitating payments for corporates & SMEs. She developed three core products under MO Co. Ltd, MoMoney (Digital Wallet), MoPayments (Payment Gateway), and MoBills (Bill Aggregator Platform) within less than one year of operations. The Noe Soft-launched MoMoney (Digital Wallet) in August 2021. Portfolio consist of 15 Corporations, 4,000 Employees Customers, 5,000 Agent Touch-Points across two main cities in Myanmar, Soft-launched MoBills (Bill Aggregator Platform) in July 2021. Portfolio consist of all Telco Billers and Entertainment Billers in Myanmar, Soft-launched MoPayments (Payment Gateway) in October 2021. Portfolio consist of all card payment options in Myanmar, such as MPU Card, MasterCard, Visa Card, and JCB.

The Noe is also the Managing Director at SHWE Bank. She spearheaded Shwe Bank organizational transformation, diverting from traditional mode of operation to modern organizational structure.. She restructured the entire senior management team, and middle management team within the first 6 months of the transformation journey and Increased operation efficiency by 30% within the first year of the transformation journey.. She has also been instrumental in reducing expenditure by 9% within the first year of the transformation journey.

She initiated Learning & Development Programs for workforce capacity enhancement, drove the Business Development of Shwe Bank, and reached the highest deposited rates ever in the history of Shwe Bank. She was also responsible for managing cash flow and financial services at all channels during the Banking Crisis of 2021 in Myanmar.

The Noe has previously worked with organizations like Baker McKenzie in Australia, Allen & Gledhill LLP in Singapore, Simbisa law in Australia and Salween Group Singapore.

Adam Castillo, Managing Director, ATALIAN Global Services Myanmar

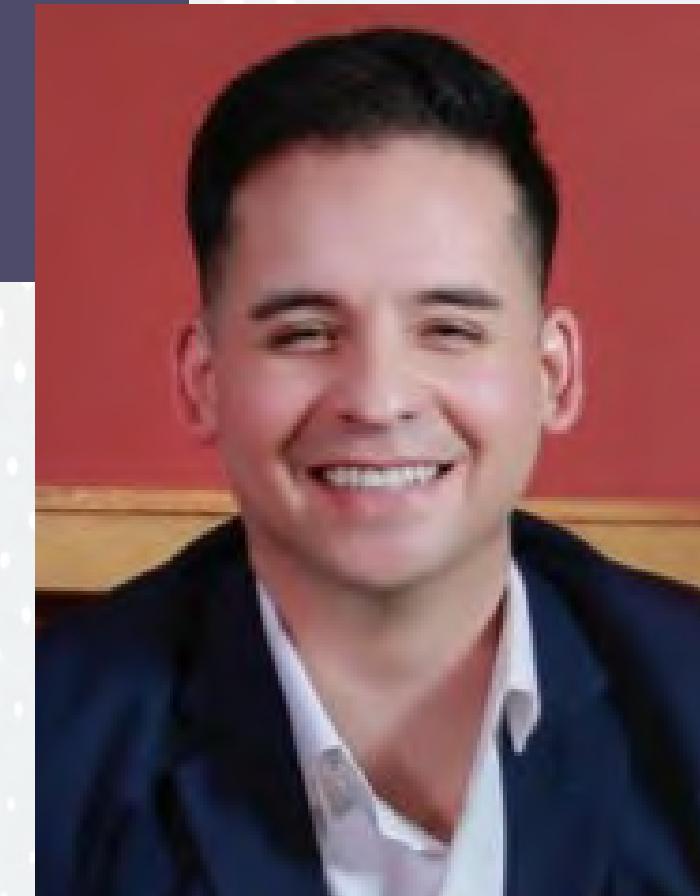
In 2010, Adam joined the United States Marine Corps (USMC) as a commissioned officer. After completing his active-duty requirement which included a combat deployment to Afghanistan in 2012, Adam began visiting Myanmar at the end of 2013 and became the founder of a security company with two other American entrepreneurs.

In 2016, Adam successfully negotiated a partnership with a multinational facility services company, ATALIAN Global Services. He then rebranded his company ATALIAN Global Services Myanmar and began offering other service lines outside of security. Today ATALIAN employs over 1000 workers country-wide in Myanmar primarily in security, but also in facility services, cleaning, and technical maintenance.

In 2021, under Adam's leadership ATALIAN was able to grow nearly 40% in revenue as Myanmar's economy collapsed (GDP contracted by 17.9% in 2021). Adam also personally managed ATALIAN's crisis management team, which planned and executed the evacuations of over 100 foreign national staff (mostly women and children) from multinational organizations as violence escalated across Myanmar cities during March 2021. Adam's expertise led to the overnight creation of Myanmar's leading security-risk product (ATALIAN-BM&A Security Reports), whose customized dataset (MDID) was based on Adam's own personal analysis and combat operational experience. Adam's expert analysis and advice has enabled clients to control their operational risk and keep their people safe as the Myanmar's conflict continues to escalate.

Adam has also served on the American Chamber of Commerce Myanmar's (AMCHAM) Board of Governors since 2020. In 2021, he was elected Vice-President of the Board of Governors (AMCHAM) and is currently serving his second term as AMCHAM VP. In 2021, he was also the winner of the Rising Star of the Year Award category at the 2020 APAC Chamber of Commerce Awards. He also has served on the Overseas Security Advisory Council (OSAC) Steering Committee for the US Embassy Rangoon since 2018.

Adam Castillo was born in California, USA. He did his undergraduate at the University of California Riverside and later received graduate degrees from Norwich University with a Master of Arts in International Relations – Terrorism & Conflict and a Master of Business Administration in 2016.





Nadeera Karawita,

Co-founder & Director, Innolabs (PVT) Ltd and SpiceLab (PVT) Ltd

Nadeera is an ambitious, future-oriented entrepreneur who has an insatiable curiosity and a need for knowledge. Over a decade ago, when she first entered the profession as a market research executive, she started crafting the plan that would lead to the launch of her own research organization.

She founded SpiceLab, a Lanka-based natural food manufacturing company, and InnoLabs, a medical and psychological research company. InnoLabs was established by a group of professionals who wanted to apply a research-based approach to improving healthcare, psychology, and agriculture. SpiceLab by Ceylon develops and manufactures nutritional supplements from underutilized spices and fruits intending to enhance low-income communities. In a clear demonstration of leadership, she has guided a talented team of professionals toward the goal of holistic care informed by scientific facts and the beneficence of nature.

Although it was not possible to drive through success due to the recent situation in the country. However, she was able to run all these businesses very successfully due to her persistent efforts. She earned the 2020 World Women Leadership Congress Award for Outstanding Women Leaders in Sri Lanka, and in 2021 she was honoured with the 2021 Asian Leadership Award for Excellence in Women Leadership representing Sri Lanka.

Nadeera has a bachelor's degree in Business Management as well as a BA in clinical and counselling psychology, and a master's in Business Management. She is presently a postgraduate student at King's College, London, working on a master's degree in psychology and the Neuroscience of Mental Health.

She contributes her knowledge and energy to society as a psycho social consultant and provides a great support to the youth and underprivileged population. Several projects are still running under her supervision to identify youth groups that need their help and uplift them. She was recognized a few times by the local community for their social service. Her ultimate mission is to uplift and make a positive impact on underprivileged youth communities by mentally, physically and spiritually in Sri Lanka.

Dilip Bhat,

Joint Managing Director, Prabhudas Lilladher

A Chartered Accountant by qualification, Dilip Bhat is a much respected and sought after thought leader in the Indian financial markets. Being one of the top ranked equity experts in India his views on the market are much in demand and he makes frequent appearances on television to share his views on economy and the markets and contributes to articles in the print media. He has travelled across the globe to analyse and promote business as well as meet the top honchos in these territories.

Having done his CA from India's top-notch audit firm, he started his career as a management consultant and then started his capital market experience with JM Financial in 1988. From then to 2000 he took the entrepreneurial route to finally joining PL where he is Joint MD and equal stakeholder with his 3 partners.

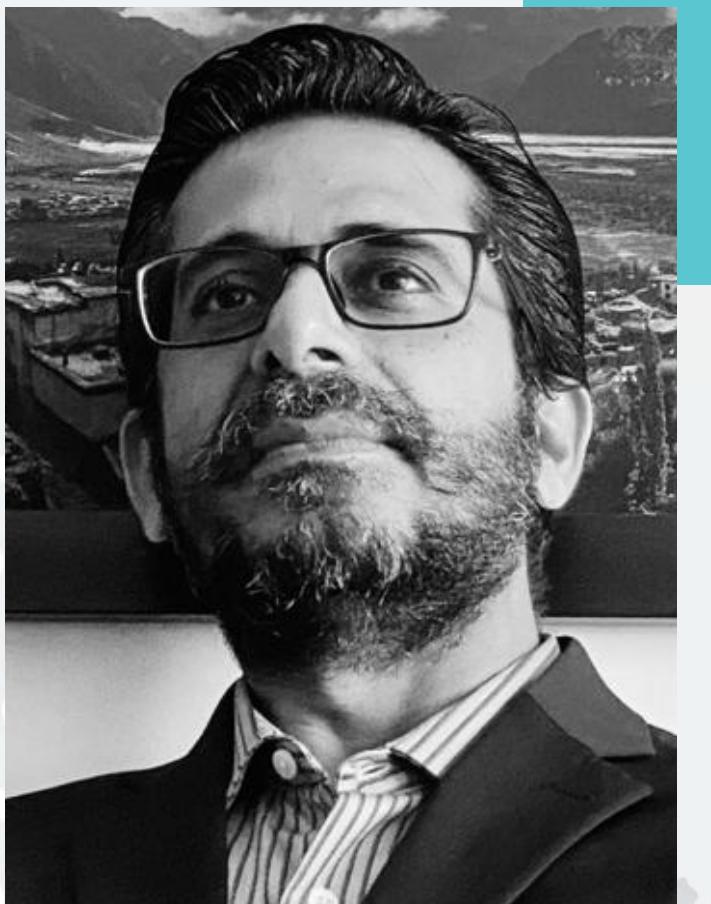
According to him, Research is the most important differentiator for a company in the financial sector. At Prabhudas Lilladher, he has put together a very capable and agile Equity Research Team. Under his leadership PL's Equity Research has been rated as no. 1 in India for research for Large Cap, Mid Cap and Small Cap by MarketsMojo, an independent website which evaluates all Indian brokers' calls for accuracy with PL having the highest success rates of calls. (90% in Large & Mid Caps and 100% in Small Caps) Also PL's Top Picks have consistently outperformed the major indices.

The Institutional Business has been comprehensively rejuvenated under his leadership with a dynamic team in place which has done some great events putting PL on the radar of Mutual Fund FIIs both in India and abroad. The HNI Team based out of HO has broken all past records in terms of revenue and growth parameters and the AUM of the HNI Business has grown 7 times in less than 5 years.

He has also restructured and reformed the PMS Team with the right people in place and due to excellent research inputs and sound funds management, PL's PMS schemes are amongst the top performing in the country. He took over the reins of PL PMS in Aug 2013 at a time when it was lagging and through sustained efforts and a capable team he effected a turnaround in the PMS business.

He was a part of the CNBC TV18 Get Rich summit where he shared his knowledge on business, investment and equities.





Ajay Rajani, President, Cyanconnode

Ajay has been a technology disrupter in the IoT, Analytics and Smart Metering space for the past ~20 years and was amongst the first to pioneer M2M /IOT in India. He enjoys introducing disruptive products into established markets.

He has been at the forefront of innovation in Communication technologies particularly IPv6 and Wireless Communications. He has held many executive positions throughout his career. With one of India's finest utility - Reliance Energy as their CTO he oversaw the deployment of various systems and technologies including SCADA, Smart Metering, Demand Side Management, Consumer Engagement Platform and various other technologies.

His personal and professional experiences have taught him to successfully scale up businesses from \$5M to \$1B in revenue, excel at the execution of big ideas with given constraints, align, lead and grow world-class product teams from 10 to 100 people and much more

He has wide exposure to international markets and presently lead the global business of CyanConnode for North America and advise several global organizations on IoT, SCADA and Smart Grids.

He devised the unique architecture for CDMA telemetry for Advanced Metering Infrastructure & AMR for which he was awarded the Global 3G industry award. This paved the way for Automatic Meter Reading using CDMA. He lead the first deployments of Smart Metering in India.

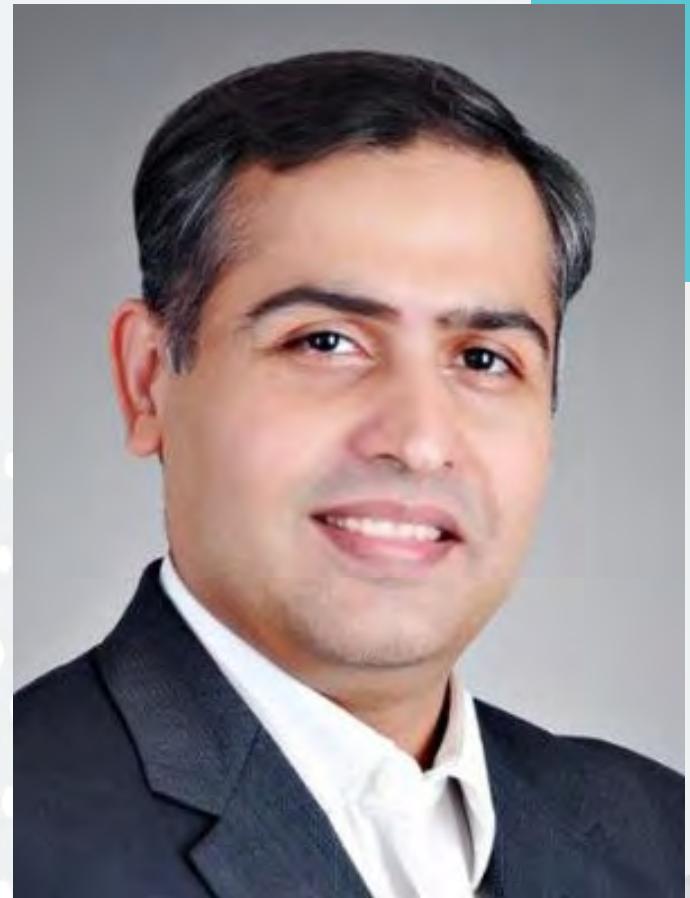
Ajay contributed significantly to the National Smart Grid Roadmap (of India) and led the standardization efforts at BIS for Smart Meters and Communications in formulating IS 16444 and IS 15959. He has been appointed on board of CDMA Development Group (2006) and I presently advise the board of Smart Energy Water (Irvine, California), CyanConnode (London, New Delhi), OBO Consulting and am on the board of governors at India Smart Grid Forum.

Ajay helped Adani Power formulate their Digital Roadmap and Strategy, 2018-19, Build the IoT business of Reliance Energy and Reliance Communications from scratch to over ~ 100m, Raised the revenues of Cyanconnode ~ 3x within a year of taking over. He conceived and developed low cost handsets in Reliance, enabling access to telephony to the millions of the poor. This changed the entire social ecosystem across the country.



ASIA'S 100 POWER LEADERS IN HUMAN RESOURCES 2022

Daniel Sharaiha – [Bank Al Etihad](#)
Angelina Chua Yen Ling – [ComfortDelGo Singapore](#)
Alex Ang – [Chip Eng Seng Corporation](#)
Htet Wai Min – [Aya Sompo Insurance](#)
Sudakshina Bhattacharya – [HDFC ERGO General Insurance](#)
Ampika Chanviriyawut – [Dentsu International](#)
Sarma Chillara – [ŠKODA AUTO Volkswagen](#)
Sanjev Vaid – [NatWest Group](#)
Amit Sharma – [Volvo Group](#)
Subir Verma – [Tata Power](#)
Dr. Ankita Singh – [Cignex](#)
Dr Rajeev Mishra – [Hindustan Platinum](#)
Amit Sachdev – [Tata Insights and Quants](#)
Renu Bohra – [DB Schenker](#)
Harpreet Singh Anand – [Kotak Life](#)
Arshdeep Kharbanda – [Kyndryl India](#)
Vamshi Patwari – [Easa Saleh Al Gurg Group](#)
Amit Kataria – [Hanu Software](#)
Shreya Kejriwal – [Godrej Industries](#)
A Annapurna – [Fime India](#)
Satya Narayan Maharana – [Haier Appliances](#)
Apeksha Singh Bhaduria – [DSV](#)
Ashutosh Mishra – [Dish TV](#)
Atul Tiwari – [Spice Money](#)
Avanti Parulekar – [Life Coach](#)
Dhinesh Prabhakar – [Kshema Power & Infrastructure](#)
Naveen Narayan – [Biocon Biologics](#)
Dr. Balaji MS – [Critical Facility Digital](#)
Dr. Dinesh Kumar Murugesan – [DSM](#)
Dr. Jignesh Shah – [Patel Infrastructure](#)
Ganesh S – [Emeritus](#)
Gaurav Singh Panwar – [HSBC](#)
Janani Prakaash – [Quantela](#)
Suhas Athma – [EV & IOT Technology Enterprise](#)
Vembu Krishnamurthy – [GRT Group](#)
Priyanka Mohanty – [Startek](#)
Lt Col Alok Kumar Das – [Brinton Pharmaceuticals](#)
Meenalochani Kumar – [Northern Trust Corporation](#)
Ranjan Mishra – [Diebold Nixdorf](#)
Milind Bhalekar – [Panacea Biotech](#)
Sriharsha Achar – [Star Health & Allied Insurance Company](#)
Mohammad Adil Hassan – [Intellimechanics](#)
Manish Wadhwa – [CarDekho, Girnar Soft](#)
Ashish Mittal – [Sreenidhi Educational Group](#)
Ajay Sharma – [Taraashna](#)
Mohith Mohan – [Lowe's India](#)
Murlee Dhar Shyam – [Airport Talents International](#)
Prem Singh – [JK Organisation](#)
Pallavi Singh – [Providence Global Center](#)
Shikha Rastogi – [Bloom CE Technology](#)
Rashmi Anthony – [Angel Broking](#)
Pooja Bhasin – [Ticketmaster](#)
Pradyumna Pandey – [Mother Dairy](#)
Prasanth Edassari – [House of Shipping LLC](#)
Abhisek Nag – [NewGlobe Education](#)
Vinod Nair – [Canpack](#)
Amitesh Nigam – [Trivitron Healthcare](#)
Rajeev Chalana – [Vesuvius India](#)
Meenakshi Kaul – [Ziff Davis Performance Marketing](#)
Roopa Mehra – [Kyocera](#)
Sachin Saxena – [Akash Educational Services](#)
Romita Mukherjee – [Whatfix](#)
Sandip Kulkarni – [Brinks](#)
Aseem Mishra – [Oben Electric Vehicles](#)
Binny Ashish Mathen – [Celio](#)
Anil Santhapuri – [FIS Global](#)
Chella Pandian Pitchai – [Biocon Biologics](#)
Udaiy Khanna – [Dalmia Cement \(Bharat\) Ltd.](#)
Anurag Kumar – [Sing Fuels](#)
Sanjai Kumar – [VPS Healthcare UAE](#)
Animesh Kumar – [Zee Entertainment Enterprises](#)
Saswati Sinha – [Evalueserve](#)
Moushmi Dhar – [Compass](#)
Devi Prasad – [Apollo Health & Lifestyle](#)
Sheetal Bhanot – [Infra.market](#)
Satish Rajarathnam – [Mphasis](#)
Jayanti Kandayah – [VAT Malaysia](#)
Soumya Panigrahi – [Brillio Technologies](#)
Archana Rajesh – [SuisseTechPartners](#)
Sukhpreet Swaran Sandhu – [ITILITE](#)
Kankana Barua – [Healthium Medtech](#)
Sweety Rath – [Alvaria](#)
Vanitha Nitin – [Allianz Partners](#)
Viekas K Khokha – [Dhanuka Agritech](#)
Vineeta Kukreti – [Fiserv](#)
Vishvarup Mehta – [Coupa Software](#)
Vishwanadh Raju – [Dun & Bradstreet](#)
Sudeep Sharma – [HCL Healthcare](#)
Vikas Verma – [United Overseas Bank](#)
Vivek Tripathi – [AU Small Finance Bank](#)
Aditya Pal – [Informatica](#)
Gayatheri Silvakumer – [McCann World Group](#)
Shilpi Jaiswal – [NICE](#)
Sharmila Khan – [Micron Technology](#)
Gretchen Moxcey – [KPMG Lower Gulf](#)
Julius Cordell – [Emirates Group](#)
Susan Cheong – [DBS Bank](#)
Tak Ming Lai – [United Overseas Bank Malaysia](#)
Jeaniffer Ines – [Incomlend](#)
Duncan D'Penha – [Everstone Group](#)
Daniel Tam – [Schroders](#)
Renita Nair – [Roche](#)
Brandon Coate – [HSBC Singapore](#)
Jayakumar David – [Nissan Motor Corporation](#)
Rania Abi Raad – [Evercare Group](#)
Muna Murad – [Munich Re \(Group\)](#)



Amit Kataria,

Chief Human Resources Officer,
Hanu Software Solutions

Amit is a Human Resources Professional with more than 18 years of diverse global experience in Information Technology. Instrumental in devising and implementing HR Strategies, Employee Engagement, Global Mobility Immigration & Compliance, Talent Acquisition & Retention, Talent Management & Development, Compliance, Employee Communication, Compensation & Benefits, and RnR.

Demonstrated ability to consistently succeed in both structured and evolving environments, Amit knows the art of building sustainable HR business model & interventions.

In his current assignment, he is the Head of Human Capital Management function, a generalist role in Hanu Software Solutions, a leading global cloud focused company. He is responsible for the design, implementation, administration and operation of end to end human resources programs, practices and procedures with primary focus in Talent Acquisition & Management, Rewards and recognition, Capability Development, Employer Branding and Extended Employee Engagement. With the support of the Hanu Rockstars and leadership team, he is championing the efforts of creating Hanu, a Great Place to Work.

Renu Bohra,

Chief Human Resources Officer,
DB Schenker

Renu's career spans over two decades of excellent strategic HR partnership to business. She has worked in Multinational, Indian private & public sector companies, across Service/ Engineering/ Manufacturing like National Aluminium Company Limited - NALCO, Bharat Aluminium Company Limited, Blue Star Limited, and demonstrated success in building culture of excellence, values and high performance. She has excellent understanding of General Management and Strategy and has completed a senior management program of Indian Institute of Management, Calcutta.

At DB Schenker, Renu's role is of strategic business partner to senior management. It involves overall management of the human resource systems and practices, policy formulation and interpretation, talent development, recruiting and retention strategies, employee relations, and statutory employment law. Renu has Co-created strategic Initiatives to make Schenker India certified as a 'Great Place to Work' in 2021 and awarded The ET Best Workplaces for Women 2021. Under her leadership, Schenker India received the UN Global Compact Network India's award for Innovative Best Practices Award in 2019.

Renu has been a regular speaker at various Asia forums and institutions. Her paper Paper "Value Creation – The Challenge of HR has been published in the New Millennium", Tata McGraw Hill, 2000 and her interviews have been published in various newspapers and magazines.





Ali Al Mansoori, Chief Human Resources Officer, du Telecom UAE

Ali Al Mansoori is a strategic Human Capital change leader, delivering value through transformative change across the employee lifecycle and people change spectrum to the business. He has been delivering effective solutions to meet strategic business objectives and consistently building improved business performance through disruptive thought leadership.

He has been heading a one-stop shop approach by providing dedicated end to end HR support to each respective business under EITC Group catering to Strategic Advisor to the group CXOs of each respective vertical and their Management Team, Manpower Budgeting & Management, HR Policy & Procedure Implementation, Revision & Compliance, Emiratization Lead, Talent Acquisition (Recruitment), Learning & Development, Performance Management, Employee Relations and HRIS systems.

Previously, Ali Al Mansoori was Lead and oversee the vision and strategy of Human Capital Development under the Human Capital and Administration function of du, including Talent Management, National Development & Emiratization, Employee Performance Management, du University & Human Capital Development Operations.

A people strategist with a proven track record of success working in a diverse range of environments in the United Arab Emirates. Adept at operating in environments with ambiguity and change; adapting to and being a champion for positive change by partnering with cross-border, cross-functional business leaders in all disciplines and helping them deliver against strategic business goals.

Ali Al Mansoori has previously worked with Emirates.

Amitesh Nigam, Associate Vice President Human Resources, Trivitron Healthcare

Amitesh has close to 2 decades of expertise in Human Resource Management, Change Management and Strategic Planning, having worked across various sectors (Engineering, Hospitality, and Manufacturing & Health Care), in Multinational Corporations to large family owned businesses in India & Abroad, such as Hotel Intercontinental- The Grand, Eicher Engineering Solutions, Ziqitza Healthcare, India Yamaha Motors and currently associated with Trivitron Healthcare.

After landing up in HR Amitesh was invariably drawn towards the setting up high performance Culture and expectancy alignment between employer and the employee. A strong Culture has remained the most ubiquitous challenge for the HR Function beyond the routine functional Challenges and hence he decided to devote his focus and efforts towards the resolution to these challenges. Inspired by the Quote that "Change is Inevitable" Amitesh aligned his journey towards Change Management and Culture development, primarily.

The real work started during his India Yamaha Tenure, at that time the company was floundering with the Old Escorts Legacy and the Management warranted to change that image, wherein Amitesh has played the pivotal role in his capacity and then he never looked back.

During his journey, Amitesh was instrumental in driving HR Initiatives to realize bottom-line results and enhance employee engagement in the pursuit of Organisational objectives across diverse geographies and culture globally, by leveraging all aspects HR starting from Talent Acquisition, Human Resource Operation, Business Partnering & profitability, HR Digitalisation and Strategic Change Management to Cultural and Value Alignment. He has been quite instrumental in creating and developing Learning & Development, initiatives and have successfully implemented many projects, starting from Campus to Corporate initiatives to developing the Assessment Centre.

Amitesh has played a pivotal role in enhancing Employee Lifetime Value by driving awareness for culture building and process mapping and helped organisations in establishing the "Best HR Practices" as per Global Standards. Amitesh has taken multiple initiatives and led from the front in winning 10+ awards in HR space for the companies he has been associated with.



A complete HR professional and strategist with proven track record of success with a diverse experience in different Industries, adaptable for positive partnering, with an ability to work at a Strategic and commercial level, working with business leaders as well as role up the sleeves and work on operational and tactical issues are some expressions that well defined Amitesh Nigam.



Dr. Jignesh Shah,

Chief Human Resources Officer and
Sr.VP - HR, N.R.Agarwal Industries
Limited Mumbai

Dr. Jignesh Shah is having more than three decades of diverse experience working with some of the top Engineering, Pharma, Petrochemical, Polyester, FMCG, Power, and Infrastructure companies. In his previous engagements, he has served with Jyoti Ltd., Lupin, Reliance Industries Limited, Bell Ceramics Ltd., CLP , JMC Projects (India) Ltd and Montecarlo Limited in different leadership roles.

Dr. Jignesh is an HR icon who has excelled in establishing innovative HR systems and institutionalizing a strong performance-driven culture. He has steered first-of-its-kind HR Initiatives such as Coffee with VP- HR, Managerial Talent Hunt Competition, All Time Mitra (ATM), Stay Interview, The Knowledge Café, Chhoti Chhoti Bate, and Employee Counseling are very popular among employees and Management as well.

He has been awarded Most Influencing HR Leader in India - 2017 and 100 HR Super Achievers. He has also won the Innovation in HR Award-2018 by the HR Association of India. He has been also awarded Best Employee Engagement Professional of the year-2018 by Kwench India. He has been presented Certificate of Excellence-2018 by the Government of Rajasthan. He has been presented the Best CHRO Award by Indian HR Convention.

He is a Law graduate with Masters in Social Work and additionally holds an MBA from Newport University, California. He is also awarded doctorate in organizational leadership.

Ampika Chanviriyawut,

Country HR Director,
Dentsu International

Ampika joined dentsu international Thailand in May 2015 and she leads all the key strategic people agenda across all the business; creative, media, and cxm in Thailand market and actively drive the business transformation together with the business leaders.

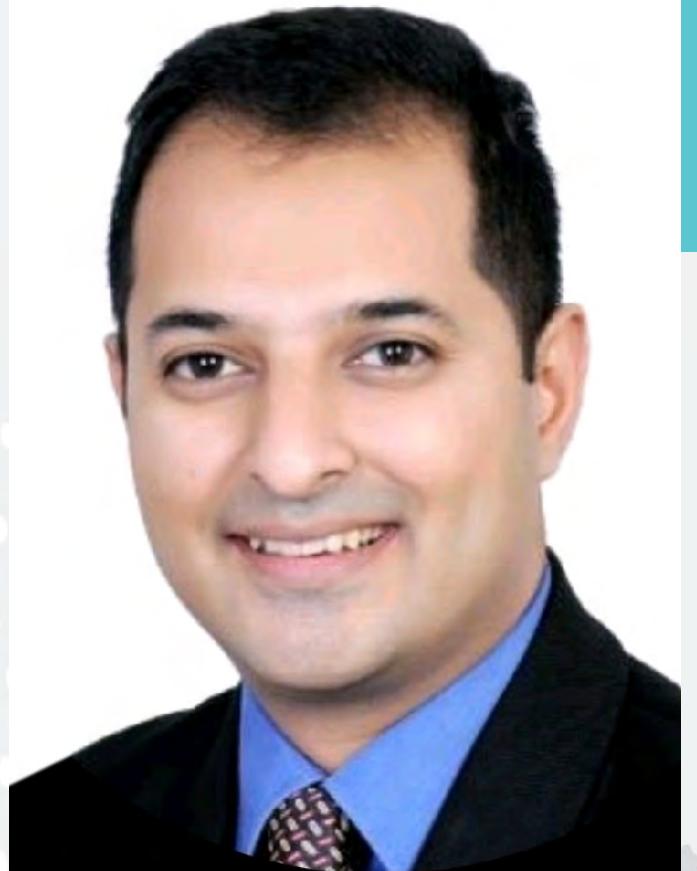
Her focused areas include organizational transformation, strategic workforce planning, organizational and talent development, inclusion & diversity, cultural and change management and employee experience management

Prior to joining dentsu international, Ampika served as Senior Vice President at Krungsri group, a leading financial group in Thailand , Regional HR Director, APAC at Fresenius Kabi Asia Pacific, a leading global pharmaceutical company and Country HR Director at bp Thailand. She has also worked with Shell and Standard Chartered Bank.

Ampika has successfully driven the sustainable and strategic people agenda through the transformation journey and be the first agency from Thailand in the history in winning the grand prizes from the Campaign Asia in two consecutive years, 2021 Best Culture Award, Asia Pacific and 2020 Best Place to Work, Asia Pacific. She has been recognized and selected as the Best HR from the Global HR Dentsu in year 2020.

She Led the cultural and change management agenda for the entire Krungsri group and won the first people/ organization award on employee engagement for Krungsri group as the Best Place To Work Awards in two consecutive years from Gallup in 2013/2014.





Amit Sachdev,

Chief People Officer & Business Solution Evangelist, Tata Insights and Quants - A Division of Tata Industries

Amit is an Empathineur and HR Professional little over 2 decades of HR Expertise from multi-industry such as Manufacturing, Consulting, ITES, IT Hardware, Cloud Computing, Big Data and Analytics and new age start-ups. Amit has worked with global brands such as Trident Group India, ABC Consultants, Dell Technologies, VMware and currently with the most trusted brand Tata in their newer initiatives of next gen business.

In his current role, Amit contributes to organization success by building and implementation of progressive HR policies, process and practices which result in Attract – Grow – Develop – Retain talent. In addition, imparts capabilities as Chief Ethics Counsellor, Head Business Excellence, Employee Health, Safety and Environment and Business Solution Evangelist.

He has been instrumental in building digital HR organization leveraging Big Data and Analytics pre pandemic, resulting in Business As Usual (BAU) during initial lock down @ Pandemic Lock down.

Amit implemented Employee benefits focusing on employee well-being – Physiological and psychological, Family well-being, Work-life Balance, Women centric policy/benefits. He Implemented multi-criteria optimization model for campus hiring, resulting in various benefits such as Tata iQ Fit Hire without racing against Day Zero campus slots.

Amit is passionate about networking on newer start-up ideas, sustainable community impact initiatives, connect with millennials on life skills and practices power coaching as executive coach.

Viekas K Khokha,

Head Of Human Resources,
Dhanuka Agritech Ltd.

Viekas has a rich experience of 22 years, spreading across 4 industries including office automation, telecommunications, healthcare and chemicals & fertilizer. In his current role, he is channelizing their people and culture transformation agenda through organization design, talent transformation, new ways of working, Technology immersion, to name a few.

In the past, he has served some industry leaders like Bharti Airtel, Zimmer Biomet India to name a few. He has consistently progressed in his career by undertaking some large transformation projects like integration of 3500 workforce across Bharti Airtel and also Setting up of Global Centre of Excellence for them consuming back-end processes for 16 countries of Africa, Re-organisation of business unit based structure at Zimmer.

Viekas is a competent HR professional having his proficiency in Strategic HRM, Organizational Development, Talent Management, Training, and Learning & Development. He has been successful in leading change interventions by co-creating it with the stakeholders.

Viekas has led organization mergers successfully by succinctly leading the change from top to the bottom level. Post the completion of Global Fellow Program in Talent Management from The Wharton School, University of Pennsylvania in the US, he developed the understanding of the need for Inclusion in Indian organizations for their long term development and sustainability. He undertook leadership course in LGBTQAI Inclusion and started volunteering with the organizations in India developing this understanding amongst their business strategy.

At Zimmer Biomet, he devised the mechanism to create the BU level structure by getting P&L generated for each of the BUs and also identify right leaders who could lead the BU leading to profitability in 1.5 years. One of his top achievements at Bharti Airtel is to bring the attrition down from 30% at 14% against market average of 17% within a 12 months time.

Viekas is an avid public speaker. He has built a network of young leaders by being constantly connected through his mentoring programs to the students of premier management institutes in India.





Prasanth Edassari, Global CHRO, House of Shipping LLC

Prasanth has 20 years of experience in people management at senior levels along with an MBA in Human Resource Management from Oxford Brookes University UK, interested in turning around organizations bottom line using PEOPLE POWER.

In his current assignment, he heads the global HR portfolio with a team of 12 direct HR & Admin professionals & indirectly nearly 40 to manage Talent Acquisition, Learning & Development, Employee branding, Change management, Performance management, Compensation & Benefits, Employee relations & Administration. He looks at the current and future strategy of the organization spanning across geographies like China, India, USA, UK, Netherlands, Asia Pacific, Africa, Turkey and other Middle Eastern Countries.

Prasanth has Initiated various ECO friendly and CSR activities for the organization. Previously, he has worked with organisations like Panasonic Middle East & Africa, Gravity UAE, Cedar Management Consulting International, Johnson Controls, EY, NHS, Adecco, RAK National Insurance Company.

Prasanth has been awarded as a HIGH POTENTIAL by PANASONIC Corporation, Japan and as an Executive Management Member on the board for Middle East & Africa. He is "On the advisory board" for HR Innovation project led by Panasonic Asia pacific ME & Africa, Singapore. He reduced employee turnover from 18% to 7% within a year. He reviewed entire grading system and introduced customized HAY Methodology. He implemented 9 box grid for Talent Management & Development particularly high potentials.

Mr. Masao Mokoti, Ex MD of Panasonic Middle East & Africa has to say the following "Prasanth is an HR professional who has enough knowledge for HR development as well as HR management of the company. He very quickly assimilates the intention/ way of thinking of top management and take initiative for its implementation.

Satish Rajarathnam, Senior Vice President - HR, Mphasis

HR leader with over 24 years of global experience across multiple industry verticals and proven expertise in strategising and transforming business through Human Capital Strategy, Organizational transformation & coaching. Adept at enabling business agility, building digital capability, leadership development, career & succession planning, talent management, organizational effectiveness & performance management, strategic workforce planning, cultural transformation and change management. HR Technology evangelist and digital transformation expert in leading high impact enterprise-wide HR technology stack re-engineering programs.

Satish is associated with several industry groups and associations such as SHRM, Agile Leadership, LEGO serious Play, PCMM, Six Sigma, ISABs India and NFNLP, among others from which he has received certifications marking him a qualified practitioner. He heads the global talent strategy team for Mphasis and currently responsible for Build-Buy-Borrow talent strategy.

In his previous role with Cognizant, Satish was responsible for Global Banking & Financial Services people strategy, aligning HR interventions to business priorities, and functioned as a strategic business advisor to the executive management. Satish's leadership experience spans across organisations such as Cognizant, HCL Technologies, and Siemens. He has also been the recipient of awards such as Indian Achievers Award 2021, the Top 100 HR Tech Minds Award, and the HR Excellence Award, from the Government of Rajasthan and Higher & Technical Education, Maharashtra. Outside his experience with HR, Satish has built a reputation as a TEDx speaker. As an entertainer and an illusionist, he has worked on over 1200 performances in association with various corporate houses and international workgroups. As part of giving back to the society he is associated with Udagam Karangal an Orphanage at Chennai and as a Corporate Advisory Board member with Chandigarh University.

Satish is a research Scholar from Swiss School of Management, Geneva and a postgraduate in General Management from the Indian School of Business and National University of Singapore.





Binny Ashish,
Head of Human Resources,
Celio

Binny is an HR professional with 15+ years of work experience. In her current role, she is heading the HR function at celio, India - a leading French Men's apparel retail brand, and has been associated with top-of-the-line retail brands like Shoppers Stop & CROSSWORD BOOKSTORES.

She is a strategic thinker and thought leader who influences and advises leaders as a business partner, fuelling positive organizational development and high-performance culture. With a focus on Business HR, her experience spans across Talent Acquisition, Talent Management, Organizational Development, Culture, Capability Building, and Employee Relations. She is a proponent of bringing technology to HR processes while retaining the human connections in the organization. She has devised and launched some high-impact Talent Management & Capability Building programs, Employee Recognition programs, and initiatives towards enhancing Employee Engagement and connecting with employees with the organizations that she has worked for.

She has been recognized as a high performer in all the organizations she has been a part of. She has garnered various internal and external awards for her work in HR and she has been featured in Images Retail and HR Katha for her contribution in the field of HR.

Dr. Rajeev Mishra,
Chief Human Resource Officer and
Senior Vice President - Refining
Services, Hindustan Platinum

Dr. Rajeev is an accomplished HR professional having more than 30 years of diversified industry experience like Petroleum, Petrochemicals, Infrastructure, Pipes, Textile, Auto, Chemicals, Pharma, Education, etc. He is considered to be one of the leading original thinkers of HR. He is among those very few HR professionals who is an expert of Leadership and Organization Development. He is a great counselor, coach and perspective builder. He is a trainer par excellence. He is having wide knowledge of Management, Psychology, History, Philosophy, Anthropology and Culture. He is having lot of interventions and initiatives to his credit in different organizations of very high repute.

In his current role at Hindustan Platinum, his direct responsibility and challenge was to drive organization transformation in terms of culture, policy, processes, systems, mindset, structure, performance and industrial relations. Considering his remarkable contribution towards relating HR to Business, he has been given the responsibility to head the biggest business of Hindustan Platinum. Now besides HR, he is managing business across the continents including Middle East, Asia pacific, Europe, Africa and North and South America.

He has earlier handled top HR roles in companies like VE Commercial Vehicles Ltd., Reliance Industries Limited (Petroleum and Petrochemicals), Welspun Group, Tractor And Farm Equipments Limited.(Tafe) and AMW Motors Ltd. In all the organizations he worked for, he played a pivotal role in developing and reviving the HR systems and processes. He left his indelible imprint on the psyche of people as a grounded leader who connects deeply with people with as much respect as the people at the top of the hierarchy. He is always recognized for his profound insights about people and as a professional who is too good in conceptualization, execution and broad perspective.

He is one of the most qualified persons in HR fraternity with his PhD (Management), MPhil (HRM & LW), MBA (HRD), MA (Psychology), MA (Philosophy) and MA (English Literature).

He has written many articles and papers for various publications. He has conducted hundreds of training sessions across all levels of employees from workers to CEO, Board Members and Managing Directors



related to areas like Leadership Development, Emotional Intelligence, Self – Management, Value Selling, Corporate Communication, Interviewing Skills, etc. He has been a visiting faculty in some of the most renowned management institutes and universities.



Arshdeep Singh Kharbanda, HR Leader, Kyndryl India

Arssh is an avid learner, people centric, client focused, impactful, and agile HR professional who, over a period of two decades, has risen from a call center agent to an HR Leader for a business unit with tens of thousands of employees. Regarded as a passionate and fun loving HR Leader during his stint at IBM India, and now Kyndryl India, Arssh has extensive experience in managing large cross cultural geographic teams, with a focus on talent management, organization change, performance management, learning and development, transformation and simplification. This has resulted in efficient cost optimization, better user experience, and enhanced employee engagement.

During this journey he donned diverse management and leadership roles, and describes his leadership style as a combination of being democratic, transformational, collaborative, and transparent. Under his leadership, the global HR Operations team saw a complete transformation, resulting in significant cost savings, improved productivity, and stronger compliance structure, while focussing on organization's digital strategy.

Arssh's keen interest in upskilling himself to meet and exceed the ever evolving business and organizational needs, motivated him to pursue higher education and gain additional professional certifications. He has successfully completed an Executive MBA, from UBI Business School, Brussels. Strategic and HR Management, Executive and Transformational Leadership Program from Cornell University, and an Executive HR Management course from XLRI Jamshedpur

He is currently pursuing an Executive Management Program from the University of California, Berkeley.

LT COL Alok Kumar Das (R), Chief People Officer, Brinton Pharmaceuticals

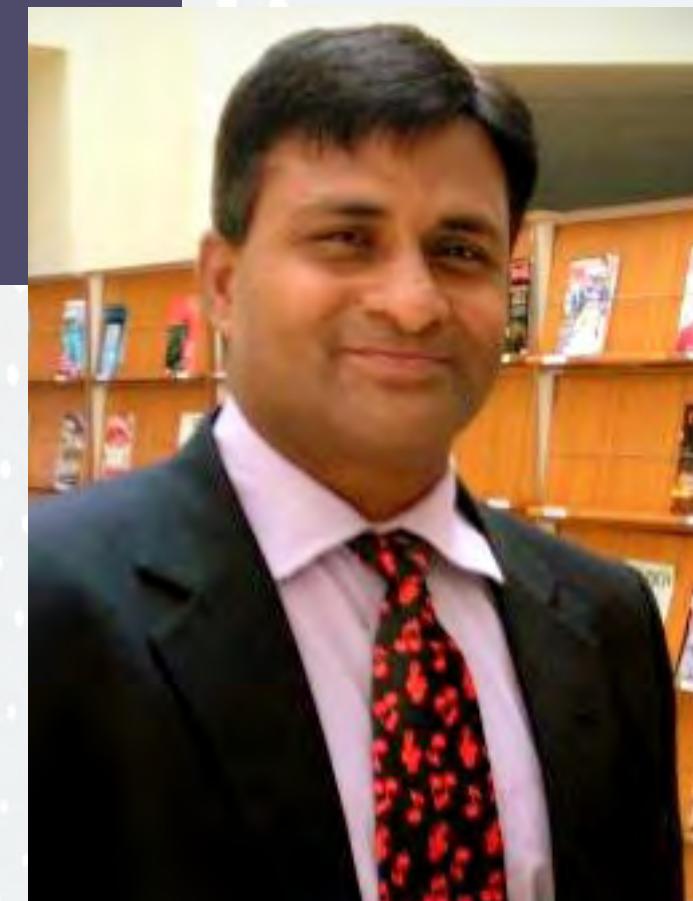
Alok has over 19 years of diversified experience in Army and corporate sectors spanning across the length and breadth of the country. He has served as integrated head of various units wherein he commanded multidisciplinary, multicultural large teams in peace, field and counter terrorism. As site HR leader in Army, Alok has handled entire unit governance, culture, battle readiness and welfare of large head counts of Commissioned officers, junior commissioned officers, Non Commissioned Officers and other ranks. As Board Member at Services Selection Board and as qualified personality assessor on leadership qualities to select potential defence officer, he has more than 18000 personality assessment on his credit.

Alok is a versatile leader and post Army, he worked in manufacturing sector (Tata Cummins Inc.) in plant HR leadership role and well as in IT/ITES sector(Visionet Systems Inc.) in very senior HR leadership role looking after entire gamut of HR governance compliances, Learning and Development, Transformations Projects, Policies and guidelines.

In his current role at Brinton Pharma, Alok is responsible for complete HR governance, Culture Transformational Projects, Technological Transformational Projects beside heading Corporate Communication, PR & Branding, Internal Audits and other strategic responsibilities.

Alok is a motivational speaker & an alumnus of Indian Institute of Management Indore, prestigious Officers Training Academy (Military Academy) and University of Pune. His passion is coaching, mentoring and developing managers and leaders leaders, specifically on leadership competencies and group dynamics.

Alok has won numerous awards like CHRO Vision for people leadership award, HR Innovation in Corporate Social Responsibility Award, GOC- In-Chief Commendation (Army Commander) Card for demonstrating exemplary leadership in extreme high-pressure conditions in Indian Army. Under his astute leadership, he was highly instrumental in getting his current organisation certified as "Great Place To Work".





Vivek Tripathi,

Head of Human Resources,
AU Small Finance Bank Ltd.

Vivek is a pioneer in leading diversity and inclusion in AU Bank which itself is a great change agent towards a global culture building process. He has successfully cashed in on the Great Place to Work at AU Small Finance Bank.

In addition to holding several professional courses from Indian Institute of Management, Calcutta & XLRI Jamshedpur, Vivek is a certified NLP Practitioner and Strategic Business Orientation from Indian Institute of Management, Ranchi. One of the most interesting parts of Vivek's journey is that a boy who used to interact minimum in the beginning is now standing tall and strong as an inspirational leader to more than 27,000 employees at India's largest Small Finance Bank at just the age of 37.

He began his career as an individual contributor with Bajaj Capital Ltd and has worked with AU FINANCIERS (INDIA) LIMITED, Mahindra Finance, and Bajaj Finserv. He was the CHRO of Small Business Fin Credit (SBFC Finance Pvt. Ltd) for around 3 years, handling HR functions. Vivek rose to the position of Head HR at the age of 34.

He not only led HR duties at SBFC, but he also oversaw Customer Care activities. In his 3 years at SBFC, Vivek won the Great Place To Work award for the organization within 1 years of organization's inception. With AU Financiers and SBFC, he had developed HR department from scratch by introducing frameworks for Talent Management, Organizational Development interventions, Employee engagement frameworks, Hi-Pots etc.

Vivek has won many accolades for himself and the organisations he has been associated with like 'Chakhrayuh Award' by acclaimed news group ET Now, 'Pratishtha Award' four times in a row during his stint in Mahindra Finance, 'HR Professional Of The Year 2021' by Economic Times (ET) HR. He is one of member of the MANCOM (Management Committee), which is an elite strategic committee for the AU Small Finance Bank.

Dr. Ankita Singh,

Senior Vice President & Global HR,
Admin, Travel, IT, CIGNEX

Dr. Ankita has over 22 years of experience in managing and leading various aspects of HR spanning across high paced business domains of ITES. Ankita also oversees other enabling functions like Administration, Travel and Resource Management. Ankita holds a PhD in Management and is a Gold Medalist in BBA as well as MBA. She has done HR and Business Strategy related Executive Management Programmes from Indian Institute of Management Ahmedabad, Indian School of Business and XLRI Jamshedpur. She is a certified PPA (Thomas Profiling) Practitioner. Ankita has also successfully completed one of the most prestigious certification from Harvard Business School Online – "Sustainable Business Strategy".

She has excelled in establishing innovative and competitive initiatives and institutionalising a strong performance driven culture at CIGNEX Datamatics which has resulted in the company being certified as a "Great Place to Work 2017-18, 2018-19, 2019-20 & 2020- 21". She has been awarded by Forbes India and Great Manager Institute as Top 100 People Manager in India for last 3 consecutive years 2019,2020 & 2021. Her expertise includes transformational change management and M&A initiatives. She has extensively worked in all facets of HR with special interest in the field of leadership Development, Organizational Behavior, Culture Building and Employee Engagement.

She has been recognised in different prestigious platforms for her contribution and excellence in the field of HR and leadership. She was awarded "APJ Abdul Kalam National Award 2021", "Woman HR Leadership Awards 2021, Awarded by Ms. Kiran Bedi", Global women Award 2021, "40 Under 40 for the year 2021" "CHRO of the Year 2021, 2020, 2019, 2018 and 2017" "Women Personality of the Year 2019 and 2018 by Femina" , "Business Person of the year 2020 , "Most influential Corporate Personality-2019", "Indian Business Woman of the Year 2019", "Indian HR Champion of the year 2019", "Women Leader of the year 2019", "Inspiring personality of the year 2019", "Most Influential HR Leader of the year 2019" "Best employee engagement project designer of the year 2019" just to name a few.

Apart from her professional excellence, Ankita is very active in supporting social causes by working closely with various NGOs' on Child Education and



Development. She is an avid traveler, and a passionate photographer.

Dr. Ankita previously worked with Datamatics, Hexaware Technologies, Zensar Technologies , Convergys and Sahara India.



Vineeta Kukreti,
Senior Director - Human Resources,
Fiserv

Vineeta is a strategic and innovative HR leader with 20 years' multi industry experience in HR leadership and consulting having worked with organizations like Boston Consulting Group (BCG), Publicis Sapient, Sopra Steria and American Express. She has experience in managing large workforce and overseeing end-to-end Corporate HR functions in organizations with globally dispersed, highly matrixed and diverse cultures and has expertise in translating business vision by designing and implementing innovative HR strategies and OD interventions to suit the needs of the organization in different growth phases.

Vineeta has Built-to-scale and led proactive HR policies and programs for complex, service-based partnership and public organization undergoing acquisition, getting ready to sell, start-up, rapid growth and transitional business cycles in Fintech, IT/ ITES and business consulting domains in US, UK, Europe and APAC regions. She is an early adopter and change coach who derives success by consistently building, changing and optimizing organizational HR infrastructures, technologies, processes and measurement systems to increase value to employees and organization.

Vineeta led the transitioning of key HR processes to India for a banking client as part of incubating and setting up a HR Outsourcing (HRO) division for a large multinational services organization undergoing acquisition. She was instrumental in Post-acquisition integration and harmonization including culture building and talent market brand positioning for a large FinTech organization and Entity integration of 8 legal entities to optimize location strategy, employee spans and organizational efficiency. She was responsible for designing and implementation of "Workforce Health Of The Business" by ensuring various people metrics are aligned to the business vision. Vineeta has been a key player in leading the rapid-change-response team during the current pandemic to ensure employee wellbeing and care is prioritized while keeping in check mental health and burnout.

Vineeta is a Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals, develops the resources to drive corporate culture and change, diversity equity and inclusion, create best-in-class organizations and build market-focused teams while reducing overhead costs and enhancing employee experience.

Vanitha Nitin,
Head of Human Resources,
Allianz Partners

Over the last two decades, having worked with many multinationals, Vanitha has played an active role in driving a culture of inclusion within the organization and managed responsibilities across the hierarchy in all gamuts of HR - from HR automation, process integration and enhancing the employee experience journey to Talent Acquisition through multiple scale ups, Talent Assessments, building cost efficiencies, Capability building, Succession Planning, Performance Management, Employee Engagement, Total Rewards and various strategic HR partnerships with business. She has led change management processes and successfully established multiple Centres of Excellence.

Vanitha has been involved in the POSH Internal Committee both as a member and also as chairperson, ensuring a respectful and safe to speak up ecosystem. She has also been a member of Ethics and Governance councils enabling objectivity and fair workplace practices.

During the COVID-19 pandemic, in her role with the Crisis Management Teams, the organisation ran free vaccination camps for its employees and their dependents in the office premises apart from many other employee support initiatives. She has also pioneered rich workplace practices that has led the organisation to being recognised as one of the best workplaces.

Vanitha is actively involved in CSR initiatives both at an organization level and on personal capacity, with special interest in education and environmental activities. She works as a mentor with school students. She has also authored a book called 'Losing To Gain' around the theme of achieving long term wins despite seemingly short term losses.





Sanjev Vaid,
Managing Director - Human
Resources, NatWest Group

Sanjev is a senior HR professional with 20+ years of proven record of accomplishments in Talent Management & Organizational Development, Leadership Coaching & Capability building, Cultural Transformation and Change Management, Conflict Management, Succession Planning, Compensation and Benefits, change management, Reengineering & Restructuring and Mergers & Acquisitions. He has lead large and complex Country HR Function & has experience in managing diverse multi-cultural environment, complex and specialized workforce having worked with organizations like InterGlobe Enterprises, Citi Group, GE & Bharti Airtel.

Sanjev is an MBA in HR from the Delhi School of Economics and has exposure to variety of HR fields & is a Certified Job Evaluator – Hays and Tower Watson methodologies, Certified Talent/Competency Assessor, Facilitator for key HR Interventions, Certified facilitator for Quality Education and Gallup, Certified Professional Coach– Life Fulfilment Model and GROW Coaching Model.

Saswati Sinha,
Head of Human Resources,
Evalueserve

Saswati has Over 22+ years of experience spreading across industries like Advertising, Media, KPO and she has been in the business of talent as a passion rather than an occupation. She has won multiple awards in her professional journey, Top 100 HR Minds in India in 2018, Top 101 HR Minds in 2019, Top 101 fabulous HR Leaders in 2020. She was also awarded the Heroes award (Women HR Leadership) presented by Ms Maneka Gandhi. She has been recognized as Global Women Leaders to look Up To, 2021 by Passion Vista, Lifestyle and Business Publication and won the Golden Glory Awards for the 'Most Inspirational HR Leader- 2021" by Brands Impact.

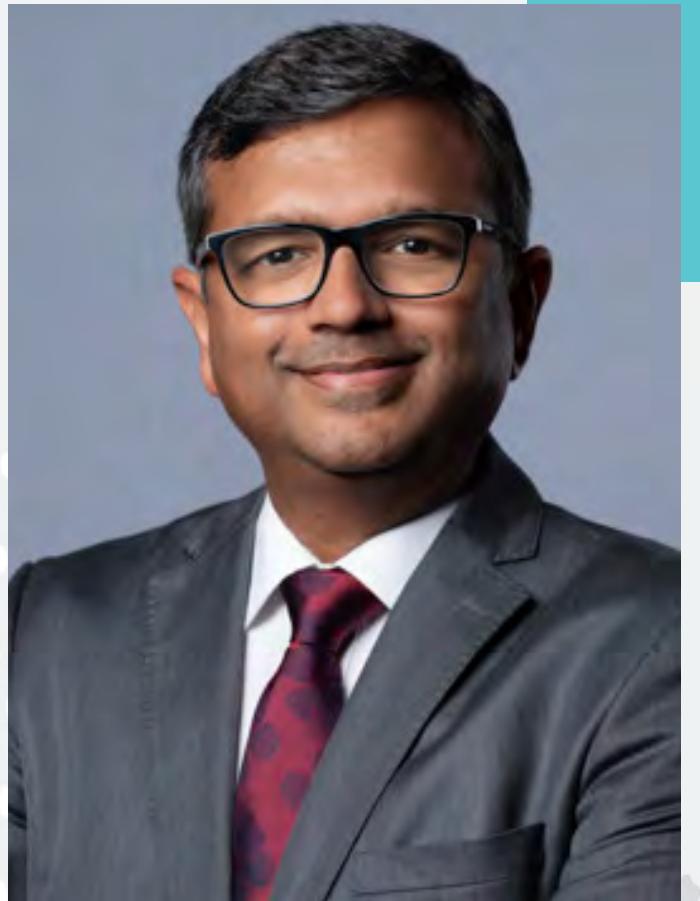
In her professional journey, she has been with leading multinationals like J. Walter Thompson Worldwide, Evalueserve , Publicis Media to lead their talent vision. She has been part of leadership team driving organization talent audits at C-suite, cost efficiencies and organization restructuring for productivity and agility.

In her current role, as Head of Human Resources, she is focused on driving digital transformation of talent and processes and organization re-structuring to make Cheil future ready. She has worked on global projects and rollout and delivered best practices across countries like Chile, China and UK to conceptualize and implement talent practices. In all her leadership mandates she matches business goals with talent interventions ensuring ROI and business results.

As Chief Talent Officer of Zenith (Publicis Group), she has aligned with CFO and CEO of the group to re-structure the organization and was promoted through global recommendation to Chief Talent Officer for Publicis Media full group including Zenith, Starcom, Resultrix, Convonix, Ninah.

In her current role, she has transformed the HR department digitally in terms of building in-house Learning Management System, building digital capabilities within teams through real time interventions, In-house ATS system for talent acquisition. She has been responsible for digital transformation of the Organization including WFH, WHO online system, productivity tracker of talent, RPA (Robotic Process Automation) for HR operations and more.





Naveen Narayanan, Chief People Officer, Biocon Biologics

Naveen is an experienced professional who brings a rich understanding of global Human Capital Strategy to assist businesses with the challenging task of navigating the digital economy. By combining familiarity of renowned consultancies like Accenture with in-depth understanding on factors affecting the future of talent & work, Naveen offers trusted advice, execution and forward-thinking solutions to business leaders around the world.

His 25 years' experience in HR spans across several industries including Hospitality, Supply Chain, Banking, Retail, Travel and IT in 30+ geographies. Naveen's experiences can be summarized in 3 broad themes with HR as anchor. The first in People, Talent & Culture leading functions for Accenture India, HCL Technologies, Al-Futtaim UAE and Standard Chartered Bank GDS. The 2nd theme being Consulting, platform selling, driving revenue & client success with Arrows Group Global (UK, NL), entomo (Asia, EMEA) and Accenture (India) Consulting. The final theme in driving digital strategies for Accenture Enabling functions as CIO and other technology led transformations. His current assignment is to design & deploy enterprise performance solutions for the UAE government (63 departments, 90,000 people)

All of Naveen's achievements have either been monetized or recognized and awarded including – a mention in the HBS for Talent transformation leading to a 800bps increase in bottom line in HCL, hiring 30000/annum for 5 continuous years spread over multiple businesses, skills and 30+ geographies, setting up 3 distinct GDS (Shared services) for Standard Chartered in early 2000s for 40 countries, selling GDS solutions for Arrows in Europe, setting up the first internal Shared services (ABS) for Accenture.

Naveen has taken to the stage at prestigious events such as the United Nations WEP forum, delivering passionate insights into the benefits of gender diversity in the workplace. Naveen's commitment to development for women lies at the heart of his close involvement with the Arrows Group Foundation. Naveen continues to support 200 underprivileged girls through a 6-year scholarship and invests in their employability skills. He has authored several articles for Gartner and recently authored a book on philosophy.

Pradyumna Pandey, Chief Human Resources Officer, Mother Dairy

Pradyumna is a professional with 30 years of experience in Human Resource Management. His working experience is with both leading Indian and MNC Companies. He has a significant expertise in managing a wide spectrum of HR&IR functions entailing Learning & development, OD, talent acquisition, leadership development, employee engagement, succession planning, legal compliances, employee relations, coaching & mentoring initiatives etc.

Pradyumna has rich experience of providing effective management and direction to HR functions of multiple units of the Company and its coordination and integration with other functions. He has exposure of maintaining harmonious and cordial relations with unions in a multi union environment and also of handling manufacturing Units with no unions and is skilled in handling large workforces, maintaining peaceful & amicable work environment in the organisation, and in initiating measures for the benefit of people in the organisation. An effective communicator with exceptional interpersonal skills and hands on experience in training and development of employees.

As CHRO for Mother Dairy, a wholly-owned subsidiary of National Dairy Development Board (NDDB), responsible for providing strategic leadership by articulating Human Resource needs and plans to the management, organizational capability building, people development and performance management, Talent acquisition and retention, employee communication, policy development, legal compliances, and industrial relations, with a focus upon nurturing, shaping and sustaining the overall cultural strategy for the company. Pradyumna has previously worked with Accenture, Holcim, Mawana Sugars Ltd, JK Tyre & Industries Ltd. & Torrent Pharmaceuticals Ltd.

Pradyumna made a successful attempt to bring HR Professionals together for knowledge sharing under the banner of Professional Network Group of India (PNGI). He held the position of National President and was instrumental in launching HR Excellence award under PNGI.

He has also actively contributed as member -All India Organisation of Employers (AIOE), CII National Committee on Aspirational District Development, CII National Committee on CSR, PHD CHAMBER -HR & Industrial Relations Committee and more.





Aileen Tan, Chief Human Resources Officer, AIA Singapore

She drives the development and execution of AIA Singapore's HR strategy to support the company's business growth, focusing on talent and leadership development, succession planning, as well as organisational and performance management. A firm believer in human capital development, Aileen supports her people to achieve their full potential by challenging them to go beyond their comfort zones as they continually upgrade their skills and capabilities, just as AIA Singapore strives to help Singaporeans Be Life Confident.

Previously, Aileen was the Vice President of HR at National University of Singapore where she was responsible for all HR activities in the University, which has over 12,000 staff and for overall strategy, governance, policies and operations for NUS. She has also worked with BHP for Global HR Functions, bp as HR Country Head for Singapore, Cisco as HR Director and GE Plastics.

She is an alumnus of National University of Singapore and Cass Business School.

Gaurav Panwar, Vice President - Human Resources, HSBC

In a career spanning more than 1.5 decades of progressive people experience, Gaurav's experience spans across HR Strategy, Workforce Planning, Talent Management, Organizational Development & Culture, Capability Building and Employee Relations across diverse set of industries such as Telecommunications, ITes, Construction and Financial Services. He is a proponent of bringing technology to HR processes while retaining the human connections in the organization.

Gaurav has worked with various global organizations such as Vodafone, Ericsson, Larsen & Toubro, Telenor (airtel) and now Standard & Poors (S&P Global). Being Diversity Champion, he is involved in strategies and projects with India leadership and various Employee Resource Groups to work on priorities related to Equity, Global Ethics, POSH, Gender, LGBTQ+, Disabilities, Generations and Culture.

He is Certified HR Analytics & Talent Management Professional, Multi-generational Employee Engagement Expert and a Certified Lean Facilitator. He focuses to optimize HR Technology to digitize processes and has working experience on various HR Tech tools, such as Workday, Taleo Tableau, Visier, Power BI, etc.

Recently at S&P Global, Gaurav worked with India & Global leadership to lead various Strategic People Priorities related to Organizational Development and key focus areas for PAN India, which are locational and divisional agnostic. He worked on people projects and collaborated with functional people partners, CoEs and India leadership to help design pragmatic solutions to solve business problems, framing complex challenges by leveraging internal and external expertise to deliver solutions that have measurable impact. He recently worked, partnered with global teams and delivered on various strategic talent priorities, such as - Reimagine (Future of Offices), Return to Office (RTO), Re-Start (Women Returnship Program), Global Reward & Recognition framework, Alumni Outreach, COVID-19 support to people, Reinventing Performance Management, People Leader Development & Engagement Program, Programs to strengthen Diversity, Equity and Inclusion, etc.

He won various internal and external awards, acknowledging his contributions to Talent Strategy and D&I space. In his association with S&P, Gaurav received 3 CEO Excellence Awards and multiple divisional and functional awards, globally.



At personal note, Gaurav is a certified and active Zumba practitioner, loves cooking for his 2 little unicorns and an avid guitar player.



Dr. Dinesh Kumar Murugesan, Global Head HR - GbS, DSM

Dinesh has an overall diverse experience of over 2 decades with organizations like Tata Consultancy Services, Deloitte and Bank of America before his stint in DSM. In his current role, he is a member of the India Leadership team and the GbS Global Leadership Team.

Dinesh is a recipient of several awards in his career, the most recent one being 'The Best HR Leadership Award' given by SHRI, the prestigious HR Chanakya award by IKON, '101 Top HR Minds' award from CHRO Asia & 'CHRO of the Year' award.

Dinesh is a social activist and member of various social groups like NASSCOM, NHRD, GHRD, NHRAI, HRFI, HR Fraternity of India, CHRO Federation of India. He is the National President of a well renowned society of business leaders IKON – International Knowledge and Opportunities Network. Dinesh was recently elected as the Chairman – International Human Rights Protection Council (IHRCP) for its Tamil Nadu chapter. IHRCP works very closely with Ministry of Home Affairs. Dinesh has been known for his coaching skills and has coached several professionals and executives in the companies he worked for and externally in the last 10 years.

With an ardent passion for People development, growth and passion about contributing to the society & spends all his weekends in educating college students to prepare them for their career. He strongly believes knowledge is the best gift that can be given to anyone and hence spends all his time in sharing his knowledge with youth.

He loves writing and recently published a white paper on 'Dealing with Covid 19' in Harvard Business Review. Dinesh is a passionate sportsman who was an athlete, a volley ball player, and a cricket player and uses gaming and team dynamics followed in sports as an effective tool to develop high performing teams.

Dinesh has a Doctorate of Excellence (PhD) from University of Technology and Entrepreneurship Chicago USA in the field of HR Management. Dinesh is a person who plays multiple roles a senior professional in the corporate world, social worker and activist, a Human Rights activist and above all someone who plays a vital role in preparing today's youth for tomorrow. A typical leader a country like India needs today.

Shreya Kejriwal, General Manager - HR, Godrej Industries

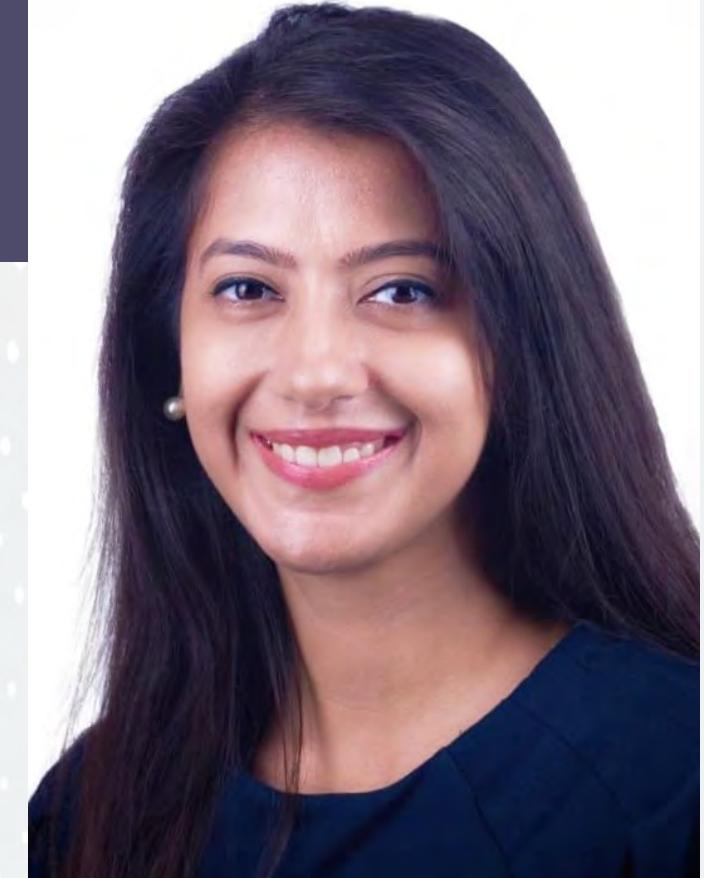
Shreya is an HR Professional with about 10 years' industry experience in different sectors and in leadership positions. Shreya is a published author and a notable speaker. After gaining strong Business Partnering & Centre-of-Excellence experience in FMCG behemoths like ITC Limited and Nestlé India, Shreya went on to lead Human Resources for Asia for JUMO World - a start-up in the Fin Tech space, inspired by the vision of financial inclusion for the underserved communities in emerging economies. She was then employed as Director – HR with Media.net – a global Ad-Tech unicorn with over 1500 employees.

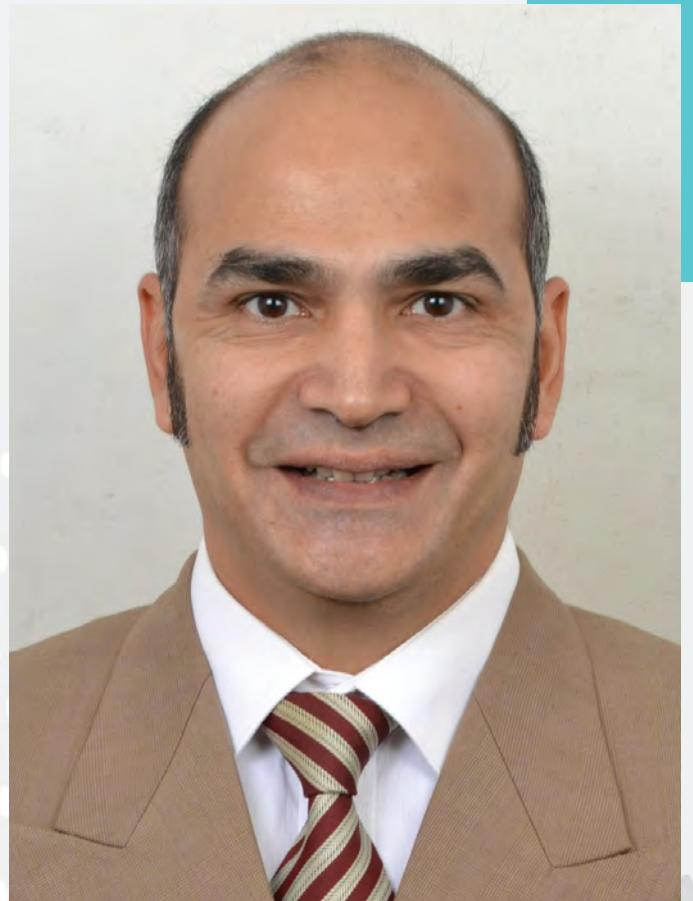
Shreya is currently heading Talent Acquisition for Godrej Industries. Shreya is skilled at Organization Design & Effectiveness, Total Rewards, Talent Management, Diversity & Inclusion, Leadership Development and Transformation & Change Management. She has demonstrated ability to set up people practices from scratch. A unique combination of experience in established organizations and start-ups has enabled her to hold a progressive view of People Management and deliver in fast-paced environments.

Shreya has held multiple positions of responsibility as Member of JUMO India Executive Committee, JUMO World COVID-19 Response Committee and JUMO World Human Resources Leadership Team. She has also served as Member of Nestlé South Asia Human Resources Leadership Team and Nestlé East Branch Leadership Team. Shreya has authored a book – UNSACKED: Survival Guide to Layoffs during COVID-19 and has been featured in The Economic Times HR World and 'The Trailblazers of Ashok Hall Group of Schools' - a coffee table publication by The Times of India Group.

She has panelled with People Matters to speak on implementing 'culture-add' in hiring, with CII to talk on repositioning women for success and with Fast&Up India on re-evaluating productivity in the pandemic. Shreya has also spoken at international avenues such as the Women Leadership Conference organized by Malaysian Institute of Accountants and Career Conversations with EmpowerU in Nigeria.

She has also worked with Aon, The D. E. Shaw Group and Unilever. Shreya is passionate about dovetailing employee needs to organization interests and building capability and leadership across levels. She has an innate knack for problem-solving and is an advocate for talent.





Dr. Aseem Mishra, Director HR, Oben Electric Vehicles Pvt Ltd

Aseem holds a Master's Degree in HR from a Premier Institute and is a Seasoned HR Global Leader with more than two decades of HR experience with Top MNCs like IBM, Infosys, GE, ITC Limited to name a few.

Aseem joined Bharat Petroleum Corporation Limited and was put through the grinding of hard-core Industrial Relations (IR) Multiple Unions experience along the able guidance of his Superiors. His Natural Collaborative Nature made him get along with the Unions very well and he moved to Regional Office from Plant with Regional IR responsibilities including Court related matters. Aseem joined GE Plastics and within first Quarter, with his one-on-one counselling approach with Blue Collared Workmen, he transformed the mindset by creating harmonious relations and was awarded by CEO of GE Plastics India for "Best HR Practise". This was a Big Achievement as a feather in his Cap. He was given additional responsibility of "Ombudsman". His Six Sigma Project on Statutory Compliance made him get "Management Award" for resolving eight-year-old Compliance issue with the Government Office.

At Infosys, he was winner of "The Best of HResT Award" Six times consecutively on account of Best Managed Business Unit, Process Improvement, Infosys Excellence Award. Aseem's name has been included in several World-Renowned Biographies like, "ASIAN / AMERICAN WHO'S WHO" VOL – III (2003), "Asian Who is Who" (2003), "Reference Asia" (2003), "Asia / Pacific Who's Who" (Vol. VI) - (2005), "Distinguished & Admirable Achievers" – (2005), "Asian Admirable Achievers" – (2006), "Afro – Asian Who's Who" (Vol. I) - 2006, "Asia / Pacific Who's Who" (Vol. VII) - (2007) to name a few.

At #ibm, based on Aseem's deep Domain Knowledge in Human Resources (HR) and SAP, Aseem was given Charge by Global IBM PMO US, as IBM India South Asia HR Management System HR Operations Leader to Lead SAP Implementation Project in India first time ever, touching about One Lakh Employees. For DynCorp International (DI), Aseem set-up the Office, developed and designed all Processes & Policies for the India Office from scratch to a full-fledged Global Delivery Centre. He was given the "DI CEO Star Award" for Creating Future of the Organization. This was another Landmark Achievement for Aseem. Aseem is the Co-Founder Complete People Solutions.

Milind Bhalekar, General Manager of Human Resources, Panacea Biotec Pharma Limited

Milind is an HR professional with more than 26 years of exposure across Pharma / Biotec/ Nutraceuticals/ FMCG segment having worked with organizations like Nicholas Piramal India Limited, Glenmark Pharmaceuticals, Wanbury Limited, Akumentis Healthcare Ltd, JUBILANT LIFE SCIENCES, British Biologicals and currently with #PanaceaBiotec. The first 10 years of his career were on learning with deliverables w.r.t. HR & IR. Next 5 years, were more in to "Business HR Role" with the organizations who are either in a Growing phase or struggling with the de-growth or to sustain Business and the last 11 years of his career were more towards Heading Strategic HR role for Domestic & International Business.

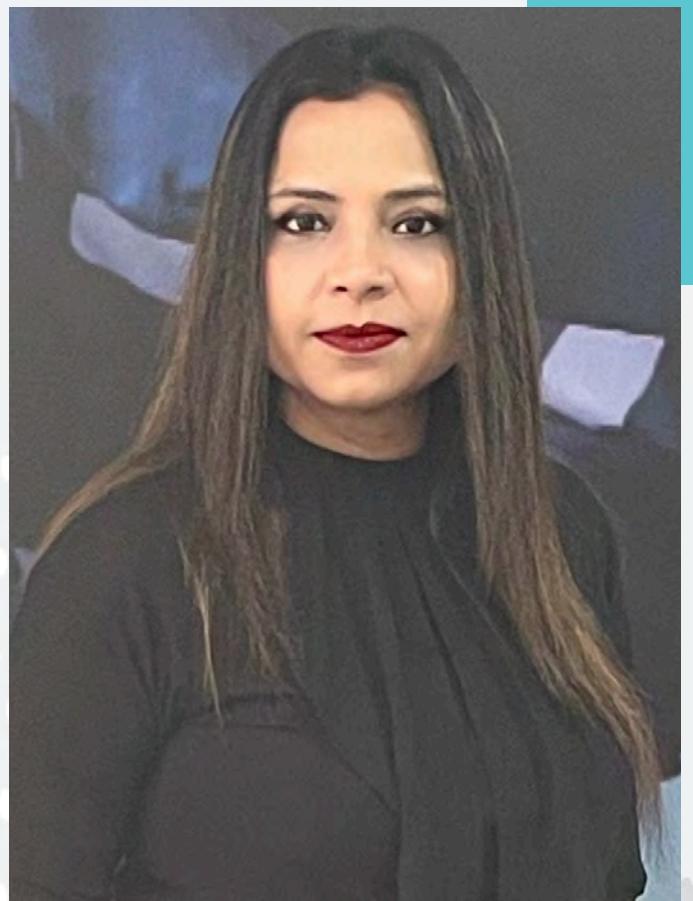
While heading HR for "Pharma Start UP", by 5th year FY'16, Business touched the mark of 300 Crs with manpower strength of 3500. Along with Head HR profile, Milind was driving Business "P&L" of Old Business which was de-growing. The Business grew up to 13% & ranking improved from 99 to 77 during FY'19. During FY'22, he received "Exemplary Performance" award from Company President for HR, L&D interventions which supported Business to grow in excess of 20%.

Milind started career journey with #nicholaspiramal and was part of Merger & Acquisition process of three companies. Here Milind got exposed to Union negotiations, COD, Domestic Enquiries, administration, Workers Education Program. At #GlenmarkPharma as, Milind started taking of Corporate HR responsibility within 6 months of joining and after Joined #Wanbury as DGM - Sales HR, he got elevated as General Manager - HR with Corporate HR responsibility.

With #BritishBiological, Milind joined as Head of HR and got responsibility of Sales & Marketing of main business which was de-growing. Milind was instrumental in growing the Business from 153 Crs to 172Crs Sales in FY'19 and rose Pharma Ranking from 99 to 77. His current assignment with Panacea is as GM HR for Vaccine, RA, R&D and International Business.

Milind has received many awards like Leader and Champion award by HR Katha – FY'18 at Bangalore , Top 101 "HR Super Achiever" FY'18 award, Top "HR Minds" FY'20 award and more.





Apeksha Singh Bhadauria, Director Strategy Human Resources- India Subcontinent, DSV Air & Sea

Apeksha is a HR Leader with HR and Business Intelligence experience spread across 17 years, having worked with organizations like Modicare Ltd (KK Modi Group), C&S ELECTRIC LTD., RS Components, Synergy Software, her experience is a good blend of strategic thinking and result delivery through execution excellence. She believes that passionate people are the primary drivers of business results, she has worked towards turning organizations into passion hubs for people to maximize individual potential and thereby increasing collective potential of an organization to deliver distinctive and significant results.

Apeksha is highly adept in design thinking, driving cultural change, introducing HR strategies/best practices and streamlining overall functions of the HR department to promote training, development and organizational restructuring programs/policies focusing on accomplishing corporate vision, mission and expectations. She has successfully led and executed people integration during two large #dsv acquisitions.

She has contributed to promoting diversity and inclusion by actively promoting strong women leadership in the organizations and creating internal opportunities to grow within professional and personal space. She is actively involved in bringing such HR practices which enables women to follow their passion and balance their personal life equally. An articulate communicator and consensus builder with proven ability to build cross-functional collaboration with stakeholders, senior leadership and leading multicultural regional teams to initiate cross-functional projects for enhancing staff motivation, engagement, satisfaction and efficiency.

She has been instrumental in implementing the #peoplesoft HRMS Module and #sap success factor covering all HR Modules. Apeksha is a six-sigma green belt certified professional from KPMG and worked on ISO 27001:2005, Six Sigma projects & Business Continuity Planning. Being a ISO 27001:2005 Certified Internal Auditor, she has played a vital role in all Strategic Management Process in terms of ISO 27001 Implementation, Six sigma projects, Training & Development, Performance Management, Employee Relation, Reward & Recognition. She has been instrumental in getting Great Place to Work Certification & HR Asia Award-from Strategy for "Best Companies to work for in ASIA"- for DSV Air & Sea.

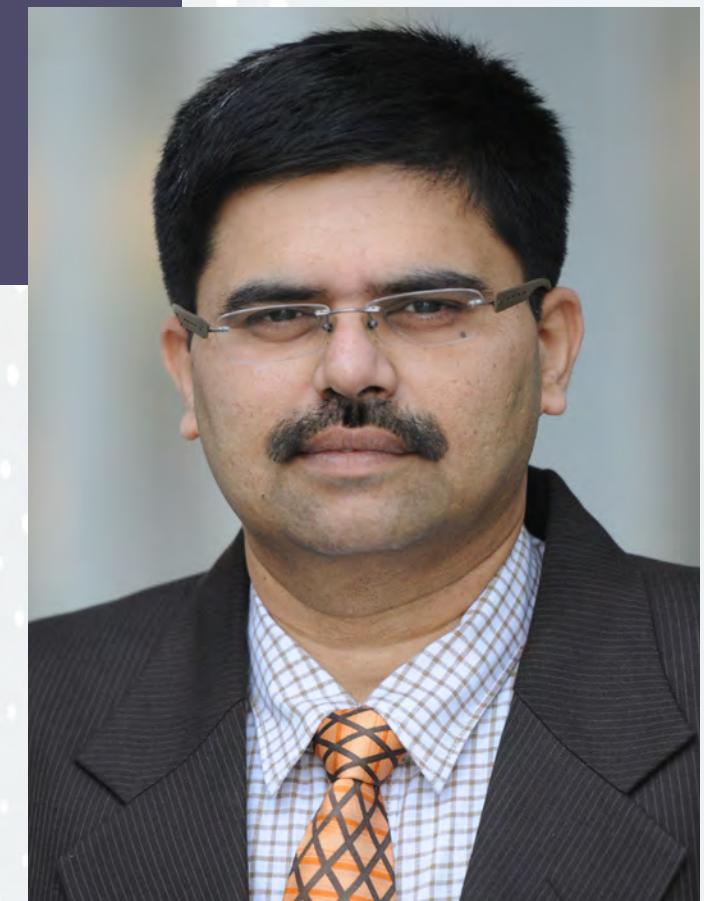
Dr Sriharsha A Achar, CHRO, Star Health & Allied Insurance Company Limited

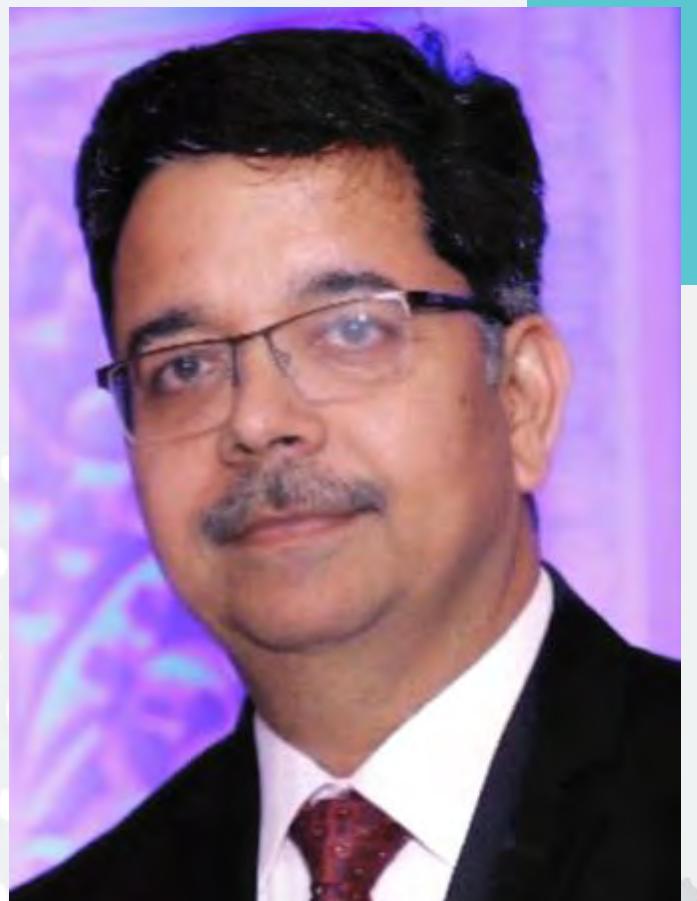
Dr Achar brings in over three and a half decades (36 + YEARS) of experience in several industries such as Manufacturing, Pharmaceuticals, Electronics, IT/ITES, Health Insurance and Health care, where he has led the ongoing development of Human Resources Strategy, Systems, Frameworks and Service Delivery capabilities that are required to support the overall business goals.

Dr. Achar comes with extensive knowledge and skills in Talent Management for building and strengthening the unique culture of organizations to support high performance, execution, and continuous improvement. Dr. Achar is an Engineer (M Tech), MBA and a PhD in Human Resources Management. He has held senior HR Leadership positions at Apollo Hospitals, Apollo Munich Health Insurance Company Ltd. , Xchanging Technologies India Private Limited, AOL and First Ring in his 36 + years of Corporate HR journey.

A HR Thought Leader, Dr Achar, during his career, has also managed IT, Information Security, Client Services, Business Excellence and Facilities & Administration functions. Dr. Achar has been widely recognized for his contributions to HR and has 65 + awards and citations including two Honorary Doctorates, conferred on him and the organizations he has been associated with, over the last 36 + years. Under his HR leadership, #ApolloMunichHealthInsurance featured in the India's Top 100 Best Companies to Work for List, by Great Place to Work (GPTW), 9 years in succession, from 2011 until 2019. He is also on the Corporate Advisory Board of Educational Institutions and advises them on student education and wellness.

He is very active on Social media platforms. His storytelling – #acharkevichar – stories with life lessons are currently trending on various social media platforms.





Sachin Saxena,
Chief Human Resource Officer,
Aakash Educational Services Limited

An HR professional with over 20+ years of experience, Sachin started his career with NIIT Limited and then moved to VLCC. At #VLCC, he was instrumental in defining and implementing the Standard Operating Process for all HR functions across various business verticals. Along with the core businesses, he created the SOPs for franchises as well. Sachin was entrusted with strategising and executing the HR processes for new business verticals launched during his tenure.

The next section of his professional journey took Sachin to Avis where he supported the creation of the car leasing vertical for #AVIS India. He conceptualized and executed an in-house training function within HR, and delivered the same across India. At AVIS, he created and implemented a Transparent Performance Review System which enabled employees to track and check their and their team's performance at any point of time throughout the year, and ascertain the bonus to be received at the end of the year. Along with HR, he handled complete administration function at the country level and also led the CSR initiatives for the organisation.

Sachin then moved to #AakashEducationalServicesLimited where he introduced the mid- year appraisal, the ticketing system, along with various solutions for the physical and mental well- being of employees. To support employees seeking skill enhancement, Sachin aided the organization in stepping up to provide training modules on the-go to employees via an app.

Sachin is an MBA in HR from Institute of Management Technology, Ghaziabad and has also completed the Asian HR Boards Fellowship Program in Organizational HRM.

Harpreet Singh Anand,
Executive Vice President - Human
Resources, Kotak Life

Harpreet is an accomplished Senior HR Leader backed by strong multidimensional HR experience in the BFSI & Fintech space. He has worked across Mid, Large & Fortune 500 organizations such Aditya Birla Group, ICICI Prudential Life Insurance Company Limited, Kotak Mahindra Bank & Pramerica Life Insurance.

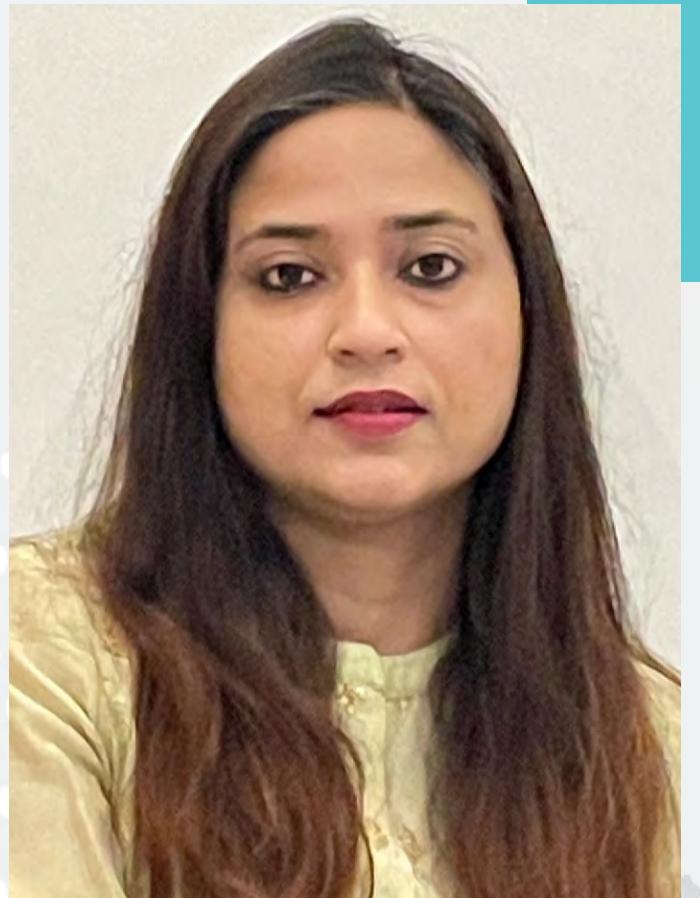
His most notable achievement other than being a proud father, loved husband & a privileged son has been transforming the DNA of 3 lakh+ Postmen/ Gramin Dak Sevak's of Department of Post, where he played a key role in creating financial inclusion across the nooks and corner of the country by enabling them as tech savvy doorstep bankers.

He spearheaded the creation of a start-up culture in a legacy-based Government organisation as Head HR & Marketing of India Post Payments Bank and set up the entire HR function for the newly setup bank across 1.37+ Lac Banking Points/Post Offices, 650 Bank Branches, HO & CPC.

He has delivered fully digitized work flow and enabled implementation of best in class Digital HR solutions including Recruitment, PMS, C&B, HR Analytics, Employee Expenses, Travel Portal, ESS, MSS, Attendance & Leave, Payroll, LMS et al. He has created one of the most visible banking institutions on Social Media leveraging initiatives taken during COVID-19 pandemic using#AapKaBankAapKeDwaar.

He has also won many awards and recognitions like Dun & Bradstreet's Banking Technology Award for 'Best Adoption of Technology', 2020, #FINNOVITI Award 2020 for Interoperable Doorstep Banking Service, 'The Technology Bank of the Year' in Payments Bank category by India Banking Summit & Awards 2020, Rising Star of the Year Award at India Banking Summit & Awards 2019 and many more.





Romita Mukherjee, Global Head of Human Resources, Whatfix

Romita empowers the business growth at #Whatfix by developing a high-caliber talent pipeline, implementing strategic leadership development interventions, future-focussed employee growth & development practices and driving a culture of growth mindset globally. Romita brings over 16 plus years of diverse experience in HR, with specializations in organizational transformation and restructuring, Robust Performance Management, Organizational Change Management and HR Technology implementations.

Romita has continuously crafted, evolved, and strengthened the People Managers' DNA in various organisations. She has strengthened employee engagement and experience strategies that has helped the team to simultaneously grow, with over 260 new hires globally, bringing the total number of headcount to 600 last year. Romita is instrumental as a leader in devising a Performance Management model that drives transparency, commitment, an outcome-driven mindset and a strong focus on result orientation. She is driving the expansion of the teams globally and scaling the HR function for the next growth story.

Recently she lead the GPTW certification for Whatfix and it is now a certified GPTW organisation - 2022. Romita strongly focuses on Predictive Data analysis to better understand advanced people related insights and take key decisions. She is a trained Executive coach through #ICF accredited program which helps her actively work and coach leaders in decision making and dealing with complex situations. She actively does pro-bono coaching for entrepreneurs to handle their work community issues.

Prior to Whatfix, Romita was the Head - HR Business Partnering function at First American (India), and led managerial positions at Boston Consulting Group (BCG) and Samsung Electronics. Romita is an Alumnus of BIT Mesra where she pursued her Masters in Human Resources.

Sarma Chillara, Chief Human Resources Officer, ŠKODA AUTO Volkswagen India

With his experience spanning almost two decades in HR Practices across geographies, industries, and verticals, Sarma has honed a global, forward-thinking perspective for HR business partnering (HRBP) and Center of Excellence (CoE) in addition to steering organizational culture and change & successfully led HR transformational projects and complex mergers with cost and workforce synergies. He has also efficiently driven business projects for ramping up operations, setting up retail stores for businesses in India, and business process outsourcing outside India.

In his current role, Sarma successfully implemented Talent Management and Employee Development programs through effective succession planning for mid to senior managers and job rotation for employees across the organization. He was also responsible for leading the merger from the HR front for the Volkswagen AG Group entities. He has worked extensively in harmonizing policies synergies in cost and organization structure and building a unified organizational culture. He is currently steering his personally envisioned goal for the organization - having the best-in-class people practices, policies, and systems, making SAVWIPL a great place to work in 2023.

Prior to this, Sarma led a team of recruiters and was responsible for expanding footprint in the Western region by setting up new stores across all formats (Central, Pantaloons, Big Bazaar, Food Bazaar, amongst others.) at Future Group India. At Citi Group Global Services he directed an end-to-end HR activity for Citigroup's Analytics unit - a niche department overseeing risk and market analytics for the credit card division for Citibank and also successfully delivered a Campus Management Program at India's premier institutes (IIT, IIM, IISc, ISI, DSE) in addition to lateral recruitments across levels. In his short span of 2 years, he was able to successfully deliver the highest Employee Satisfaction and Engagement and the lowest attrition.

At Tata Consultancy Services (TCS), Post-acquisition of Citigroup's KPO and BPO business by TCS, Sarma was a key member from the HR front for the merger and rewarded with an international project for setting up a BPO for TCS in the Philippines, for his exceptional performance in the merger stage. In addition to hiring



and operating the BPO in Manila, he was also the acting HR Head before returning to India to be a part of the mergers and acquisitions team. Sarma has also worked with Boston Consulting Group (BCG)



Suhas Athma,
Chief Human Resource Officer,
EV Motors India

In his career spanning 24 years, Suhas has learnt from diverse experiences and worked in senior-level HR management roles across sectors of manufacturing, IT Product & Services, telecom, consulting and education, among others. His employers have ranged from greenfield projects and start-up technology companies to Indian corporate houses, US and European MNCs and family businesses like Telenor, Syngenta, ETS, Catalytic Software.

Suhas has deep understanding of HR practices for global markets through 30,000 positions and 2,500 roles at all levels including campus and leadership hiring. In a leadership role, Suhas has overseen digital HR transformation through practices like #AI (chatbots), Conversational AI, #Blockchain and #RPA. He has evolved HR data into talent analytics to support business decisions and handled employee relations, legal compliances, industrial disputes and ethics. He has designed and developed diversity and inclusive programs and driven digital transformation programs from a people & culture perspective.

Suhas has experience in setting up offshore delivery centers & outsourcing of transactional services like GDC, HRO, etc. He has also handled plant transition programs like technology implementation, Kaizen Program, quality circles and new operating models. He has designed & developed the compensation approaches for various levels and developed competency-based practices and talent management programs.

He has experience in IT consulting and implementation of enterprise solutions: PeopleSoft HRMS, SAP-HR, DarwinBox & Workday. Suhas has been involved in 5 M&A processes in 3 industry verticals: Process & Manufacturing, IT and Telecom. He has also been involved in designing, streamlining and achieving quality standard process certifications, such as ISO 9000 and PCMM.

Ashish Mittal,
Group CHRO,
Sreenidhi Educational Group

Ashish is skilled at Organization Design & Effectiveness, Diversity & Inclusion, Policy Development & Implementation, Leadership Development, Talent Acquisition, Talent Management, Performance Management, Change Management, HR Technology implementation & Employer Branding.

A unique combination of experience in well-established organizations and start-ups has enabled him to hold a progressive view of People Management and deliver in fast-paced work environments. Ashish has continuously crafted, evolved, and strengthened the People Managers' DNA in various organisations. He is most proud of the people strategies which he has built, strategies that align to business objectives & turn Companies into employers of choice & magnets for talent.

Ashish started his career with The Akshaya Patra Foundation wherein he was a key member & the program today serves meals to 18 Lakhs children. During his stint, he invited & interacted with prominent National & International celebrities such as – Scientists, Cricketers, Musicians, Singers, Film Actors, Ministers, Presidents, Politicians, Diplomats & Bureaucrats. He worked with Infosys BPM, wherein he received various Awards & also headed Project Genesis, kick started by Mrs. Sudha Murthy & Mr. Mohan Das Pai. He expanded the project to 5 states & touched the lives of 1 Lakh students, instrumental in training 10,000 Academicians & provided employment opportunities to 40,000 + Graduates.

Ashish worked as Head – HR at Manipal International University, Malaysia (a greenfield project) & hired talent across APAC, EMEA & MENA region, launched HR policies & implemented SAP HCM Module. Subsequently worked as General Manager & Head – HR at Shiv Nadar University (part of HCL Technologies) & was instrumental in University getting the prestigious Institute of Eminence status, by launching key HR interventions.

Currently, Ashish is overseeing HR functions at a Group Level for all entities under Sreenidhi Institute of Science and Technology. Ashish is a prominent speaker at various National & International Forums. He has been recognised with Asian Education Award & many others. Ashish has an MBA from Southern New Hampshire



University (ITM), certified Competency Based Interviewer, Global Certified Psychometric Test Professional & certified HR Auditor.

Ashish loves skydiving & is an avid backpacker having covered 25 countries, a cyclist, badminton player, swimmer, SCUBA diver & a Marathoner.



Murlee Dhar Shyamm, Director - Global Talent Practices, Airports Talent International

Murlee is a resilient business accelerator, creative thinker, and a transformational human capital leader with a significant global experience in Telecom, Media, Healthcare, Hospitality and in Airports. He has a unique blend of experience in services as well as in manufacturing over 20+ years with a strategic concentration on building & scaling up start-ups, leading M&A, HR technology implementation and cultural transformation, organization design/redesign & optimization, talent acquisition, leadership development and leading employee relations having worked with the organizations like Escorts Limited, Bharti Airtel, The Times Of India Group, Bharti Infratel Limited, Indus Towers Limited, American Tower- India, Cryoviva Biotech Pvt Ltd. , GMR Group Airports and Airports Talent International.

As a trusted partner to C-suite Leaders/Promoters, Murlee has supported businesses being a genuine influencer & catalyst who navigates well in the ambiguity & adversity & thrives along with the team in a cross-cultural environment.

Murlee is an alumnus of MIT Sloan School of Management, Massachusetts , USA from where he did Executive General Management Program in Business Management, Operations & Innovation . He is also a Law graduate and has done Master's in Psychology with a specialization in Industrial & Organization Psychology. He is a seasoned OD Facilitator, Certified Senior Professional in Human Resources (SCP) from SHRM, USA and has done certification in Business Analytics from Harvard Business School online. He is also a certified assessor of various psychometric assessment tools for talent acquisition and leadership development as well as certified Gallup & Kenexa action planning facilitator for building collaborative, highly engaged , agile and high performing organization."

Mohammad Adil Hassan, Senior Partner, Intellimechanics

With a rich experience of 20 years, Adil has carved a niche place for himself in today's VUCA world. He is a certified Lumina Practitioner from the United Kingdom. He has also implemented various globally certified credentials such as PCMM Level 5.

In his current role as a Senior Partner, he has leveraged his expertise in Performance Management, Compensation & Benefits, and Leadership hiring, to provide consulting services to many multinationals including the United Nations. He has been instrumental in organizational restructuring for one of the leading co-living space organizations and has also been appreciated by the executive management for designing the Organisational HR strategy for a global renewable energy company. In a short period, he has ensured the expansion of the HR practice to APAC and the Middle East.

Adil has been exposed to various organization setups not limited to #ITES, #Telecom, #IT, #Banking & #Finance as well as Consulting where he has worked with Mercer Consulting in the capacity of a Senior HR Consultant (Group Manager - HR) where his primary job role was to design and implement OD interventions as well as manage the Talent Landscape for the IT group of Marsh McLennan. During his stint with Mercer, he introduced key initiatives across LOBs including driving engagement councils for enhancing engagement with employees, and completed a green belt six sigma project.

Adil started his career with organizations the likes of Dalmia Samsung and Convergys where he was active in his role as a Corporate HR. One of his longest stints was with CSC (now DXC Technology) where he was one of the early joiners of the HR team and saw its growth from a size of 800 to 24,000 employees in India. He performed various roles in CSC starting from Corporate HR, to set up one of the business verticals of the organization, to heading the C&B vertical countrywide.

He was also a part of the global cohort of HR representatives who devised the Performance Management system which was implemented across 90 countries. He was also associated with handling one of the largest business accounts of CSC. He oversaw the talent management function which spanned APAC, Japan, the Middle East, and India as a country, and



was also awarded by the Chairman of CSC for excellence in Compensation & benefits globally. He was also a part of the Core Mergers & Acquisitions team wherein, he was responsible for the M&A of 3 organizations (18000+ employees) for C&B, Talent Acquisition, and HR Transformation Services. He also had the opportunity to manage a diverse workforce spread across the globe primarily in the US, EMEA, and Australia region.



Htet Wai Min,
Head of HR Department,
AYA SOMPO Insurance

Htet Wai Min has worked in management and senior management HR professional positions in corporate sectors especially in #MaritimeIndustry, #Banking and #Insurance Industry with a decade of experience. In his current role, he is planning and implementing new initiatives and supporting BOD and C Suites in strategic HR planning, enhancing Employer Branding in a way to promote talent acquisition and guiding on systematic learning and development framework for both internal employees and external stakeholders.

Htet Wai Min joined AYA SOMPO as an acting Head of HR to support setting up the HR Department properly with quality and standards required from Board and Senior Management. He set up the HR Department in compliance with the standards rules and regulations, and was instrumental in the digital transformation of all processes.

He started his professional career as a Seafarer working on foreign going vessels. He then had a good opportunity to start his HR career at M Ship Management which is a Seafarer Manning Company and his main responsibility was Recruitment and Training. In addition, he had to take responsibility as an HR Manager to handle HR related matters of both permanent employees of the company and the Seafarers. During his tenure at that company, he achieved major recruitment and hiring for the whole fleet of shipping companies and also established effective training programs to accomplish. His learning experience there was understanding labor laws for both Myanmar Laws and ILO standards on Seafarers.

Htet Wai Min then moved to a semi-government organization known as Construction, Housing, and Infrastructure Development Bank as Head of HR where he was incharge of all HR management and operations. Htet Wai Min has graduated from Institute of Marine Technology majoring in Nautical Science with a second degree from Dagon University Majoring in English and as a postgraduate degree. He has also achieved a Master in Public Administration from Yangon University of Economics.

Satya Narayan Maharana,
Associate Director of Human
Resources, Haier Appliances India

Satya is an aspiring HR Leader having more than 16 years of experience in a Strategic HR Role with an Innovative Approach and Business Re-engineering in HR developments having working with HCL Technologies India, HCL Axon Malaysia, CSC India and Adecco India.

He is a Passionate Change Champion currently placed as Associate Director – HR in Haier Appliances, creating an HR ecosystem by delivering Global HR Operations, HR Strategies, OD & OE Interventions, Talent Management, and Succession Planning Strategies, Leadership Development and building a great Employee Experience. His Contribution and Achievements are largely towards HR Operations, HR Transformations and Organizational Effectiveness through various Change Drives.

Satya is a seasoned, experienced HR Professional in various Industry's such as IT/ITES, Plantations, Airlines, and Consumer Durables. His extensive experience is in Transforming HR Business processes, especially studying the Natural Human Resource processes, and then augmented them into Better shaped Transformational Success stories. His past Global Experience in multiple countries' HR Processes gave him a brief understanding of Local Rules, Practices and diversified Employee Cultures and indeed has been a great helpful ingredient to build a cross-cultural employee Experience. He is an obsessive Tech-savvy professional who believes as nothing is Impossible in Technology.

Personally, he is an art lover with a technology inclination. He is an author of many HR Articles published in Indian HR/HCM magazines loves to write and share his thoughts on various areas.





Ranjan Mishra,

Senior Director - Human Resources,
APAC, Diebold Nixdorf

An HR Leader with 25 years of experience, Ranjan started his journey from a young HR professional to an HR Leader, co-creating and managing the Human Resource strategy of the APAC region at Diebold Nixdorf because of enriching experience across industries and geographies. Over the years, Ranjan has handled progressively high-impact HR roles in large multinational companies and has been committed to building an employee-oriented, high-performance culture that emphasizes empowerment, productivity & standards, and goal attainment.

In his current role, Ranjan is responsible for the human capital needs of the organization which operates across multiple regulatory and labor environments leading its people agenda that spans its 4000+ employees in 12 countries in the Asia Pacific region. His tour in his leadership role involves moving the needle from good to great in terms of organizational effectiveness, leading and supporting the strategic business transformation, which will keep/make the organization future-ready across the length and breadth of the organization keeping distinct cultural nuances in mind.

Prior to joining Diebold Nixdorf, Ranjan managed key leadership roles in Vodafone, Delphi, Gillette India Pvt. Ltd, The Coca-Cola Company, and Reliance Industries Limited. Some of his transformational works have rested solely on his ability to transcend the strategy on paper to effect human change and deliver results. Having worked in industries with a strong regulatory framework, his thoughts and solutions are implicitly engineered toward strong and compliant work ethics.

His personal goal is to build an inclusive environment where all members of a diverse society can contribute and succeed together. Ranjan takes a keen interest in the subject of managing talent that leads to improved business performance.

Meenakshi Kaul,

Vice President-People & Culture Team,
Ziff Davis Performance Marketing

With 16.5 years of experience as a Global HR Leader with Large Organizations and Start-ups, Meenakshi has developed a rich combined expertise in establishing & developing HR Departments and contributing to productivity, culture, and cost savings initiatives with focus on overall organizational development, change and project management, business excellence and transformation in a matrix structure.

In her current role, since last 1.5 years the journey has been a nonstop chain of high impact initiatives from HR, L&D, Training, Admin, Brand & Communication standpoint. And within a year ZDPM becoming a Great Place to Work certified is a testimony to all the efforts put in attaining to build the culture. All of this began from the ground level right from "Defining organization culture, D&I initiatives, CSR, designing Organization Values, Mission, and Vision", "Establishing Reward and recognition platform and evolving to providing Experiential Rewards to the employees" introduced Outstation hiring (PAN India). Restructured the Organizational Goal Setting by implementing OKR concept to focus on quarterly goals.

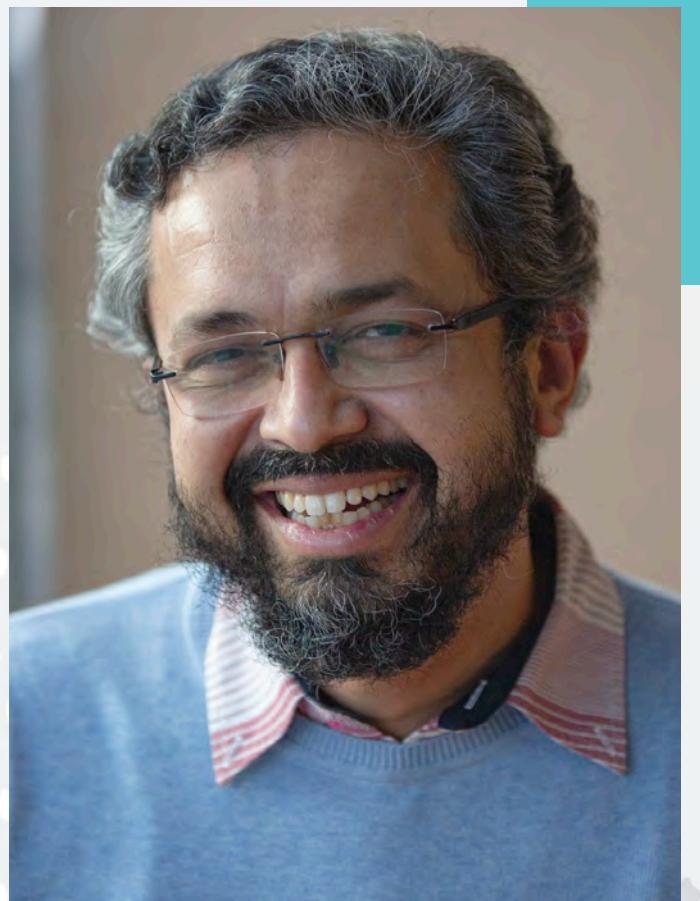
From Development standpoint programs catered to various Developmental needs of the employees across different Training Needs, tangents right from short-term Hi-Po Program, to Long-term Women Leadership Program - to enhance Gender Diversity at the Leadership Role and create a Talent Pipeline of Women Leaders & custom made Programs for different Line Of Business (LOBs) were launched. She played a key role in enabling Microlearning by Introducing E-learning platforms and self-paced Learnings by developing the content in house.

Meenakshi is currently leading the People & Culture Team with ZDPM & Spiceworks Ziff Davis, both are subsidiaries under Ziff Davis with different domain & expertise, she has previously worked with Fareportal, Tech Mahindra, Asian Heart Institute and Research Center & Genpact.

Meenakshi was taking care of global HR leadership at #Fareportal India managing Mexico, India (Pune), Ukraine & Canada. She added value to the organization by augmenting employee base from 40 to 700 in Pune and 20 to 150 in Mexico. Led Global Projects including the launch of HiPO Programs across levels and bagged



Experiential Awards for top 20% of Hi potential which helped in retention of Hipo's & positive performance shift of BQ's to Top Quartile.



Ganesh S, Global Chief Human Resources Officer, Emeritus

Ganesh has close to 20 Years of rich experience in managing & setting up Global teams, Start-ups, setting up Analytics & Innovation labs and Driving Cultural Transformation initiatives across geographies. In his current assignment, his HR team is based out of India, US, UK, Mexico, Brazil, Singapore & China- partnering with a near 2000+ strong global team, across 25+ countries - delivering a \$400M+ revenue business that is sniffing close to being EBITDA Positive QoQ.

Ganesh has helped ramp up the Learning, Marketing, Sales, & IT teams in Mumbai, Boston, San Francisco, Mexico City, São Paulo, Europe, Singapore and Shanghai. He works closely with tech/ engineering teams based in Montevideo, Uruguay and is also involved in strengthening the B2B & support teams in Singapore, UAE & the US. Currently his team is working towards further growth in US, Europe, China, LATAM, Europe & APAC (including Australia). He has built a global organisation from scratch- set up global leaderships teams that have delivered \$170M revenue last year, gunning for \$400M+ this year and a 10X growth in the next 3-4 years.

Previously Ganesh has worked with Citi Bank as Head of HR for #Citi Global Decision Management Center, India. The site is R&D Center and Lab for Advanced Analytics, Data Science, Machine Learning and AI for Citi's Consumer Business and is a Center of Excellence for Citi. He spearheaded the ramp up of one of the fastest growing sites worldwide & grew from 60 to 1500 in 12 months, across Technology, Operations, Infrastructure, Analytics, Digital/ Mobile and Software Development, HSBC where he was Head the HR functions for 3 Divisions (Branch Banking, Sales Force and the Collections division) of HSBC Bank Ltd for 4 states in Southern India Driving/Managing end-to-end HR programs and interventions across company for 1400 employees across Southern India. He has also worked with Bharti airtel, Tata Consultancy Services, Ingersoll Rand.

Abhisek Nag, Senior Director Human Resources, NewGlobe Education

In a career spanning over a decade and half, Abhisek has performed various interesting stints. He has been a software developer, an entrepreneur before finding his mojo in HR. He is actively involved in philanthropy and is an active mentor and investor for startups. He also mentors students of his alma mater – XLRI, conducts classes and mentors budding HR professionals and also lends his time for young underprivileged kids through a NGO.

Abhisek started his career as software developer in IBM. Although he had his early exposure to HR while he was implementing HCM solutions for IBM's customers, he never thought that one day that would be his career and passion. Abhisek was also among the founding members of iVolunteer Kolkata chapter – a platform for corporate employees to volunteer their time for certain registered NGOs and also led some volunteering work as a part of IBM's On Demand Community. Working closely in the social space, Abhisek decided to pursue something more full time and joined the Teach for India movement as a fellow trying to transform the quality of education in an underprivileged classroom in Mumbai slums. He also set up an entrepreneurial venture to further the same cause.

With the learnings from his entrepreneurial journey and his own self-reflections, Abhisek found his passion in Human Resources & began his HR journey as HR Manager with Manipal Hospitals where he was leading strategic HR interventions globally for the organization. Abhisek drove the ideation, planning and pilot execution of quite a few interesting projects. One of them being a large-scale intrapreneurship cum cross-functional collaboration initiative that won a national and an international award for its design and successful execution. It also became a national level case study for AIMA. Abhisek later joined a cybersecurity organization and established the HR function with a people centric approach making it a Great Place to Work for 3 times in a row.

Currently Abhisek is leading the people function for the NewGlobe Education India and manages some of the global initiatives. Abhisek supports the organizational growth and expansion through various initiatives and has been instrumental in driving high employee engagement in the region.



Abhisek is an SHRM-Senior Certified Professional, holds an engineering degree from NIT Surat and a post-graduate diploma from XLRI Jamshedpur. He has received multiple awards and speaks on various HR forums. He has been recognized among Top70 Young HR Professionals by People Business.



Manish Wadhwa, Chief People Officer, Cardekho

Manish is a post-graduate in business management from Institute of Management Technology, Ghaziabad in #Finance and #HR. He carries 18 years of experience across industries like - Banking, Telecom, B2C e-commerce, B2B Supply Chain Tech, Fin-Tech and Auto-tech. His breadth of experience includes working with organizations at different stages of their business evolution – from establishing early-stage start-ups to settled start-ups, to large Indian houses and also MNCs. His diverse experience helped him develop an understanding of different ecosystems, internal and peripheral factors that impact them and therefore needed people practices to establish suiting culture tenets.

Manish has spent a large part of his career between business partnering and specialist roles. His early days with Barclays Bank managing different business units and experience of altering business cycles helped him understand close linkages between people strategy and business priorities at different stages of business. His stint with Bharti Airtel, was instrumental in helping him experience scale as part of a large distribution machinery. At Flipkart, while leading their largest business unit Manish enhanced his ability to leverage technology to scale and effectively manage around 24000 people. In his time at a new age start up called RIVIGO, Manish worked in the capacity of head of business partnering function where he gathered the expertise of setting progressive HR practices for an organization ready to scale.

Today, as Group HR Head for a 1000 crore plus revenue organization, he manages a span of around 5000 people across India and South East Asia markets for businesses across Insurance, Finance and Automotive, through an HR team of 60 people. His key to success is - building trustworthy relationships and making data backed decisions."

Vishvarup Mehta, Director Human Resource, Coupa Software India

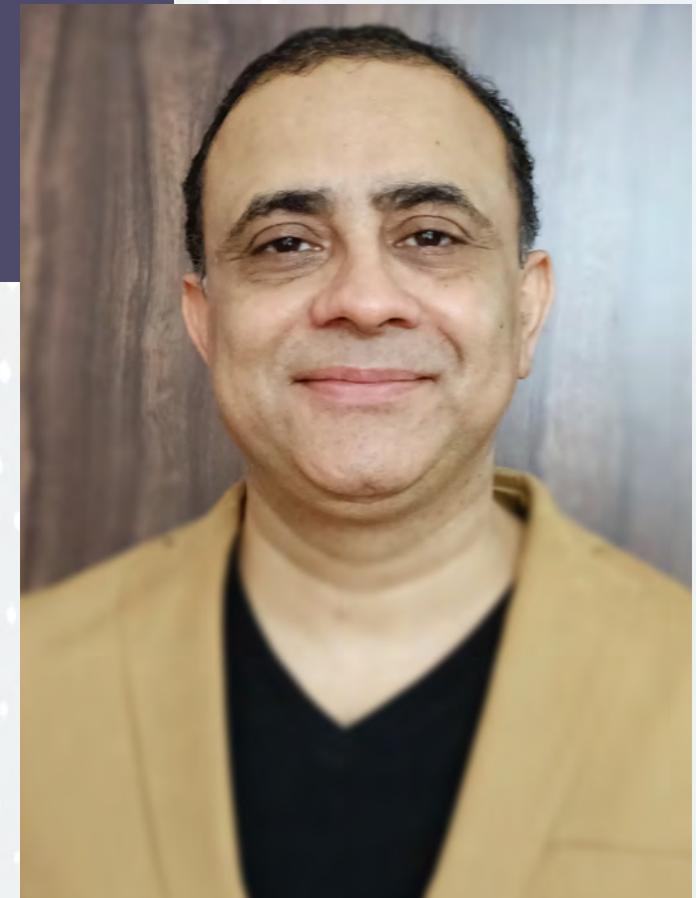
Vishvarup is a strong visionary leader, who believes that honesty and integrity always pay. A truly self-motivated and grounded professional who is compassionate about making a difference to his Nation at large, the society & his company. He has been a driving force and a source of inspiration for many who choose the HR profession for a reason. His mantra is "creating more leaders within who can inspire self and others to be ethical, humble and not shy away from making mistakes yet learn from it".

Having worked previously with organizations like Nuance Communications, PTC, Persistent Systems, Brainvisa Technologies, he joined Coupa 4.3 years back with a vision to contribute, learn and grow with Coupa. In the last 4.5 years, Coupa India has grown by more than 500% whereas keeping the attrition below the market norms. There are times when he has to wear different hats, sometimes play a role of a trusted advisor, or a custodian of employee development or emphasis on leadership empowerment through coaching, training reinventions at various levels. He is proud to be a part of the driving force in enhancing customer experience through unwavering commitment towards Coupa Core Value as a Coupa villager.

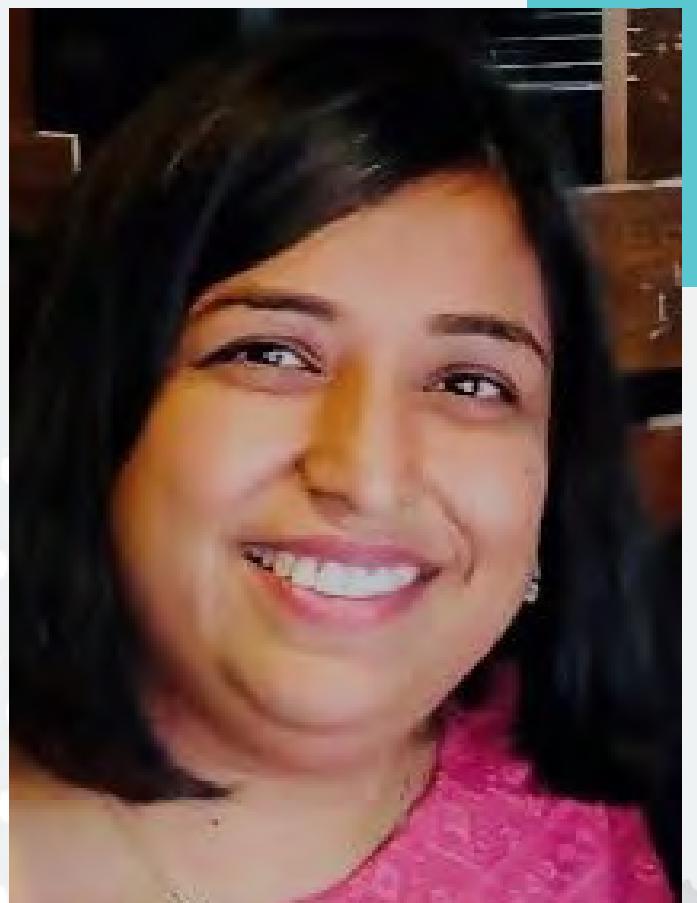
In his previous roles, he had been passionate about learning new skills, whether it is OD intervention or crafting any new employee friendly programs. In his previous journey, he had been fortunate to lead two start-up ventures and scaled it to thousand employees from ground 'zero' #CSR initiatives, Women Empowerment, employee happiness, supporting underprivileged communities on personal front, are some of the projects that are very close to his heart. Currently he is a part of LGBTQ board supporting #APAC at Coupa

During his stint prior to Nuance, Vishvarup played a vital role in implementing Competency based Job Models across all the business units. Was a part of elite team run project Career Path Development (CPD) projects across #India, #China, #Germany, #Japan & #China region. As a people centric person, the last 20 decades have seen him imparting his learnings with the younger generation in the HR community and students.

Vishvarup holds an #MBA degree where he was awarded the Gold Medal for his outstanding



performance. He is also a PG DBM, PG DTL. He was also awarded 'Thumps Up' award and 'Excellence Award' to name few for his outstanding contribution in setting up two start-ups in India as their first employee.



Soumya Panigrahi Sutar, Global Head - Talent Management & OD, Brillio Technologies

Soumya is a multi-faceted HR professional with diverse experience across multiple industries, geographies and HR functions. She has deep expertise in areas of #TalentManagement, #OrganizationalEffectiveness and #PerformanceManagement. She has designed and deployed multiple key people processes, enablement programs and transformational projects with a focus on building a sustainable talent pipeline for her organisation.

She started her career with a family owned concern (at that time) Pidilite Industries Limited Industries and has been constantly evolving with her stints across multiple industries and organisations. Each organization she worked with, be it Unilever, ICICI Bank, Infosys or airtel, always had new challenges and new learnings. She learnt the principles of managing large scale change while working on transformational projects in the field of employee productivity and Managed services transitions with #Airtel. #Infosys taught her the art of managing scale and using Design Thinking to create systems to handle people processes which were traditionally managed in-person. Winning the HR best practice in the National HRD conference, 2016 for the integrated Talent & Career Management Platform remains a high point of her career with Infosys.

She currently works with #Brillio Technologies, a fast-growing technology consulting firm focused on Digital Transformations. She is building the talent ecospace for the organization. Her endeavor is to build people processes that enable her leaders to create and lead engaged and high performing teams. As part of this drive, she has been driving an integrated Talent Management Framework to focus on key people imperatives like Performance Management, Succession and Retention planning to bring focus on the individual and allow the organization to take proactive actions.

Throughout her career, she has focused on enabling long term careers for employees and built processes and programs to support people managers to do this effectively. Each of her stints saw her working towards enabling her organization to do it in a more seamless manner. Whether it was building a system which allowed the organization to provide an integrated view of skills of the future, learning opportunities and tying them to individual aspirations and internal movement opportunities. Or designing and implementing Career Planning and career pathing exercises, the focus has always been on building talent.

Sukhpreet Swaran Sandhu, Head of Human Resources, ITILITE

Sukhpreet is a young & seasoned HR Leader with over 14 years of progressive experience in various gamuts of HR. Previously, he has worked with Spinny as their Head of Human Resources and led a global HRD role at Denave. He has also been associated with IndiaMART InterMESH Limited and Jabong.

One of the youngest ever HR heads in India, he took charge of the first managerial position at the age of 23, global HR leadership position at 27, and the HR Head for a large unicorn under the age of 30. He has built and scaled-up three start-ups at different junctures including building one unicorn & implementing new-aged HR strategies to meet & enhance exceptional people experience. He carries a hands-on experience in fueling talent growth of over 20x with diverse experience working in #IT/ITES, #Automobile, #Consulting & #Retail sectors within B2C & B2B spaces across #EMEA, #APAC, and #US geographies.

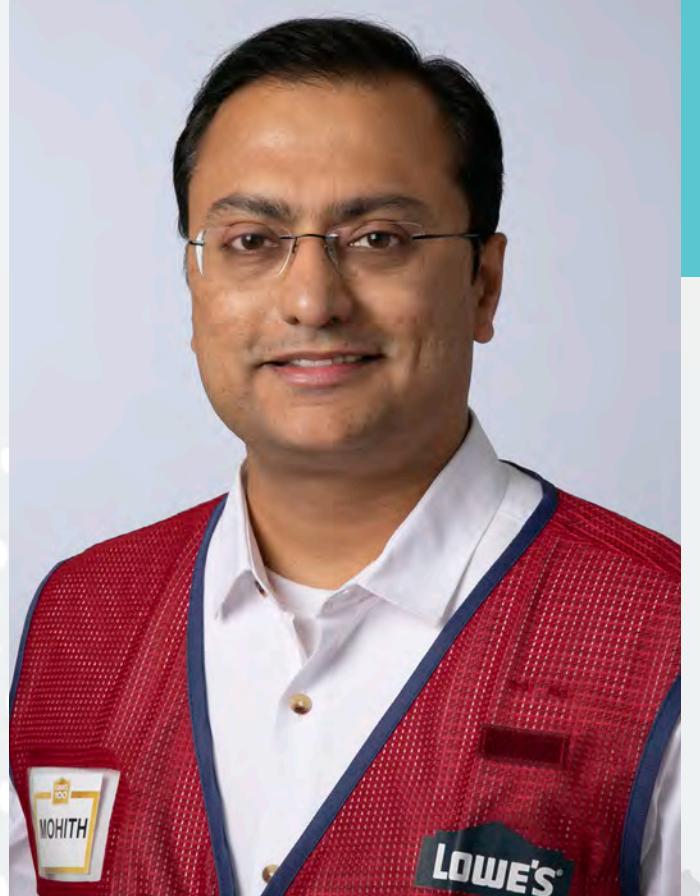
He has an exposure of building an organization from seed phase to unicorn phase. Played a pivotal role in growing the firm month on month by more than 150%. He has been a part of the growth journey of the notable start-ups at different junctures, helped in raising funds- due diligence, making things ready from the scratch to have more favourable employee experience & fast-track business growth with culture assimilation. He built and scaled three remarkable start-ups: #JABONG, #IndiaMART, & #Spinny and building another one: #ITILITE. His keen areas of interests include solving complex business problems with HR orientation, rewards, organization design, talent management, diversity & inclusion, leadership development, and implementing cutting-edge new-aged people practices.

Sukhpreet is a speaker, coach, facilitator, and often writes for HR magazines focusing on bold & modern topics. He is an alumnus of Management Development Institute, Gurgaon and also has two specializations in Human Resources from XLRI Jamshedpur and London School of Business and Finance LSBF, United Kingdom. He has coached over 500+ budding leaders & over 2000+ professionals in the last 14 years.

Other than being an HR leader, Sukhpreet was also an ex-lead singer of a band, and also practiced dancing (trained Latin American ballroom dancer). He



believes in striking the right balance between profession and passions; bringing creativity & discipline in life. He has also assisted & coached over 50 people to move to a healthier lifestyle- physical and mental; by making better decisions & channelizing time to achieve their wellness goals.



Mohith Mohan, Vice President, HR & Corporate Operations, Lowe's India

In his current role, Mohith leads the entire HR portfolio, including recruitment, culture development and people strategy for Lowe's India. In addition, Mohith is also responsible for the Corporate Operations functions leading facilities & admin along with corporate finance for the India center.

An erudite with a strong academic background Mohith holds a Bachelor's Degree in Industrial Engineering. He has also earned an MBA in Human Resources from the prestigious Fairleigh Dickinson University. Before Lowe's, Mohith has held various leadership positions at Hudson's Bay Company (HBC), Fidelity Investments, and Yahoo! With global experience in creating career management frameworks, talent strategy and job design. During his long, illustrious career, Mohith has built resilient teams with strong functional & technical expertise. He has rich HR experience in the product, financial and retail space.

Mohith has steered various programs at Lowe's for enhancing associate experiences and has been the visionary for the CSR and D&I programs that help achieve a truly empowered and inclusive workforce at Lowe's. It has helped earn Lowe's India various accolades, including India's Best Workplaces for Women 2021 in Large Companies Category –Top 100 by the Great Place to Work® Institute, India - 2021, Great Places to work certification and was in the Top 5 of the 50 Best Firms In India For Data Scientists To Work For, two times in a row among many others.

Anil Kumar Santhapuri, Director of Skills Solutions, Global Talent Management, FIS

Anil Santhapuri is a values-based and results-oriented Talent & OD professional, with 20 years of professional experience in the areas of talent management, learning & leadership development and consulting. In his current role as Director of Skill Solutions, Global Talent Management at FIS, he is leading reinventing and re-imagining the global talent value stream through the application of skills-based architecture to all things 'talent' by pivoting jobs towards skills (workforce planning, learning and development, recruitment, Rewards & succession planning). His career span includes organizations like Western Union, HCL Technologies, CGI Information Systems, Mahindra Satyam BPO and IGATE GLOBAL SOLUTIONS LIMITED where he has designed and delivered award-winning talent initiatives.

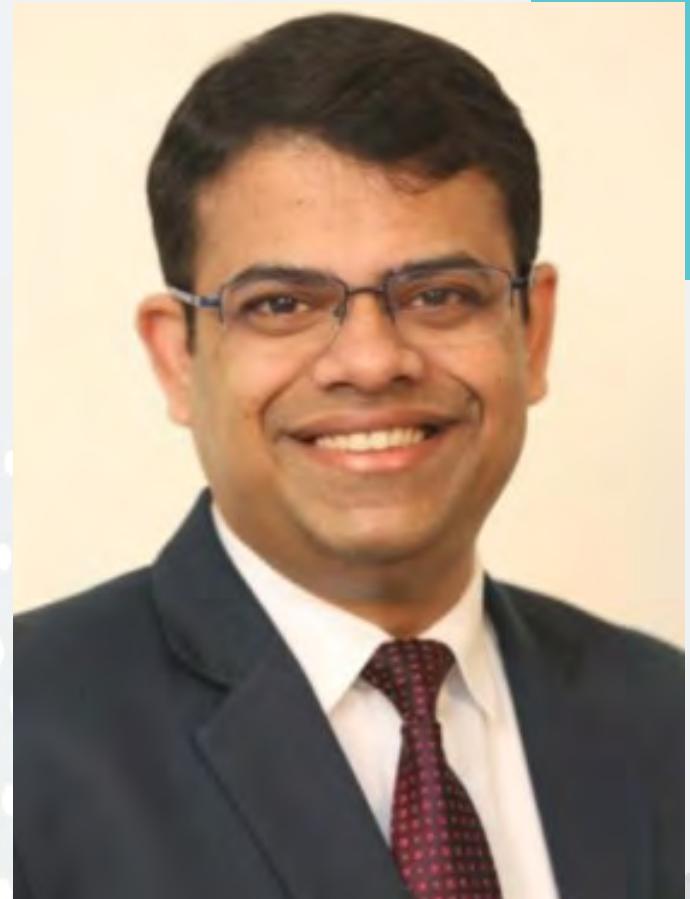
Anil is a 4-time Brandon Hall Gold winner (2020 and 2021). He is a 3-time "Learning in Practice award" winner both in 2017, 2018 and 2021 from Chief Learning Officer (CLO) Magazine, USA. In March 2012, Anil was also recognized as one of the "Top 10 Training & OD Professional Globally" by Training Magazine. In 2018, Anil was also listed as an Emerging HR Leader in India, by Jombay in their HR40Under40 list. In 2021, he was recognized by World HRD Congress as one of the "Most Fabulous Training and Development Leaders in India".

He has also been part of creating several impactful and successful Talent, Leadership and Learning Best Practices in global organizations across industries and countries. For example, in October 2017, Western Union was recognized as "#1 Organization for Learning Globally" by ATD BEST, USA. He is a digital transformation enthusiast and is currently a Technical Advisory Board member for Global Skill Development Council (GSDC) - an international credentialing and certification organization for latest technologies like: #Blockchain, #SixSigma, #DevOps, #Cloud, #ITSM, #ISO, #Agile and L&D professionals. Anil is also contributing to Indian Society for Training and Development (ISTD) as an adjunct teaching faculty for the topics of Learning and Development and Organization Design.

Anil is a passionate believer in empowering people through learning and is ACC certified coach from International Coach Federation (ICF). His other passions



and interests include writing poetry, practice of Vipassana meditation and inculcating values-based leadership in all walks of life.



Devi Prasad Dash, Head, Human Resources, Apollo Health & Lifestyle

Devi Prasad serves on the Executive Leadership of the organization. He is a Chartered Professional in HR with certification in SHRM-SCP, ODCP & CIPD. He has over 17 years of experience in the field of human resource (HR) management across IT (Information Technology), Retail & Healthcare industries in India & UAE. He has led large and complex Country HR Functions & has experience in managing the diverse multi-cultural environments, and complex and specialized workforces having worked with organizations like VPS Healthcare Group (UAE), Apollo Hospitals & Unisys India.

He has a proven record of accomplishment in HR Business Partnering, Strategic HR planning, HR Transformation, HR Change Management, HR Policy & Compliance, Talent Acquisition, Talent Management, Employee Relations & Industrial Relations. He is a seasoned HR Professional and has been associated with multiple HR Forums like SHRM, NHRDN, AHRI, MTHR, CPHR, CIPD.

Devi Prasad has received the HR Leadership Award by World Leadership Forum in the year 2016 & won the HR Manager of the Year category Award at India Human Capital Awards in the year 2016-17. He has also won the Young HR Professional of the year Award 2016.

Lutfi Ghani, HR Director, Singapore & Malaysia, Kuehne + Nagel

After starting out his career in leading recruitment firms like Robert Walters, Lutfi has developed his expertise in identifying and recruiting talents that can make a difference in an organization. This exposure has allowed him the privilege of understanding niche volatile markets across the region and how to address the talent crunch in each of them.

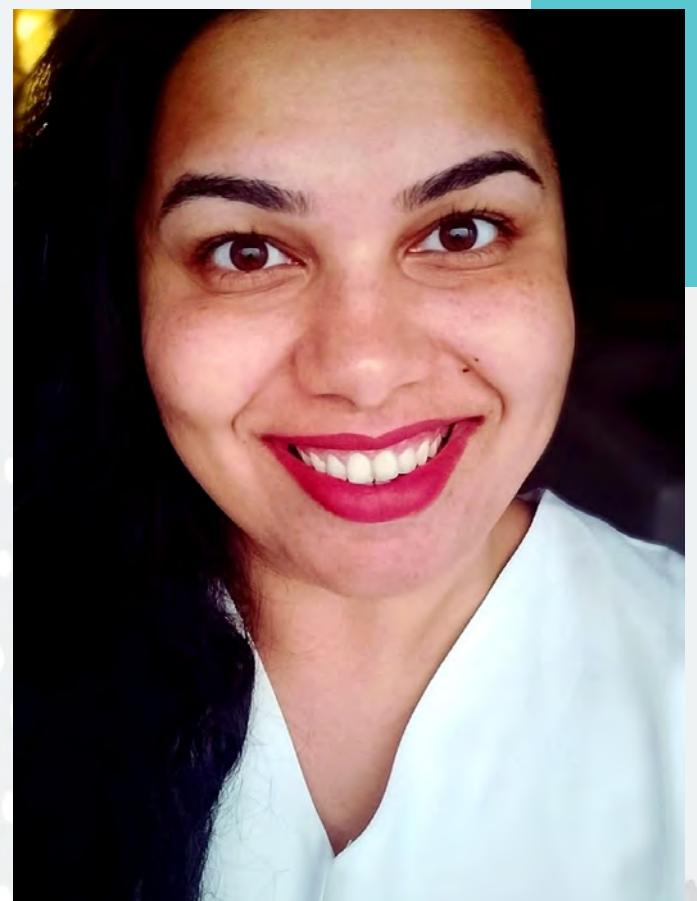
Lutfi has been responsible for enabling HR to be the driving force for the people and organizational transformation of Kuehne + Nagel & creating a unique working experience for employees with the aim to drive customer excellence. He has been responsible for implementing their Talent Strategy for the South Asia Pacific region

He has been instrumental in organizing Employer Branding activities and initiatives to strengthen their employer value proposition in the industry, Monitor and review our recruitment & selection tools and methods in the countries, Be the key point of contact for all recruitment partners regionally, Drive our internal recruitment strategy that focuses on promoting our internal talents first & Be the subject matter expert on external market trends pertaining to recruitment and talent acquisition.

At Lazada Group, Lutfi was tasked to outfit with the best talents from across the S.E.A region. At Allegis Group, he was responsible for actively developing knowledge of multiple industrial markets to generate business and business pipeline, through canvass calling, use of marketing, networking and lead generation and Implement a 360 degree recruitment process, effectively matching suitable candidates for specialized vacancies/clients through qualification and referencing

Lutfi is an alumni of Singapore Management University.





Avanti Parulekar, Life Coach, Network Leader, Chief Evangelist, Organic Farmer

Avanti believes, "Go with the flow but keep reins in your hand and do not hesitate to break the flow when you do not vibe with it" Avanti has been a HR professional with close to 10 years' experience. Her HR career span includes organizations like Disney Star, Hinduja Group Limited and Quantiphi. Majority of her years were spent at #DisneyStar where she had exposure to various HR verticals and special projects. Post which she has worked as a Group HR and on many new-age projects.

Avanti has done her Masters in Business Administration with a specialization in HR from Mumbai Educational Trust, MET League of Colleges. Avanti has recently ventured in the world of being an Evangelist with Pranah Sandbox for their Pride Plus App. Currently, in the pre-investment phase. She values self-awareness that is why she took up coaching and pursued a certification from Coach to Transformation. She is a Life Coach (on the pathway to get her ACC credentials from International Coaching Federation). She has done Hogan Certification from ThreeFish Consulting India.

Avanti is a passionate organic farmer - majorly growing mangoes and bamboo. Avanti was recognized for her farming efforts by NMCCI - Navi Mumbai Chambers of Business & Industries in April 2022 and conferred "Best Start-up Leader 2022". In January 2022 she won the "Women Changemaker of the Year" by Transformance Forums. She made it to the "40 under 40 HR Leaders" list by Jombay in December 2020. She was conferred the "Woman Super Achiever Award" 2020 by 7th World Women Leadership Congress in February 2020. She has taken up positions on honorary basis with Lean In - Women at Work as a Network Leader.

She is also heading the Agriculture State Council of Maharashtra under Women's Indian Chamber of Commerce & Industry (WICCI). She is an ally to the LGBTQIA+ community. Avanti is a leader who is keen on evolving with changing times and take risks. Though she is now more involved in coaching, farming and business side of the start-up world, her professional values and personality have shaped up because of her experience in hardcore HR roles.

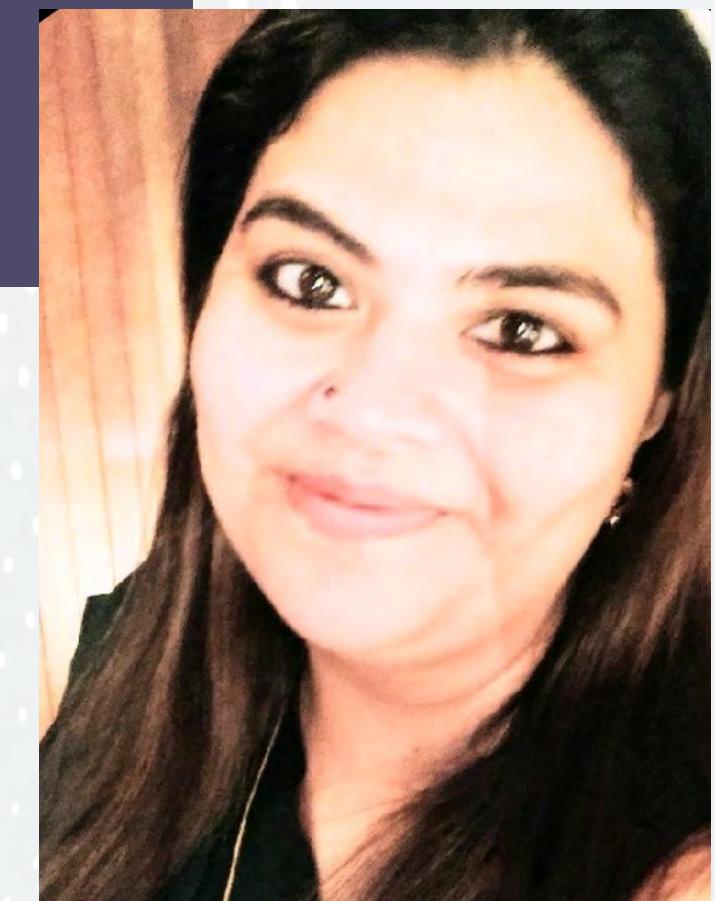
Rashmi Anthony, Vice President, Head of Talent & Learning, Angel One

Over the last 15 years, Rashmi had the opportunity to work with multiple organizations across industries. She started her career with Satyam Computers where she was an HR business partner for 3800+ employees facilitating best in class employee experiences. One of the key learnings from her initial days came in during the crisis period for the organization, where she was entrusted to lead a special task force responsible for crisis management & was the champion for culture reinforcement initiatives for the acquired entity. Working in the midst of an unexpected crisis with massive layoffs & being a people champion wasn't easy.

Over the next 5 years Rashmi decided to work this around as an opportunity & was able to design and implement Talent management systems for Senior leadership, set up new processes within hr and workforce planning. She also had the opportunity to lead the HR team responsible for employees of the Global Solution Centre in Malaysia & APAC regions based out of Kuala Lumpur. Here she re-engineered and streamlined the process to facilitate the organizational strategy focusing on Cultural sensitization and realigning policies to suit newfound diversities in the geo.

This exposure gave her the confidence to test out new waters within HR and she joined Vodafone as an L&D and talent management specialist. She has been instrumental in designing the National onboarding practice for VF India, focusing on customized cross-functional onboarding & senior leadership transitions for top leadership roles across the country. Rashmi worked very closely with the EXEC leadership in rolling out best in class learning and talent interventions across business circles and launched an industry first ahead of curve hiring curriculum for Business heads in telecom.

Her passion for learning and talent functions led her to Flipkart and she joined them for leading the Leadership development charter. At a time when e-commerce was evolving she was able to partner with the best in the industry and design the Leadership Development Academy for the top 300 leaders who underwent a custom learning journey which received industry recognition.



Rashmi joined the #Fintech Industry at #AngelOne a year back as the head of learning and talent management. The thrill of riding the fintech wave in line with the transformation of Angel One from broking veteran to the broader fintech horizon & the whole plethora of learnings and opportunities that came with it excited her. Angel One is on an exciting journey to create unique employee experiences while its employees enjoy a permanent work from anywhere policy. This gives Rashmi & her team opportunities to constantly innovate in the learning & talent space thereby leading and inspiring the fraternity in Angel One.



Vishwanadh Raju,
Head- India Talent Acquisition, Talent
Strategy, Talent Branding and Early
Talent Program, Dun & Bradstreet

Having worked with Global Multinational organisations like AXISCADES Technologies, Wells Fargo, Deutsche Bank, Honeywell Technology Solutions., Vishwanadh is an award winning Human resources Professional with Expertise in Global Talent Acquisition with over 19+ years of experience in managing Talent Acquisition in Product Development and Investment Banking Captives. Managed Business transformation with talent acquisition Strategy.

He has an expertise in Market Intelligence and working with diverse teams in various developed markets. Vishwanadh was involved in driving change management process and PCMM Assessment for a large Product Company. He specialities are Global Staffing, Talent Strategy, Talent and Employer Branding, Global University Relations, PCMM, Psychometric Assessment, Competency based assessment, Competitive analysis, Bench-marking, franchising, mergers and acquisition. He Co-created Social Distancing and Alert system using AI- #AXISCADES and Setup a Research Lab for AI/ML and Data Science.

Vishwanadh is a visiting Faculty in few IIM's and IIT's along with other Leading Engineering and Management Institutions, Topics-Future Skills, Campus to Corporate, Design Thinking, Stake holder Management, Negotiation Skills, Sales Enablement, HR Analytics, Industry 4.0, AI in HR and Decision Velocity Etc.

Vishwanadh has Bachelors in Engineering from Osmania University, College of Engineering and General Management Program from Indian Institute of Management Bangalore. He is currently pursuing Ph.D in Artificial Intelligence and Analytics in HR.

Vishwanadh is a winner of many reputed awards like India Achievers Award, Talent Leader of the Year, LinkedIn Talent Award , Global HR Excellence Award. He has been a Speaker in National and International Forums on Key topics like Artificial intelligence, Gamification, Blockchain and RPA in Human Resources.

Ashutosh Mishra,
Corporate Head - Human Resources,
Dish TV India Ltd

Ashutosh is a performance driven BE (Mechanical) and MBA (HR) with expertise in conceptualizing and implementing business centric strategic HR, OD & IR initiatives across industries like cement, steel, consumer durable, entertainment & media, BPO & service sector, education and real estate. He is a business partner capable of driving HR through designing Organisational Structure, HR framework, talent development & engagement and employee relations. Ashutosh is a strategy architect adept at optimizing operational and administrative cost adding to the bottom line. Dynamic leader with effective personnel supervision regarded for the ability to deliver results with professionalism.

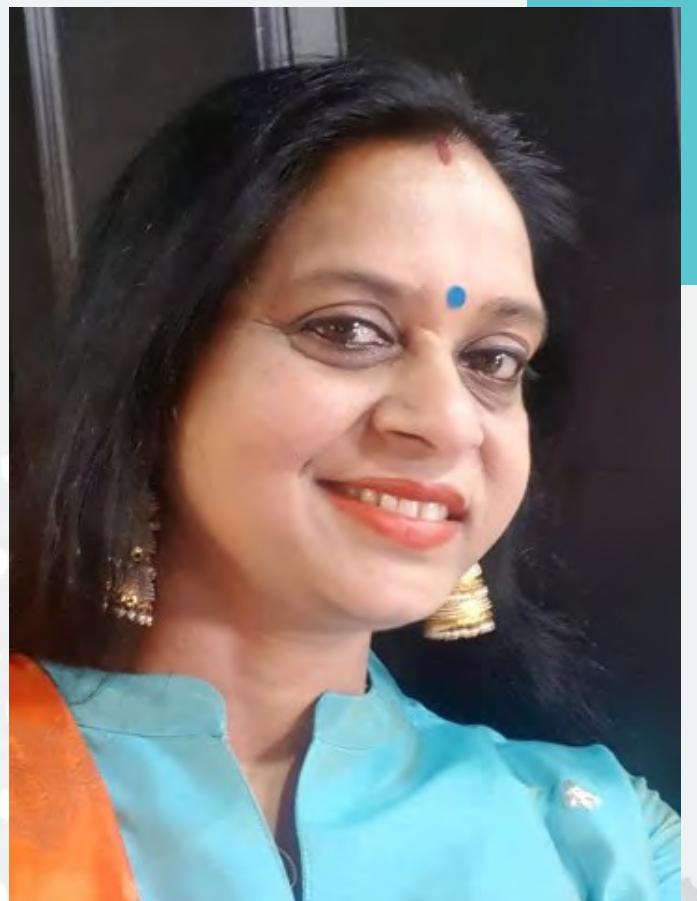
In his current role, Ashutosh had been an important part of Dish TV's growth journey over past 15 years. He oversaw HR delivery during the rapid expansion phase of the company and subsequently contributed in effective merger of #DishTV and d2h from HR perspective. He achieved the desired HR cost and productivity optimisation results post-merger. He has extensively worked in fields of People & Capability Development, Culture Building, Leadership development and Employee Engagement

Prior to this Ashutosh Headed- HR at Electrolux Kelvinator Limited, Joined Electrolux post-merger with Videocon Industries Ltd, managed HR, IR and administration along with merger of HR operations of #Electrolux with #Videocon group.

He also served as Head of HR at Haier Appliances India Pvt Ltd, when it started its operations in India and was responsible to set up all structures, processes and systems for the organisation from scratch. Prior to this, he has also worked with JK TYRES LIMITED, Larsen & Toubro and #Raymond in various capacities

He is a certified Hay practitioner and Assessment centre professional. He is certified lead Assessor for ISO 9000. He has received HR Leadership Awards in various national level forums and institutes.





A Annapurna, Head - HR & Admn., Global Talent Acquisition, Fime India

Annapurna, HR Thought Leader, possesses more than 25 years of rich experience in HR Operations, Change Management, Leadership, Learning and Development and organization Development. She served at multi-dimensional organizational like Aeronautical, Infrastructure, Software, Sales and Services. Her corporate exposure commences with ELGI EQUIPMENTS LIMITED followed HAL, Raman Boards Limited, Manhattan Associates, Essilor Group India, Etoe Rail Private Limited as Country Human Resources Head. Prior to starting up her own venture Emotionalytics and Co. she held the position of CHRO /Director – Human Resources, Inspirage India.

Her keen interest in understanding human behavior has led her to gain behavior management certifications. She has attained certifications in Counselling, Behavior Event Interview, Assessment and Development Centre, Psychological tests etc. She practices competency assessments through frameworks and assessment centers. She is also an Emotional Intelligence Practitioner and has delivered emotional awareness programs, workshops to 10,000 personnel across participants of the world in 2020.

Besides, her astounding corporate stint she has been active in academia through frequent guest lecture sessions on management and HR practices at various B schools /colleges and presentations at numerous conferences and seminars. Annapurna is a certified Director by Institute of Directors (IOD) and a certified Design Thinking Practitioner.

She is a recipient of many recognitions to mention a few, she has received the Woman Super Achiever Award in 2009 followed by Women Leadership Awards, Outstanding Woman Workforce Award, Leading CHRO award at IIG conference, HR Excellence Award in 7th Higher Education and HR Summit held on April 2018 by eLets, Woman of Substance from Mother Teresa University 2019, Rising Catalyst of the year 2019, Thought leader of the year 2019 from WEFT, Woman Entrepreneur of the year in HER RISING by Jobs for her 2020 and more.

She is presently the Chairperson for Women Economic Empowerment forum of ASSOCHAM Karnataka. Ex. National Chairperson of CIMSME (Confederation of Micro, Small and Medium Enterprises, Head of Women Economic Empowerment Council, Vision Karnataka. In the constant efforts for supporting girl and women two projects which she has taken up in 2020 and 2021 are Restoration of 2000 women rural entrepreneurs of Bangalore Rural post covid – UNDP project as Chief Mentor.

Chella Pandian Pitchai, AVP - Head Talent, Learning & Leadership development, Culture and DEI, BIOCON Biologics

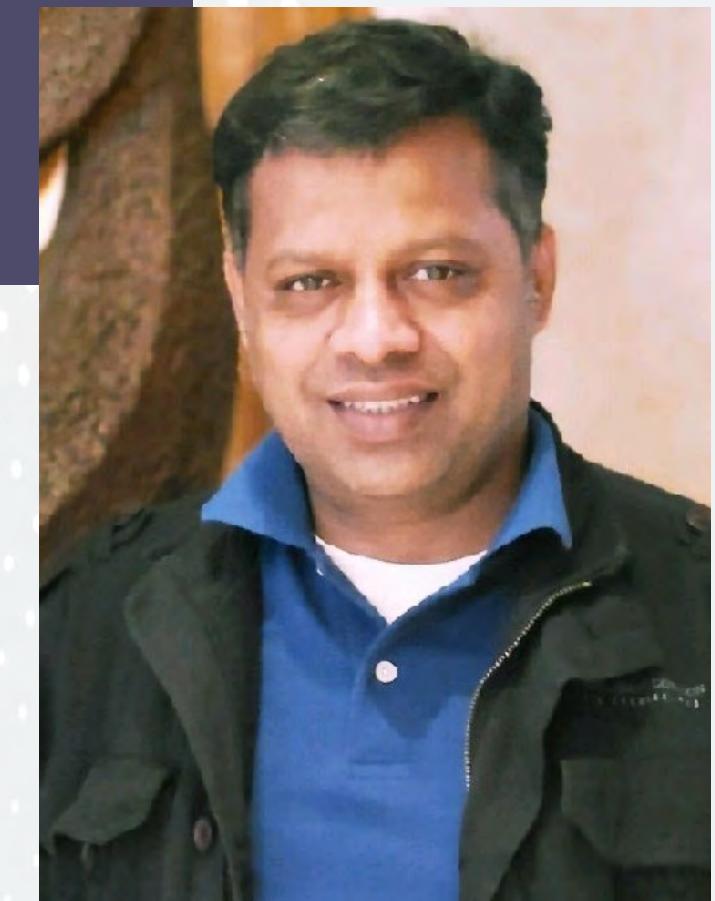
Chella Pandian Pitchai has over 2.5 decades of experience in Manufacturing , Projects, HR , Culture, DEI , Strategy & Innovation in the Biotechnology, Pharma , CRO business. He re-joined Biocon Biologics in Strategy & Innovation function to lead org strategy and culture of innovation and subsequently moved to HR.

Prior to joining Biocon Biologics, Chella was heading HR in Merck/ MSD for cluster countries such as #Malaysia , #Singapore, #Thailand, and #Indonesia based in Kuala Lumpur. In this role, he immensely contributed to the Organizational transformation strategic initiatives, Change management, People strategy, Talent Development, Leadership coaching and Culture building . He had an extensive global exposure including he was a HR leader for Emerging markets where he led the strategic HR function for multiple regions including Central Europe, Eastern Europe, Middle East , Africa, Asia, China and Australia. During this assignment he was part of M&A transition for one of the biggest pharmaceutical deal.

As a part of DEI, in Poland, Hungary, Russia, Middle East, Africa, China, ANZ, Malaysia, Indonesia, Thailand , Philippines etc... he was instrumental in mentoring women leaders and started multiple women network forum as one of the initiatives under DE&I. He has been a speaker in various DE&I & Leadership forums in Malaysia, India, Singapore, US, China. He has also done extensive work in the areas of Millennial development in India and Malaysia. He was instrumental in winning best employer of choice & D&I awards in Malaysia for #Merck/MSD. He was also instrumental in setting up APAC- Finance shared service for Merck in KL.

Currently he is working on GenZ development initiatives. He is instrumental in bringing best practices in DEI and driving several ERGs including women network . He is part of India Women Network in CII - Karnataka Chapter. He started his career in #Biocon as a production trainee. He turned to an HR in Biocon before he ventured out to work for Jubilant Clinsys where he was site Head HR, moved to MSD Mumbai as HR business Partner before he went on to take several different international assignments , and landed back with Biocon Biologics.

He has coached several global leaders on Unconscious



Bias, Discovery Insights, Strengths and Design thinking as part of building inclusive culture in many different countries in Asia , US and Europe. Individually he has won many global HR leadership awards including 501 fabulous global HR leaders and Topmost Global HR leader.

Chella with Biochemistry background went on to do Executive General Management from #IIMB and he was part of the Business Leadership Programme by Duke University. Currently he is pursuing Doctorate in HR in Swiss School of Management, Switzerland.



Jayanti Kandayah, Head of Human Resources, VAT Malaysia

Jayanti is a leader that has led and managed a strong 150 talents in the Talent Acquisition (TA) Organization to strategize and execute hiring of ~10k external hires yearly for Intel Corporation Asia before moving to VAT Manufacturing in Feb 2022. Deeply involved in driving effective talent strategies, processes, talent research, market Intelligence and metrics driven TA delivery.

Jayanti has driven high impact results on Asia Talent Acquisition transformation journey from transactions to relationships. She made a major shift as an organization from traditional hiring funnel process to building and nurturing relationships focusing on improving candidates, hiring managers and TA team experience. The re-design focused on People, Quality and Data. The transformation efforts drove Quality of hire, Hiring manager and Candidate Experience from ~70% to >95% consistently over 3 years for the Asia region.

Jayanti developed and rolled out innovative diversity hiring strategies, which includes influencing on global solutions. Efforts paid off as diversity hiring increased at leadership level to 18% and overall diversity hires by ~30% in the region. #Intel also became the 1st semiconductor company in MYS to hire disabled undergraduate students based on relevant skills by proactively reaching out to colleges and universities to explore such opportunities.

Jayanti is an active community leader that drives awareness on diversity agenda including gender equality and violence's against women & children at the state level. She was conferred the Meritorious Service Medal by the Penang state Governor in July 2021.

Jayanti moved on to #VAT Manufacturing as Head of Human Resources and swiftly established herself as a trusted leader and partner to senior leaders in MYS and HQ in Switzerland despite being in the role less than 4 months. Got into action to understand what's working, what needs to improve and came up with expectations, policies, guidelines, improvements by establishing the short and long term strategy roadmap which would take the organization to greater heights.

Amit Sharma, Vice President and Head, People & Culture, Volvo Group

In a career spanning over two decades, he has earlier worked across various HR roles of which past more than a decade has been in Leadership positions with top-of-the-line organizations, in a diverse set of industries, such as Indian Oil Corp Limited, Johnson & Johnson, Philips, TE Connectivity and now with #VolvoGroup.

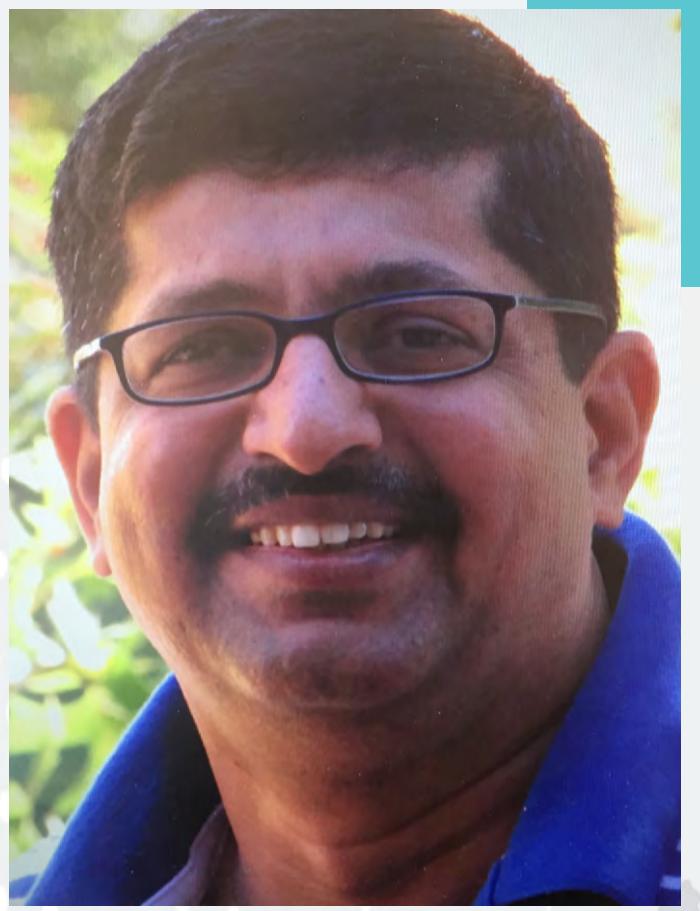
With a focus on Business and People, his experience spans across HR & Workforce Strategy, HR Business Partnering, Organization Development, & Change Management, Capability Building, Leadership Development, Employee Relations, Employee Engagement, Inclusion & Diversity and Culture Building, thereby fueling Business as well as People growth.

Amit is a proponent of bringing technology to HR processes while retaining the human connections in the organization. He values sense of responsibility, integrity, attention to detail, thorough planning while keeping the room for flexibility and improvisation during the execution. Amit has received various internal and external recognitions for his work in HR and has been speaking on HR topics in various external forums.

He believes in three mantras for HR professionals – 'HR is about having Heart for People'; 'Be principle oriented over processes' and 'Build genuine relationships'!!

Amit is MBA(HR) from UBS, Panjab University, Chandigarh and an Engineering Graduate from Thapar Institute of Engineering & Technology, Patiala. He has also done Diploma in Training & Development from ISTD New Delhi, is certified OD Practitioner from ISABS New Delhi and a certified Coach. He has been Vice President of the National HRD Network, Bangalore Chapter for the year 2019-21 and is currently a member of CII's National Committee on Industrial Relations. He is also on the Academic Board of various universities & institutes and has also been a teaching in B- Schools as Guest Faculty.





Sandip Kulkarni, Managing Director & CHRO, Brinks India

Sandip is a post-graduate in Personnel Management from Pune University and a Commerce graduate. He is the Member of Harvard leader's excellence and a certified Talent Management professional from XLRI. Sandip also played role of Board Member for India entities.

His professional experience of over 23 years has been with various types of organizations, both established as well as start-ups, in sectors ranging from #Engineering, #Pharmaceutical, #Food products and #Packaging to #Textiles and #Service Industry in both Indian as well as MNCs.

Sandip began his professional career in Human Resources in 1998 and has handled multiple responsibilities. Sandip is working with "The Brink's Company" (NYSE:BCO) is the global leader in total cash management, route-based secure logistics and payment solutions including cash-in-transit, ATM services, cash management services (including vault outsourcing, money processing and intelligent safe services), and international transportation of valuables.

Sandip is driving the Human Resource function with the goals of Shaping a fragmented industry to create a culture of efficiency with a fact based approach, Achieve "Employee Excellence" approach to operations, Devise and implement actionable Change Management models that will deliver the operational targets within the company.

Sandip has won multiple awards in his career like Economic Times – TA PAI Young HR Leader Award 2020, General Mills Global International HR Excellence Award in the year 2008 and more.

Prior to this, Sandip worked with Renfro Brands, WestRock Company, General Mills India, Advanced Enzyme Technologies Limited, Schrader Duncan Limited and few more.

Janani Prakaash, Head HR, Quantela Inc

Janani is the Global Head of Human Resources for #Quantela Inc. – a technology pioneer that offers outcomes business models through the digitization of urban infrastructure. Janani has more than 16 years of progressive HR leadership experience across product, services, start-up and consulting organizations.

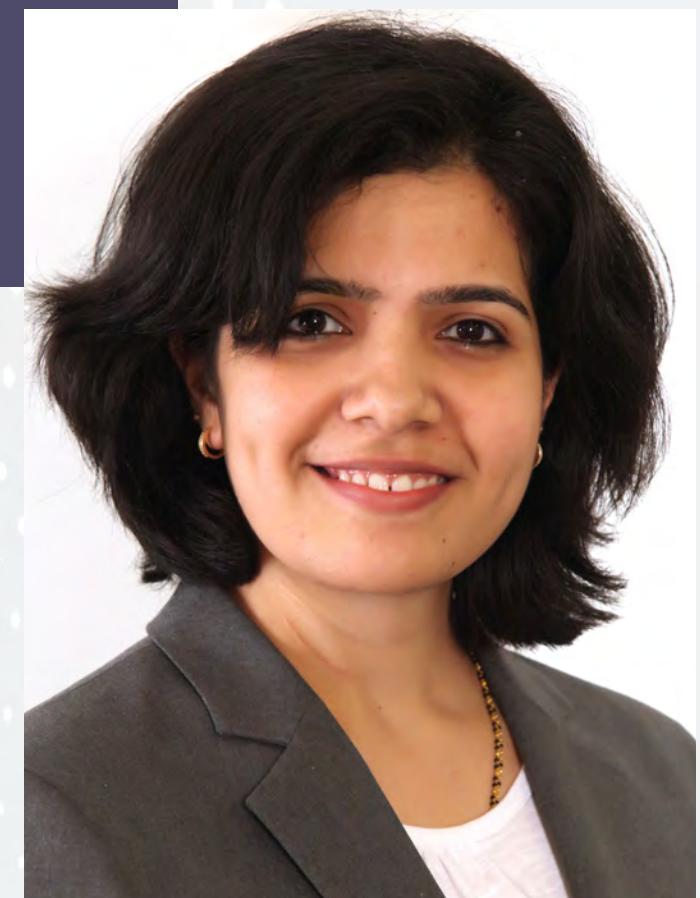
In her current role, Janani is responsible to build the HR team ground up, lead strategic mergers & acquisitions from a HR standpoint, champion the desired culture and design & deliver the people strategy for Quantela globally. In her earlier stints, she was associated with iNautix Technologies, AppLabs, Pegasystems and most recently Deloitte, where she spent close to a decade as an HR leader.

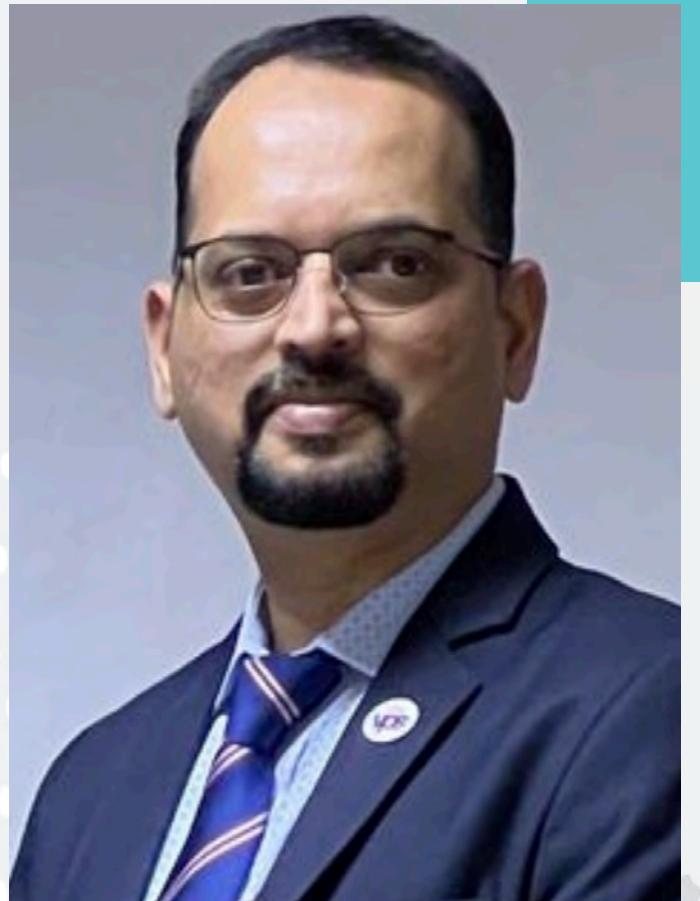
Janani is well-established as a thought leader who advises, coaches and influences the C - suite to define and implement people strategy that fuels a diverse, high performing and inclusive culture. She is a team steward with a track record of building and leading highly ethical HR teams to bolster the end-to-end people solutions for businesses ranging from small teams to several thousands.

Throughout her career, Janani has partnered with senior leaders across geographies in designing and implementing impactful human capital interventions for their businesses. She has led several efforts on aspects such as mergers & acquisitions, succession planning, diversity, equity & inclusion, business transformations, leadership development among others. She has been instrumental in facilitating globalization of businesses, led the implementation of leading industry practices such as ratingless performance management system among several other high impact business imperatives. She also contributed to the arena of upskilling by conducting a companywide multiyear technology awareness program.

Janani was featured in The Elite club of Business World HR 40 under 40 list. She has been also recognized with the Topmost HR Leader Award (India) during the 30th World HRD Congress 2022. She holds an Engineering from the University of Madras and is a rank holder (gold medalist) in her post-graduation HR qualifications.

Janani is a public speaker, writer, certified yoga instructor, seasoned carnatic music vocalist and veena player and a lifelong learner.





Dr. Sanjai Kumar, Group Head - Human Resources, VPS Healthcare UAE

Sanjai is a Passionate Human Resources Leader with a deep understanding of the business needs and ability to leverage talent and best practices to drive organizational effectiveness. He is highly skilled in project management to meet business objectives. A trusted business partner with a track record of consulting with executives to influence business decisions. With 27 +years of Healthcare Human Resource management experience, gained a solid exposure in the human resources management and administration.

In his current role at #VPSHealthcare, Sanjai is handling group wide HR for 15 Brands, 20+ Hospitals and Medical Centers, 12K + Employees. The group is spread across UAE, Oman and India. Previously Sanjai was working with Burjeel Hospital its associated Medical Centers, where he was leading Human resources team and manages 2000+ healthcare professionals under the brand. He has been appointed as the SQE Chapter auditor to conduct JCIA mock audits for various hospitals of VPS, ensuring these units are well prepared. Sanjai has also worked with International Hospital of Bahrain.

Sanjai is a Ph.D. holder in Healthcare Human Resource from @Indian School of Business Management & Administration, MBA in Hospital & Human Resources Management, ICM UK diploma holder in HR practice. Currently pursuing CIPD.

Sanjai has won numerous awards like CHRO of the Year 2021 at Asian HR Leadership Awards, HR Distinction Award – 2019 by HR Association of India, WMC HR Professional Excellence Award – 2019, World Medical Council UAE and more. He has worked actively as a Chapter Leader for Accreditation standards of ACHSI (Australian Council on Health Care StandardsInternational) and JCIA (Joint Commission International Accreditation). He has been nominated as Accessor of 2nd Cycle of Emiratization Award.

Dr. Balaji MS, Executive Director & CHRO, Critical Facility Digital

In a career spanning more than 26 Years and as a Transformation Engineer, Dr. Balaji extensively worked with the top management team. He has global exposure in the areas of Leadership Development, Organization Design, Org Development, Diversity, Culture, Change Management, Mergers and Acquisition, Right sizing, Rebadging, Organizational Restructuring, Coaching and Mentoring. He is prominent in driving Technology and Innovation to all HR Processes while keeping the human touch as a core value.

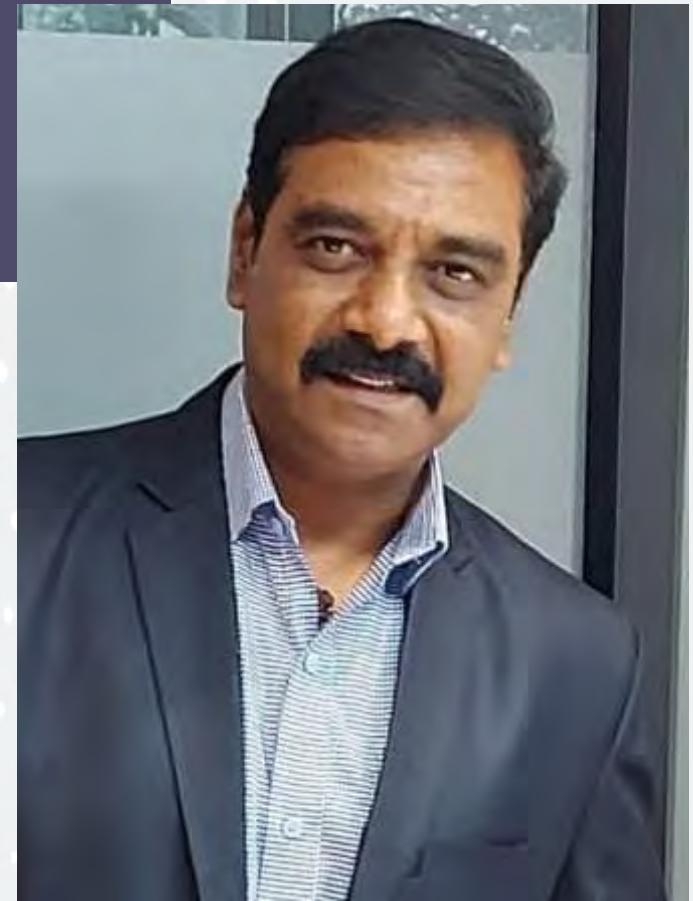
Dr. Balaji's illustrious career started with #TVS Group where he led the actions in bringing the workforce study and Job Analysis for the entire workforce of TVSe Group of Companies. He was the major force for driving the innovation culture in the organization which resulted in Quality Net Income (QNI) impacting the bottom line of the Organization. He also led the integration of two companies with TVSE and successfully completed the mergers including rebadging.

Dr. Balaji joined Siemens India and led HR for all business sectors, viz Industry, Healthcare, Energy, Infrastructure and cities. Association of people grew from 1800 to 5500 members. He was one of the core member team to conceptualise and implement the new Performance Management Process across all Asian Countries where Siemens was operating. During his tenure with Siemens, Dr Balaji successfully led the post-merger integrating people and Culture of eMeter, an US based energy company into #Siemens Energy business.

Dr Balaji, joined as Head of HR at Professional Access India team an eCommerce Platform development Company headquartered in the US. This company was also a #Platinum + Oracle ATG company.

Dr Balaji, is a Professional Certified Coach by International Coach Federation USA. As an Executive and Life Coach, he has coached more than 630 clients and has around 4824 hours of coaching.

Dr Balaji has received various internal and external recognitions for his work in HR and has been speaking on HR topics in various industry forums. He has been recognized among "CHRO Asia's 7th Edition: 100 Most Influential HR Leaders" in India. "Best in Class – Coaching Leadership Award – Year 2016". "Most



Influential HR Leaders in India – Year 2016". "Asia Pacific's 50 Most influential talented HR Leader- Year 2015". "101 most fabulous coaches and thought leaders in India – Year 2019". "Most Influential Coaching leaders – India 2021"

Dr Balaji is MSW (HR) from SIBER and MBA (HR Strategy) from OUBS UK. He is also a PhD holder in Social Science. He is a Six Sigma Black Belt , CAP certified professional and a NLP Master from USA

Dr Balaji has successfully qualified to be an Independent Director, Certified by Indian Institute of Corporate Affairs - Ministry of Corporate Affairs.



Aditya Pal Singh,
Talent Acquisition Head,
India - Informatica

Having previously worked with organizations like Accenture, Sasken Technologies Limited and ABC Consultants, Aditya is a Talent Acquisition professional with a progressive career in multi- cultural & matrix environment, he has specialist & functional skills that have been proven over 21 years, spanning the entire gamut of Talent Acquisition. With a blend of working in both consulting and MNC organizations and a career span predominantly focusing on talent acquisition globally, he has designed and deployed Talent Acquisition Strategy to meet the talent growth needs and then making sure that it is executed effectively. Also, he has the exposure to setting up recruitment processes and development of recruitment tools & technology. Aditya has built and managed recruitment teams and enhanced recruiter capability by various interventions.

His specialities include Talent Acquisition, Talent Strategy, Technical recruitment, Workforce Planning, Employer branding , Mentorship, Vendor Management, Stakeholder management, HR service delivery,

Hiring Early talent now is a critical part of any hiring for companies. Aditya has been instrumental in Hiring through coding contests helping get direct view into unbiased hiring and also attracts the best talent from the market. He has also been instrumental in building incubation centres or partnering with colleges help connect with talent early

Aditya is a Visiting Faculty in IIM's and IIT's along with other Leading Engineering and Management Institutions, Topics- Workforce of the future, Design Thinking, HR Analytics, Industry 4.0, and Stakeholder Management Etc. He is an MBA (HR) from Symbiosis Institute of Management Studies & Winner of Top HR Minds 2019. He is currently pursuing PHD.

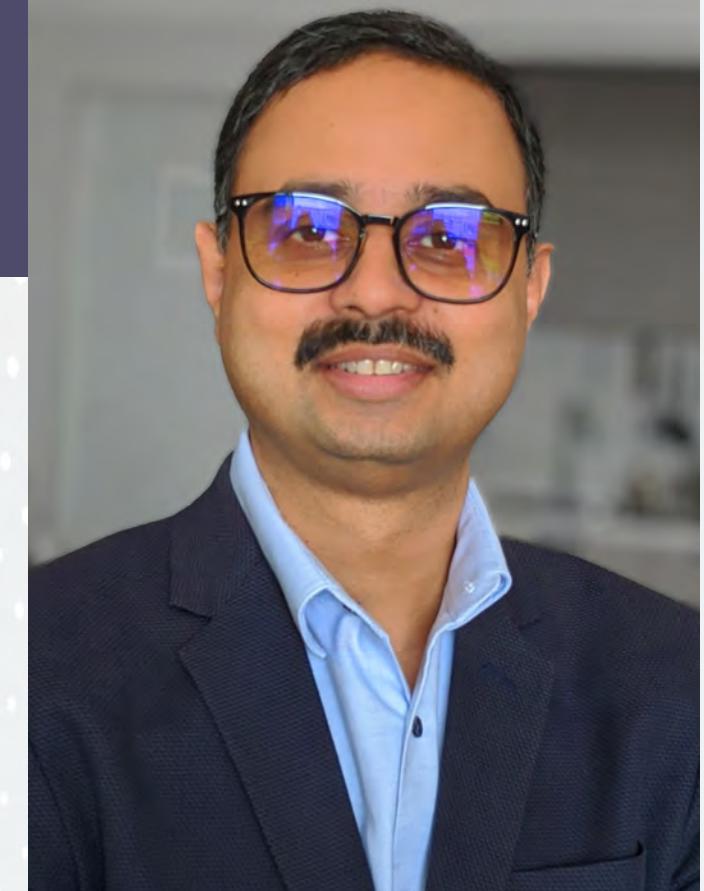
Vikas Verma,
Executive Director, Head Strategic HR and
Digital HR, United Overseas Bank (UOB)

Vikas is an Internationally experienced HR Leader with over two decades of proven track record of partnering with board members, business leaders and employees to drive HR transformation programs and change management. Over the years, Vikas has successfully delivered multiple transformation programs in #ASEAN, #SouthAsia, and the #MiddleEast & #Africa through workforce readiness and workplace digitalization. He has worked across industries, namely, financial services, management consulting, healthcare, Information technology, consumer goods.

In his current role at #UOB (Singapore Headquartered bank with reported income of ~S\$10 billion in 2021), he leads the strategic HR and Digital HR functions for the Group. In this role he drives HR transformation through Workforce Transformation, HR Technology, People Analytics and Employee Experience & Change. Vikas and his team have implemented several groundbreaking programs like GIG+U initiative that aims to create project-based opportunities for the retirees who may prefer more flexibility.

Prior to UOB, Vikas has held leadership roles at Aon ,IBM, #Watnmal, Unilever and #ICI, across India, Singapore, Africa & Middle East. An MBA from Indian School of Business, Hyderabad and a fellow of Management Development Institute, he is passionate about research and has published several articles in both academic journals and business publications

Beyond work, Vikas volunteers at the SMU Academy to train the next generation of HR professionals.





Meenalochani Kumar, SVP - Talent and Organisational Effectiveness (APAC), Northern Trust Corporation

Meenalochani (Meena) is a seasoned HR Leader who believes in the power of positivity, simplicity, interdisciplinary learning and Result-orientation at the workplace. She has extensively contributed in areas such as Leadership Strategy, setting up Centers of Excellence for Executive Leadership Development, L&D, #Talent, Organizational Effectiveness, Career Architecture and institutionalizing Culture. She has worked with thought Leaders across industries. Her career span includes organizations like Sutherland, Mahindras, Cummins India, H R Cornucopia Pvt Ltd, Bristlecone and Mindtree. In her current role at Northern Trust Corporation as SVP- Talent and Organizational Effectiveness (APAC), she steers key Talent and effectiveness projects for the region.

Meena works on shifting mindsets for organizational transformation by scientifically using #Neuroscience, Transactional analysis and Systems Thinking to connect the dots while driving change and process adoption. She leads with a fine balance of self-awareness and intellect. Success in several large scale and complex projects has been because of her ability to focus on simplicity while designing and executing projects and cutting the fat. The use of Applied neuroscience to understand leadership styles, and nurture positive habits in the workforce is her forte.

Meena has several accolades to her credit. She has been recognised as a pioneer and thought leader in the Corporate Mentoring space and was the only Indian on the Board of the International Mentoring Association. She was on the Grace Hopper Mentoring Circle selection committee in 2018. She was one among the select 100 global L&D Leaders to be invited to be part of the Executive Corporate Learning Forum in 2018. She was featured as a Trail blazer in Asia Biz Today.

Meena has also been recognized by the International Women Leaders Forum as a post cancer survivor for Leadership, Innovation and Diversity. In 2016-17, she won the Femina Exemplary Woman Leadership Award and Global Workforce Management nominated her as an "Outstanding Woman Leader". She was invited as a speaker at the 25th CEB-Gartner Leadership Summit in 2018 for her transformative work in the Leadership development space. In 2020, she won the "Best leadership development program" from Raise Global for a flagship program that she designed.

Meena anchors her youtube channel " Insightful conversations" <https://lnkd.in/g3kdHarJ> and hosts thought leaders to bring powerful perspectives to life.

Sudeep Sharma, Head - Human Resources, Training and Administration, HCL Healthcare

A Human Resource veteran, Sudeep is presently leading the entire portfolio of Human Resources, Learning, and Administration departments for #HCL Healthcare, India.

A result-oriented, visionary, and influential leader, Sudeep has invested more than 17 years in apprehending and impacting the mighty sensitive and scrupulous resource for any company - its people. Having exposure to working with multifaceted industries such as Pharmaceutical Research and Manufacturing, Agricultural Products, Life Insurance, and Healthcare, he has acquired intrinsic domain-specific expertise in very diverse sectors of employees – scientists, manufacturers, researchers, biotechnologists, clinicians, specialists, nurses, paramedical staff, and others.

In his illustrious career as an HR leader, Sudeep has been a significant contributor and enabler for the growth, expansion, and success of many organizations, like Max Healthcare, Regency Healthcare Limited, Piramal Group Healthcare Ltd., Max Life Insurance Company Limited, and Nicholas Piramal India Limited. He is known for building teams from scratch and empowering them to become accomplished individuals in their respective areas of expertise. With a grit as strong as steel and his zeal to thrive on challenges, Sudeep has time and again garnered many accolades and laurels, for his organization, team, and himself.

At HCL Healthcare, Sudeep has steered various programs enhancing employee experiences and streamlining the HR processes. By institutionalizing policies of D&I, Covid Relief, and R&R, he anchored the development of a workforce which is empowered, included, and engaged towards the vision of the organization.

Helping the company secure the Great Place to Work Certification for 2 consecutive years i.e., 2021-22 and 2022-23, itself validated and reinforced the glory, worth a revelation by all. Additionally, HCL Healthcare has been recognized as the Best Health Workplace Brand by IHW consistently for the past two years.

Prior to this, Sudeep has also bagged numerous awards like Best Recruitment Company in Healthcare, Best Hospital to Work For in 2016 Best Unit HR Head (2017), Best Employee Engagement framework (2016 for Max Healthcare), to name a few. He has also been a prime



resource in the strategizing and management of two key acquisitions and have successfully led the HR integration both times.



Anurag Kumar,
SVP Human Resources,
Sing Fuels

Anurag is associated with Sing Fuels as SVP & Global Head for Human Resources, with extensive experience in HR Strategy, HR Compensation & Benefits, Rewards, Analytics, Talent Enhancement, Talent Acquisition and Relationship Management. He is heading the Human Resources function globally for the group.

Prior to joining Sing Fuels, he was working with GP Global Group, as Global Head HR. He was associated as well with Essar Group, responsible for HR & global HR Analytics. He has also worked with Patni Computers & Ness Technologies. Anurag has been instrumental in ramping up People's function and setting up the teams across offices in #Americas, #Europe, #Africa, #MiddleEast, #SoutheastAsia, #India & #CentralAsia.

Anurag has MBA (HR) from International Management Institute and has been recognized & awarded on several HR platforms.. He has been instrumental in setting up new global offices, leading the initiative of entering into alternate revenue streams & restructuring the entire organizational structure.

Angelina Chua Yen Ling,
Deputy Group Chief Human Resources
Officer, ComfortDelGro

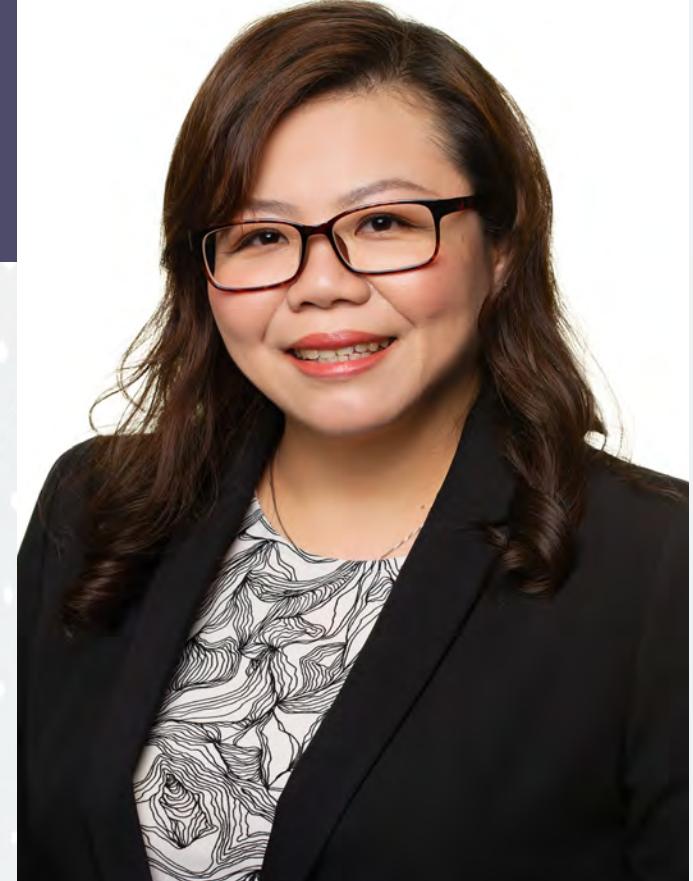
Angelina is an award-winning and well-known thought leader in HR and the future of work space. She has over 21 years of experience in solid domain expertise. She has worked in global HR leadership roles across the Asia Pacific, the United States and Europe. She has a long track record of successfully leading transformation and progressive HR practices.

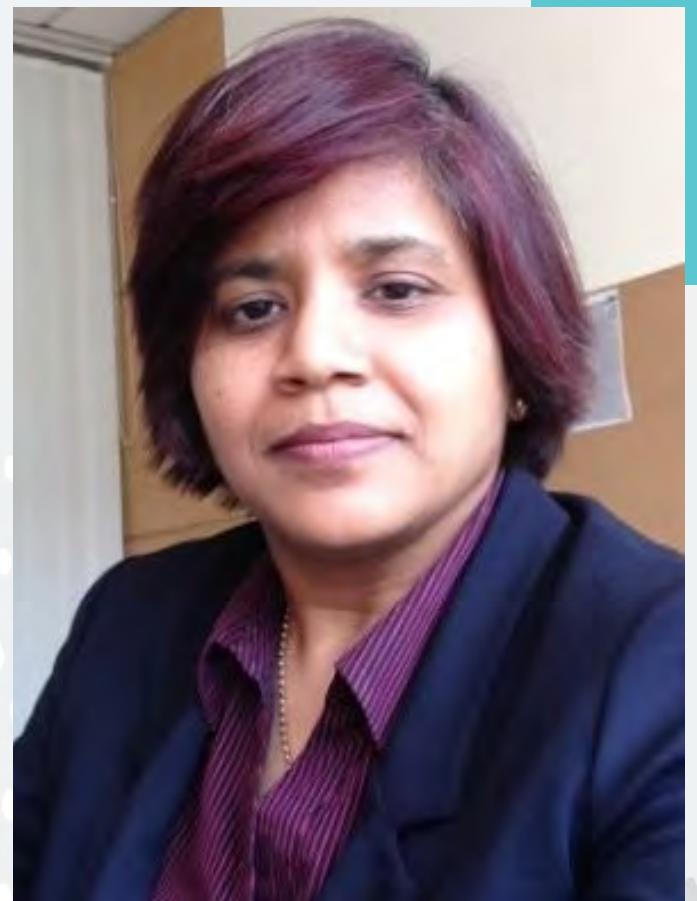
Before joining #ComfortDelGro, she was the group head of human resource at Yeo Hiap Seng (Yeo's), a Singapore-listed global food and beverage manufacturer. She was also the Asia-Pacific head of human resource and administration at Oshkosh Corporation, a Fortune 500 multinational company. In addition, Angelina spent 12 years with Singapore-listed conglomerate Sembcorp Industries Ltd Industries, where she last held the position of head of human resource for the company's utilities business in China.

She is a Global Fellow of The Wharton School, a Certified Global Talent Management Leader, an Industrial Panel Member with Singapore National Employer Federation, and a Senior Professional with the Institute for Human Resource Professionals. She is also a recipient of a Leadership Scholarship from Singapore Management University, where she graduated with a master's degree in human capital leadership. In addition, she had served as a tripartite mediation advisor appointed by the Ministry of Manpower for four years.

Throughout the COVID-19 pandemic, she spoke at various seminars and work groups on mental health, work-life balance and flexible working arrangements. She frequently shares original views and content and provides thought leadership in the HR space at virtual and in-person events, committing time and effort to push forward the people's agenda not only in her organisation but also in the wider HR community. She is passionate about people and their development and coaches to bring the best out of people to help them realise their full potential.

In addition to being recognised in the HRD Asia Hot List 2022, she has been named Asia's Woman Leader and a Top HR Influencer in Asia, having earlier earned the accolade of Leading HR Leader. She was recently recognised in the list of 40 Most Influential HR Leaders across Southeast Asia and 10 Women Leaders to Follow in the L&D Space. She continues to be an inspiration to many aspiring HR leaders.





Shikha Rastogi,
CHRO & Board Advisor,
Bloom CE Technology

Shikha is an #XLRI Alumni with Global HR experience across Fortune 500 MNCs and Indian Organizations located in the US, India, and Southeast Asia. She is an agile and future-focused leader with experience in organizational transformation and talent capability augmentation in a hyper-growth environment of IT, Fin-Tech services, Telecom, Media, and Emerging Tech industry.

She is a consistent award winner, Shikha Rastogi has won an accolade at the Global level for "Best Use of Social Collaboration and knowledge sharing" at LEAD 18 in Salt Lake City Utah (US). She has rich experience in leading change and coaching senior business leaders to align people systems with business strategy for creating success factors. Her HR endeavours have led to the receipt of "HR Super Achievers" & "Most Influential HR Leader in India" by Dr. Marshall Goldsmith. She has also been awarded the "Exemplary Women".

Rajeev Chalana,
CHRO India & HR Director - India &
SEA, Vesuvius

Rajeev is an exemplary HR professional with over 20 years of experience across the gamut of core HR competencies across the Manufacturing sector, R&D besides being an ex-Army Officer. He is an MBA graduate from the prestigious SYMBIOSIS INTERNATIONAL UNIVERSITY.

As an HR Leader, he is highly proficient in initiating purposeful interventions across all technical HR disciplines as well extending his expertise across the larger organisation in South Asia. His hands-on experience and can-do attitude backed up with his intimate knowledge of all facets of statutory and regulatory compliances governing HR/IR laws, largely helped him in his ability to handle factory workers, both in an unionized and non-unionized environment. His strengths have been his empathy, his exceptional interpersonal skills, his transparency and integrity.

Rajeev is also a higher order sports person with passion for playing Golf, Squash and going for cross country runs. He has been in the Indian Army in 56 APO as an Infantry Officer, having served for 6 years and being posted in 3 extremely hazardous locations.

Post his honourable Short Service Commission tenure in Army, Rajeev had a stint of 10 months with Essar Steel, post which he moved on to Lear Corporation. He stayed with Lear for 10 years in which his last assignment was as Head HR, India Engineering Centres. At #Lear, Rajeev was instrumental in transforming the HR division into a strategic business partner capable of working with senior management in driving key business imperatives.

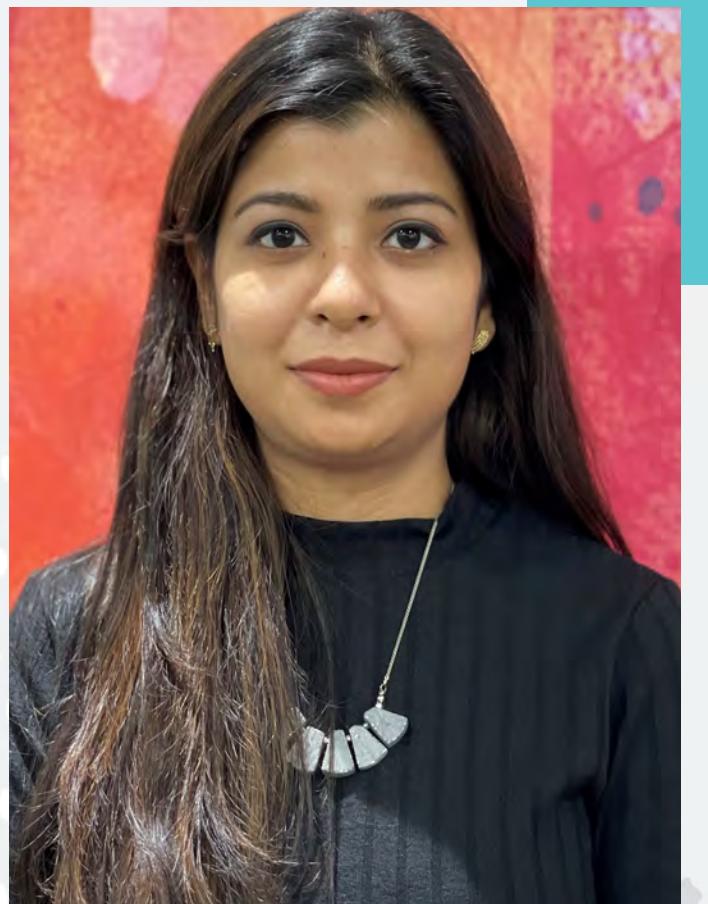
Since May 2018, Rajeev has been associated with #Vesuvius India Ltd., Vesuvius PLC group company – a global leader in molten metal flow engineering and technology, principally serving the steel and foundry industries. He drives the HR initiatives for Vesuvius in India, Thailand, Malaysia and Vietnam.

He has, further, played a key role in significantly restructuring the business organization for India and Southeast Asia to better focus on the end customer needs and quality of the services and has been instrumental in developing the culture of the regional organization thru engagement surveys and employee perception studies. These initiatives have resulted in the management & the employees sharing the same vision, philosophy and goals. This has established the



organisation as a credible employer in South Asia and has been attracting the right calibre of talented people required by our business.

Managing the people complexities around the current rapid expansion of the India & SEA business concurrently with significant capacity expansion projects in both Kolkata and Vizag is what keeps Rajeev energised these days.



Pallavi Singh, Sr. Manager HR Business Partner, Providence Global Center

Pallavi has an experience of close to 14 + years spanning across Product & Technology, Product Support, Financial Services, Engineering Services, Data Analytics & Data Sciences. Extensive experience in setting up HR business processes & systems right from inception including making expansion plans & capitalising on growth opportunities aligning to the business objectives. She is proficient in ensuring smooth running as well as enhancement of HR process operations along with introduction of new HR practices in alignment with business operations. She is experienced in strategic business partnering dedicated to support continuous process improvement driven by data and analytics.

In her current role, Spearheading the talent, performance, and recognition strategy for engineering pillars across the organisation. Coaching managers and leaders to develop capabilities enabling themselves to be ready for the next level through various programs such as new manager assimilation, group coaching and Leadership coaching

Pallavi has been instrumental in strategising and driving Diversity, Equity & Inclusion initiatives, resulting in the DEI award for Providence Global Center (winner 2022). She has successfully coached business on Workforce Planning and Talent strategy, to enable the organisation capability to deliver on the business strategy and Leading Ambassadors Initiative which includes strategy and execution of initiatives to build a sense of belongingness and enable employees to live the values of the organisation. Pallavi has been instrumental in developing & implementing innovative strategies to achieve record 95% retention of top talent in 2017 & 2021

While working with Teradata, Pallavi implemented the vision & framework to bring Engineering mindset in Engineering and designed and executed management development program, a Leadership community to foster learning leadership skills leveraging collective knowledge.. She has also worked with CA Technologies and Oracle. At CA Technologies, she Designed and successfully executed a unique management development program branded as "deVarsity" and Created compensation simulation model which was implemented as a best practice which involved extensive employee comp data analytics & research to build this excel based tool.

Archana Rajesh, Director - HR, SuisseTechPartners

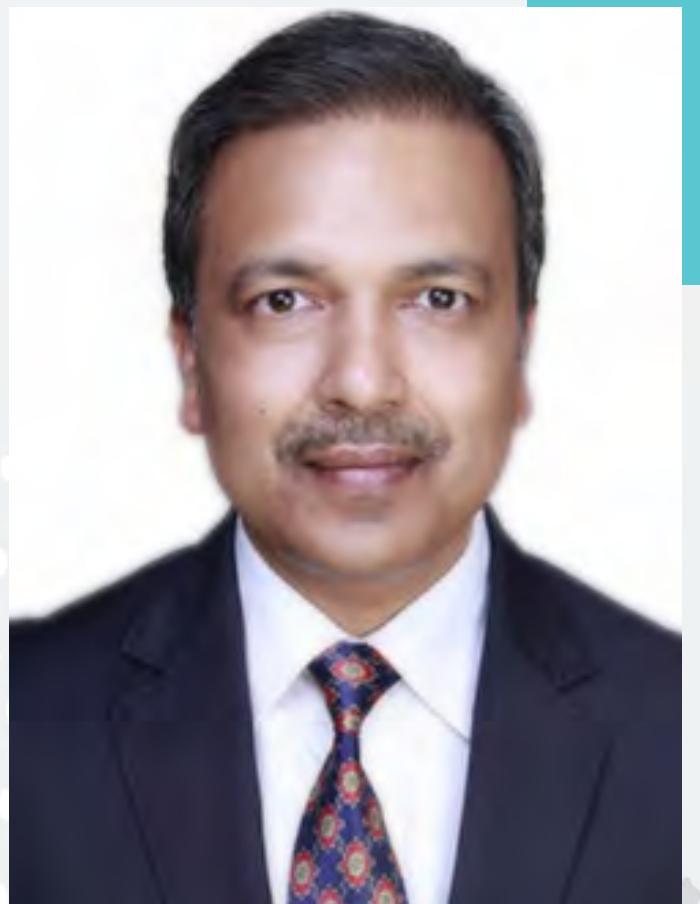
Ms. Archana Rajesh is a seasoned HR Leader with more than two decades of experience working in the IT industry especially with Founders cum C-Suite Executives across the globe. She has eventually ascended the success ladder by adhering to the principle that organizational goal is the end-point towards which all the human activities at workplace should be aimed to nurture a result-oriented atmosphere. Auxiliary, she believes that teamwork begins by building trust and effectively mapping the employee needs to create a Positive Employee Experience environment.

What sets her apart from other HR Leaders is her ability not only to manage and build the existing organization, but she possesses the pragmatic aptitude or acumen to initiate, build and implement strategic plans from scratch. She has single-handedly incorporated a Swiss based MNC in India and set-up their complete business operations. She has an experience in setting a start-up from "Form - Storm - Norm - Perform" phase of organization maturity by implementing strategic initiatives for enabling the desired culture and augmenting efficiency at all levels.

Presently she is spearheading as Director – Human Resources at #SuisseTechPartners and is accountable in her capacity for the enterprise-wide talent management, workforce retention, learning and growth programs. Besides, she has also managed multifarious activities related to Organizational Development, Strategic Management and Business-Operations by diligent Cross-Functional coordination as Country Head – Human Resources at Multifonds (A Temenos Company).

Archana has been recently featured among the "Top 10 Best HR Leaders in IT Sectors 2022" in CEO Insights Magazine. She has also received a Woman of Excellence Award – 2022 for her incessant professional achievements.





Subir Verma,
Head of HR (T&D Cluster
Companies), Tata Power

Subir is author of the book, "Job Search Secrets - Master the art of getting a job" Published by Penguin. He is an Engineer & Management post graduate from XIM, Bhubaneswar. Subir has been responsible for many people oriented initiatives across the organization along with providing immense support through progressive people practices during the pandemic period.

In a career spanning over 22 years, he has worked in Information Technology, Telecom, Retail, Financial and Manufacturing sectors. He has previously worked as Head HR Business at #TataPower, Director HR at Tata Communications, CHRO at Augure, General Manager at #Reliance Communication and Reliance Industries Limited.

He has authored many articles for The Times of India, Indian Express, Hindustan Times, Competition Success Review, Silicon India, HR Katha and magazines.

He has been conferred with CHRO of the year 2019 award, HR Leader of People's choice by Business World for year 2020, Best TA Person by Hindustan Times and Power of Idea Winner by The Economic Times. He is also a part of CII's Committee of Industrial Relation, Advisory Board of ISM, Patna, TM University (UP) and Atal Innovation Committee (Nalanda) under Start up India program of Government of India.

Subir was instrumental in leading the Human Resources function along with his team during the period of pandemic through guidance on implementation of various initiatives like vaccination for their workforce during the initial phases of vaccination, providing health and wellness support through internal dedicated teams including arranging essentials, food delivery to the affected families, oxygen concentrators, essential covid care kits, engagement initiatives for employees, family members to uplift employee spirits, etc.

He is passionate about helping students, job seekers to achieve their career and life goal.

Vinod Nair,
Head of Human Resources,
Canpack India

Capt. Vinod Nair has over two decades of Corporate experience and has worked with companies namely Ispat Industries Ltd, Asian Paints, #EnduranceGroup, Volkswagen India, Greaves Cotton Limited, IBF S.p.A - TUBACEX Group. Vinod has donned multiple hats and played a crucial role in Business partnering. ranging from HRBP to Asia Head of HR. Today Vinod is responsible for the entire gamut of HR at #CanpackIndia.

Vinod is an Economics graduate and has done dual PG diploma in Personnel Management and Labour law. In addition, have done certifications in HR analytics; Strategic HR, IR; Coaching for Performance and Job evaluations, HRBP , Compensation & benefits. He is certified Learning & Development Manager and certified in Psychometric assessment.

Vinod has won multiple awards like Most Influential HR leaders, Top 100 HR Minds ,a decorated soldier and more. An alumni of Officers Training academy, Vinod have spent his initial years of his career in the armed forces, have diverse experience of both operation and staff appointments, over most inhospitable terrains and challenging situations.

As an HR leader, his focus has been on building a high performing team and enabling organisation in developing and deploying business aligned people strategy, shaping organisation culture & shared values. He has hands -on experience in Strategic HR, the culture Integration required in an acquisition as well as change management and transformation in a demerger.





Atul Tiwari,
CHRO,
Spice Money Limited

Atul is an HR Professional with over 15 years of qualitative experience in HR Strategy, Technology, Consulting, C&B and OD Interventions across industries globally. He has in-depth experience in setting up and scaling start-ups and has hands-on experience in mergers, acquisitions, rebranding with large corporations. Strong on organization design, Organization restructuring, Shared Services for global entities.

Atul completed his engineering in Mining and MBA in HR. Previously, Atul has worked with Hexaware Technologies, IBM in global roles based out of Singapore and USA doing Human capital/Technology consulting and with Pricewaterhouse Coopers worked on HR Transformation projects. Atul moved to corporate HR role from consulting with PeopleStrong as an HR Head & Transitions Leader for their Cloud HR Product. Later he served in Puma Energy on Global Role and then with Oyo managed their Global Tech Organization.

Ajay Sharma,
Sr. VP & Head - HR & Training,
Taraashna Financial Services

Ajay is currently associated with Taraashna Financial Services Limited- Group Company of Satin Creditcare Network Limited. Through his varied experience of 22 years he has been adept in planning, formulation, implementation & execution of HR Policy, Attracting Right Talents, Recruitment & Onboarding, Compensation & Benefit Analysis & implementation, PMS & setting up of KRA, Rewards & Recognition, Competency Mapping, Employee Training and Development & Succession Planning, Maintenance of Establishment functions i.e. Statutory & Legal compliances, Effective Employee Engagement & Ensuring apt time-bound communication for healthy employee relations.

In his current assignment, he is steering HR & Training vertical & Manpower Planning, Designing compensation structure, setting up Performance appraisal mechanism, Formulation of various HR Policies, Training & Development and Employee Engagement etc.

Ajay has been a great resource for #Taraashna who has helped in changing the face of HR completely by his various new initiatives. Ajay has been leading a team of 26 vibrant HR & Training personnel PAN India. He is meticulously working with various Business Heads closely as their business partners and has been successful in addressing the concerns raised by them timely and thereby ensuring smooth business operations. He always believes & states that unlike earlier traditional HR, HR in current times should have sound business expertise to cater to their business partners.

Talent acquisition in MFI has always been a challenging task. Ajay has been exceptional in setting up a robust recruitment process & making it a walk for its own organization by exploring various recruitment avenues like conducting recruitment in remote villages, Campus recruitment, Getting apt manpower from Skilled Development Centres, newspaper advertisements, Employee referral drives etc to assist the business heading towards set targets & help them achieve the same.

Under his guidance and support his team has been exceptional and has been able to recruit 500 Community Service Officer (Field Forces) across areas of operation in a span of just 2 months which is a highest ever recruitment nos. accomplished within given TAT.



Ajay has visited various campuses i.e. IIMA, IRMA, XIMB and other management institutes to hire best talents to strengthen the TFSL Ops & other support team and number of hires still continuing and delivering the expected results.



Priyanka Mohanty, Vice President - Global Corporate HR, Startek

She is an accomplished HR professional with diverse experience in various facets of #Talent Management, Talent Development, Global #HR Policies and Processes, #Diversity, #Equity & #Inclusion (DEI), Employee Value Proposition, Cultural Integration, Change Management and Employer Branding. She currently spearheads Global Talent Management in her organization, spanning 13 countries along with championing the cause of Diversity, Equity & Inclusion. Priyanka also anchors strategic initiatives and is responsible for collaborating with partners across geographies to successfully align strategy and practices. She has been instrumental in facilitating multiple HR recognitions from esteemed organizations such as Great Place to Work, Economic Times, Aon, Kincentric, SHRM, Confederation of Indian Industry, ASSOCHAM, BWBusinessworld, People Matters, NCPEDP etc.

In the last 4 years, she has individually been conferred with awards like 'Woman HR Leader of the Year' by Businessworld, '22 Women Achievers of 2022' by HR Association of India, '40under40' by Jombay to recognize 40 young HR leaders in India, '40 over 40' by ShethePeople, 'Diversity Champion' by Women's Web, 'Women Achievers Award' by Associated Chambers of Commerce and Industry of India (ASSOCHAM) & more.

As an HR thought leader, she has been a speaker in diverse forums such as Great Place to Work Institute, Sarthak-National Abilympic Association of India, SHRM, BWBusinessworld, Confederation of Indian Industry-India Business Disability Network (CII-IBDN), Associated Chambers of Commerce and Industry of India (ASSOCHAM) and more.

Patwari Govardhan Vamshi, Group Chief Human Capital Officer, Easa Saleh Al Gurg Group (ESAG)

Vamshi Patwari, Group Chief Human Capital Officer (GCHCO), Easa Saleh Al Gurg Group (ESAG), Dubai UAE. The Group is a multidivisional conglomerate with 27 companies. The Group has a range of diverse product and business interests that predominantly include industrial, retail, building, construction, and joint ventures. With an active presence throughout the #UAE, #Oman, #KSA & #India.

He is considered as a highly accomplished, proven Strategic HR Leader with an overall experience of over 20 years with expertise in building, managing, delivering, and leading various high-impact people interventions. He drives ESAG's Employee Performance, Engagement, Change Management, and strengthening people capabilities programs; he works closely with the Group Business unit Leadership team extensively on strategic framework projects of organizational & Leadership Change Management.

Vamshi plays an instrumental role in continuously setting benchmarks and implementing best people practices, creating a solid leadershi pipeline from within, thereby strengthening and creating future leadership capabilities and competencies of potentials of Group.

Currently, he is driving HR strategies of organization development & design initiatives, #Learning & #Development, #Rewards, #Leadership Assessments. Additionally, he holds personal responsibilities of Leadership Hiring, Succession Planning, #Talent Development, Performance Management, and #HR Policy Governance & Risk Management.

Vamshi has been involved in designing & instrumental in Group HR technology transformation project this year by introducing digitalization in all people processes through Cloud & Mobile platforms to improve Employee Experience, operational efficiency, control, and governance of Easa Saleh Al Group (ESAG). He works closely with Group GCEO & Corporate Leadership and partners with Business units CEO's & GM's to drive people agendas linking to Growth & Business Strategies . Before joining Easa Saleh Al Gurg Group (ESAG), Dubai, He worked in India with Panacea Biotec, Indian School of Business, and Magnaquest Technologies Ltd

Vamshi completed his MS in Human Resource Management and Development, The University of



Salford, Manchester; Advanced Level 7 Human Resources Management program from CIPD-UK, Executive Education Program: Next Gen - CHRO – from Indian Institute of Management Bangalore, Executive Leadership Programme from, Saïd Business School, University of Oxford, Talent Management Certificate Program (TMCP) from Institute of Organization Development, USA



Vembu Krishnamurthy,

Senior Vice President, Human Resources and L&D, GRT Group

Mr. Vembu is an XLRI ALUMNI and Global HR professional with over 27 years of multi-industry experience in all aspects of Human Resources, both International and Indian, covering different industries -#Manufacturing, #Retail, #Engineering, #InformationTechnology, #Pharma and #LifeSciences #KPO, #Infrastructure and #Power sectors. His geographic experience spans across #India and #Europe. He has been in leadership level Global roles based out of several countries in Europe and India, and handling end-to end people related issues of these countries.

His strategic expertise areas include Business Process Engineering, HR strategy for short term and long term in alignment with organizational requirements. He has handled HR integration in M&A environments with expertise in handling organizational turnaround strategies. Mr. Vembu was part of the leadership team that built Bioclinica India and its acquisition of Synowledge LLC, a pharma KPO. He has worked for billion-dollar organizations like Cognizant, Sundaram Finance, WinWinD Power Energy Private Limited, #GRT Group and SRF Limited Ltd. Mr. Vembu began his career as an Army Officer in the Special Forces and led teams in active battle situations. Many of the leadership and management techniques he brings into work was learnt in the army.

During his 4 years in Europe as the Global Head of HR, he independently managed the resource optimization & Business Process Reengineering at all European offices across Europe, for achieving cost savings of over € 18 Million annually – this helped turn the company around into profitability. He was part of the turnaround team that redesigned the processes and brought objective measurement of objectives across businesses.

Pooja Bhasin,

Senior Director - Human Resources, Ticketmaster

Pooja studied English Hons. from Lady Shriram College, Delhi, did an MBA in Finance and Marketing from FORE School of Management, New Delhi. She put all her learnings into practice when she started working in an Advertising agency as a Creative writer and a Client Servicing Executive, but got my first break when she worked with Motorola in Projects in the Telecom Infrastructure team and Marketing Communication.

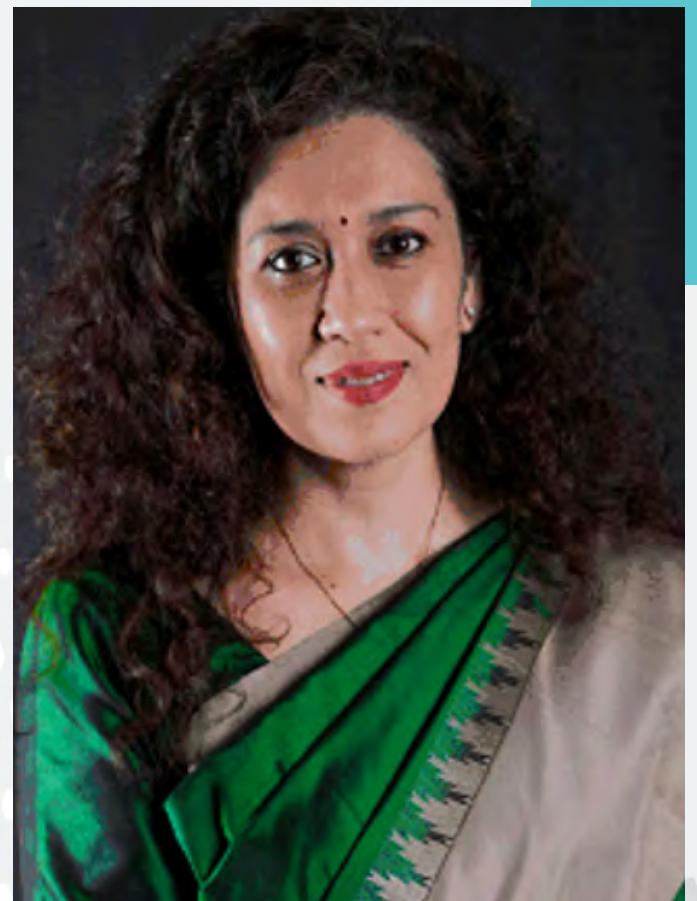
She worked in #US, in #UK, in all major cities of India and finally moved to GE where she started her HR career. The 5 years at #GE involved Hiring, Employee Communication, e-learning, HR Business Partner roles and then came Citi in Mumbai with stints in Learning & Development and Communication. Post this she worked with Fidelity with Organization Development.

A new chapter of life started when she moved to Head HR (North & East) for ICICI Prudential Life Insurance Company Limited. Thereafter she started a brilliant journey of becoming a HR/Behavioural trainer. She trained at Infosys / Accenture & post that worked as a Consultant with #Ticketmaster.

It's been 27 years of working and growing from a freelance creative writer to being someone in a position of responsibility is a satisfying thought. She has been through many functions, industries, locations and cultures. What she has done is now all culminating into useful learnings to navigate the current role and teams what she leads.

In essence, it's been a journey of hard work, perseverance, patience, passion, endurance and above all integrity and values which to her are the cornerstone of a career.





Sudakshina Bhattacharya, CHRO, HDFC Ergo General Insurance

Sudakshina is an experienced HR Professional having a dynamic exposure in all facets of the HR domain and is a practicing HR professional for over a decade. She has experienced the pinnacle of success through her proficiency in various sectors like Telecom, Hospitality, Entertainment and Financial Services industry. In her current role, she leads the HR team at HDFC ERGO General Insurance Company Ltd. in the capacity of Chief Human Resource Officer.

Sudakshina has successfully built high standards for performance within organisations by setting up work environments which engage, align and motivate employees. She emphasises on employee research to study human behaviour to help predict and enhance individual and organizational performance. Sudakshina is known to introduce people practices and programs that are unique and impactful.

Sudakshina is Co-Active Coach from CTI, USA and PCC from International Coaching foundation. She is the Honorary Vice- President at WICCI (Women Insurance Chamber of Commerce in India). She has been awarded with the ET inspiring Women Leaders Award, recently. She is founder of the social interaction platform - Compassion Circle.

Animesh Kumar, Chief People Officer, Zee Entertainment Enterprises

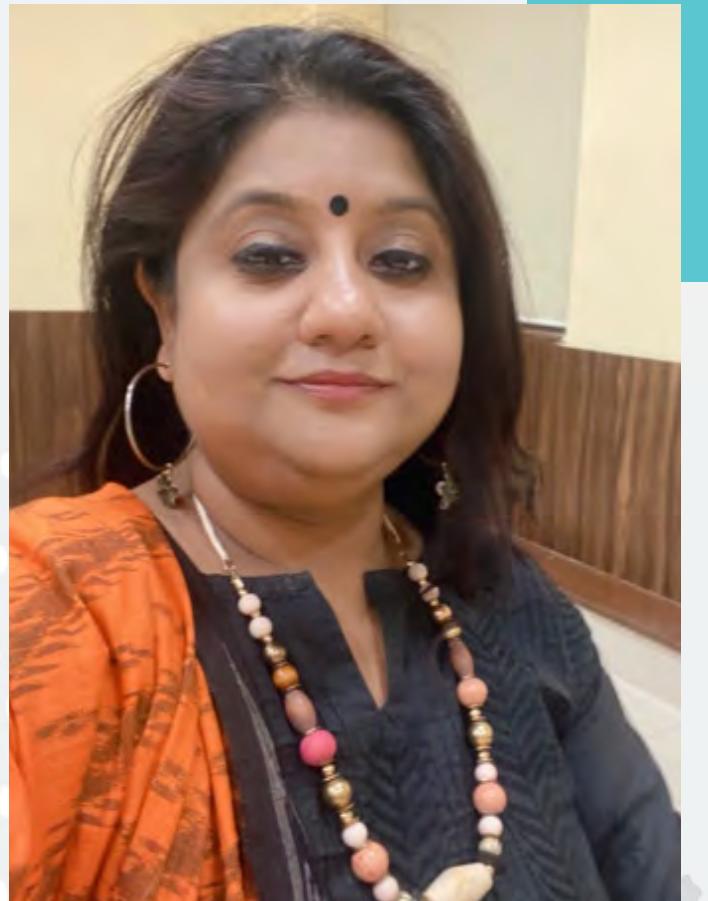
Animesh leads the people and transformation agenda for the Company and is also responsible for driving the diversity & inclusion, employer brand and the overall organizational change required to enable the ZEE 4.0 transformation. In addition, Animesh works closely and mentors the Corporate Responsibility and CSR teams internally.

Animesh joined #ZEE in 2018 as its Chief People Officer and under his leadership, ZEE has emerged as the Employer of Choice and one of the Top 50 Workplaces for Women in India. With almost 30 years of experience across FMCG and Financial Services and the Media and Entertainment sectors, Animesh has led the HR function across large Indian and Multi-National Companies.

In his previous stint, he was associated with the Future Group India as the Chief People & Transformation Officer and prior to that, Animesh has worked with #IDFC Group for almost a decade. As a member of the Executive Committee at IDFC Group, he was responsible for leading the Human Resources; Marketing; Corporate Communication and was the CEO of IDFC Foundation, driving corporate responsibility and community engagement for the Group. In his earlier stints he has worked in RBS, Standard Chartered Bank, Thomas Cook and Marico Limited.

Animesh has served on Boards and has worked closely with non profit organisations helping them enhance internal capacity to increase their social impact. His interests include leading organization transformations in both, the for-profit and not for profit/social sector, improving diversity & inclusion in organizations and coaching senior leaders.





Moushumi Dhar, Chief Human Resource Officer, Blox.xyz

Moushumi has close to 20 years of work experience in Human Resources, People and Culture. She has done her master's in business administration from #XIMB and is a gold medalist holder in her graduation studies

She has worked in top global brands for India and other geographies like Microsoft, Boston Consulting Group (BCG) etc. She has played a strong role in building up Tech Start-up Unicorns like Ola. She has played a strong role in managing and transforming global Human Resources for Zucus. She has been one of the core team of setting up of ground up the American unicorn Real Estate tech firm Compass which started in India during Covid Times.

In her capacity as HR Head, she enabled the set up from hiring top tech and other talent to culture building to setting up key critical processes- Compass has been a story of resilience in the way an entire org has been built from scratch with the best talent onboarded and culture built to make a great working environment -all virtually. Moushumi is valued as a strategic partner and team player by CEOs and business leaders as well as employees in general.

She advocates a program-based approach to managing various aspects of Employee lifecycle to make HR and people function more strategic and metric driven. Her special focus is on ensuring strong learning interventions and employee development to ensure people upskill, value their own professional development and have a growth mindset.

Moushumi is also an artist, painter, writer and a learning specialist. She has trained many students in communication skills, English language skills and overall confidence building.

Sheetal Bhanot Shetty, Chief Human Resource Officer, Infra.Market

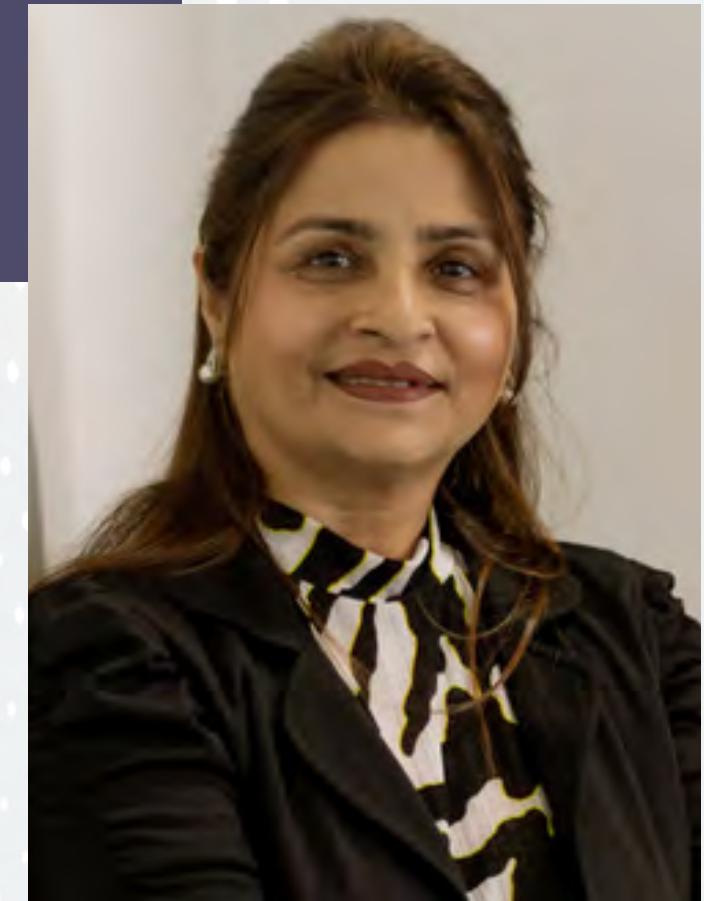
Infra.Market is India's Leading Tech Enabled Construction Solutions Company. With a vision of transforming the entire construction ecosystem and its supply chain in India and abroad, the company is rebuilding the future of construction through technology and innovation.

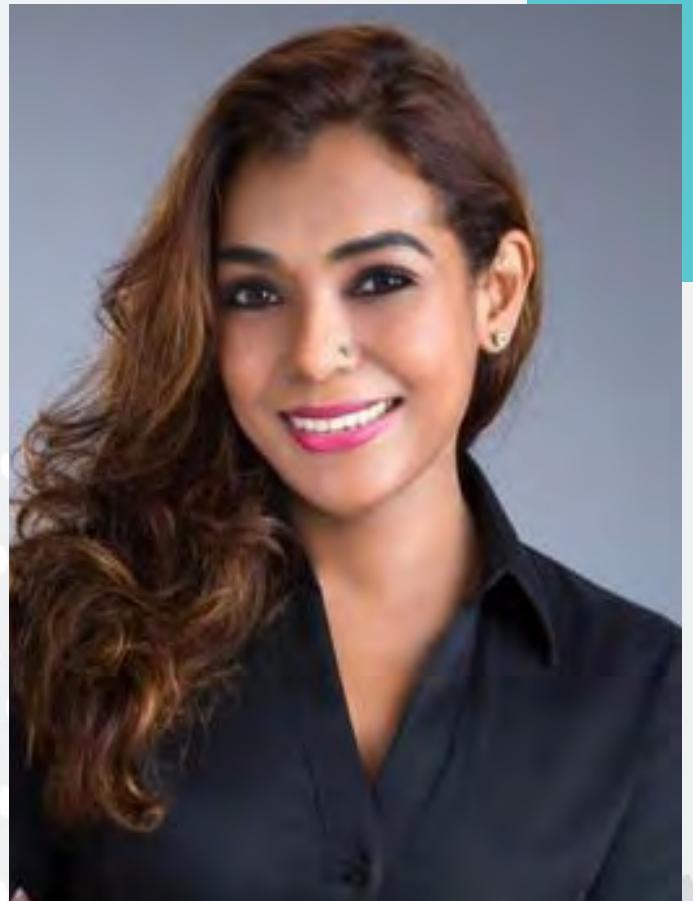
With over 2 decades of rich expertise across diversified industries including manufacturing, FMCG, hospitality, consulting, financial services and construction solutions, Sheetal is a strategic leader who aligns HR practices to fuel growth. Her people-first approach infused with dynamic thinking helps organizations lead diverse yet unique talent. At Infra.Market, Sheetal drives the company's efforts by recognising and rewarding performance, creating empowering opportunities for employees thereby delivering successful business outcomes. Responsible for steering expansion plans, she also spearheads mergers and acquisitions from early due diligence through long-term integration.

In the past, she has led the implementation of best practices, skilling initiatives and has been prolific in designing, transforming, and revamping the HR life cycle, aligning together with business strategy and culture building. Combining expertise in people management and executive leadership, she has held senior leadership positions in companies including ESAB, Johnson & Johnson, Taj Hotels, IMS Health, Edelweiss Group AG & Infra.Market. Sheetal was a core contributor behind the rapid expansion of the Ginger group of hotels, the entire employee lifecycle value chain, including manpower planning, performance consulting, and TAS selection and deployment.

Currently, she leads multigenerational teams with an unconventional approach and steers growth for Infra. Market using tools that support greater productivity and engagement. She is passionate about promoting workplace diversity with a culture of effectiveness and efficiency.

She holds a Bachelor's degree in Psychology and has pursued Masters in Applied Psychology and Organization Behaviour followed by Research Methodology and Stats from TISS, Mumbai.





Gayatheri Silvakumer, Chief Talent Ocer, APAC, McCann WorldGroup

At #Bombardier (APAC), Gayatheri played a vital role as a positive cultural change agent, consultant, and business advisor to the Senior Executives. She collaboratively led the organisation's transformation and stabilisation through the FNP mode, moving through each stage as they overcame challenges, learned to collaborate, and eventually focussed on achieving a shared goal, cultivating a high performing culture, and aligning talent practices and initiatives between global and local operations.

Gayatheri partnered with business executives to formulate a strategic workforce plan resulting to relocation of Engineering COE for #APAC to a more cost-effective location. This resulted a 40% reduction in operating costs and an expatriate cost saving of USD\$1.8M through a robust local succession plan and knowledge transfer program. She was responsible for boosting employee engagement significantly by 35% and sustained attrition of less than 5% averaged.

Gayatheri has led execution of people strategy, trade union negotiation and successful transfer of undertaking of employment for critical projects such as #LOTRAIN, approx. £358 million project in the #UK. She has a track record of developing integrated people strategies that meet organisational and client needs for successful bids, such as the New Tube for London-Joint Venture with #Hitachi and BOMBARDIER (approx. £1.4B). | Mersey Travels, Liverpool (£645 million) | Manchester Metro (approx. £895 m) | South West (approx. £160 m).

Prem Singh, President - Group HR (Group CHRO), JK Organisation

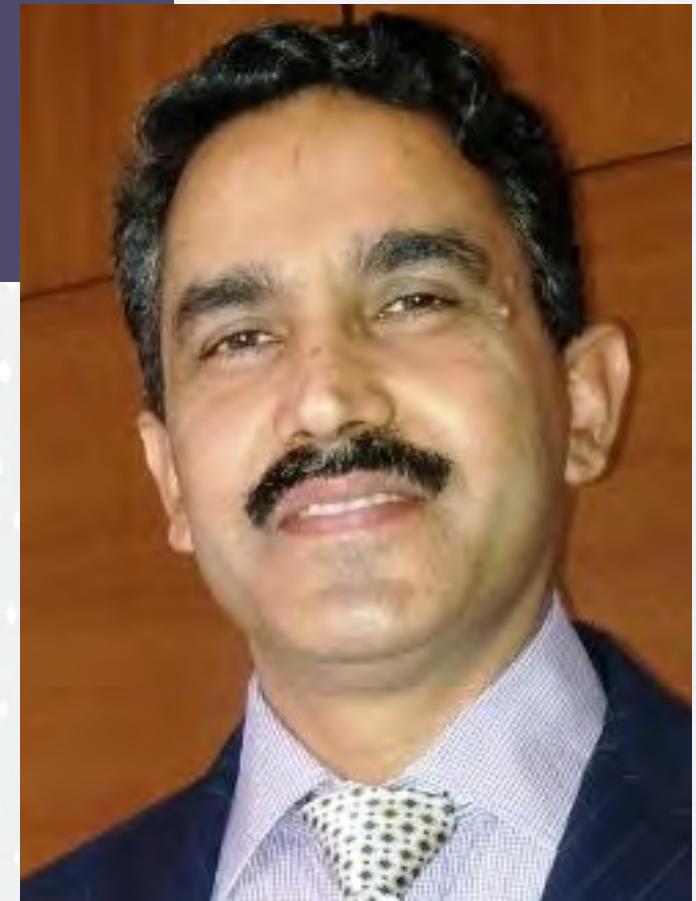
Prem brings with him a rich experience of 30 years out of which 27 years has been in India and 3 years outside India, for an expatriate assignment. In addition to HR, he has also got significant experience in business areas like Six Sigma, TQM, CRM etc. He is a certified Black Belt in Six Sigma. He is also a Trainer accredited with All India Management Association. He is an Executive Coach certified by Marshal Goldsmith; and a Strengths Coach, trained by Gallup.

In his current role, he leads the HR function, providing strategic direction towards transforming HR as a future ready business ally. The group, with interests in diverse sectors like tyre, paper, cement, agri-genetics, engineering, dairy, snacks, risk insurance, education and health – has over 50000 employees at more than 100 locations, including 30 plants. In addition to heading HR, he also holds several other responsibilities, like Member, Management team & Member, Academic Council, #JK Lakshmipt University and Coordinator, Directors & Senior Executives Council – a strategic think tank of the group, which comprises of all Promotor Directors and all the CEOs.

Prior to joining JK Organisation, Prem worked with #Wockhardt Ltd. as the President Global HR, where in addition to HR, he was also responsible for corporate communication across the group; and the Managing Trustee, Wockhardt Global School. His previous assignments were with #Piramal Group, #Essar, #OwensCorning, #JCB etc. Prem has experience across several sectors ie Pharma, Engineering, Steel, Infrastructure, Chemicals & consulting– in multi-cultural environments in India and abroad.

Prem and his team's contributions at JK Organisation have been well acknowledged in the form of several awards conferred on the Group as well as the group companies - like "Dream Organization to work for", "Great Places to work" etc. During his stint at #Wockhardt, for the first time the company bagged three awards in "Great Place to Work" study, including #1 rank in the Pharma & healthcare industry. He was recognised with "Chairman's Leadership Excellence Award", in 2016, for his leadership and transformational HR initiatives. Prem was also awarded with the Global HR Excellence award at #OwensCorning (India).

Prem has been very active in various professional forums and has been recognised with several awards for his contributions in the field of #HR. He was



awarded with the Seasoned HR Leader award by National HRD Network in 2017. He was awarded as the Top 50 HR Minds by CHRO Asia in 2016. In 2017, he was awarded with Dronacharya award. In 2018, Prem was recognised by Dr Kasturirangan at NDIM for innovations in HR award. In 2022, he was awarded with Pride of HR award by the Top Rankers Management Club.



Alex Ang,

Group Head, Human Resources,
BreadTalk Group

Alex Ang is a Strategic Thinker and Transformational Leader with a proven track record of developing and crystallizing internal capacity in alignment to company's strategic priorities, and highly effective in mobilizing the organization behind those priorities to enable sustained business growth. Also, a well-respected Organizational Change Champion, with a demonstrated track record of crafting, effecting, and managing major organizational transformations, coupled with strong business acumen and strategic thinking capabilities.

He is a people-oriented leader with high energy and charisma, able to engage organization leadership and stakeholders. Business partner who easily moves from strategic leader to a hands-on team member as required. Well-travelled and culturally astute. Alex has worked with international, state-owned, and privately owned enterprises for more than 25 years with global experience (Asia Pacific, North America, and Europe regions) in Corporate, Regional and Area roles.

He has worked with reputable companies like Millennium & Copthorne Hotels, #ChareonPokphand, #JinJiang, #Starwood, #Marriott, #InterContinental and #Raffles with commended performance and proven results.

Prior to the current role, Alex was the CHRO at #ChipEngSeng (CES) Group responsible for the full spectrum of Group Human Resources function in Building Construction, Civil Infrastructure, Precast Technology, Property Development & Investment, Hospitality and Education businesses operating in Australia, Cambodia, China, HongKong, Indonesia, Malaysia, Maldives, Myanmar, NewZealand, Singapore, Thailand, USA, and Vietnam etc.

During his stint with #Millennium hotels & resorts, Alex was responsible for a headcount of near 12,000 employees over 130 hotels worldwide including Europe, NorthAmerica, and Asia.

He is a Guest Lecturer for Les Roches Jin Jiang International Hotel Management College, Guest Speaker for various hotel & HR forums, Judge for Asia Recruitment Award in 2019 and 2020, Judge for Singapore HR Vendors Award 2021.

Udaiy Khanna,

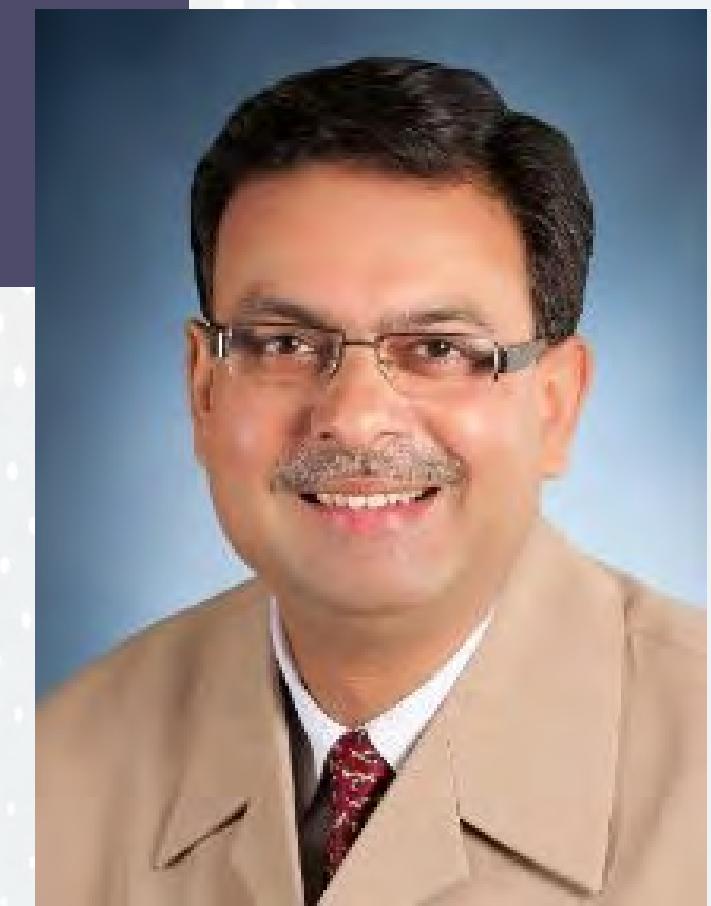
Executive Director & Head of Human Resources, Dalmia Cement

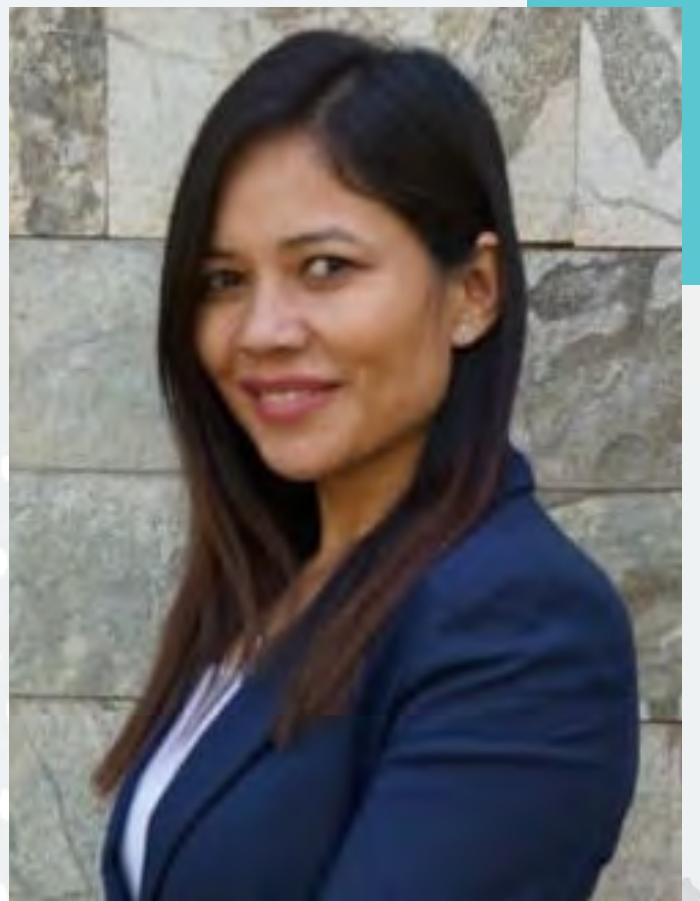
Udaiy is a Multifaceted leader with 3 decades of extensive experience in Human resource across various Fortune 500 companies. While working in diverse industries such as FMCD/G, Wholesale & Retail, he has played an instrumental role in bolstering business growth and expansion through a seamless integration of people, process, and technology.

Udaiy is highly skilled in HR interventions, people program transformation, revamping of policies and procedures, performance management, and succession planning in a complex matrixed environment.

In his previous role, Udaiy was CHRO - Director of Human Resources & Member of India Board, Metro Cash & Carry Ind Private Limited. Prior to that he was Head - HR for #Samsung India and has also worked earlier in #Walmart India, #GE Capital/ #Genpact. At the start of his career he had an enriching entrepreneurial stint of almost 9 years.

At Metro Cash & Carry, through a combination of multiple initiatives led by him, #Metro was rated by GPTW amongst the Top 100 (Rank 23 in 2021), ranked Top 10 in Retail for the last 5 years and also bagged the Best Workplaces in Asia - Rank 69.





Roopa Mehra, Head HR, Kyocera Document Solutions India

Roopa is a Passionate, Enthusiastic, Go Getter & Result Oriented HR professional with extensive 18+ years of HR experience in planning and directing all areas of Human Resources with different industries (Export Import, Textile, Logistics, Solar, IT, Office automation). Certified Trainer "POSH- Prevention of Sexual Harassment at Workplace" & a Behavioral Trainer. Her "Passion" towards establishing something from scratch and making herself a part of growth journey, has given me various opportunities to set up the HR department in various startups across the industry verticals like IT, export, renewable, Logistics, Horticulture, service etc.

She considers herself an "Employee Happiness Champion", who very well understands the HUMAN in Human Resources. Her very first aim is to create a "Happy People's Organization" by motivating all employees to be efficient and productive in working.

Her efforts towards making a happy organization have been awarded by my all employer, including current employer. She has been instrumental in reducing recruitment costs and lead-time and also executed time bound mass recruitment campaigns, including Campus recruitments and Increased the head count from 30 to 240 in just 1 year including CXO level Team for all the group companies in RAVI Group. She is responsible for full automation of all HR functions, within 03 months of joining in "#Kyocera Documents Solution"

As an HR professional, I have taken many initiatives to build a skilled and highly talented workforce. She has conducted various sessions on topic "POSH"- Prevention of Sexual Harassment at Workplace. In addition, developed & conducted various Behavioral training modules (Communication Skills, Grooming skills, Time management, Interviewing Skills, Out bound Trainings, Team Building activities, Induction Training, Philosophy Trainings).

Sharmila Khan, Director HRBP, Micron Technology

Sharmila Khan is a People Leader with diverse experience in Strategic, Consulting and Operational facets of HR. A strong business acumen combined with an ability to strategically execute organization imperatives, her interventions and programs have led Micron to win several prestigious industry awards in the last 3 years.

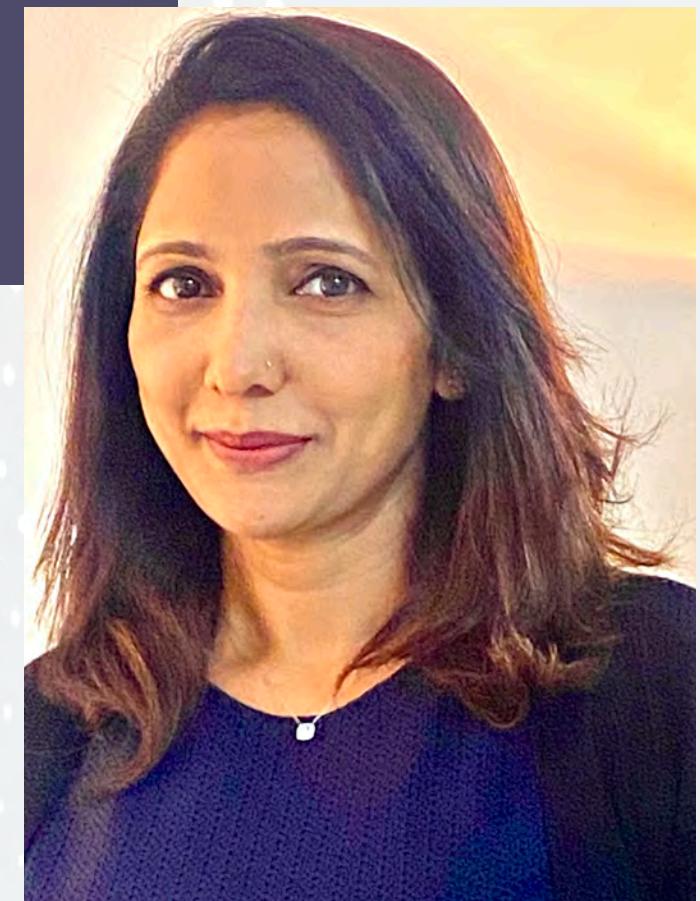
With a solid experience in managing the entire gamut of #HR practices & CoEs, Sharmila's driving force is people, and she states, "it's all about people - once the vision is in place, we must empower people to drive it. Placing the right people in the right positions, and understanding what forces drive them, their careers, goals, and personal aspirations can create the magic in organizations. Hiring the best, developing the best, recognizing the best are our focus, and we empower Managers and Leaders to live by this philosophy every day." This led to #Micron India's certification 3 times in a row by the Great Place to Work.

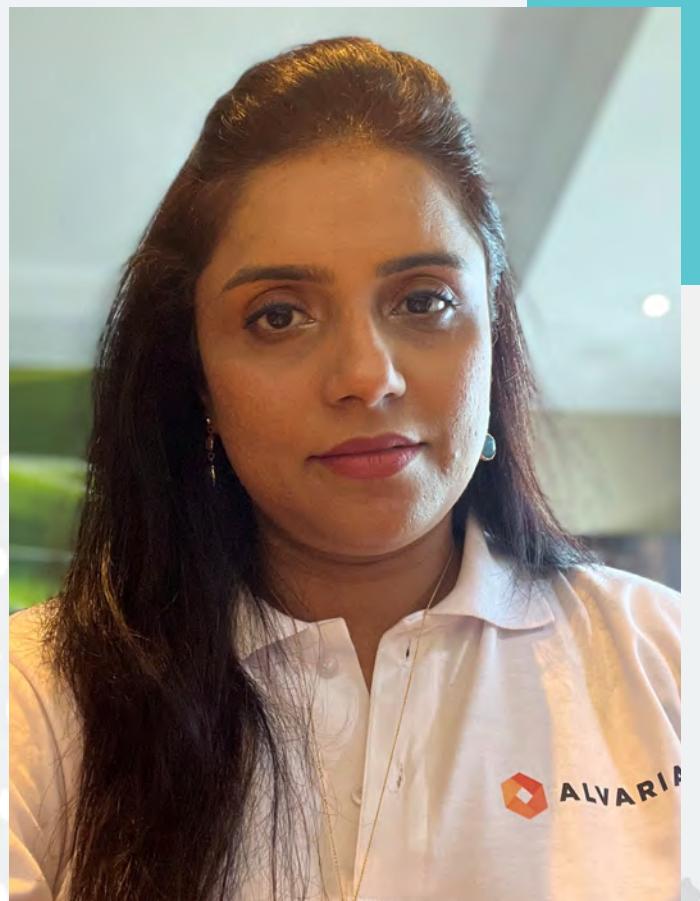
At an individual level, Sharmila, has been the recipient of diversity Award 2021 by #Jobsforher for driving Topmost innovative practices for women leadership development. She has worked in several Leadership roles with companies like #iPolicyNetworks, #3Com, #Microsoft, #CATechnologies, prior to #Micron.

At Micron Technology, she set up the People function, operationalised programs, and processes in the early days, and grew the headcount from 100 to a ~3400+ strong workforce today. The team also launched many initiatives based on Micron's People First culture.

Her illustrious career of 10 years with CA Technologies is marked with pathbreaking work in DEI and Competency Development.

A Masters in Literature and Economics from #DelhiUniversity with OD from TISS and DEI certification from #DTUI San Diego, Sharmila is also an active participant in ABI's Grace Hopper India Conference and an active speaker with #JobsforHer, #Nasscom and #Zinnov.





Sweety Rath, Vice President - Global HR, ExtraHop

Having worked with organizations like #Alvaria, #Pegasystems, #CenturyLink, #NessDigitalEngineering, #Ocwen Financial Solutions, Sweety is an an #IIMBangalore alumni with over 17 years of experience in strategy building that involves Business Goals & Human Capital Management.

In her current role, she is working with the global functional heads driving key business objectives through OKR & KPI's across business functions. This involves Talent Attraction, Talent Development, Change management, Leadership Coaching and Culture Building. I work on creating effective interventions to improve Productivity, Performance & Drive results on the foundations of Core Values.

She is driving M & A across the pillars of #People, Process, Technology & Operations Inclusivity & Culture integration are few aspects in my global role driving transformation. She has deep seated knowledge of markets, study of trends, implementation strategy of Total Rewards, Benefits, Legal & Compliance across #APAC, #EMEA, #LATAM and #US

Sweety was instrumental in driving People, Process & Technology led M & A of Noble systems and Aspect Technologies during the pandemic with key integration of 700 global resources and driving over 20 million USD synergy cost saving at Alvaria, Inc.. She was responsible for driving Employee Value Proposition (EVP) for Pegasystems & lead the effort for Best Place to work & Great Place to Work.

Sweety has won many awards like HR Leader of 2022 - Gold Winner, Human Capital Awards ET HR World, Women Excellence Award - March 2020, International Leadership Development Council (ILDC) & Academy of Management Professionals (AMP) awarded her for exemplary contribution in the field of Talent Management, Unconventional CHRO of the year, One of India's 20 Most Impactful HR Leaders of 2022.

Shilpi Jaiswal, HR Director, NICE

Shilpi is a mother, management graduate, full stack HR professional with 18+ years' work experience across industries ranging from Telecom, IT, Consulting and BPS managing talent functions. Shilpi is passionate about linking organization psychology with business challenges. Shilpi brings extensive expertise across talent management, organizational design & change management, workforce planning, HR analytics, leadership development, business partnership in driving strategic initiatives for global geographies and diversity aligned practices.

Shilpi recently joined NICE as HR Director, Head HR NICE Philippines based out of Manila. She is responsible to scale the site, establish future ready people practices and reengineer processes to bring maximum efficiency. Prior to that she served as the HR Director with Amdocs for over 6 years where she was leading the people agenda for R&D group globally, during her last year she was based in Cyprus. She worked across with different companies, diverse industries and

geography with organizations like Genpact, McKinsey, Nokia, and Microsoft where she played critical roles.

Embarking on her professional stint as an executive, Shilpi crafted her path of success by constantly reinventing herself, to be the change catalyst and create value for business and people. She is a strong proponent that the HR role is evolving to be Value creators and Culture Architect by being innovative in an ever-changing and demanding business environment. She endorses simplifying complex processes, driving insights from business challenges and enabling analytics driven people solutions which propels business growth while retaining the interpersonal connections.

Besides an exemplary experience, Shilpi is MBA -HR from ITM, certified coach and holds advisory positions in institutes. She loves traveling and exploring places and is an avid fan of artifacts, whenever the opportunity arises can be found exploring it across various streets.





Daniel Sharaiha,

Chief Human Resources Officer,
Bank al Etihad

Daniel Sharaiha has been in the human capital and customer experience industries for more than 20 years. An engineer by education, he completed executive programs at London Business School, Insead, IE and AUB and is currently completing his Masters degree in Change Leadership at Oxford University in collaboration with HEC Paris.

Over the years, he has gained the full range of experience and skills in leadership and conflict transformation. Sharaiha also has extensive experience in talent management programs, recruitment, and retention. He is passionate about change management and creating and implementing performance management systems.

Sharaiha is a charismatic facilitator and trainer of trainers. He is the first in the Arab region to become a Certified Dialogue Education Practitioner and Teacher by Global Learning Partners - Canada. He is also a Certified Trainer in the Extraordinary Leader Program by Louis Allen - USA and a Six Sigma practitioner by Motorola University.

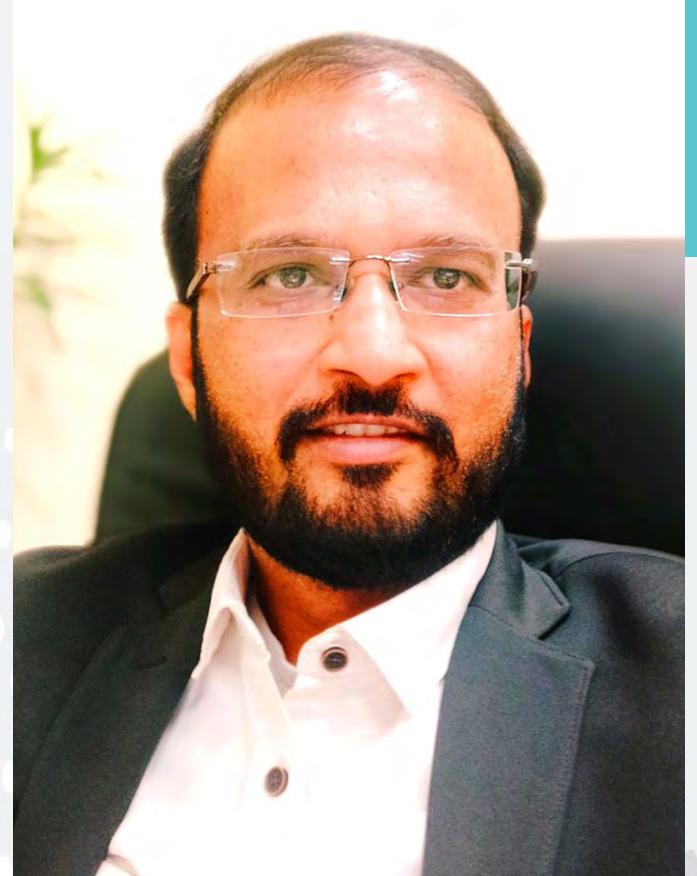
In his spare time, he serves as a management consultant to public and private sector organizations, startups and NGOs of different sizes. Sharaiha believes in the importance of giving back to the community and regularly volunteers to work with refugees and marginalized people in Jordan and the Middle East.



ASIA'S 100 POWER LEADERS IN FINANCE 2022

Rajneesh Jain – [Reliance Infocom](#)
Carlo Arquerros
Hyder Hasan – [TY Group](#)
Tanisha Govindarajan – [Loreal](#)
Meeta Aggarwal – [Licious](#)
Ritu Rekha – [PwC India](#)
Niranjan Bandokar – [Yes Bank](#)
Nitin Parekh – [Zydus Group](#)
Penny Hsiao – [Jardine Schindler Group](#)
Nikhil Jain – [Infosys Singapore](#)
Niraj Kumar – [OYO Hotels and Homes](#)
Rahul Kedia – [Roche](#)
Sumesh Balakrishnan – [Cognida](#)
Aditi Singh – [Satin Creditcare Network](#)
Dipak Kumar Giri – [GBP Tanzania](#)
Ashish Verma – [Kirby Building Systems](#)
Caroline YinYin Htay – [AP Tower](#)
Jorge Martin Martinez – [DKSH Indochina](#)
Anil Kumar Gollapui – [Varsity Education Management](#)
Ankit Maheshwari – [CARS24](#)
Arvind Sharma – [Xebia](#)
Bharat Aggarwal – [Diversey](#)
Chandra Prakash Singh – [Brinton Pharmaceuticals](#)
Kailash Gupta – [Inox Leisure](#)
Nitin Bapna – [Indorama Ventures PCL](#)
Jigar Shah – [Mega Lifesciences](#)
Kapil Bagadia – [PV Advisory](#)
Milind Jayeshkumar Joshi – [Maximus International](#)
Rajat Mehra – [SAMHI Hotels](#)
Mukesh Surana – [Garware Technical Fibres](#)
Naveen Kumar Amar – [SpiceXpress](#)
Ajay Kumar Choudhary – [Minda Instruments](#)
Abhijeet Sharma – [PhableCare](#)
Hiranand Savlani – [Astral Limited](#)
Anmol Peeti Saboo – [Paradise Group of Hotels](#)
Rohit Kumar – [Apollomedics Super Speciality Hospital](#)
Sandhya Sriram – [Narayana Health](#)
Santanu Acharya – [NIXI](#)
Sathya VP – [Billroth Hospitals](#)
Shweta Mall – [Fiserv](#)
Anil Bothra – [GTPL Hathway](#)
Nand Kishore – [Pitti Engineering](#)
Subash Gaijes – [Nippon Paint](#)
Vishal Maheshwari – [Healthium Medtech](#)
Vishal Pansari – [Radix](#)
Sandeep Modi – [Hindustan Zinc](#)
Yash Arora – [NeXMiLe partnerS](#)
Yashpal Jain – [Sandhar Technologies](#)
Nishant Monani – [KH Foges](#)
Pranshu Bansal – [Intertek](#)
Ata Haftchenary – [ADDX](#)
Tracy Kong – [Stratus Technologies](#)
Magdalene Ng – [beIN Asia Pacific](#)
Jonathan Breton – [Grundfos](#)
Matthieu Fleutelot – [Piaget](#)
Kathy Hough – [Resource Solutions](#)
Marc Aldrich Gopal – [Procter & Gamble](#)

Diana Dzaka – [Betterhomes Group](#)
Dora Hrkač – [Esysoft Technology](#)
Lily Kim – [LinkedIn](#)
Osama Al Mohsen – [OZI Group](#)
Ahmed Badr – [Occudiz](#)
Thomas Olsson – [Flashy](#)
Julien Casini – [Cartier](#)
David De Carvalho – [Expo 2020 Dubai](#)
Peter Mouracade – [Kitopi](#)
Mohammad Dally – [Al Babbain Group](#)
Abdelrahman Sukar – [Swvl](#)
Danny Hoh – [A.S. Watson Group](#)
Feras Al-Sadi – [Abdul Latif Jameel](#)
Nga Dao – [Sodexo](#)
Khin Yadanar Win – [Huawei Consumer Business Group](#)
Christopher Daguimol – [ZALORA Group](#)
Nhu Phi Nguyen – [Schneider Electric](#)
Diana Yap – [AXA Singapore](#)
Cindy Tan – [Singtel](#)
Karen Chua – [Microstrategy](#)
Moadh Bukhash – [Emirates NBD](#)
Huda Buhumaid – [Dubai Holding](#)
Livian Soo – [Amazon Web Services](#)
Kainaz Gazdar – [Procter & Gamble](#)
Hariwansh Rai Kumawat – [Oto Capital](#)



Ajay Kumar Choudhary,

Chief Financial Officer,
Minda Stoneridge Instruments Ltd.

Ajay has previously worked with Tata Motors, Birla Tyre India, GKN Powder Metallurgy and FORCE MTU POWER SYSTEMS (P) LIMITED in lead finance roles. In his current role, Ajay is spearheading all gamut of Finance including Strategic Finance, Legal, Secretarial Affairs with critical responsibility towards Board and Shareholders.

During his career path in last 16 years, Ajay got to play different pivotal roles in different companies with some of the enriching achievements. One of his major achievements is very recent in the previous Financial Year of the company. As the markets were hit because of COVID 19, Ajay took early actions on costs and recoveries and the company was able to meet their Profitability targets in terms of percentage.

Ajay set up an entirely new Finance Function and policies for a green field project in Force MTU Power Systems. he led the setting up of new ERP system. Almost for 1 year, he alone handled the Accounting, reporting, Auditing and conducting the Board Meetings.

Ajay was also instrumental in leading one merger and one acquisition at Tata Motors. The merger was of two subsidiary companies of Tata Motors and it was a vertical integration. The acquisition was of the Forge unit by a subsidiary. There was a complete synergy between costs during this period and he got 3 consecutive awards at National level.

Ankit Maheshwari,

Vice President & Head of Finance,
CARS24

Ankit draws inspiration from the momentous quote- "Everything that kills me makes me alive". And he set onto the challenge of becoming a successful chartered accountant. Ankit has worked across various industries and built his expertise not just in business, finance, audit and taxation, financial planning and general management, but has also grown as a leader. Prior to working with CARS24, he was with DEN Networks Limited, TO THE NEW & IBM. He is also an angel investor with Inflection Point Ventures.

Ankit started his journey with CARS24 when the organisation was just a year old; he had the opportunity to build the strong finance backbone of the company from scratch and his role and responsibilities have evolved with the brand. Each day is a new day and interestingly, each year poses a unique challenge for the finance department to tackle- 2016: demonetization, 2017: GST, 2018: collapse of IL&FS, 2019: migration from BSIV to BSVI engines and 2020-21: the pandemic. While working with a start-up from the very initial days, Ankit has also developed a knack for creating something from scratch. And hence, his vision is to continue solving real business problems and driving execution; and also experience entrepreneurship first-hand.

Ankit has won numerous awards in various organisations he has worked with.





Caroline Yin Yin Htay, Group Chief Financial Officer, AP Towers

Caroline is a highly accomplished Finance Leader with significant experience in both Financial as well as Commercial while helming various roles including restructuring, business turnaround and transformation projects in the Telecommunication industry for more than 15 years.

Caroline holds Fellowship status of CPA (Australia) Chartered Accountant (Singapore) and Chartered Professional Accountant (ASEAN). She also holds an EMBA from University of Hull (UK) in addition to Bachelor of Business (Accountancy) from RMIT University in Australia.

Caroline is experienced in managing full spectrum financial and accounting operations across the entire group of companies of more than 10 entities towards delivering timely and accurate financial reporting as well as regulatory compliance. She has exceptional expertise in setting up finance department of mobile network operator from scratch. She has solid experiences on new implementation of ERP as well as system migration as well as working with different IT tools driving as Digital finance.

Caroline previously served as an interim board of director at the Myanmar Institute of Directors. (MIOD). Additionally, she also served as Board of Trust in the Universal Service Fund (USF), managing public funds for getting communication access at the remote rural area as part of empowering society in need.

Caroline is the First Myanmar woman able to hold C-level position in MNC as well as very first Myanmar citizen who attain the ASEAN CPA status & the First Myanmar woman awarded as Pioneering Woman leader at The World Woman Leadership Congress 2020. Capacity media published as one of the 20 most prominent women in telecom sector called 20 women to watch in Telecom in 2018 and one and only one woman representing Asia in the list.

She managed to grow business by more than 200% (topline growth) within 2 years while serving as Chief Business Officer in Telenor Myanmar. She is passionate on building up capacity of techno commercial knowledge to the local talents. She has also worked with Motorola Solutions & StarHub.

Aditi Singh, Head - Strategy, Satin Creditcare Network Limited

Aditi Singh ventured into strategy & investor relations, and through her expertise, helped to distinguish her organization's growth path and reputation. Starting her career as a private equity analyst, having topped her university whilst studying Economics, she realized while handling transactions that there are many exceptional business stories which just need to choose the right strategic path in order to achieve their true potential.

Aditi holds a 360-degree understanding of the finance vertical, with her quality insights in finance and business bringing together multiple parties who have different expectations and business interests, like investors, analysts, journalists etc. Throughout her corporate journey, she went on to take up many influential roles, due to her ability to drive precise strategy to promote the interests of the organizations she worked with. She is also instrumental in closing many critical financial transactions while giving well mapped out inputs to management on matters related to finance and strategy.

Through the years, she went on to evolve into a whiz of Finance, and her skillset too has diversified. She has been able to create an investment thesis for MFI sector in general and Satin in particular, positioning it as a promising investment opportunity. She successfully closed equity raise for Satin in the difficult business environment single handedly and brought a marquee name on board. In past too, she has successfully closed transactions in equity and structured debt, which were the first of their kind.

The Annual Report prepared by her won 17th Rank worldwide in LACP Vision Awards. She has also steered her organisations through any and all unprecedented crises, and helped in restoring stakeholder confidence.

Aditi holds Masters in Business Finance & Financial Management services from Indian Institute of Finance.





Kapil Bagadia, Country Managing Partner, PV Advisory

Kapil is a seasoned Finance & Management professional and a Chartered Accountant with 22 years of experience working with one of the Big 4 consulting firms for over 19 years now, covering areas of Finance, Accounts, Taxation, Risk and Projects.

Kapil played a key role in the merger when the Big 5 became the Big 4, that is, when Arthur Andersen merged with Ernst & Young in 2002-03. Kapil started his career in 1997 and By 2010 was handling a team of 30 people, taking care of varied functions. In a short time frame of 11 years from joining EY Finance, Kapil was chosen to be the CFO at the age of 35. He has led prestigious and strategic projects, including demerger, restructuring, conversions into LLPs, GST implementation and acquisitions.

Kapil has been felicitated with the CFO100 Roll of Honour for five years in a row, beginning 2017 and has also been featured in the CFO Powerlist 2019 and 2020. Apart from that, he was recently awarded with CFO of the year title by Global Leader awards as well as by the Indian Achievers' Forum.

Kapil has ensured tremendous cost savings / additional recoveries for the organisation and, apart from these, supported cost savings projects of similar quantum initiated during the last 7 years in the role as CFO. He spearheaded various restructuring projects and other initiatives keeping up with the company's growth.

Kapil strongly advocates the role of technology in the field of finance, internally within the organization - reflecting in the projects that he and his team handles, and externally, on different forums. He is a hands-on leader working with cross-functional and culturally diverse teams, managing a team of 200+, with top-notch talent motivated to achieve aggressive organisational goals.

Nitin Parekh, Chief Financial Officer, Zydus Lifesciences Limited

Nitin who is an ace deal maker, a strategic thinker & an excellent coach has handled more than 15 M&A deals, including Rs. 4600 crores acquisition of Heinz India Private Limited in Jan-2019 and divestment of India centric animal health business for Rs. 2900 crores in July-2021. Nitin handles Finance, Legal, and IT functions. He has overseen Zydus Cadila Healthcare Limited's growth through major acquisitions across India, U.S.A, Germany, and other nations. Business plans for Zydus Lifesciences Limited (earlier name CADILA HEALTHCARE LTD) go through his eagle eyes before validation.

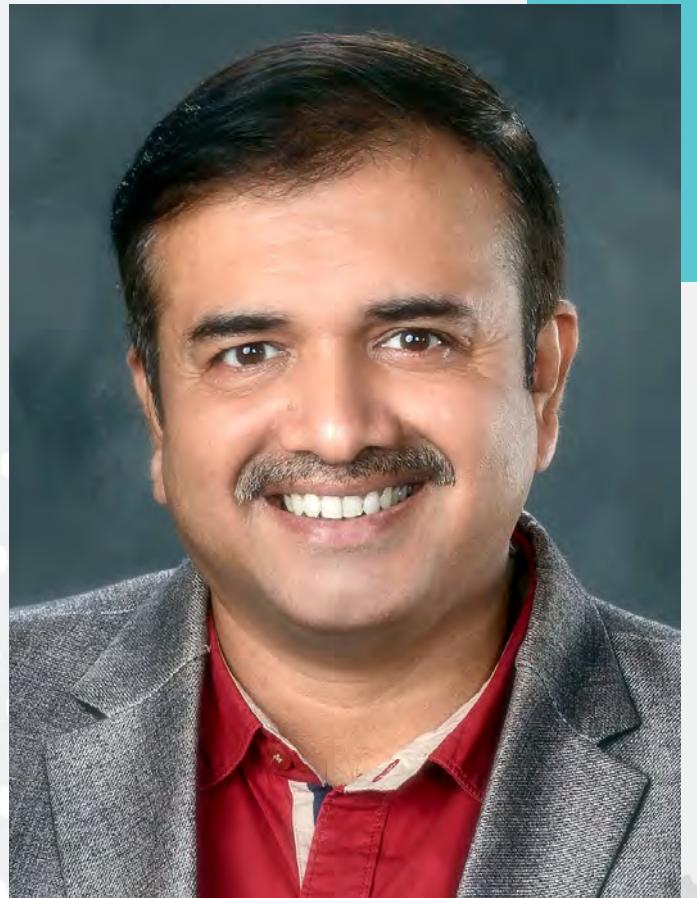
Prior to joining Zydus, Nitin was an Executive Director with Ashima Group, Ahmedabad. A valuable asset to Zydus group, Mr. Parekh has created an enviable position for himself in corporate and financial management.

Nitin, who was sponsor of a cost reduction project called 'PRISM' (which is an enterprise wide cost reduction project with annual savings is about Rs. 70-100 crores), is at present, handling Zero based budgeting project aimed at achieving annualised savings of Rs. 140-150 crores. In year 2020, under his leadership Zydus Wellness Limited raised equity of Rs. 1000 crores, through QIP (Rs. 650 crores) and preferential allotment to promoters (Rs. 350 crores)

Nitin, a holder of six qualifications, has a brilliant academic track record with ranks and gold medals in several exams including CA, CFA and MBA from Indian Institute of Management Ahmedabad. He is selected for award of "Excellence in Mergers and Acquisitions" by Confederation of Indian Industry in December, 2021. He is adjudged as India's Best CFO- Large Enterprises by Businessworld in August, 2021 and recipient of "Glory of India" award. He was declared as the Best CFO in Healthcare sector for 2012 and also for 2017 by Institute of Chartered Accountants of India. He is chosen amongst the top 100 CFOs of India eight times in succession by CFO, India. SAP has selected him amongst the top 25 Digitalist Thought Leaders of India for 2015.

He has served on the Board of Governors of Institute of Chartered Financial Analysts of India, ICFAI Business School, ICFAI University and on the Accountancy Board of Gujarat University. He is presently on the advisory board of Adani Institute Of Infrastructure Management and also various Zydus group companies.





Chandra Prakash Singh, Chief Financial Officer, Brinton Pharmaceuticals Limited

Chandra Prakash has experience of more than 24 years in different verticals of Finance and accounts like Listing of Shares (Raising funds through IPO), Debt arrangement, Strategic Financial Planning, Cash flow planning and monitoring, Reduction in Cost of Debt, Restructuring with Banks, Financial Planning & Analysis and much more. He has exhibited Leadership in making key business decisions by understanding the business relevant metrics and financial analysis.

Prior to his current assignment, he worked with Cian Healthcare Ltd where he was instrumental in listing of IPO and commissioning of New Soft-gel Plant.

Chandra Prakash started his career as a finance manager with Sunfresh Agro Industries P. Ltd. (Prabhat Dairy) and applied innovative funding to take company to next level. This was the first time when he entered into project execution and successfully installed chilling plants for the benefit of local milk farmer, which reduced the curdling / soaring of milk by more than 20%.

In his next 2 assignments with V. J Kulkarni and Associates and MITCON Consultancy and Engineering Services Ltd , he worked in more than 300 projects for various sectors like Steel, Textile, Renewable energy (Solar energy projects, Hydro power projects, Wind mill projects, Land fill project etc.), Education, IT, Real estate, Electronics, Cement, Transport etc. for Techno Economic Feasibility Report, Fund arrangements, Detailed Project Report, Carbon Credit Projects (CDM and VCS) etc.

He has also worked with UTTARA FOODS AND FEEDS PRIVATE LIMITED, Pride Purple Group, Goel Ganga Group. He is science graduate, CMA and pursuing CFO course from Indian Institute of Management, Calcutta.

Chandra prakash is an inspirational leader with an entrepreneurial and analytical thinking who has built high performance teams. Highly analytical decision-maker with focus to deliver and contribute in values on system, process and human assets by using the professional experience and expertise to maximise profits. Through strong commercial acumen and in-depth understanding of emerging trends, significantly improved productivity and profitability of businesses.

Niraj Kumar, Chief Internal Auditor, OYO Hotels and Homes Limited

Niraj Kumar is a CA having more than 20 years of experience in Risk Management, Internal Auditing & Assurance, Business process designing, Governance and SOX Compliances.

During his stint in KPMG India at a Leadership position, Niraj has facilitated many companies in establishing strong pillars of Corporate Governance and consecutively demonstrated greater value to External & Internal stakeholders. He has also worked with some of the marquee organizations in the world like Carrefour India (French Retail co.) as Head of Internal Audit, Walmart India, Reliance Retail, Max India.

Niraj joined OYO 3.5 years ago and since then set up & expanded Risk function from scratch while matching the pace of one of the world's fastest growing Global organisation spread across 50+ Countries. He embraced technology and data analytics as an important element of audit ecosystem in OYO advocating risk professional to use Data analytics.

As part of this initiative, he implemented "Continuous Control Monitoring" framework using advanced data analytics which also acts as an early warning mechanism for companies to identify, monitor and remediate unforeseen events. He transformed internal audit from an assurance provider to trusted partner for business & leadership. He is a strategic thinker dynamic professional and transformational leader always strive to do innovative things to eventually help in growth of business.

Niraj believes in sharing knowledge with his peers and young upcoming professionals through various forums and seminars organized by Institute of Chartered Accountants of India, IIA-The Institute of Internal Auditors, FICCI etc and he is also regular speaker at various management schools. Niraj continues to contribute for the development of the Nation through his professional duty and by nurturing many young professionals who are doing great services to the various Company and society at a large.

He is highly active in social life and attached with various nation building exercise where he provides insights on ground level challenges and strategies to counter them directly to senior leaders of Central & State government. He also participates in various philanthropic activities.



Niraj is known as one of the most influential audit leader Of India and leading expert of Startup, Ecommerce and Retail Segment in Governance space. Recently he has been conferred with prestigious awards like Global Excellence and Leadership in Audit, Indian Achievers Award, Title of Chief Internal Auditor of India and Coveted Audit Team of the Year award from Institute of Internal Auditors.



Rahul Kedia, CFO and Whole Time Director, Roche Diabetes Care India

Rahul is a finance leader with 20 years' experience in across industry verticals viz Healthcare, FMCG, OTC Pharma, Steel and Audit firms. He has had more than 9 years' experience at varied leadership. He is also a part of Regional Finance Leadership team. He has worked with companies of global repute such as Beiersdorf Group (NIVEA INDIA), Novartis and Tata Steel. He is a creative and incisive problem solver with illustrated talent in building excellent Finance and Business Operations division that thrive and excel for continuous improvement

He is currently heads the Finance and Operations functions at Roche Diabetes Care India. Rahul provides strategic direction with P&L accountability and responsible for the end-to- end of all financial processes. He serves as business and financial advisor cum partner to provide the finance, accounting, and tax expertise, leadership support to drive superior business performance and grow shareholder value. In recent past, he headed the Company as General Manager (ad-interim) along with additional responsibility of Head of Compliance apart from being CFO for significant part of year.

Rahul implemented the concept of driving the cost efficiency to ensure healthy operating profit delivery & Led the project of Supply Chain footprint for India. Transformation Leader and part of Global Design Team to define the Target Operating Model for Global Commercial Finance & Global Procurement Organization, apart from being part of other strategic international projects/squads.

Rahul launched Mentoring Program within Finance Team. This also involved the peer to peer coaching, wherein the team members are guiding and coaching each other on personal skills. He is a globally astute and accomplished senior executive with a long history of achievement piloting change and driving results as a P&L Leader. By qualification, he is ACA, ACS, CMA, M.Com and an MBA.

Rahul is a recipient of various awards & accolades including CFO Award from ICAI, Most "INFLUENTIAL" F&A leaders of India, CFO Powerlist 2021, CFO 100 ROLL OF HONOUR in 2021 & 2022, CMA -Young Achiever Awards 2015 and many more.

Abhijeet Sharma, Head of Finance, PhableCare

Abhijeet has over 15 years' experience in managing the finance and audit functions across a diverse range of industries and ownership structure including start-ups, private equity backed ventures and multinational corporations. He is a Chartered Accountant, Cleared CIA level 1, did flagship ~1 year On-Campus executive general management program from IIM Bangalore (EGMP), CFA Exam Level 1 Candidate with experience in Fundraising (Debt & Equity), Business Partnering, Financial Planning & Analysis, Financial Modelling, Capital Structuring, Taxation, implementing Controls, Risk Management, managing due diligence, Investor Relations and Legal & Secretarial.

In his role, he has advised CEO's in Business Strategy Planning and Business Transformation exercises, setting up, Conceptualizing & Formulating detailed different business models for existing and new business growth opportunities. During his tenure with BIG4 firm have carried out audit of financial Statements of large listed and private companies (having revenue size Rs 200 cr to Rs 4,000 cr) in IT, manufacturing, real-estate and other domains as per Indian GAAP/Ind-AS/IFRS and clause 41 requirement with strict deadlines. In his current role at PhableCare, Abhijeet is a member of the founder's office that deliberates and decides on companies funding, business partnering and other important funding related strategy like business plan, managing diligence, and explaining business model to prospective investors.

Abhijeet has developed various financial models for business expansion, new specialities like IVF, Lab Diagnostics, Home Collection and Clinics while in his previous tenure & led pricing strategy and defined unit economics.

Abhijeet has been instrumental in identifying leakages and implemented controls resulting in significant savings. He Lead acquisition of the target from valuation, purchase consideration, entering into agreement and managing due diligence and stakeholder coordination. He audited a large listed MNC with 18-20 overseas subsidiaries for back to back 12 quarters with strict deadline adherence under Indian GAAP and IFRS during his tenure with Big4 firm. Abhijeet has also worked with Columbia Asia Hospitals Pvt. Ltd. , KPMG India, EY and Deloitte.





Kailash B Gupta, Chief Financial Officer, Inox Leisure Limited

Kailash is a seasoned Finance professional with over 25 years of experience in Business Strategy, Investor Relations, Fund Raising, Commercials, Financial Planning & Analysis, Controlling, Treasury & Taxation functions, Legal & Secretarial. Prior to joining INOX, Kailash has worked with Entertainment Network (India) Limited, Thomas Cook Group plc, Tata Tele Business Services, Torrent Pharmaceuticals Ltd and Aditya Birla Group at different positions.

Kailash has been at the forefront for the Capital raising and fund management throughout his career. In the current pandemic situation, he raised the much-needed capital for the company he currently works i.e. INOX Leisure Limited. Despite the cinema exhibition industry being under severe stress due to the COVID pandemic, Kailash managed to raise funds & he made sure that the right mix of debt and equity was deployed.

In his current tenure at INOX, Kailash has magnificently strengthened investor relations, which has resulted into a solid reputation and brand image for the Company. These relationships have been playing a key role in fuelling Company's growth and expansion journey.

Kailash is a firm believer in the power of technology and digitization and therefore has been at the forefront of introduction of numerous Automation initiatives and implementation of accounting applications at INOX Leisure Limited. Under his leadership the Company implemented Green field SAP implementation in the year 2016. With the introduction of SAP, a number of approvals were initiated through mobile applications, enabling faster decision making and execution.

Kailash has received numerous awards for these stupendous achievements, and is a highly revered figure in the Media & Entertainment Industry. He has made numerous representations and has led many initiatives at State and Central Government forums. He has been awarded with CA CFO award for Media & Entertainment Industry by ICAI in 2017, CFO Award for Distinction in Finance- Top 20 CFOs of India, Accredited with "Roll of Honour" and also Awarded with 'Certificate of Excellence' for outstanding achievements and contribution to Finance & Accounts in the year 2009.

Sumesh Balakrishnan, Chief Financial Officer, Cognida

Sumesh is an Asia Pacific Strategic Finance Leader in APAC covering a journey of 17 years in multiple Countries and Senior Finance roles of a Controller – Corporate FP&A -Regional Finance Leader-Board Member.

A Chartered Accountant, Company Secretary, and Master's in Business Administration from National University of Singapore. A recipient of the prestigious Hitachi "Values in Action Award" reflecting exceptional integrity and leadership @work along with various other awards for exemplary achievements he has Built, Led and Mentored a high performing cross culture / country team across APAC grooming them from young padawans to master jedis and inspiring their next level growth .

Sumesh started his career with SHV Energy in India in 2004 a leading Oil and Gas Fortune 500 company and thereafter moved to Sierra Atlantic a US based IT services company which was acquired by Hitachi Consulting (A Hitachi Group Company) in 2010. Over the years, he grew through ranks to become the India Finance leader, Devising Accounting, Treasury, M&A Practice and Tax / Transfer Pricing Policies reducing the transfer price litigations, tax costs , established a strong Financial Control, Audit and MIS reporting system with full responsibility of the finance function across APAC managing the P&L and Balance Sheets. He moved to Singapore in 2016 for a post-merger integration plan working with the regional leadership to transform the region to profitability and growth by enabling the right financial framework integrating 7 countries 11 entities on financial systems, processes, and policies..

2021-22 has been another new beginning for him and Cognida Inc. Post his move from Hitachi Consulting / Hitachi Vantara after a gratifying tenure with rich experiences of learning and achievements in 2021 , Sumesh has been part of a fascinating journey of creating the new venture @ "Cognida" with an phenomenal founding team that has come together to create a new age technology company to help enterprises in their journey from Data to Decision Intelligence through Augmented Analytics powered by Machine Learning and they have already started on a high !!





Mukesh Surana,
Chief Financial Officer,
Garware Technical Fibres Limited

Mukesh is a true industry veteran with about 2+ decades of global experience in the fields of Business strategy, Mergers and Acquisitions, Investor relations, and the entire gamut of finance, accounts, taxation and information technology. He has served many well-known companies across Asia such as Export Trading Group, Asian Paints, Kalpataru Limited, SRF Limited, Olam and Noble Group. Mukesh thoroughly understands business, works in collaboration with business units and is thus facilitating a financially healthy organization.

In his current role as President & Global CFO of GTFL, a 5 decade old listed company with a market cap of about USD 1 billion and, Mukesh has helped the organisation in generating operating cash flow in last 4 years and the Balance sheet has a surplus gross treasury and net debt free. At GTFL, Mukesh has restructured the business entities in North and South America with many complexities including regulatory approvals, better legal ring fencing and tax planning.

At ETG Group, Mukesh helped in a Strategic minority stake worth USD265m from Mitsui into ETG Group Ltd. (Holding co.) valuing the equity value of the Group Business for about USD1.5 billion and handled Business carve outs of Fertiliser and Agri inputs business and brought a PE from PIC, South Africa for a 49% stake, valuing the equity size of business vertical to about USD400 million. He played a key role in the expansion through acquisition and greenfield investments and turnaround journey of Asian Paints' International business across 20+ countries.

He played a lead role in evaluating both acquisition and greenfield investment opportunity for global expansion into USA at Kalpataru Power Transmission Ltd. Played a key role in the acquisition of a processing and packaging business in South Africa which was a new business for Olam.

He is a Chartered Accountant with all India rank. He has been recognized with "CFO100 Roll of Honour 2018" organised by CFO India. He also has been recognized with a prestigious "CA Professional Achiever Award 2014" by ICAI. He has pursued a program in Building Competitive strategy and Sustaining Global Competitive Advantage by Mr. Ramon Casadesus Masanell, Professor of Business Administration at the Harvard Business School (HBS) in 2015. He was invited for the Select USA summit at Washington, DC organised by USA commerce dept. for FDI investments in USA in 2013 spearheaded by US President Barack Obama.

Rohit Kumar,
Chief Financial Officer,
Apollomedics Super Speciality Hospital
(Subsidiary of Apollo Hospitals Group)

Rohit has hands-on professional with 20+ years in Finance Business Partnering, Management Accounting, FP&A, Strategic Planning, Team Management, Cross Functional working, Finance Operations, Revenue and Cost Planning & Analysis and more having worked with organizations like airtel, Aircel, Idea Cellular Ltd, Haldia Petrochemicals Ltd

Rohit worked almost 15 years in Telecom Industry (maximum tenure with Industry Leader Bharti Airtel) and then Joined Apollo Hospitals Group in 2018. In his current role, he has end to end responsibility of all entire Finance Division of startup hospital Apollomedics being Business Finance, Business and Financial Reporting, Financial Accounting, Taxation, Funding, Pricing, Budgeting, Forecasting, P&L Analysis, Billing, Cost control etc. Within short span of time he grabbed financial and operational knowledge of new industry where his clear vision with robust revenue planning and cost measures has helped organisation in setting new benchmark across industry. He is leading quarterly Board meeting and gives business presentation along with key financials to Board members.

Rohit hold qualifications from Chartered Institute of Management Accountants (CIMA), London & Chartered Global Management Accountant (CGMA). He has also completed Advance Programme in Strategy for Leaders from Indian Institute of Management, Lucknow and is the Fellow member of The Institute of Chartered Accountants of India

Rohit has won numerous awards like "CFO of the year 2021 – Healthcare", "CFO Dynamic Team Leader of the year 2021, "Exceptional contributor" at Bharti Airtel Limited and more.





Arthur Lang, Group Chief Financial Officer, Singtel

Arthur was appointed Group Chief Financial Officer in 2021. His role includes the management of the International Group, which oversees the Group's regional associates and its portfolio of strategic telecom investments. He also spearheads Singtel's digital bank joint venture with Grab.

Arthur joined Singtel in January 2017 as CEO, International. Before joining Singtel, he was Group CFO of CapitaLand, where he also ran CapitaLand's real estate investment management business. He was awarded the Best CFO (Large Cap) at the 2015 Singapore Corporate Awards. Prior to CapitaLand, Arthur was at Morgan Stanley where he was Co-head of the Southeast Asia investment banking division and Chief Operating Officer of the Asia Pacific investment banking division.

Arthur was named Chairman of the NKF Singapore (The National Kidney Foundation) in November 2020. He is also a board member of Bharti Airtel, Intouchholdings, the digital bank joint venture company, the Straits Times School Pocket Money Fund and sits on the Advisory Board of the SMU Lee Kong Chian School of Business, Singapore Management University. In 2018, Arthur was awarded the Public Service Medal for his contributions.

Arthur has an MBA from the Harvard Business School and a BA in Economics (magna cum laude) from Harvard University.

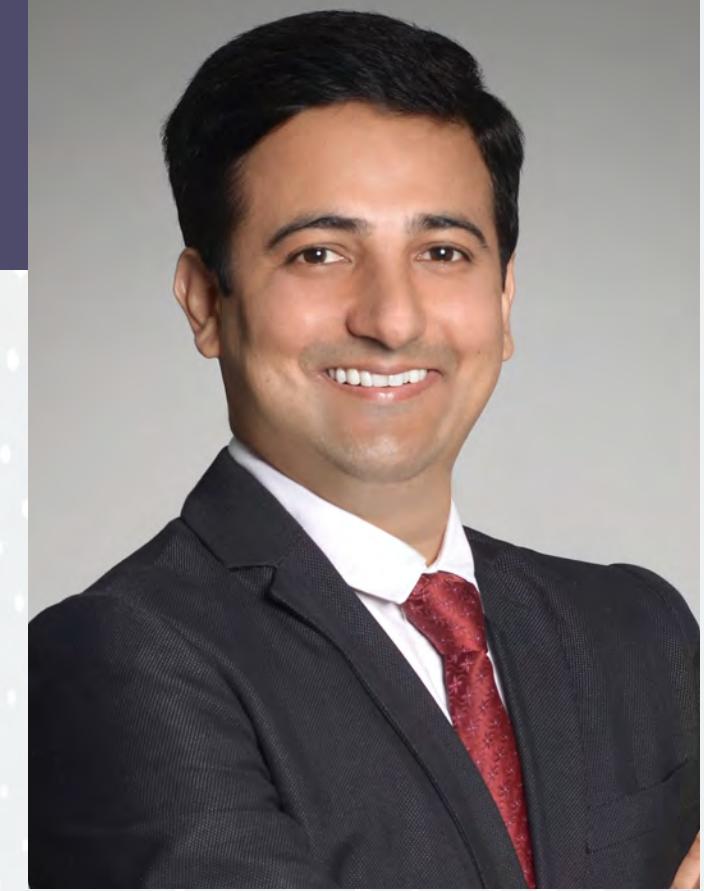
Nikhil Jain, Head of Finance, Infosys Compaz

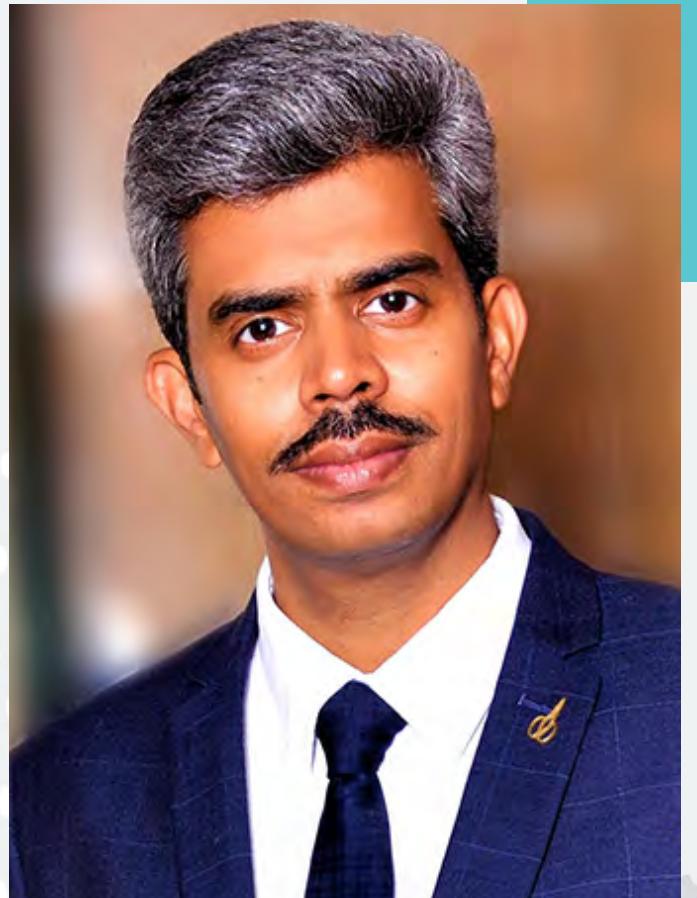
Nikhil is a seasoned chartered accountant and he has also completed his executive programme in business decisions at Indian Institute of Management, Calcutta

Nikhil began his career as a domain lead for financial reporting in India in 2006. He has substantial experience in numerous facets of finance, including business partnering, stakeholder management, FP&A, revenue assurance, controllership, financial reporting, financial model structuring, and post-merger integration of multiple entities around the globe, spanning 16 years. He received the coveted Infosys "Award for Excellence" for business transformation, process and system re-modelling in 2011 and again in 2017.

In his current position, Nikhil is responsible for fostering strategic partnerships with leadership in order to achieve joint venture business objectives. He has worked closely with the board of directors to increase shareholder value by transforming Infosys Compaz into a profitable and growing company. Finance was named Best Unit in 2021 by Infosys Compaz, Singapore, under his leadership.

During his time in India, he provided CSR training to over 6000 college students in North India, preparing them for post-qualification expectations. For his contributions to the CSR project, he received an excellence award in 2010.





Arvind Kumar Sharma, Chief Financial Officer, Xebia

Having worked with organisations like AF Ferguson, PwC, Genpact, STERIA (INDIA) LIMITED, Birlasoft, The Lalit Suri Hospitality Group and now in #xebia , Arvind is an Out of the box solution provider, possess skills to work under pressure and performed on various leadership roles with strong analytical abilities. Winner of CFO100 of 2021 (under M&A category) and CFO100 of 2020 (under Capital raising category).

Arvind spearheaded various M&A (including PE funding) deals with Post Merger Integrations(PMI) running from \$40Mn to \$400Mn deal size including finding targets, managing DD process, Valuations and PMI working with top global Consulting and Investment Banking firms. He has been involved in fund raising (including with stressed Balance sheet) from INR 100 Cr to INR 400 Cr, spearheaded and implemented multiple ERP implementation like SAP, Oracle, PeopleSoft and aligning them with BI tools to create robust accounting and reporting. He has been instrumental in turnaround of various finance processes and Finance teams for both management and statutory financial reporting with best practices along with sharp focus on marrying the business need with best financials practices to achieve organisation goals with full compliance.

He is a Chartered Accountant and an Alumni of Indian Institute of Management, Calcutta with 20+ years of experience in M&A, Strategic Analysis, Controlling Finance and Accounting operations, Business Finance and more. He is an expert in designing M&A deals (Finding targets, valuations, Financing, Due diligence and Closing) including Post Merger Integrations, Fund raising, Reengineering reporting, consolidation process, evolution of best practices & procedure in all aspects of finance. Capable of improving operations impacting business growth and maximising profits through targeted achievement in financial management and internal controls improvements.

Nitin Bapna, Chief Financial Officer, Indorama Ventures PCL

Nitin is a global finance leader with 18 years of multi country corporate roles. He holds an MBA from Webster University, USA & is a Chartered accountant from India. He has an extensive experience of 18 years in financial management, business partnering, financial planning & analysis, investment, funding, digital transformation, performance management, asset management, taxation, enterprise risk management and contractual matters. He is an innovative result oriented leader and embraces principle of commercial management.

Nitin is currently working as a CFO at #IndoramaVentures, a leading petrochemical company, In the past, Nitin held various corporate positions such as Group Director of Finance with Minor International PCL, the largest real estate company in Asia and Director of Financial Planning and Reporting with Six Senses Resorts and Spas, a leading luxury hospitality company. Nitin was also a member of customer advisory board of Ingenico, one of the largest global payment company. Nitin has been an occasional speaker at various international finance forums and business schools.

Nitin started his finance journey as an auditor with BDO and handled various advisory assignments for big corporations. Nitin holds a certification in IFRS from CIMA, UK and certificate in Financial Management from Cornell University, USA. Nitin has worked with more than 40 nationalities and believes in team work and collaboration.





Hiranand Savlani, Chief Financial Officer, ASTRAL LIMITED

Hiranand is a finance professional with more than 26 years of experience. He holds a graduate degree in Commerce from HL College of Commerce, Gujarat, along with being Company Secretary, Cost and Works Accountant and Gold medallist as well as all India Ranker in Chartered Accountancy. He also holds LL.B. degree from the Gujarat University.

His experience in the field of finance is diverse and wide which includes various areas like financial planning, insurance, global taxation, investor relation, merger acquisitions, legal and statutory compliances. He began his career at Kalpataru Limited and then joined Dynamic Industries Ltd. He joined #astral in 2003 with a First-Generation Promoter. In a span of 19 years the group's revenue has grown more than 266 times from Rs.15 cores to more than Rs. 4000 crores. In 2007 Astral went into Public with a Market cap of Rs.125 Cr, today the market cap of the company is more than Rs. 40,000 crores, giving a return of 320 times over a period of 14 years. This kind of phenomenal return to the investors is only possible because of consistent growth, a strong balance sheet, maintaining financial discipline and ensuring addressing all the concerns of the investors on a timely basis.

Under his leadership, Astral has done five successful acquisitions and two mergers and a successful QIP. The group has diversified from core piping sector to multi-product segments like adhesives and sealants, infrastructure pipes and plastic tanks.

Hiranand has received many awards from various reputed institutes like The Institute of Chartered Accountants of India, Institute of Cost & Works Accounts of India, Top 100 CFO awards for four consecutive years from 2018 to 2021, received certificate of merit in 4th CMA awards, received award for most influential CFO from CIMA in the year 2015 and more.

Hiranand has delivered lectures at various forums like FICCI & Confederation of Indian Industry budget speech, Institute of Chartered Accountants of India, The Institute Of Cost Accountants Of India and has been featured on various business channels like Bloomberg Quint, CNBC and ET Now.

Rajat Mehra, Chief Financial Officer, SAMHI Hotels Ltd

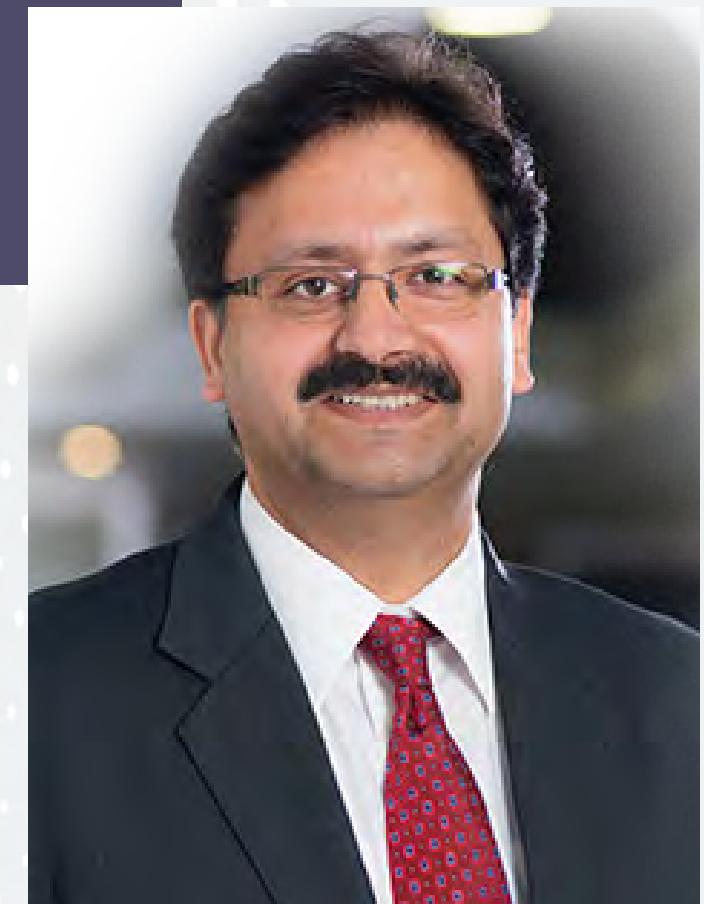
Rajat has worked in multiple organizations such as Religare, GE, Fedders Lloyd Corporation Limited, Bhartiya International Limited gaining experience of working in manufacturing as well as the service industry. He has rich experience of working in the field of Stakeholder Management, Banking and Debt raising, Financial & statutory reporting, Mergers & Acquisitions, Compliance, Corporate Governance etc. As CFO he is responsible for the overall finance, reporting, audits (internal and external), Mergers & Acquisition, compliance and controllership of the current SAMHI group.

Let us see some of the top few reasons that made our decision. Despite it being a downright tough task especially over the last 2 years, Rajat excelled ensuring that the group raised the debt from the banks on time, at reasonable terms to meet all obligations. Having liquidity and cash available at all times is critical for any organization. During the pandemic, Rajat knew that this was a do or die situation. Cash was king for him and he left no stone unturned to ensure that CASH was forecasted, managed, and given the due 300% attention ensuring availability through and through. Rajat generated additional cash much needed to survive not only during the pandemic but also for another 18/24 months by the time additional capital can be raised.

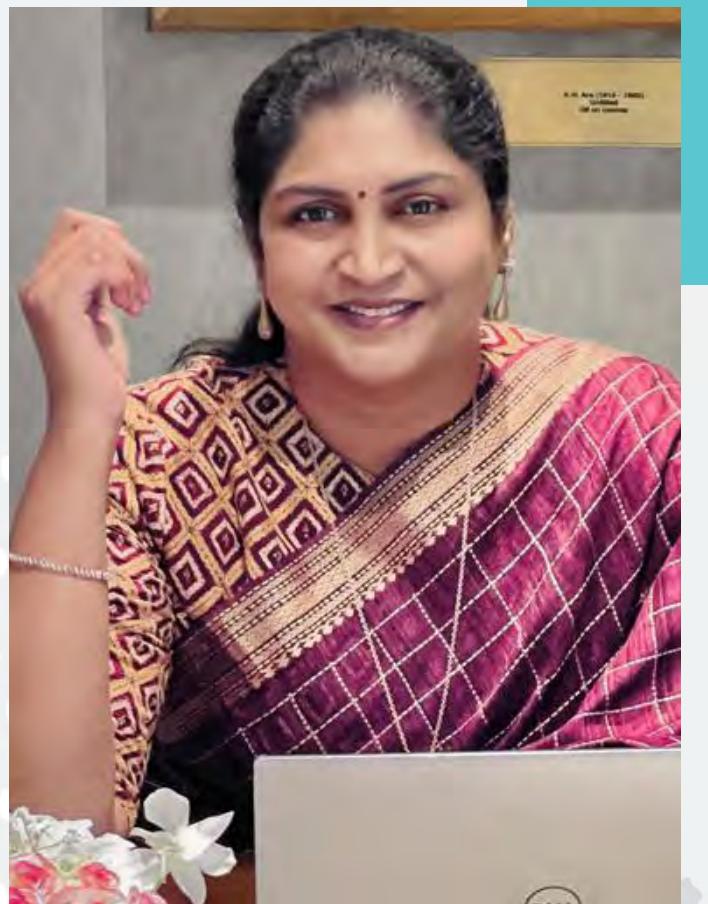
He has also consistently maintained the overall credit rating of all entities of the group without any downgrade. This spoke volumes about his ability to manage and drive change like a true leader in such uncertain market conditions. Samhi has invested around INR 3000 Cr in purchasing, developing, renovating and rebranding of the hotels and Rajat, with his team and peers ensured that the funds were spent with the tightest control on processes according to approved budget.

His ability to spring zero bad surprises by being a tough & seasoned Financial gatekeeper was a rare one to find! We were impressed! During the journey, Rajat has overseen the acquisitions and integration of all the acquisitions that SAMHI did since inception, making it a smooth takeover.

The above wasn't all. During this period he completed numerous automation initiatives thereby reducing the operating cost to improve the EBITDA margins and overall valuations setting unbelievable standards and



benchmarks in his industry. By now, Rajat has become a master of sorts and his expertise is now well talked about in the financial circles of his industry. Hats off to this shining star – the SAMHI CFO!"



Sathya VP, Chief Financial Officer, Billroth Hospitals

Sathya is a dynamic senior management professional and a big-picture strategist with an uncanny ability to drill into the numbers and provide critical inputs for the management of her company. She has also temporarily donned the hats of ad-interim HR Head, Operation Head, Marketing Head, VP International Operations, and CEO (twice) when she was called upon to take on the additional responsibilities.

She has set up an operational framework for quality financial governance in her company that is a hallmark in their industry. Hailing from an agricultural family, she is the first person in the family to acquire a professional degree. Losing her father at the age of 21, she set an example for paying homage to her father by qualifying CA, taking it up as her career and excelling in it. It's her father's dream which pushes her forward, breaking all barriers in life. She started her career as Audit manager, got promoted as Senior Audit manager and became elevated in a very short span as CFO because of her leadership qualities and effective work ethics.

Her major contribution in the role of #CFO has resulted in an increase in Hospital's revenue from Rs. 76 crore to Rs.200 crore with her far-sighted approach and leading a highly effective top team. She has been instrumental in the successful automation of Hospital Information System (HIS) with complete data analytics of the Patient management, Drug management, Operation Theatre management system, Consignment module, automated integration of Medical Equipments, Human Resource management system, employee benefits program etc., with real-time reporting functionality.

She is noted for her courage in taking on new roles and never turning down a challenge and this has earned her numerous recognitions and awards and helped her move from the youngest CFO of the Healthcare industry to the 2021 award winner of Best CFO Healthcare. Her multi-disciplinary talents have helped her to provide strategic leadership in Finance, Treasury, Budgetary, Supply Chain, Internal Audit, IT, Quality & Regulatory, and Procurement functions.

She has won many awards like Best CFO - #Healthcare by India CFO Awards 2021 in association with All India Association of Industries, Indian Achievers Award "CFO of the Year" for the year 2021-22, "Exemplary All Round Performance" award, "Best Transformation" award, "Excellence in Strategy Awards" and "Best Motivational Speaker Award" are the other awards.

Bharat Agrawal, Director Finance - India & Subcontinent, Diversey

Bharat is a Professional entrepreneur, a Strategic Finance leader with diverse experience in the Metal, Energy & Chemical industry working in India, Asia Pacific, Middle East & Africa. He has extensive global experience in Finance & Business Controlling, Strategy & Transformation, Treasury & Taxation and Mergers & Acquisitions (M&A). Bharat is a Member of Board of Diversey India Hygiene Private Limited and a One Young World Ambassador. He is a regular speaker in the domain of Finance, Transformation, Climate change, Power of people etc.

He has been with Sterlite Industries India Limited- Vedanta Group, Castrol India Limited (British Petroleum group), and Puma Energy (Trafigura Group) before joining Diversey. He has been awarded as the Young CFO of the year 2021 in Oil & Chemical Industry. He worked as Managing Committee member of One Young World Summit London in the year 2019 after receiving the title of the One Young World Ambassador in Bogota, Colombia in the year 2017. He also graduated as the Emerging leader of British Petroleum Lubes in Singapore in the year 2016. He was accredited with Adam Smith Award as the Rising Star of Asia by The Treasury Today group in the year 2015. He has also been recognized as the Professional Achiever for the exceptional performance in the Oil and Gas sector by ICAI in the year 2014.

Bharat has Managed the Treasury of over \$150M, Retiral fund of over \$100M, Hedge book of over \$50M, Insurance portfolio of over \$ 1 Billion, Trapped cash release of over \$ 0.3 Billion. He has managed the traditional Head of Finance responsibilities (accounting, compliance, risk management and FP&A) with emphasis on ensuring scale, automation & building infrastructure and controls. He has led supply chain transformation project for over \$ 1 Billion in size. Successfully managed Digital drive for the treasury of over \$ 0.4 Billion.

Bharat is a purpose driven young leader who believes in sustainable growth. A marathon runner who believes in consistency, self-starter with excellent prospecting, relationship building, large team building capability and presentation skills. He is a results-driven professional with a globally immersive experience across multiple cultures and working environments.





Jorge Martin Martinez,
Chief Financial Officer,
DKSH Indochina

Jorge is a proven and highly accomplished leader with passion for very big challenges, achieving outstanding results managing complexity all along his very diverse 20+ year career. Jorge has held leadership roles in and across multiple industries and geographies in General Management, Investment, Finance and Consulting.

His last overall responsibility involves leading Finance, Admin. and Procurement functions across Indochina (Net Sales 1.8bn USD; 450 staff); and acting as Head of Country in Vietnam (Net Sales 1.2bn USD; 5500 staff; Business Units with double reporting line). Jorge was also a Board Member at Kulara Water in #Singapore/ #Cambodia.

Previously, Jorge was Vice President, Head Corporate Mergers & Acquisitions and Capital Markets at DKSH. He led the closing of some 35 M&A transactions and the IPO of DKSH Group in 2012. He has also worked with organisations like Barry Callebaut Group, EY and PwC.

Jorge holds an MBA from IMD Business School with an MA in International Economics from University of Konstanz, Germany. He also completed executive studies at INSEAD. He is also a certified international auditor (CIA) from Institute of Internal Auditors.

Naveen Kumar Amar,
Sr. Vice President & Head - (Finance & Commercial), SpiceXpress

Naveen is a Qualified Chartered Accountant & Company Secretary along with MBA in Finance from AIMA-CME. He is a business and finance leader with over 23+ years of industry experience working with global & renowned organizations across multiple industries & international/domestic locations in managing Finance and Accounting operations, Business Finance, Financial Planning & Controllership, Cost Controls, M&A, Treasury & Taxation, Statutory Compliances, Investors Relationship, Fund Raising Legal, Secretarial & Operations (Commercial/ Procurement/Administration/Facilities) across various organizations.

Naveen has worked in extensive Start-ups for Multi-national & Indian organizations with setting up of financial systems / processes and internal controls, evolution of best practices & procedure in all aspects of finance & business operations & managed P&L responsibility & built stellar businesses along with CEO with complete management of Sales / Operations / Finance across all the Start Ups scaling from \$10MM to \$ 450MM organization along with expansion of business (both investments & collaborations).

Prior to #SpiceXpress, Naveen has held several leadership & management positions with global companies including GE, Marconi Telecommunications Limited, Hilleman Laboratories where he has helped business achieve sustainably profitable business growth with several key projects including Restructuring of Commercial contracts, business expansion, supply chain management, streamlining LE consolidation process, Out-licensing vaccines (proof of concept) with innovation management and new market entry.

A pragmatic & charismatic leader, his track record reflects his unending commitment of accelerating growth through the implementation of financial & operational strategies, optimized towards sustainable growth and profitability. Naveen built a stellar finance function at #Marconi & re-structured Commercial contracts, helping achieve an 8% Top Line margins basis. He grew MVNO business in #Australia & #NewZealand from to \$ 80 MM in 4 years and also streamlined GE Consolidation (LE) process for 19 Businesses including standardization of Chart of Accounts, accounting policies & accounting disclosures. He also partnered with the CEO in Out-



licensing Meningitis Vaccine (Proof of Concept) for \$90 MM for further scalability.

Naveen have received multiple recognitions from Indian & International finance forums like "CFO Top 100 Roll of Honour Award" by CFO India Forum for 4 Consecutive Years – March 2015, 2016, 2017 & 2018, along with 100 Most Influential CFO's of India by CIMA, London – 2015 & 2016 and Best CFO – Biotechnology Sector by Asia CFO Forum – 2016.



Carlo Arqueros,

Carlo, is currently one the leaders of 4Sight Consult, the leading consultancy companies, specializing in expert contractual, commercial, legal and forensic planning services (delay and disruption), quantum services, as well as claims management and project control services. #4SightConsult, strategically operates in #UAE, #UK, #Peru and more.

Previously Carlo served as #CFO of Primer Board Consulting and Controller since 2015 and had financial and management responsibility for the overall strategy, vision and operations of Primer's projects. The company grew in excess of 46% in revenue margin during the years of 2016-2019 and held market leadership positions obtaining creation of business units, mergers and acquisitions of the local Primer Board's existing clients taking total budget control over \$3BN and Financial Model expertise with Capital Invested \$290M+

Carlo has extensive knowledge in the industries of International Trade, Energy and Renewables, Concessions, Private Investment, FMCG, Entertainment and Leisure in large companies leading different positions in areas such as Corporate Finance, Marketing, HSEC, Operations and Foreign Trade. He worked for DHL Global Forwarding at the Division of Perishables PER, Phase Forward (Oracle) UK, COHIDRO, in partnership with POWERCHINA, Upgrade Delta UK and Chief Financial Officer of DRYWALLTEC GmbH Supply.

He holds a BA Hons Business Administration, Certif, from London Metropolitan University, UK and Finance Diploma from UPC Lauterate Universities, Foreign Trade Studies at ADEX, and CDA Project Finance from PUCP. Carlo has taught workshops in #Finance and Business Management in SME programs in various educational institutions and organizations, speaker and member of a panel at Intercontinental Conference on Change Management and Leadership, ICLT, Asia 2021, webinar guest UPN, Peru and guest speaker at OLABISI TV, Dubai UAE.

Today, he shares his knowledge in various business disciplines with an overview in value creation and investment portfolio in EMEA, Europe and Americas. He is a member of APEF Asociación Peruana de Finanzas, inPeru and Toastmasters International.

Vishal Pansari,

Director, Finance,
Radix Web Services

Vishal has 15+ years of rich working experience with industry-leading organizations including Reliance Communications, Tata Communications, Indus Towers Limited, OYO, Sterlite Power. He has worked across the financial spectrum including but not limited to, Business Finance, FP&A, Valuations, Financial Modeling, P&L management, Financial Controlling, Digital Transformation, ERP implementation, Treasury. He is also the winner of CFONEXT100 Award 2020 for Excellence in Digital Transformation category.

There is a long list of achievements resulting in savings of >INR 100 crores, designing and executing ERPs, preparation for IPO, unearthing irregularities in accounting, setting up of finance function, fundraising, due diligence, etc.

At #OYO, Vishal has been instrumental for timely procurement and supply of material/white goods along with financial governance and budget control. He explored software, led the implementation, and automated all manual processes covering Budgeting -> PR/PO -> GRN -> invoice processing + integration with SAP. A mobile app for PO approval multiplied the speed of execution (enabling >500 PO approval daily). This proved to be a key enabler for OYO's growth.

At Sterlite Power, Vishal built a comprehensive financial model for valuation of a business unit with the approach of the discounted value of future cash flow and comparable enterprise value. He validated the assumptions based on various authenticated sources and got that valuation certified from Big4. It came out with vary good valuation which not only withdrew the questions on impairment but was used for the purpose of other strategic decisions as well. As a group corporate controller at Sterlite Power, Vishal focused on overall financial transformation to make it the best in class.

Vishal has always been inclined to work with organizations that are people-centric and focused on creating a lasting impact on Humanity and the betterment of people.





Santanu Acharya,
GM-Finance (NIXI), Director-NIXI-CSC
Data Services Ltd, Director and Board
Finance Chair-DotAsia (HK) Ltd

Dot Asia is company formed by Govts of 27 Asian Countries for promotion of Internet in entire ASIA. NIXI-CSC Data Service Ltd is a company formed by Two Govt Companies for establishing and managing all State Data Centers and keeping the Data safe and secured for Nation. NIXI is a technology company under Ministry of Electronics and IT, GOI,

Having worked with organizations like Balmer Lawrie & Co. Ltd., Redington India Ltd, HCL Infosystems Ltd., & Lafarge, Santanu has 25 years of experience in designing financial strategies for maximizing profitability & revenue and realizing corporate goals, designing & implementing systems, policies & procedures to facilitate financial controls. He has been awarded by ICAI for two consecutive years ie FY 2019-20 & 2020-21 for "Excellence in Financial Reporting" for #NIXI Financials. He was the key leader of conducting revenue/expense analysis that eliminated \$6.5 M of costs through organizational restructuring and cost reductions

Santanu presented financial & business management leadership that facilitated growth from INR 53 Cr bottom line to INR 90 Cr bottom line in 1 year & boosted cost efficiency by 44% and improved profitability through various cost control initiatives. He has been instrumental in gaining \$80 M finance from venture capitalists by providing finance & business skills in order to obtain long-term capital gains by using market opportunities. He managed Fraud Investigation Audit which led to the successful prosecution and recovery of over INR 45 Lacs

He has been awarded by #HCL for being the Best Regional Accounts Officer Nationally. Santanu spearheaded a successful automation project that resulted in cost reduction of INR 800 Lakhs / US\$ 1.06 Thousand. He has also been responsible for securing financing through state and bank loans to fund the renovation and equipment for a capital project costing INR 150 Crores / US\$ 20 Million

He is an effective leader with excellent communication, negotiation and relationship building skills. He worked with internal teams identifying key risk factors for various industries and developing credit programs covering selection criteria with suggested mitigants. Santanu is an active social worker and has been working constantly for the benefit of the underprivileged! During pandemic his work has been applauded by various state and private agencies!

Sandeep Modi,
Interim CFO, Hindustan Zinc Ltd
(Vedanta Group)

Sandeep has exposure to the Nonferrous metals, mining and power sector for over 17+ years with extensive experience across business areas such as fund raising, treasury, credit rating, investor relations, business controllership, automation, taxation, business planning & forecasting, FP&A, Risk Management, Management Assurance, System & Process deployment, SOX, Ethics & Governance including 10 years+ in leadership roles

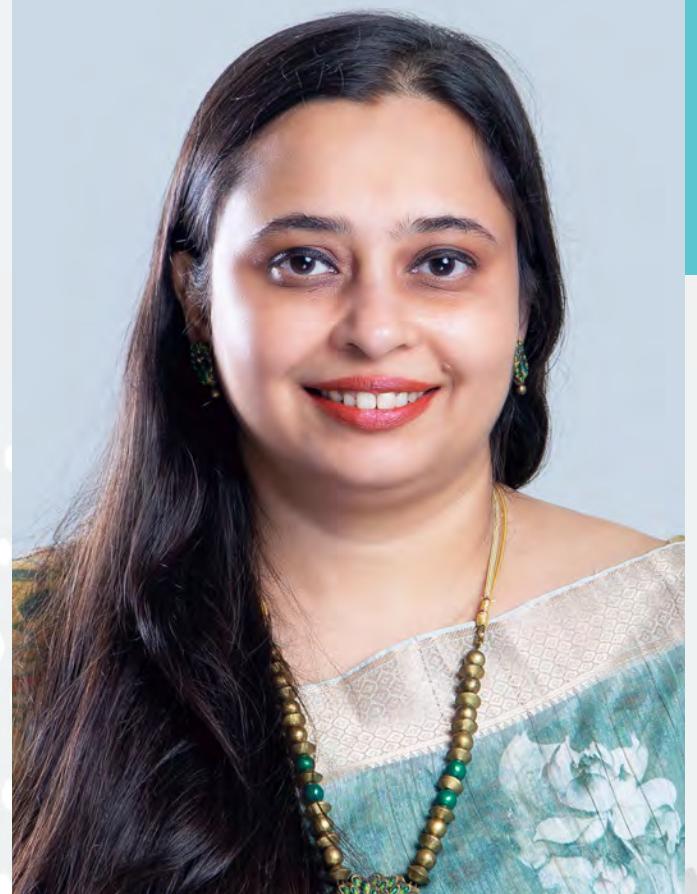
Sandeep moved from Assurance function to CFO role having worked at four locations and four roles since 2018. He strategised key items of accounting & taxation to boost profitability for the company. He has immense understanding and experience of deploying global governance codes. He has deep experience in post-acquisition reviews, driving integration and alignment and has closely worked with promoters for specific assignments.

In his current role, Leading 130+ Finance and IT members team comprising business finance, FP&A, taxation, treasury, credit rating, investor relations, IT, secretarial, financial reporting, audits, shared services, etc. He has a strong partnership with CEO and cross functional leadership team as part of Company's Executive Committee for delivery of the overall business performance and growth. Sandeep is a Member of Vedanta Renewable Energy Steering Committee & Permanent Invitee of Vedanta Group Finance ManCom.

Sandeep has successfully transitioned from Audit to Business CFO role in three large companies and has been instrumental in best ever delivery of results in FY 22 for Hindustan Zinc since its disinvestment. He successfully led the project for refinancing of Rs. 4K Cr NCDs and short-term loans through long term funding in his earlier role - one of the largest refinancing in CoVID environment in Power sector

Sandeep has won many awards like "Star of the business" in 2011, Selected as 'future leader' in 2014 based on various assessments done by Hewitt; part of elite Top high performer & potential employees in group, Great Manager Award 2020 by Economic Times. He is the recipient of Vedanta Group Chairman Award. He has been rank holders at national level during his academics.





Sandhya Sriram, Group CFO, Narayana Health

Sandhya is a business focused finance professional with 20+ years of experience driving Strategic Initiatives, Transformation, Financial Planning and analysis, Business Finance, Risk Management, Controllership, Shared Services, IT and Supply Chain Finance.

As the Group CFO for #NarayanaHealth since Dec 21, she is responsible for Financial Strategy and Operations, IR, M&A, Legal and IT. She has been placed in India's Top 100 Women in Finance by AIWMI and awarded thrice by the Institute of Chartered Accountants of India as a #CA #CFO of the year/ professional achiever of the year. She has also been ranked in the Top 50 Young Leaders in India by Economic Times.

Prior to joining Narayana health, Sandhya was the Global Head of Audit, Risks and Ombuds for Wipro Enterprises Limited. She also led the talent charter for finance and the Group Digital Transformation initiative. Before this, she was with Wipro Ltd as the CFO for the Consumer Business Unit.

She has also worked for 12+years with Hindustan Unilever and Unilever in various roles across Finance and IT, last role being the Global Controller for Enterprise and Technology solutions (ETS), A 2 Bn Euro horizontal of the Unilever Group.

Sandhya is a regular speaker at National and International Conferences of the ICAI and CFO Forums on Various Topics.

Syed Hyder Hasan, CFO and Head of Procurement, YTY Group

Hyder is a senior finance leader with 25 years of progressive experience in consumer goods and healthcare industries, performing global, regional and country roles for global MNCs, including Unilever, Ingredion Incorporated and #YTY Group. He is a consumer centric finance leader with a high degree of commercial sense and strong business partnering skills. Truly an Asian finance leader, who has lived and worked in #Singapore, #Malaysia, #Philippines, #Thailand, and #Pakistan.

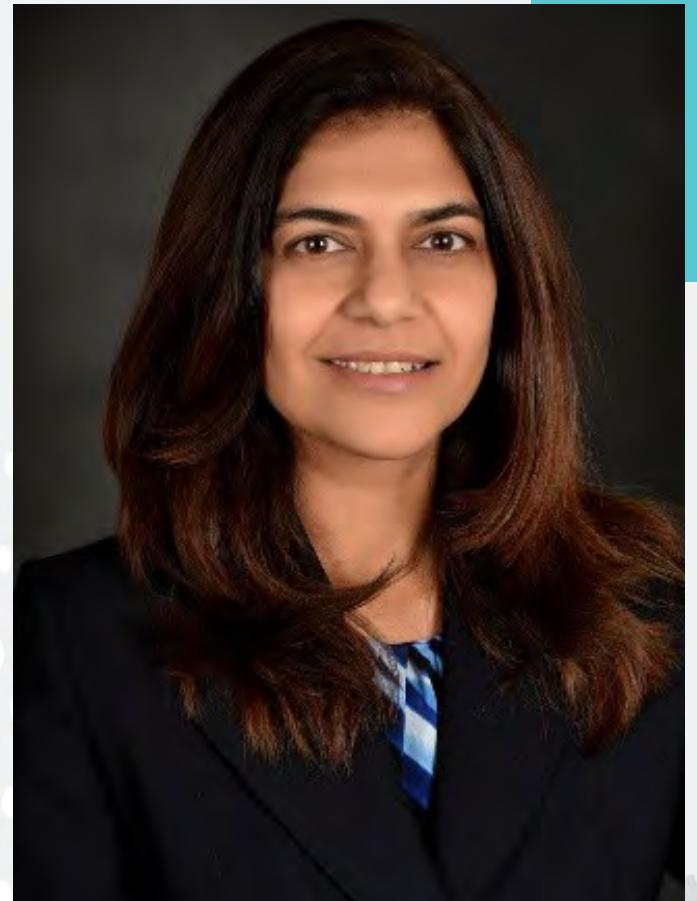
Currently, Hyder is leading the finance and procurement function for YTY Group, a leading healthcare group, that is industry leader in manufacturing of Nitrile examination & surgical gloves. He is in business partnering with the CEO, board of directors and senior leadership team, while leading a team of 50 people. Hyder is bringing in transformation in #Finance & #Procurement functions for the Group. He is responsible for full spectrum of Finance activities, including financial strategy, budgeting & planning, financial reporting, internal controls, supply chain finance, financial analytics, treasury, cash management, forex exposure management, capital expansion, investment, risk management, potential M&A, #taxation, corporate secretarial matters, and internal & external #audit.

Hyder is also leading Procurement function, responsibilities include, enhancing supplier relationships with all strategic suppliers, driving cost saving initiatives in procurement of operational and capital expenditure items, ensuring zero stock outs, and implementing analytics in procurement function.

He has previously worked 15 years for #Unilever, in various capacities doing global, regional & country roles like Finance Controller for Unilever Malaysia & Singapore, Global finance lead for Unilever's biggest face care brand covering, brand strategy, innovation management, financial planning & analysis, M&A, Regional finance lead for Skin Category in Asia. Country finance lead for Unilever's home care business in Philippines and Treasury Operations head of Unilever Pakistan. While working for #Stevia business of Ingredion, global leader in manufacturing and marketing of high purity stevia ingredients & flavours, he was leading supply chain finance, while overseeing 3 manufacturing plants in China & Malaysia. Academically, Hyder is a Chartered Management Accountant – Fellow Member, Bachelor of Commerce



and Strategic Decisions & Risk Management from Stanford University.



Ritu Rekha,
Partner & Leader, Finance
Transformation, PwC

Ritu is a Partner & Leader for Finance transformation consulting, shared services & outsourcing advisory practice for PwC India. She works closely with the CFO community across large and medium enterprises across sectors, including the entrepreneurial and private businesses.

With over 25 years of experience, Ritu's professional journey has been intellectually rich and action packed, with a concerted focus on being 'always relevant' to clients, through creativity balanced with measurable impact and outcomes. Given her vantage of multi-functional experience, she brings an enterprise level perspective to the vision, design and execution of transformation journeys, cutting across siloed views, and bringing to life the big picture.

Previously, Ritu has worked with organizations like Genpact, GE, and NEW HOLLAND TRACTOR LIMITED. A Chartered Accountant by qualification, Ritu is a keen learner, reader, contributor and enjoys a number of interests like golf, Indian history and music.

Subash Gaijes Selvaraj,
Senior Vice President - Finance, HR &
IT, Nippon Paint India

Mr. Gaijes is a seasoned finance and management professional with over 19 years of experience, currently holding the esteemed position of CFO | SVP Finance, HR and IT at #Nippon Paint. A Chartered Accountant and Company Secretary by qualification, Mr Gaijes dons numerous hats viz.-Country Finance HR & IT head – India, Country Finance HR & IT head - Middle East, Finance & IT Leader – Group Automotive Refinish business segment, Board of Director in 3 Indian Companies and 1 Middle East Company.

In his current role, Mr. Gaijes frequently collaborates with International Business Leaders and the Board of Directors on business plans, organic and inorganic M&A deals, Risk Mitigation Strategies, Business Re-Structuring, Financial Reporting, Corporate Secretarial Practice, SAP, Digital Transformation, Human Resources, and Operations including dynamic problem solving and tactical decision making.

He has spearheaded various projects which have incorporated efficiency and automations in operations. His strategic contributions extended to the Company, its Subsidiaries and the Group and has been an unparalleled asset to the organisation.





Vishal Maheshwari,
Group CFO and Head Supply Chain,
Healthium Medtech Limited

Vishal is a seasoned professional with over 25 years of work experience in Financial Planning & Controlling, Process Optimisation, Accounting , Audit , Treasury, Taxation , Budgeting , Strategy , M&A , Public market transaction . Prior to joining Healthium Group, Vishal worked for 9 Years with Abbott (MNC) in India in various roles. In his last role, he was "Regional Finance Director" for Pharma segment , managing a P&L of \$ 1+ Bn and an active participant on advocacy matters with various Industry and Trade bodies on policy issues including pricing matters.

Vishal began his career with Indian Oil Corp Limited (PSU) after qualifying as Chartered Accountant and Cost Accountant and worked for 13 Years in various roles , last of which involved supporting the back-office treasury function with working capital management of size \$ 58+ Bn for the PSU Oil Major. He transformed all incoming collections to electronic banking covering over 21K customer base with a 92% success rate , extensively managing working capital requirements including debt and the day to day cash flow projections for the Oil major.

At Healthium, Vishal has been a driving force in collaboration, liaising with all functions and the Board , to deliver business results, spearheading financial planning, profit improvement , optimizing costs, reporting , compliance and active engagement with investors. He has been instrumental in the integration of the acquisitions , running the DRHP process.

Based on his vast experience in SAP of over two decades , Vishal also headed the IT Function and drove digital transformation at Healthium. He also managed the Commercial head role for International business for over a year , creating a long-term strategy to drive high double-digit growth . Besides the Group CFO position , he currently also heads the Legal , Compliance & secretarial and the Supply Chain vertical at Healthium.

Overall, Vishal's role in transforming the financial health, bringing in process vitality and creating a collaborative and transparent culture across Leaderships and the Board had been a key contributor to the company's progress and its outstanding performance YoY.

Yashpal Jain,
Chief Financial Officer,
Sandhar Technologies Limited

Yashpal is a Senior professional with more than 24 years of experience in Global and Multi locational operations. He is a Member of The Institute of Chartered Accountants of India, Member of The Institute of Company Secretaries of India, Associate Member (ASA) of CPA Australia, Law Graduate.

Yashpal has vast knowledge of procedures & policies of Manufacturing, Infrastructure, Energy, EPC, Oil & Gas, Construction, Hospitality and Retail Industry dealing into-Bulk Drugs, FMCG, FMCD, Agri, Confectionery, Engineering and Automotive products, having worked with leading industrial houses like #Sandhar Technologies Limited, KALPATARU POWER TRANSMISSION LIMITED, DS Group , Sintex Plastics Technology Limited., Dalma Energy LLC.

He has vast and rich experience in the areas covering Strategic Business Planning, Controllership, M&A, Business Restructuring, Fund Raising- IPO, Private Equity, Debt, Financial Planning & Restructuring, Direct & Indirect Taxation, FEMA, EXIM, Regulatory Compliances, Finance & Accounts, Banking & Treasury, Investor Relations, MIS & Reporting, Budgeting, Financial Control, SAP/ ERP implementation, Process automation, Transnational Revenues, Global Accounts & operations.

Since the auto sector is in recession it was challenging to tap the market for funds and negotiate on lowest interest rates. Under Yashpal's leadership, the company was able to generate more funds for expansion plans and the financial burden was reduced by 50%. With company's revised strategy and as a leader, Yashpal took the initiative and lead to represent the Company before the Customers. After successive rounds of discussions and show of our capabilities and the confidence reposed by the Customers (Auto OEM's) the company was able to secure new business from them resulting in setting up of new four green field plants in India and one in Europe in Romania which will be generating Significant additional revenues within the next 1.5 years' time frame thereby strengthening our Turnover, Market share and presence, wallet share with Customers, providing an upper edge over our competitors, Profitability, returns to our stakeholders to name a few.





Niranjan Banodkar, Chief Financial Officer, Yes Bank Limited

As the CFO at YES BANK, he currently leads the financial management function at the Bank, drives its sustainable finance strategy and is also responsible for the overall business strategy for the Bank.

Niranjan has 18 years of diverse banking experience spanning the functions of Capital Markets, Investor Relations, Financial Planning, Strategy and Risk Management. He embodies the personality traits of a young, dynamic and inspirational leader. He is collaborative and inclusive in his approach and brings the entire Bank to work together towards one common goal – the long term growth and success of YES BANK.

His strong technical knowledge coupled with effective team management skills have contributed to his steady progression within the Bank. He began his career in the Bank from a junior position as Manager in 2006 and progressed to the CFO role in 2021. Niranjan joined YES BANK in April 2006 and was instrumental in setting up the Market Risk function at the Bank. As Head of Market Risk, he was responsible for setting up policies, procedures and limits for minimizing business risks across the Bank's Financial Markets functions. In 2014, Niranjan took over the role of Head, Financial & Investor Strategy and successfully led multiple fund raising transactions at YES BANK aggregating to over US \$ 5 Bn across equity and debt instruments and over different lifecycles.

Niranjan led the bank-wide cost transformation programme in 2021 and implemented over Rs 400 crores of annualised recurring savings. He also led from the front in terms of driving the strategy, capital raising process and stakeholder relations despite the headwinds of the global pandemic and the Bank's reconstruction. YES BANK has grown from strength to strength over the last few quarters as can be seen from multiple metrics, namely deposit growth, liquidity, costs, balance sheet strength, investor confidence, profitability among others.

Penny Hsiao, Finance Director, Schindler Lifts Singapore

Having previously worked with organizations like Jardine Schindler Group, Wei Chuan Foods Corp., Halo Business Finance, Mr Penny Hsiao joined Schindler Group in 2010 in Hong Kong then relocated to Singapore in 2017 as Finance Director for #Schindler Lifts Singapore, a leading Elevator and Escalator provider in Singapore with a strong presence across residential, commercial and industrial buildings. The overall business development of the Company is carried out under his proactive business partnership.

In 2018, Penny led the team to make the transition to move the majority of finance functions from #Singapore to #Malaysia where Schindler tends to build a Shared Service Center. The objective was to have an overall lower operational cost, improve the efficiency and build a center of excellence. This transformation, including account payable and reporting automation, was completed in 2021 and also helped the Company to get through the lockdown period during COVID-19 without any business interruption.

He drives the innovation and transformation of technical finance to enable Finance professionals to become business partners who can provide business directions and strategies for profitable growth. With strong business acumen, he led the finance team to generate monthly rolling forecasts which cascaded down to each business head and identify strategic initiatives then closely follow through the performance.

In addition, he leads the Supply Chain team to improve the purchasing saving, logistic optimization and inventory planning results in better efficiency gain for operation. Those achievements demonstrate the power of analytics, planning, business influences and ability of a modern CFO to make a difference.





Yash Arora,
Managing Partner,
NeXMiLe Professionals

Yash is a seasoned finance professional with 28 years' experience; a Chartered Accountant, qualified in 1993, Certified Practising Accountant (CPA) from Australia and Indian Institute of Management, Calcutta Alumni and Qualified Valuer from The Institute of Chartered Accountants of India. His core expertise lies in Corporate Finance, Accounting, Working Capital Management & Treasury Operations, M&A, Investor Relationship, Costing, Taxation, Risk Management & Compliances - legal & secretarial functions.

Yash is having a track record of working across multiple sectors - Manufacturing, Private Equity & Investment Banking, and Infrastructure Sector and he has worked in large corporations viz JK group, #Indorama - SP Lohia Group, GMR Group, Private Equity & Investment Banking, and a JV between Indian Oil Corp Limited & Adani Total Gas. Presently, Managing Partner in NeXMiLe Professionals, a boutique advisory firm with special focus on MSME sector to bring them to the NEXT level by advising & helping them on financing matters – working capital & raising of long term debts, effective deployment of funds, arranging Equity from Financial & Strategic Investors, treasury operations, business/financial structuring, availment of Government incentives & subsidies, M&A, and family offices etc.

Yash successfully managed several Business Collaborations and Corporate/Business Restructuring for significant transformation & value creation. He is accredited with success of raising debt & equity for ~ 30 projects and their implementation. He made road shows to several countries (viz Japan, Korea, Hong Kong, Philippines and Singapore) for raising equity from financial & Strategic Investors. He has been instrumental in digitisation of business & finance processes with focus on self-sufficiency and better experiences to customers.

Yash having worked in Large Corporates and 'private equity & investment banking' has made him a distinct professional having experience on both sides of table with well- rounded industry insights.

Yash has been a speaker in various Business Schools including IIMs as a part of learning, socialising and knowledge sharing.

Dipak Kumar Giri,
Head of Finance,
GBP Tanzania Limited

Dipak has gained significant experience in spearheading finance & accounts activities encompassing Reporting, Trade Finance, Audit, commercial functions, book maintenance, auditing, taxation, accounts payables / receivables & so on. He has successfully contributed in enhancing organizational processes in finance functions through initiatives geared towards lowering risk, heightening productivity & improving internal controls with Performance Management and is proficient in supporting business unit's costing function, understanding standard costing and leading the annual strategic review & budgeting process for Trading..

His expertise lies monitoring inflow / outflow of funds; taking adequate measures to ensure optimum utilization of available funds towards the accomplishment of objectives. Dipak is resourceful in analyzing, interpreting & modeling data to identify patterns & solutions while drawing relevant conclusions from the reports for critical decision making.

In his current role, Serving as head of finance department, devising strategies and finalizing all Financial activities & trade finance. He is responsible for coordinating for all BPS Requirement & BPS Tender submission till the finalize with all OMC from the Main Supplier from Middle East & Asian Countries. All Oil Trading Business spearheading. and is spearheading entire P&L accountability, driving profitable growth and integrating cross functional issues to grow the business strategically and financially. Dipak works with other senior teams to grow the business, formulating strategies & plans, ensure corporate budgeting process are carried out & reviewed.

Dipak has previously worked with #Glochem Tanzania and Dar Es Salam Tanzania where is prepared successful business proposals that secure new contracts and long term client relationships, processed daily business transactions to Finalization of Account for Audits, Internal Audits & MIS and ensured that regulatory requirements of all statutory bodies are met. He has also worked with Ssangyong Engineering & Construction Co. Ltd.

He is a CMA from CMA Australia and CFIP (Member) from IICFIP, USA. Dipak has also completed advanced Professional Certificate in Strategic Business



Management from Metropolitan School of Business & Management (UK). Dipak also completed his executive MBA in Finance and International Business.



Tanisha Govindarajan, Regional Finance Director, L'Oreal Singapore Pte Ltd.

Tanisha is a dynamic result oriented leader with proven success in strategy, change management and digital transformation with over 2 decades in FMCG MNCs. She is currently the Regional CFO of Professional Products Division in #Loreal for the SAPMENA Zone (South APAC, Australia New Zealand, Middle East and North Africa). Tanisha is driving business transformation and shift to O+O for 30+ countries across multiple GTMs. Previously in her role at Loreal India, Tanisha was steering the India business through big transformations (redesigning GTM strategy, digitalization, sustainable growth). She was also the lead for Finance excellence driving process simplification and best practices across APAC.

Before joining Loreal, she was leading Supply Chain Controlling in Mondelēz International, Tanisha was driving the cost agenda for entire India operations and was nominated for Emerging Leaders Program at Singapore MU. She was Awarded the "Chairmans Guild" for leading productivity workshops leading to gross margin acceleration. She was also awarded the "Indispensable Business Partner" for Value Stream mapping, MDC Scorecard and Competition war game planning. Previously she has also worked with Diageo & The Kraft Heinz Company.

Across the years she has fostered valuable partnerships within businesses and with external partners. She is a loved leader who nurtures her team and helps them grow. She is also a Toastmaster adept at public speaking and a Start up advisor who works pro bono to help young entrepreneurs launch their businesses.

Rajneesh Jain, CFO and President, Reliance Jio Infocomm Ltd.

As the CFO, Mr. Rajneesh Jain has been leading the Commercial function at #Jio to act as a strategic partner and enabler of business and operations units to lead the digital revolution in India.

Mr. Rajneesh is a qualified Cost & Management Accountant (CMA, previously known as ICWA). Mr. Jain is an accomplished finance veteran with over thirty-five (35) years of professional experience in the industry. He has wide experience and proficiency in the fields of Finance, Corporate Governance, Project Planning & Financing, Cost Control, Process establishment & improvement, Process Automation, Accounting and Audits. He is a Co-opted Member of the Board of Advanced Studies & Research Committee of The Institute of Cost Accountants of India (ICAI). He is also a Member of Industry Advisory Board of Amity University Novel Communication Lab (AUNCL) and Member of Governing Board of SIES College of Management Studies, Mumbai.

Leveraging his decades of experience in the field of Finance and Leadership, Mr. Jain currently defines his role as a CFO with a threefold focus on development: Development of the Finance Function, Development of the Organization, and Development of the Society. Having set up the Finance function at Jio from scratch and streamlining the finance operations into a self-sustained model, Mr. Jain has now shifted his focus in ensuring the continuous growth and development with the aforementioned three focus areas. Mr. Jain's focus has been on creating a next-generation Finance function at Jio, with the twofold agenda of (a) becoming a strategic partner, and (b) adopting technology at each and every node of the function.

Under his leadership, In Audit World Summit 2022 held in Mumbai, #RelianceJio Internal Audit Team won the 'Internal Audit Team of the Year in Telecom & Digital services Development.

Jio Finance has taken up multiple enabling roles, to change its role as a Profit Centre for the company. For instance, under Mr. Jain's guidance, Jio FCA has worked as an enabler, supporting and streamlining the ROW activity, leading to significant savings.

L&D has been another key focal area for Mr. Jain. It is a clear understanding across industries and functions that Upskilling and Reskilling are critical for organizational and personal growth, and for keeping



employees engaged and interested.

On a personal front, Mr. Rajneesh Jain has been an active Keynote Speaker at various Industry and Professional Forums, as well as Universities and Colleges. His approach has been to share his knowledge and experience gained over the last 3.5 decades with professionals and students alike, and help in the development of the Leaders of tomorrow.



Ashish Verma, Head of Finance and IT, Kirby South East Asia

Ashish is a Finance and Tech leader who strongly believes that Finance executives can drive Business Performance and build competitive advantage through their knowledge, grit, and leadership skills. In his current role, he is managing finance and IT functions for Asia Pacific (APAC) region. Ashish has been instrumental in improvement of business results through business restructuring & transformation, by spearheading the revamping of finance, analytics and treasury operations while supporting sustainable high business growth. Before working with Kirby in Southeast Asia, he worked with people from different linguistic and cultural backgrounds in Middle East and South Asia.

Ashish has more than 14 years of experience working in various finance and Tech verticals including FP&A, Corporate Finance, Business Finance, M&A, Treasury and Business Transformation. He is also a Tech enthusiast who promotes adoption of technology to drive business results and to transform business through use of Automation, Analytics and Data Science.

Ashish is a Chartered Accountant (CA) from India, a CPA from #Australia, an Executive Alumni of Indian Institute of Management, Calcutta with FinTech & Blockchain specialization and holds a Postgraduate in Data Science and Machine Learning from Indian Institute of Technology, Roorkee.

Meeta Aggarwal, Chief Financial Officer, Licious - Born to Meat

Meeta is a Chartered Accountant with an MBA in Finance from FORE School of Management, New Delhi. Meeta has also completed her Company Secretaryship from The Institute of Company Secretaries of India

With over 19 years of experience, Meeta is a seasoned finance professional with capabilities in Financial Planning, Cost Control, Controllership, Business Partnering, Resource Allocation, Cash Flow/ Liquidity, Capital Investments, Performance Management, and Corporate Governance/ Compliance. Before joining Licious, Meeta had worked with multinationals across industries like #Telecom, #Oil & #Gas, #IT, and #Consulting in India, the United Kingdom, and the Middle East.

Some notable companies Meeta has worked with include Anheuser-Busch InBev, Telenor, HCL Technologies & KPMG. Meeta has exceptional analytical skills & a data-driven mindset that enable her to be an ace negotiator and deal maker.

Meeta has carved an enviable position for herself in corporate and financial management. In her stint with AB InBev, she led the finance team of ~30+ members across India & South East Asia (#Vietnam, #Thailand, #Philippines, etc.) with end-to-end responsibility for FP&A, Reporting & Controls, Treasury, Tax, and Audit. She managed a P&L with a triple digit \$M top line across ~20 manufacturing locations. She is an expert at restructuring P&Ls by delivering savings via strong cost control measures, managing operational profitability and liquidity. She has delivered cash savings via working capital optimizations and differentiated taxation positions.

Throughout her Corporate Journey, Meeta has been an active proponent of representation of Women in Finance and as CxOs. Most recently, she was a keynote speaker at the Economic Times - Digital Boardroom Series on 'Being A Woman CFO: What Does it Mean?' She is a mentor to many women professionals.

Her key achievements have been to secure and manage liquidity at AB InBev during Covid. Meeta secured additional funding, optimized resource allocation and focused on strong receivable control and re-calibration of end-to-end inventory levels to deliver this. She has also spearheaded the



monetisation of redundant capacity and unlocked a double digit \$M cash pool. Meeta has been instrumental in delivering P&L savings of \$4M via favourable tax positions.



Anmol Peeti, Group Finance Director, Paradise Properties

Anmol is an organized, innovative & pragmatic young leader, result driven focused on achieving exceptional results. She started as sales manager in a new start up - Swiggy. The concept of third party delivery was completely new making it challenging to convince restaurateurs. Thus began her professional journey. Slowly as she decoded the start up world, within 3 months she had more than 100 restaurants on board and 6 areas launched in Bangalore.

Slowly and unknowingly she was enveloped in an immense pride for the start-up and became the advocate for the company for a lifetime. From sitting in mini trucks and personally handing over collaterals to signing chain restaurants to heading the project of eliminating low rated restaurants, the learning curve had made her ecstatic.

She graduated from The University of Manchester with a Masters in International Business having a major in #Finance. While in school she earned the Best Manager Title for exemplary academic performance and leadership skills. She then joined her family business in hospitality, Paradise Group, in 2018.

She has led the company to achieve an exceptional boost in GOP and ADR. She is adept at growing top line and optimizing costs. She focuses on budget planning by reviewing previous performance and planning based on that. She believes that data is the new fuel that runs the world. She also manages audits, administers CAPEX expenditures and manages accounts payable and receivables.

Looking ahead, she is passionate about Children's education and plans to open a school for the underprivileged to provide access to knowledgeable teachers and study material, so as to help the Indian youth to achieve an independent lifestyle eventually at the grass root level.

A Keen traveller, she has covered 44 countries. She credits travel to provide the best exposure towards learn in a 360-degree perspective. Anmol finds it incredibly motivating to use her presence in the industry to manage food wastage in a better method in hotels and plans to organize it on a city level within 5 years. A firm believer in the power of positive thinking in the workplace she always promotes optimism in her approach.

Anil Bothra, Chief Financial Officer, GTPL Hathway Limited

Anil is a CA | CS | CMA and MBA in HR and Mktg with 24+ years of experience with expertise in heading CFO position with experience in diverse Industries viz. Infra and Ceramic Business (GRASIM INDUSTRIES LIMITED (ADITYA BIRLA GROUP), Specialty Chemical, #EPC, Media and Entertainment (#GTPL), Metals (Hindalco Industries Limited), Hotel (ITC Limited), Gas & Power (Shell) White and Gray Cement (UltraTech Cement).

Anil is a growth driven strategic leader, passion for automation, speed, value creation with collaborative approach. He is well recognized to contribute growth, simplifying processes, lowering cost, digitalization while creating a high performing team. He is significantly contributing to the growth and development of the businesses by ensuring zero financial leakage and through progress planning, productivity enhancement and alignment of financial initiatives towards achievement of organizational objectives.

Anil has proficiency in formulating varied policies with critical insights for building progression conduits aids in influencing key decisions, as member of strategic group. He set up large teams, adopted global methodology and remained competitive while adherence to compliance.

Anil is deeply engaging with CXOs, team management, efficiency & performance improvements, new initiatives, entrepreneurship, and mentorship. Planning growth strategies (organic and inorganic), M&A / JV & Tie ups / Restructuring / Plant expansions. Strategies alignment for long term and stability which render me with a specialized thrust. He is working with a diverse group of people, mentoring under mission driven environment, result and action oriented with a consistent, soundtrack record of setting benchmarks for Industry and achieving personal pro-active targets.

Anil's ability to convert complex problems into simplistic implementable solutions through a participative model of group working, has proved to bring out the best of the minds together not only to deliver the out-of-the-box solutions but also simultaneously to bring life to these solutions.

Anil has won many awards like getting featured in The Corporate Titan Awards-CFO of the year 2022



(Telecom Business), 10 best CFO's in India 2022, Winner for Financial Transformation initiative of the year 2021, Recognition of excellent by CFO100 in the year 2022, platinum award in annual report competition for three times consecutively and more.



Nand Kishore Khandelwal, Senior Finance Professional

Nand Kishore has nearly 30 years of rich experience in Board & Management Reporting, Corporate Strategy, Stakeholder Engagements, Treasury & Risk Management, Financial Planning & Analysis, Fund Raising, Cash Management, Financial Reporting, Compliance & Audit. Throughout his career, he has utilised his leadership, planning and financial skills to consistently increase revenue, reduce cost and drive financial and operational deliverables.

His prior engagements were as President Corporate Resources & CFO of Pitti Engineering Limited, Deputy Managing Director & CFO of Alumeco Group India Extrusion Limited, (Listed Co.) of Danish Multinational Group, General Manager (F&A) for DUKES PRODUCTS (INDIA) LIMITED and General Manager (Finance & Commercial) for Param Industries Limited (A Ruchi Soya Limited Enterprise).

A list of accomplishments indicative of his experience include leveraged success in leading processes improvement projects, reengineering existing process, reducing tasks involved & made process lean, resulting in major savings in man hours & overall cost using digitalization and information technology. He led end-to-end treasury activities including cash flow planning, surplus fund parking, forex risk hedging while effectively balancing cost and liquidity

He has rich exposure in IFRS accounting, global financial reporting, financial statements, and transfer pricing and his wealth of expertise entails internal / regulatory reporting, accounting, receivables & payables, finalization / consolidation of accounts (Balance Sheet / P&L), budgeting & forecasting, cost & benefit analysis, productivity analysis and cost variance analysis

His success is due to his ability to establish consistent and appropriate business practices and build employee morale towards ensuring a balanced portfolio and financial well-being. He is focused on values, corporate objectives, and strategic planning to directly impact success, growth and profit of the business.

Nand Kishore has been recognised as the "Top 10 CFO 2022" by "CEO Insights" Magazine and featured as a cover story in their March 2022 publication.

Shweta Mall, Vice President Finance, Fiserv

Shweta is an enterprising global #Finance & #Strategy leader with close to two decades of multi-industry experience with varied Finance roles & responsibilities and a successful history of building top-performing teams, working with globally dispersed, highly matrixed & diverse culture teams to achieve business objectives. She has been responsible for enforcing strong internal controls reflective of global guidelines, delivering financial excellence with close collaboration with different teams and building trust, cohesiveness & teamwork within & across the organization to positively impact business performance.

In her current organization, Shweta will now lead 'Strategy and Execution' function for entire Global services business. Before that she was heading FP&A for Global Services and directed all aspects of FP&A for Global services(India, USA and Costa Rica) with oversight across Accounting, Tax and Treasury. Before that she was the Vice President, Finance & Head of Pricing, at #Fiserv USA. Shweta contributed as a key member of high-profile management teams approving major client deals and enhanced pricing methodologies aligned with changing needs of market and new products by incorporating advanced analytics and price-curves. She also managed Product Management Finance, Professional services Finance and acted as CFO for multiple account processing core business units. Shweta has also worked with Sears Hometown and Outlet Stores, Inc. as Director, Finance.

She acquired and used deep client insights, paired with in-house developed Product profitability and white space analysis to drive product strategy for new/sunset products, increasing top-line and driving cost-savings. Shweta also led integration of acquired entities and led financial management/reporting along with regulatory compliance while working in close collaboration with the Business-Heads to drive synergies. She played key part in spun-off of a company. She directed financial setup of an Indian captive center from scratch.

Shweta has completed her MBA in Finance & Strategy from Kelly School Of Business , Indiana University Bloomington USA. She received CFO Award in Global Fiserv Finance Forum, Chicago, USA. She was also awarded Woman CFO Innovation award.





Hariwansh Kumawat, Chief Financial Officer, OTO Capital (1T9 Technology Pvt Ltd)

Hariwansh is the CFO, and also heads of risk functions at #OTO is an ex- #Fortpoint, #KotakMahindraBank, and #MotilalOswal comes with over 14+ years of experience in leading finance. He tables expertise in Financial Strategy, credit underwriting, debt funding, and accounts & taxation for the automobile & financing industry.

Hariwansh is an esteemed financial connoisseur who had played an instrumental and leading role in Capital raising & Risk management at OTO. He is a holistic thinker and would always look at problems through a holistic view over believing things as it is. His expertise and profound knowledge of the capital management structure has facilitated the startup to raise series A level of funding of USD 10 Million and USD 9 Million in terms of Debt from various financial institutions to support the capital requirement of our leasing business along with partnering with larger lending institutions for the partnership towards 2-wheeler lending business.

Hariwansh has previously worked with larger listed organizations as well as with the smallest level of start-ups. He started the journey at OTO as a founding employee and has observed all seasons of low and peak business, from adequate liquidity to little tensed days, from fighting for creating a balance between business growth and maintaining compliance. The journey has taught him one lesson: do not fear and to be firm at one's principles. This has catalyzed OTO to be one of the most successful startups in the Fintech space today.

He designed robust and automated credit and risk assessment system which led to a stable business growth keeping the lowest NPA amongst the two-wheeler financing industry. He arranged adequate and well-planned Debt and growth capital even at an early stage of the company and successfully tied-up with prestigious organizations like IDFC first bank, Northern Arc Capital etc. to support the platform lending business. He led the automation in various product development areas like LOS, LMS, OTO APP, financial stability reporting systems and investor reporting.

Hariwansh is an MDP Alumni of #IIMC and has also been acclaimed for his similar experience in the past as top CFO in India by various awarding bodies.

Jigr Jayesh Shah, Regional Finance Controller, Mega Lifesciences

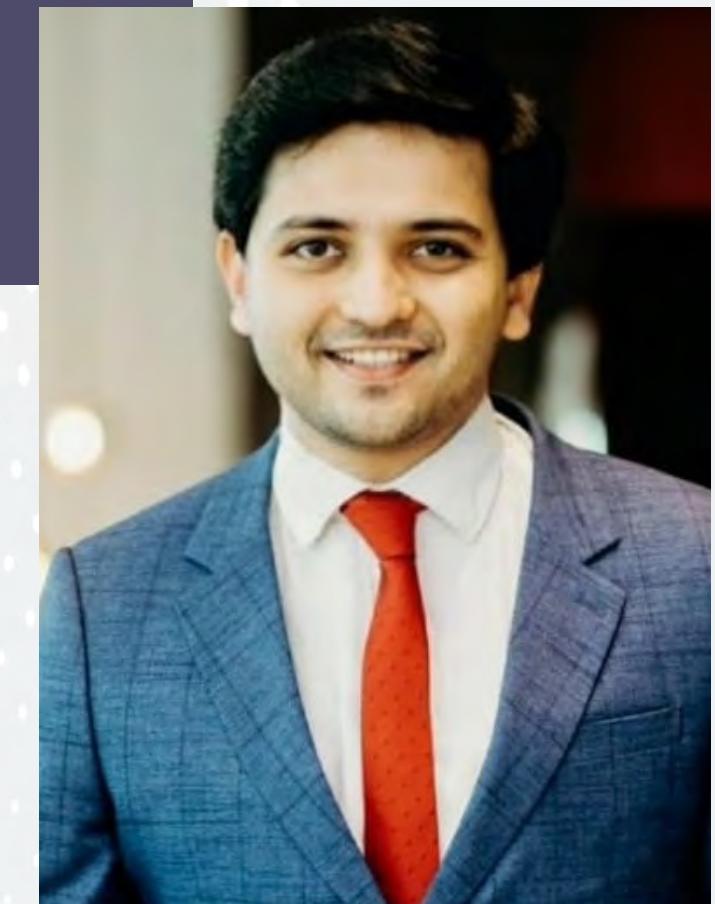
Jigar has extensive corporate #finance experience over the past 15 years in a career which has spanned over wide range of companies and across geography in Asia. Currently he is responsible for Finance & Controlling functions for the #Vietnam, #Malaysia & #Philippines division of #MegaLifesciences, a Thailand based pharmaceutical company committed for Human Wellness. Previously Jigar has worked with ITC Limited one of India's biggest #FMCG conglomerate.

Jigar is a graduate (BCom), master graduate (MCom) in Commerce with professional qualifications of Chartered Accountant (CA), Cost and Works Accountant (CWA) and Company Secretary (CS). As a part of his internship doing Chartered Accountancy (CA) he worked with #Deloitte and #ErnstandYoung in #Audit and #Assurance Department whereby he had the opportunity to audit some of the Fortune 500 companies and understand highest standards of corporate governance and internal controls.

In his current and previous positions Jigar has been instrumental in navigating his team through challenging projects, implementing newer systems and responsible for the legislative and statutory compliance with effective implementation of systems, policy and procedures. A key skill he have acquired is the ability to successfully implement and manage new accounting systems and procedures since he enjoys the challenge of integrating new systems and working with the other functions to ensure a smooth and productive workflow.

Jigar is extremely passionate about the field of Finance and the value addition that the Finance function can do for business. As the business environment faces changes and challenges, the role and expectations from finance team will be not only to disseminate critical and accurate information timely but also keeping entire organization agile and enable critical business decision making. He feels going ahead Finance function will be expected to contribute more for enduring value of all stakeholders

Jigar has received the award from the #President of India for his scouting endeavors, participated and won various awards for various activities like debates, elocutions, dramatics and social causes. He is now very keen to contribute more for the professional growth of his colleagues, young professionals so that it propels them into greater heights in their career and



life.

Jigar strongly believes that "After all life is short and to make it meaningful one needs to discover the joy of giving and we will discover the reason of living".



Anil Kumar Gollapudi,
Chief Financial Officer,
Varsity Education Management

Anil qualified from Institute of Cost Accountants of India (ICAI) with National 19th Rank, with 20 years of varied experience in mainline finance functions of which ~ 14 years as Finance Controller / Head of Finance. Anil has previously worked with Apollo Health and Lifestyle Limited, Advantmed India LLP, OpenText, Apex Knowledge, LLC., Computer Associates, Indian School of Business, Chip Engines (India) Private Ltd.

In his current role, Handling Finance & Accounts for all entities of VEMPL - Responsible for varied aspects of finance including accounting, audits, taxation, treasury, MIS, compliance, financial reporting and analysis, procurement and SCM leading a team of 175 Corporate Finance team with 6 direct reportees. He is part of team with promoters forming strategy with McKinsey & part of team driving transformation for the Group and making it investor ready.

He is responsible for liaisoning and negotiating with Bankers, Fund raising-Debt, Monitoring investment required into subsidiaries and driving special initiatives - ERP implementation, implement SOPs, Policies, IFC & DOA. Anil ensures development of effective taxation strategies and plans, implement and monitor their effectiveness.

At Apollo Health & Lifestyle, Handling Finance & Accounts for all entities of AHLL – Responsible for varied aspects of finance including accounting, audits, taxation, treasury, MIS, compliance, financial reporting and analysis. He was leading a team of 56 people with 6 direct reportees. During his stint with Advantmed as CFO, Anil was handling end to end Finance & Accounts for all regions. He was responsible for all aspects of finance including accounting, taxation, treasury, MIS, IR, tracking and maintaining EBITDA, fund raising (PE), financial reporting and analysis.

Anil completed PE funding in one of my previous roles, Handled an indirect tax notice of a significant amount with a favourable outcome, Implementing ERP along with corresponding systems and processes multiple times, successful in obtaining long pending income tax refunds.

Nishant Monani,
Chief Financial Officer,
KH Foges Pte Ltd

Nishant is a qualified Chartered Accountant with 10+ years of experience in the FP&A, Reporting & corporate finance. As CFO & Executive Director for Construction and Manufacturing Conglomerates across Gulf and South East Asia, he established a successful track record of Business Turnaround, ERP Implementation, IFRS transition & CAPEX / Working Capital enhancements, Overall corporate finance functions & Merger-Acquisition & ensured timely compliance of publicly traded group including Audits, taxation and Legal compliances.

In his current role, Nishant is spearheading the entire operations of the company, key decision maker in capex expansion, day to day business & strategic evolution of the group. He is Incharge of all compliance matters of group including Corporate Law, Taxation- Litigations, Stock Exchange compliance for SGX – Singapore and BSE – India, Transition of group companies to IFRS Reporting Standards including transition to IFRS-15 Revenue from Contracts with Customers and Incharge of all borrowing, fund raising and capital raising activities of group managing about \$ 150 million borrowings from various banks & FI across 3 countries.

Nishant Procured fresh project finance and acquisition finance to the tune of \$ 70 million from banks / FI in Singapore & Hong Kong. Managed / replaced existing working capital facilities of about \$ 100 Million.

Nishant is the key Person in raising capital of about \$ 30 million via Qualified Institutional Payment at listed parent company level wherein prestigious stakeholders like Temasek (Singapore sovereign fund) took a stake holding in the range of 10-12 %. Nishant played a key role in valuation and deal structuring for acquisition of listed subsidiary in Singapore for group expansion and Improved working capital structure of the company by monetizing untapped assets & receivables, implementing a centralized treasury function for all companies across 4 countries, changes to procurement policies of the company for better liability prediction.





Pranshu Bansal, Regional Finance Director, Ntertek Testing Services (Singapore) Pte Ltd

Pranshu is Regional Finance Director with 18+ years of experience in strategic planning, budgeting, financial close & consolidation, financial reporting, cash flow, business reporting and controls and compliance.

He provides leadership and direction to the finance, accounting, and reporting team of 50+ staff across 5 markets of 1500+ employees and over \$130M business (Singapore, Malaysia, Thailand,

Indonesia, and New Zealand). Pranshu is also a Board Member at Intertek in Singapore, and Malaysia. Having worked with organizations like Ernst & Young, BMR Advisors, Godfrey Phillips, and Intertek, Pranshu has experience in designing financial strategies for maximizing revenue, profitability & working capital, designing & implementing systems, policies & procedures to facilitate financial controls.

He was the key leader of conducting volume/cost/price mix analysis that improved margins by 500bps through organizational restructuring, cost reductions and right business mix. He delivered working capital improvement of \$5m through supplier negotiations, efficient collection management and improving the billing turnaround cycle. The financial controls compliance improved to 98% through the implementation of robust processes and regular monitoring.

During his auditing days, Pranshu ensured consistent implementation of design and operating effectiveness of financial, operational and data security controls across 30+ locations within Asia Pacific, Middle East, and Australasia region. He co-developed Risk and Controls Register to comply with Indian Clause 49 governance framework.



ASIA'S 100 POWER LEADERS IN TECHNOLOGY 2022

Mouhamad Kawas – [Medicus AI](#)
Dr. Mohammad Khaled – [Safe Digital Thought Leader](#)
Abhishek Dwivedi – [Vista](#)
Anand Thakur – [Reliance Retail](#)
Anubhav Rajput – [PNB Housing Finance](#)
Pratik Modi – [Egencia - An Amex GBT Company](#)
Shashwat Singh – [BoAt](#)
Reetu Sharma – [TIAA](#)
Anupam Pandey – [Akvna Technologies](#)
Arunraja Karthick – [DTDC Express](#)
Chetan Trivedi – [Vedanta Resources, Hindustan Zinc](#)
Srivats Krishnamoorthy – [SSGE](#)
Dr. Karthik Ramesh – [emids](#)
Rajesh Soni – [Sociolla](#)
Sujit Karpe – [iMocha](#)
Rajnish Kumar – [IXIGO](#)
Vikrant SenChaudhuri – [Concentrix](#)
Dr. Nitin Verma – [IQVIA](#)
Ganapuram Venu – [CSIR-National Aerospace Laboratories](#)
Kavitha Srinivasulu – [Tata Consultancy Services](#)
Nivarti Jayaram – [Societe General Global Solutions Center](#)
Narayanan Krishnan – [Falcon Eye Cyber Security DMCC](#)
Nipun Jaswal – [BDO](#)
Sandeep Mishra – [Yoshi Markets](#)
Krishna Sai T – [Biocon](#)
Rajeev Tomar – [Tourism Finance Corporation of India](#)
Santanu Dutt – [Amazon Web Services](#)
Rajesh Dhuddu – [Tech Mahindra](#)
Ravi Chauhan – [TTEC Digital Analytics](#)
Saravana Mani – [Kmart Group Australia \(India Technology Center\)](#)
Seema Sharma – [Servify](#)
Shyam Kumar – [Axicidio](#)
Swapnil Deshpande – [Thoughtworks](#)
Vamsi Talasila – [Reset Technologies](#)
Shashank Jain – [OYO](#)
Eyad Kashkash – [Al Ramz Corporation PJSC](#)
Galal Eltahan – [The Red Sea Development Company](#)
Kelvin Liew – [NTT Ltd.](#)
Sean Kim – [SkyLab group](#)
Youness Zahir – [BlackStone elT](#)
Mohammed Daraghmeh – [NasNeuron Health Services](#)
Yune Marketatmo – [Indosat Mega Media Pt](#)
Fahad Siddiqui – [FE CREDIT](#)
Mohammed Hamza – [DAL Technology](#)
Sleiman Azar – [Nearbuy Group](#)
Abdullah Alrasheed – [IntegrityNet](#)
Romain Tordo – [National Plastic](#)
Osama Bari – [DIFX](#)
Jonathan Kelly – [Truly Secure](#)
Karim Tribak – [Foxtrapp Limited](#)
Nedal Mustafa – [Hala Investments Limited](#)

Mohamed Saro – [Zain Global Connect](#)
Ghanim Alfalasi – [Dubai Silicon Oasis](#)
Hamed Al Awadhi – [Dubai Integrated Economic Zones Authority](#)
Walid El Masri – [Commercial Bank International](#)
Alessandro Nadalin – [at noon](#)
Santiago Freitas – [First Abu Dhabi Bank](#)
Alberto Lobrano – [Distichain](#)
Adam Hunt – [ONOW Myanmar](#)
Kyaw Thu – [Flymya](#)
Tin Naing Zaw – [Coca-Cola Pinya Beverages Myanmar Limited](#)
Max Win – [Europe & Asia Commercial Company Limited](#)
BINH HO – [Thằng Lợi Group](#)
Tran Huy Tung, PMP – [Mobicast, Jsc](#)
Tuan Le – [ATM Online](#)
Cam Hoang – [Hung Thinh Corporation](#)
Henry Nguyen – [UniWorld](#)
Trung Dzung Truong – [FiinGroup](#)
Quang Dinh Le – [PeopleCentrix](#)
Henry Ly – [Adamo Software](#)
Oscar Xing Luo – [Fika -The female-focused AI social & dating app](#)
Le Minh – [Educa Corp](#)
Chinh Nguyen – [Liquid](#)
Mark Morawski – [ZaloPay](#)
Chin Sam Chuan – [Paysys Communications Sdn Bhd](#)
Wai Ko-chi – [Credit Guarantee Corporation Malaysia](#)
Leong Chee How – [Citibank](#)
Bacho Pilong – [PETRONAS](#)
Tee Pan Yong – [MOL AccessPortal Sdn Bhd](#)
Gary Goh – [AIA Malaysia](#)
Syamsul Kamal – [TEKUN NASIONAL](#)
Chai Davis – [Touch & Go Sdn Bhd](#)
Syakir Zufairy – [Qdees Worldwide](#)
Norman Noble – [Boost Financial Services](#)
Mah Soon Lai – [Securo Finance](#)
Jia Yee Low – [Kenanga Group](#)
Brent Wong – [SEPHORA](#)
Boris Hajduk – [Tokopedia](#)
Octavio Carrasco – [Mercedes Benz Singapore](#)
Wui Sin Hiew – [Biosensors International Group, Ltd](#)
Gustavo Leal – [Kilde Financial Technologies](#)
Khai Lin Sng – [Fundnel Limited](#)



Dr. Karthik Ramesh, Vice President International Markets, Head Innovation, Emids

Dr. Karthik is servant Leader Technocrat with a heart to solve societal issues thru tech-uplift. Dr Karthik Ramesh (MBA, SSSIHL), heads Innovation at emids Technologies and drives their business growth in International Markets. Karthik also heads the 3ident (Ideate-Innovate-Incubate) program where they partner with the Indian Institute of Technology, Madras Research Park ecosystem. He is a Gold Medalist in Computer Sciences Engg. from Anna University, has completed XLRI Jamshedpur Fellowship coursework and holds many other national and international degrees, while serving as international keynote speaker across tech and innovation summits.

Prior to emids, Dr. Karthik earlier served as Head of Standard Chartered Bank Global Business Services Technology & Innovation as the Head of Open Banking Open API "aXess" program across all global markets & the Location Leader for Chennai Innovation Labs. He describes himself as a tech-geek with a heart to serve; ever since his first job two decades ago at Infosys where he operated out of KL Malaysia, as the Project Lead for a leading logistics chain. He had stints as SFDC Cloud CRM Practice Head as well as Global Practice Director for Highmark Health offshore captive in Data Management and Analytics.

Post MBA, he joined Dun & Bradstreet where he started as Chief of Staff to the CEO and then moved to CTO office, to drive their data on the cloud hosted business across AMEA and US also saw him drive the 181-yers old American company's Open-Source Adoption Initiative to leverage Ubuntu-like tech for clients and the larger society in line with the Triple Bottomline principle. He incubated D&B's Sustainability program "techSAI" – Technology for Social Adoption and Innovation which helped non-profits trusts in the hamlet of Puttaparthi implement online websites, e-commerce websites and even automated a Mobile Hospital.

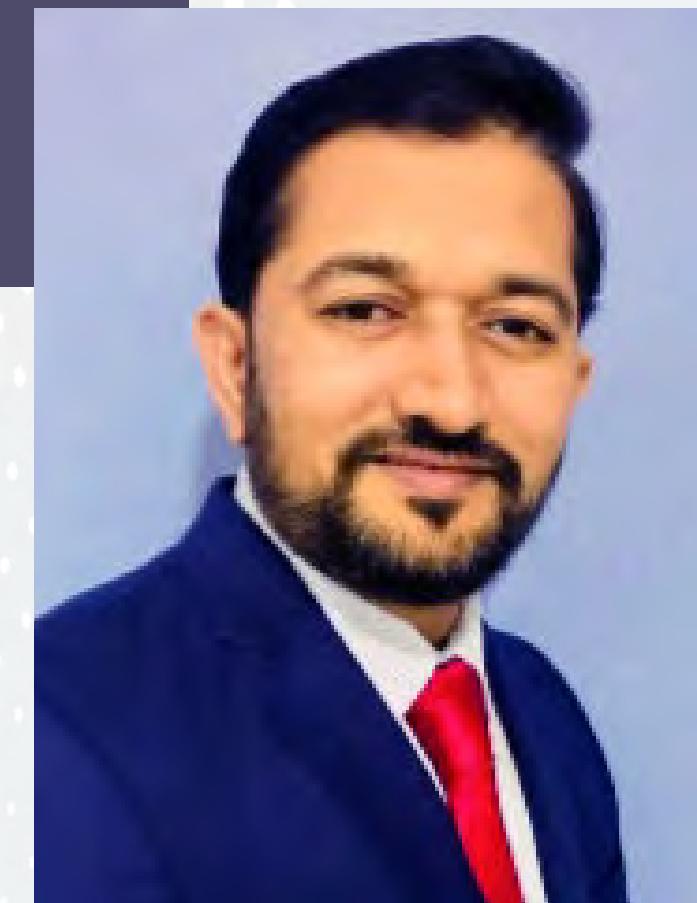
Dr. Karthik has mentored several global hackathons and also been a noteworthy finalist at UNESCO-IBM CodeTheCurve, Facebook wit.ai where he helped develop COVID-19 combat technology and apps.

Pratik Modi, Senior Director of Technology, Egencia

Pratik is a global technology leader and product innovator with extensive expertise in developing nextGen technology platforms, building high performing technology teams, and building a culture of grassroot innovation. In his current role, Pratik is driving platform core capabilities transformation - E-commerce, API Platform, Users/Profile, Entitlement etc for Egencia's SaaS platform and also, helping grow Egencia India into an Innovation & growth centre for the company.

Prior to joining Egencia/Amex GBT, Pratik played various leadership roles at S&P Global. Most recently he transformed S&P Global's common/core platform capabilities and also turned India operations into a bleeding edge technology & innovation hub. Pratik has played pivotal roles at different start-ups - Radiance (Acquired by Comcast Media Center), SNL Financial (Acquired by S&P Global) and software giants like SAP.

Pratik has vast experience in leading global teams - spanned across US, France and India with the team size varying from 100 to 1100+ employees with the history of building high performing teams and cultures driving cutting edge technology transformation. Outside of his day job, pratik has been involved in mentoring students & academia on various topics ranging from nextGen Technologies, Entrepreneurship/Startups, Academic-Industry partnership and many others.





Rajeev Tomar,
Chief Technology Officer, Tourism
Finance Corporation of India

Rajeev is a technology leader, with 20 years of experience in large engagements including IT Application & Infrastructure Management, Program Management, Services Delivery Management, Solution Design Architecture and more across multiple business verticals with a focus on grounds up innovation. His expertise includes modern software platform development, very-large infrastructure design, management, and optimization on public Cloud, private Cloud & in house data center, Cloud security and compliance, Technology Budget management.

Rajeev has a strong track record in Technology leadership, Digital ecosystem development, Hybrid infrastructure i.e Cloud & In-house Integrated application Ecosystem and more with a mixed blend of ready on-shelf products and in-house development, Data security & high availability with inline budget requirements of organizations.

In his current role, Responsible for the end-to-end delivery for all Technology Implementations. He has defined and executed technology-transformation strategy leading to P&L reset and optimization; completed re-engineering of engineering systems and SDLC; reset of fundamental Investors, customer, and partner trust and integration into internal and external partner assets.

Rajeev has Designed one of its kind, state-of-the-art, unified platform to migrate & upgrade more than two decades old legacy systems legacy databases in TFCI. The new platform comprises open-source Oracle VM server virtualization (OVM) and Microsoft HyperV virtualization, which takes care of the budget and robustness simultaneously, has the capacity of horizontal & vertical scaling. With the help of this platform, TFCI migrates its complete legacy system into the latest Technology. He has designed & developed a unique integrated Loan management system, general financial system, collection & legal system where the system generates automated mission-critical legal & regulatory reports, which earlier took weeks.

Rajeev has previously worked with Origo Finance Pvt Ltd, Intec Capital Limited, Trustline Securities Limited. He holds a PG from Indian Institute of Management, Indore and is also an MBA in Finance along with double bachelors in Technology.

Srivats Krishnamoorthy,
Senior Vice President & Global Head
Operations, IT & ITES BPO, SSGE

Srivats has 24 years of experience within core Information Technology & Business Process Services with organisations like BT CSS Corp , Accenture Srivats is handling a headcount of 1823 + covering countries like India, Africa, USA, London, Singapore, UAE, Germany & Australia & handling a Senior Management Crowd of 29 + (AVP's, VP's, Directors, Senior Directors, Cluster Heads, Center Heads & Country Heads) who report directly to him from across globe. He is heading 13 centres globally and handling international clients from USA, UK, Australia, Canada, Germany, Singapore, China, UAE & New-Zealand.

Srivats has created new concepts created within Machine Learning & Shaped Robo Talker / Voice Shot (AI) where bots dials & picks calls as human (Saved US \$3,55,877/- Per Month. He has fashioned a new pattern of Cloud Computing which serves 44 international clients & created software merged with process SOP's to enhance / eradicate errors within BPO which results in 99% of Quality & Accuracy. He has worked with a confidential team of 188 + within Big Data (supporting 21 banking clients globally) which resulted in effective problem solving skills, data handling skills and understanding programming languages.

Srivats is handling 11 accounts within BPO & Working on a new transition with a US Client to place 600 + within Research & Analytics (Voice & Non-Voice Support). He is also handling a Technology - Research & Development Team of 74 individually.

Srivats has been a back-up for Business Development, Learning & Development, Benchmark & Human Resource Management for the past 16 years and cracked new deals internally which created 1900+ of jobs in the last 2 years. He has been awarded as a best performer with 356 certificates & 38 medals contributing to his overall experience.





Shashwat Singh,
Chief Information Officer,
Imagine Marketing India (boAt)

Having previously worked with Unilever, Asian Paints, Kimberly-Clark & Infosys, in his current role at boAt he is building an IT Team, creating an IT strategy for the organisation and setting up a robust, state of the art IT Landscape grounds up.

At boAt he is leading business process discovery and harmonisation powered by technology led transformation. He is responsible for complete overhaul of business processes at boAt, establishing a state-of-the-art tech landscape & setting up a fit for purpose team of internal and external resources driving business process optimisation and re-engineering.

Under his leadership in a short span of time, boAt is implementing SAP S4 HANA as their ERP, they have rearchitected their customer experience landscape with Sprinklr implementation and are marching ahead on the path of becoming an intelligent enterprise by setting up an analytics practice. There are multiple other strategic technology initiatives that have been kicked off and are strengthening the technology landscape to support and propel boAt on its growth journey.

Shashwat is a passionate leader with deep subject matter expertise in Supply Chains and with extensive experience in spearheading multiple digital led business transformation programs. He has 15 years' experience being at the helm of strategic digital transformation at FMCG Majors. He has under his belt credit of unlocking multi million Euros both top and bottom line for Unilever and Asian Paints. In his stint with Unilever, he used to head IT for one of the largest supply chain operations in the region as IT Head Supply Chain South Asia, during this stint he has handled team sizes more than 200 with a healthy mix of internal and external resources.

Shashwat is an expert planner & strategist, adept in tier 1 vendor management, known for hiring, grooming, motivating, and extracting the best out of the best talent. He has won numerous awards like CIO 1000 Award, Young CIO of the year Award, CXO Excellence Award, Business Transformation Leader Award (2020), 3 SCALE Awards by Confederation of Indian Industries (2020, 2019). He firmly believes in giving back to the fraternity and is a very active participant in forums and panel discussions, he has also served as a Jury member in multiple prestigious technology awards.

Vamsi Talasila,
Co-Founder and CTO,
RESET TECH

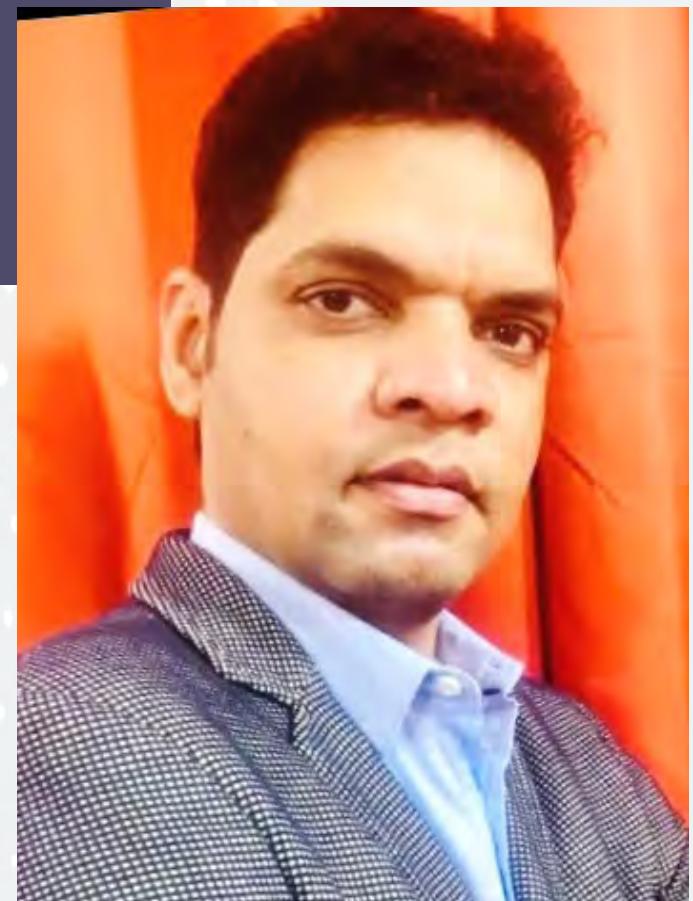
Vamsi possesses an extensive experience of two decades in building greenfield technology platforms for startups in various domains. He is driven by Innovation in Technology that simplifies life. With an illustrious body of work behind him, Vamsi expertise lies in the creation of Green Field Technology platforms from scratch using advanced and open-source technology stacks.

During his dedicated years in the VAS industry, he built several mobile consumer and gaming solutions that catered to the needs of millions of users, in the implementation of which, scalability, data processing, data analytics and consumer experience played a critical role. Whether it's a new Mobile Content Management System or a highly scalable Mobile Gaming Platform, Vamsi has led the development of many such innovations, turning them around as fully operative modules in record time like Mobile App/Game Stores, Video and Streaming Solutions, Machine Learning solutions, Gaming Platforms, Mobile Predictive Analytics, Bigdata and Analytics platforms and more.

Over the years, the global engineering teams led by him have delivered various mobility products and gaming subscription services in several geographical regions including Europe, LATAM, Africa, Middle east, India and South-East Asia. Apart from this, through these projects, he has delivered Gaming subscription services in 140 + telecom operators in 65+ countries.

Driving innovation to few notches high, Vamsi has also developed IT Infrastructure across hybrid platforms using best features of Amazon, Azure and Google cloud etc., with optimal CAPEX and OPEX cost.

A vehement believer in the power of technology to enhance lifestyle and create genuine consumer solutions led him to Cofound and join RESET Tech as the CTO. After working in the Technology field for years, for Vamsi, building an app that would offer holistic health solutions to the users was a way of giving back to the society. By making healing accessible and affordable to everyone at the touch of a fingertip, Vamsi envisions to empower every consumer to lead their best lives physically, mentally, and emotionally.





Sujit Karpe, Co-founder and CTO, iMocha

Sujit is a #microsoft Azure cloud pioneer and serial entrepreneur with twenty years of experience in the enterprise software space. A problem Sujit discovered early in his career was finding candidates with the right skills for project requirements. Realizing the need to address the talent crunch in the hiring process, Sujit co-founded iMocha to help organizations match the ideal candidates for open positions. #iMocha pivoted from an interview screening platform to a Skills Assessment engine in March 2015. Sujit personally reached out to 10-15 experts in the Talent acquisition industry about his idea to form a skills assessment company to develop a skill meter for candidates and employees. They faced numerous rejections, with the advice asking them to avoid the industry as many players were already crowding the space. Cut to 4 years later—2019, #google releases a report for Top 12 recruiting tools, there were only 2 skills assessment tools in that list, and one was iMocha! After years of efforts, iMocha had Google validate their solution, promise, and vision! Finally, iMocha was given a place at the world stage!

As CTO and Co-founder of iMocha, Sujit has overseen development of the AI-Powered Digital Skills Assessment platform, the World's Largest Skills Assessment company. iMocha helps CHROs of innovative companies like Capgemini, Deloitte, Ericsson, Telstra, and Vanguard Financial Services to measure knowledge of their current employees as well as new employees to build a future-ready workforce. Sujit has also led iMocha's successful deployment of cutting-edge AI technologies in the field of skills assessment and has two patents on Artificial Intelligence in US and India.

Sujit has a BE in Computer Engineering from PICT, Pune University; he has also worked at IBM before starting his first entrepreneurial journey in 2006. After #ibm, it was always Sujit's dream to work at Microsoft, while not in technicality but that came true when #satyanadella Nadella praised iMocha's innovation and endorsed their innovative skilling API helping people fast-track hiring all over the world. Moreover, Association of Test Publishers (ATP) awarded iMocha as among the top 5 innovators in testing domain in 2019.

Early this year, iMocha Raised \$14M in Series A Funding. All of these are small milestones for the world but huge steps for iMocha. All attempted under the capable guidance of our co-founder and CTO - Sujit.

Dr. Mohammad Khaled, Safe Digital Thought Leader

Dr. Mohammad Khaled is a futurist and technology/ Business leader with 19+ years track record in the areas of Corporate Governance, Cyber Security & Resilience, Corporate Excellence & Innovation, Smart & Safe City, Digital Transformation, Future Foresight & Accelerations, Strategic Transformation, Analytics and Big Data, and AI

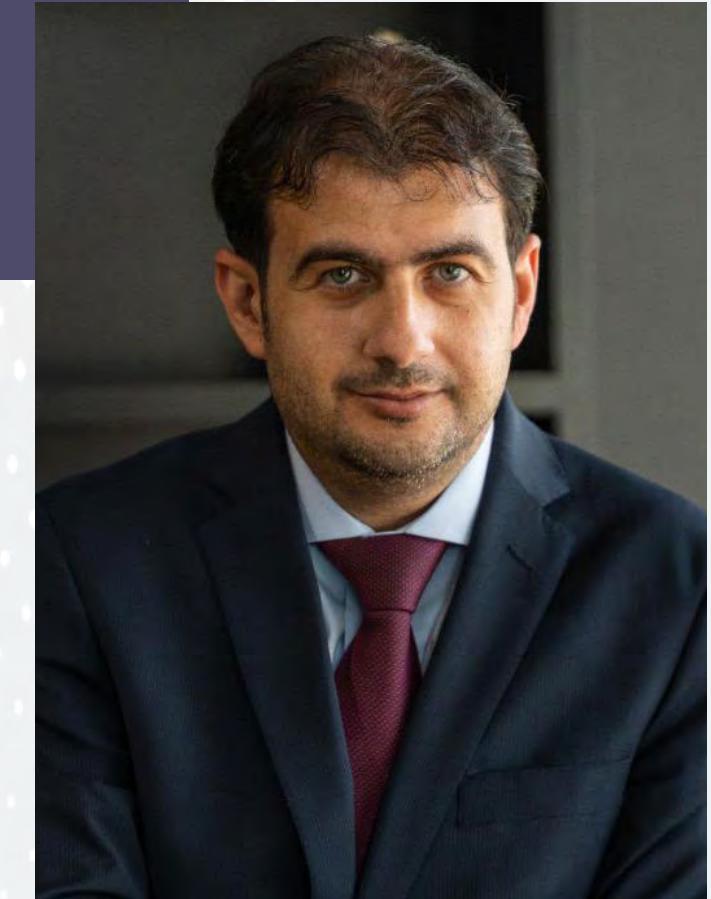
He is a strategic thinker, global mentor, and advisor for international companies, international technology vendors, public shares companies, both private and public sectors, with proven leadership and organizational skills in empowering high-performing technology teams. He has extensive experience in corporate development including establishing, revamping, growing business and transformation, in addition to driving strategic initiatives and partnership. He has worked at several mega organizations (government, Semi Government and private) including G42, DarkMatter LLC, Department of Energy, ALROWAD IT Solutions, Department of Finance, Abu Dhabi Police and others.

Dr. Mohammad Khaled is the Member of The Board of Advisors at Abu Dhabi University, The British University in Dubai and others.

In his current experience, he is leading large cross-functional teams to build strategic projects and initiatives on all various sectors including critical infrastructure enabling Cybersecurity, Artificial Intelligence for business-critical platforms for the public and private sector. He is driving strategy and deployment for A.I., Cloud and Big data analytics solution projects to digitize services, accelerate smart and safe nations transformation, and support the efforts of critical infrastructure owners and operators to manage risks and achieve security and resilience.

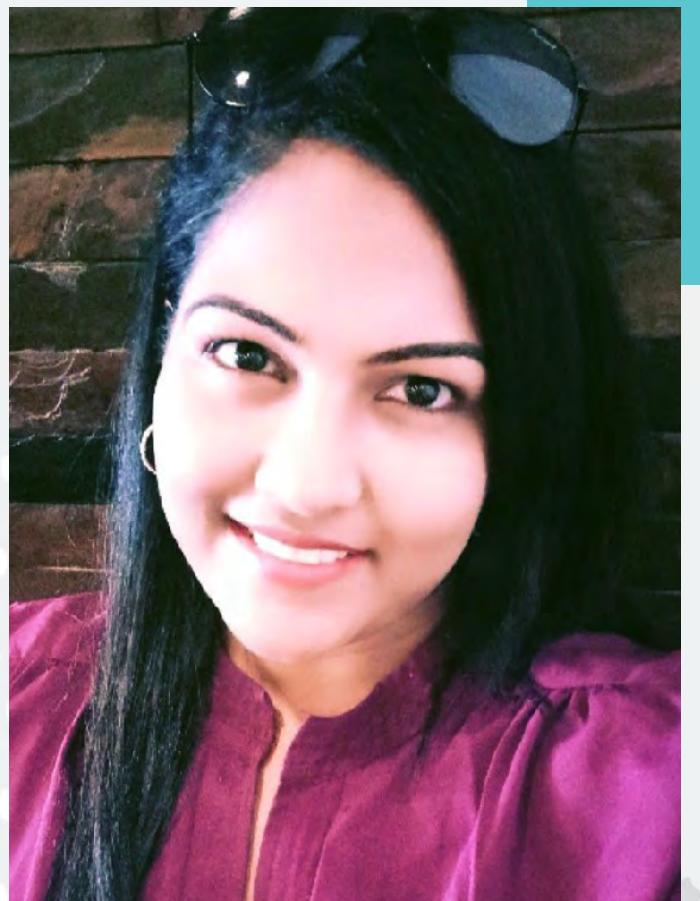
Dr. Mohammad Khaled is on the Board of Advisors – Faculty of Engineering and IT Programs, British University in Dubai, Board of Advisors – Computer Engineering, Abu Dhabi University in Dubai, Adjunct Professor for Doctorate and MBA, Abu Dhabi University, Mentor - Technology Fellowship Program, Arab Youth Center.

His articles have been features in several publications like BYOD Technological: Next Generation Business Development Programs for Future Accelerations, Innovations and Employee Happiness, International



Journal of Computer Applications (IJCA), Governance, Risk and Compliance for Internet of Things, International Journal of New Technology and Research, Evaluating and Measuring Governmental Smart and online Service in Terms of the Quality - The Case Study of UAE, International Journal of Enhanced Research in Science, Technology & Engineering and more.

He holds a PhD in Computer Science from The British University in Dubai, Master's in Engineering Management from AlHosn University.



Kavitha Srinivasulu, Head of Cybersecurity & Data Privacy, GAVS Technologies

Having worked with organizations like AstraZeneca, Wipro, HCL Technologies, Bank of America, Verizon, CSS Corp and Sify Technologies Limited. Kavitha has been working on Risk & Compliance for 19+ years focused on BFSI, Retail, Healthcare, IT and Telecom sectors spanning across IT Security, Data Privacy, Business Resilience, Delivery Assurance and Vendor/3rd party Risk Management. She has demonstrated proficiency in ISO, CRS, GRC, Lead Auditing and Project Management with diverse experience across corporate and Strategic Partners.

A natural leader with versatility to negotiate and influence at all levels, Kavitha is a self-driven, exuberant individual willing to learn from everything life has to offer. She is commercially astute and renowned for creative business development and strategies. At a multi-national, she delivered a strategic change program that supported cultural shift, making awareness of risk control an integral part of doing business. The initiatives undertaken by her has been a key component in imparting knowledge, building solutions, achieving organization goals, and creating awareness on #Cybersecurity & #DataPrivacy. She utilizes her domain knowledge and skillsets in spreading awareness on cybersecurity among schools, colleges, and other forums. She has developed robust governance & control approach to allow for calculated risks in decision making process.

Kavita has received CXO Cybersecurity Leadership Award in 2022, Best Working Women Achiever Award – Received “Best Working Women Achiever Award 2022” at a state level for achieving success officially and contributing social services to the society, Public Social Responsibility Award by #Oorunifoundations. She developed Awareness on Cyber Security & Data Protection across Schools & Colleges during COVID-19 and till date to increase knowledge & safeguard data. She was recognized by #JIT (Jeppiar Institute of Technologies) in the year 2021 on “Centre of Excellence” in #Cybersecurity. She is also involved in improving safety and contributed a set of mobiles to support children’s education through remote connectivity during COVID-19 in 2020 for underprivileged kids.

Kavitha is a natural leader who takes up new opportunities and roles as it comes up effectively with her creative & cyber savvy expertise!

Rajnish Kumar, Co-founder & Group CPTO, ixigo

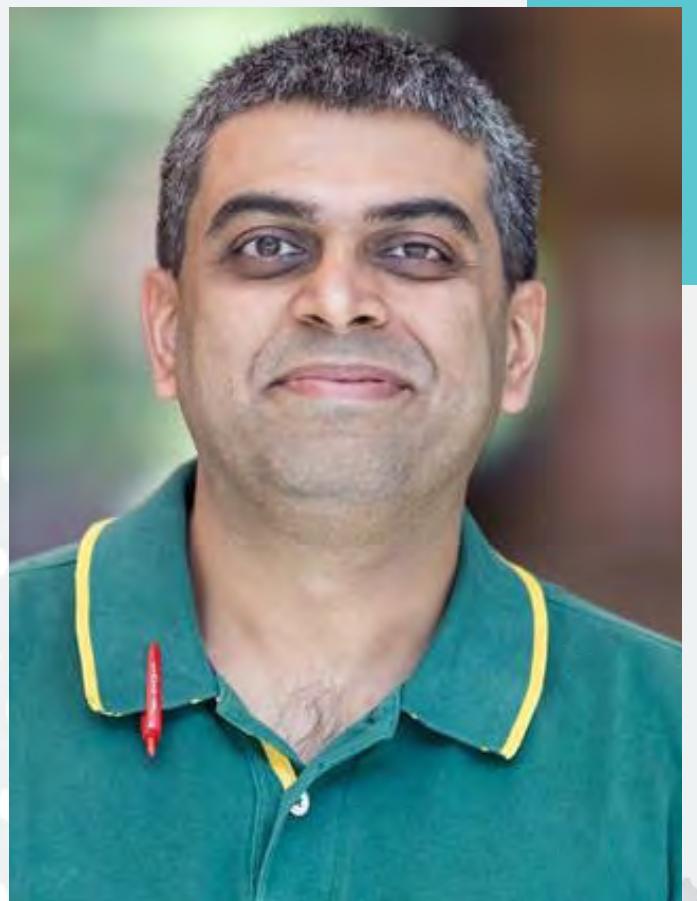
Rajnish possesses over 19 years of experience in travel technology. A technology enthusiast, Rajnish spearheads product and technology at #ixigo. He holds a bachelor of technology degree in computer science and engineering from the Indian Institute of Technology, Kanpur. Prior to co-founding ixigo, Rajnish has worked as a software development engineer at Amadeus in #France. Rajnish advises ixigo on all matters relating to attracting top global talent, new product development, technology, and research.

Under his leadership, Ixigo developed mobile application, ‘ixigo-trains’, which was the 10th most downloaded travel and navigation app globally, in the first quarter of 2021 as per data.ai (formerly App Annie). Most recently, ixigo trains app also featured amongst the top 10 travel apps worldwide (AMER, APAC and EMEA) by ‘Breakout Downloads’ in 2021 as per data.ai (formerly App Annie).

Under Rajnish’s leadership, ixigo became the industry leader in tech innovations with the launch of its 100% AI-driven, personalized travel assist ‘TARA’. ‘TARA’ which is powered by deep learning is different from the typical chatbots that are offered by other players. By applying such AI technology, ixigo is in a better position to offer the best options to its customers, such as deal personalized recommendations, fare predictions, train delay information, and PNR confirmation status.

Rajnish was awarded the ‘Comeback Kid’ award by Economic Times Startup Awards 2021 for his commitment to continue with the same product and not alter course in the face of several adversities along with Aloke Bajpai, Co-founder & Group CEO, ixigo. Rajnish won the ‘Entrepreneur of the Year Award’ in Service Business - Travel 2021’ by Entrepreneur India Magazine along with Aloke Bajpai, Co-founder & Group CEO, ixigo for his work and contributions in the travel technology sector.





Abhishek Dwivedi,

Vice President, Technology,
Vista

Abhishek is a product development veteran of companies such as AOL, Oracle, and Anthelio Healthcare Solutions, with nearly two decades of experience sifting through the 21st century's shifting software landscape. For more than a decade at Vista & its parent company Cimpres, he has been responsible for building out engineering teams in Asia scaling infrastructure to support hypergrowth. Abhishek has also worked with Tata Consultancy Services, CSC, and Tesco

He has strategized and developed digital transformation solutions that drive e-commerce, customer data platform (CDP), and marketing automation delivering personalized hyper-local experiences across multiple business models scaling multi-million-dollar revenue models across the Americas, Europe & Asia. Abhishek has provided leadership to conceptualize & build applications that can provide a strategic edge to organizations across multiple domains and functions.

Currently, he is focused on running a hands-on lab for forward-looking technology prototypes to track down best-of-breed solutions and figuring out how to leverage them for cross-platform integration, machine learning, and cloud infrastructure. He is also responsible for driving domain-driven technology architecture & building a cross-brand technology strategy to facilitate a shared understanding and getting everyone to focus on a priority area. He continues to develop a technology leadership tree in India that helps nurture organizational structures that are built to last.

In his free time, he provides mentorship in the technology domain to start-ups like CloudTailor to help build their technology backbone and is also a speaker at multiple conferences like Open-Source India & writes for e-magazines like CIO Tech Outlook.

Reetu Sharma,

Managing Director, Technology,
TIAA GBS India

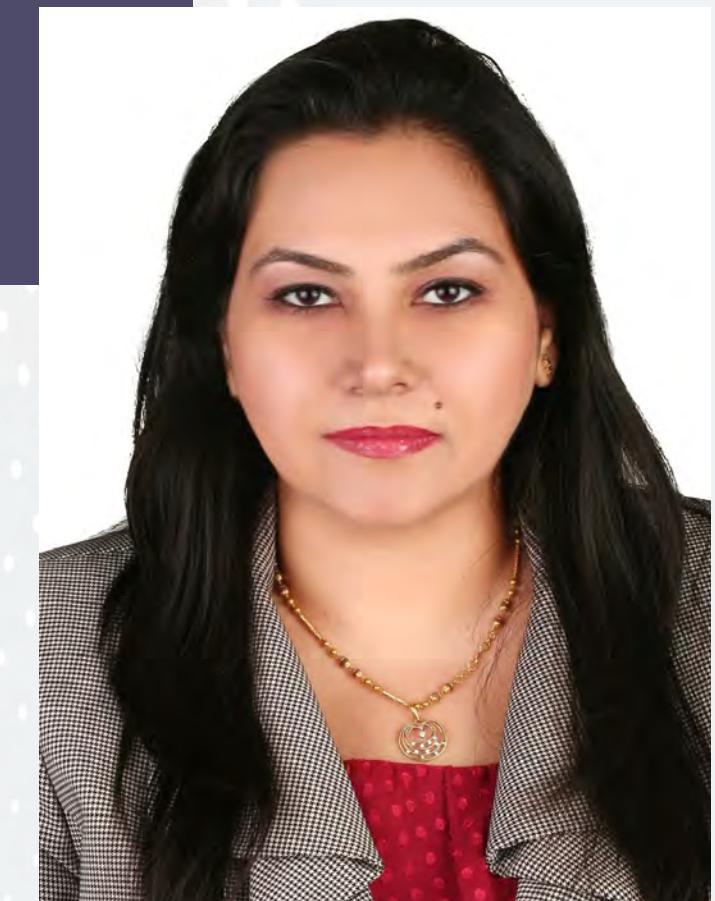
Reetu is an executive technology leader with more than 25 years of leadership and expertise on global technology delivery and transformation. She leads the Digital, Marketing and Individual Technology division at #TIAA India with focus on delivering best-in-class digital experiences and retirement and investment solutions. She also leads business aligned technology teams that deliver solutions for TIAA and their entities - Nuveen, a TIAA company, TIAA Bank and MyVest.

Reetu has multifaceted expertise across a range of technologies and a diverse mix of capabilities like usability, business analysis, architecture, development, testing, performance and site reliability engineering. At TIAA India, the first comprehensive in-house domain program, hackathons, testathons, automated monitoring, tech scorecards, SAFe/agile progression and more have been achieved in her leadership.

Reetu has worked across geographies with reputed organizations like J.P. Morgan, Deutsche Bank, Bank of America, Merrill Lynch, Oracle Financial Services (State Street Bank, Citi Bank, National Stock Exchange, Sumitomo Trust Bank) and Bombay Stock Exchange. In her various roles at Global In-House Centers, she has been instrumental in strategic ground-up build out of strong technology groups and brought these to a high state of maturity in record time.

She has delivered several business critical programs on multiple technologies and applications globally. She has introduced emerging technologies and added value through continuous process improvement and substantial efficiencies. She has supported patent ideas and has been named in a few filed. Over the last few years, she took the lead in establishing a QA Center of Excellence transforming the validation engineering space globally, and started Development/Architecture Offices and CoEs for CRM, Service Delivery, UX/Digital Design and Smart End Points.

Reetu and her teams have been recognized for their successes; like J.P. Morgan AsiaPac CEO Award for Innovation, India CIO Awards and business level recognitions. She was amongst the first few leaders from J.P. Morgan, India in their prestigious Technology Emerging Leaders program and the first leader selected from India in the TIAA Accelerated Global Leadership Program.



Reetu has spearheaded initiatives focused on industry collaboration for futuristic technologies. She has started numerous partnerships with academia for onboarding of tech graduates and more recently started the first tech internship program to support fresh talent. She has contributed to programs to support NGOs for digital skill building and is actively involved in initiatives to foster diversity and inclusion.



Seema Sharma, Global Head of Information Security & Data Privacy, Servify

Seema comes with 15+ years of global experience in Information Security and Risk management with leading Management Consulting, #SaaS-based, and #Fintech companies like McKinsey & Company Cvent & PayU. During her professional journey, Seema has developed competencies in various domains of Information security, such as Risk Management, Application Security, Business Resiliency, #Data Privacy & Protection, #Cloud Security, #Security Engineering, and Operations.

Seema is an eminent member of VigiTrust Global Advisory Board which brings together 150+ CEOs, CxOs, board members, regulators, enforcement bodies, researchers, and other key stakeholders in the security & compliance industry - with Information Sharing as the prime objective.

During her tenure in Information Security, Seema has achieved many professional certifications and industry recognitions for contributing to Enhancement, Innovation, Leadership & Excellence In Security which includes '10th edition of InfoSec Maestros (CISO) Awards 2021', 'IFSEC Global Top Influencers in Security & Fire 2021' and 'India's Top 20 Most Influential Cyber Security Leaders 2022' recognitions.

Seema is also a firm supporter of promoting and empowering Women in #Technology and Security and has taken many initiatives to mentor and coach young women professionals to excel in these fields. On Women's Day, this year her interview featured in the cover story of CyberFrat e-magazine's special edition on "celebrating incredible women in cyber security. She has also been a featured speaker at many #cybersecurity events and conferences and firmly believes that security awareness programs help organizations address human risks and meet regulatory & compliance requirements.

In her current role as the Head of Information Security & Data Privacy, Seema is helping #Servify enable & grow its digital business globally by driving critical initiatives that secure and protect Enterprise & Customer data. She has also helped Servify achieve Global Security Standard Compliances & Privacy Regulatory requirements e.g. ISO27001, ISO27701, SOC2 Type II, CCPA, GDPR etc. to improve overall security posture, manage risk, build secure products, win customers' & investors' trust and gain competitive edge.

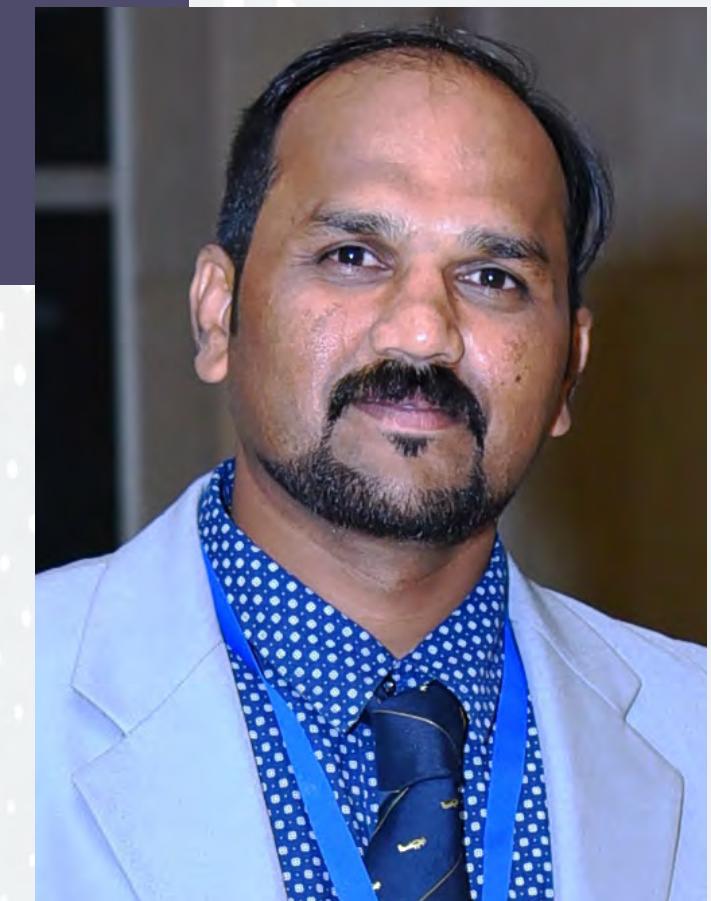
Ganapuram Venu, Principal Scientist, CSIR - National Aerospace Laboratories

He has invented and developed a life saving device, named, #JeeVam. An UVSC, as personal societal mission for the nation, to safeguard Doctors / health workers. It was the time (April 2020) when there was no clue about the CORONA virus/ infections and the vaccines' development to the country and to the world even. Venu G believed that saving one doctor's life is equivalent to saving 1000 lives. This device is saving around 200 doctors per day per hospital, since June 2020, from getting infected by the CORONA virus. This eventually lead to safeguarding THOUSANDS of DOCTORS/ Health care staff for over a period of more than a year of pandemic. Donated the devices to MS Ramaiah Hospital and Victoria Hospital in Bengaluru. He has proved that scientific and innovative mind can safeguard the society from pandemics/ difficult times.

He has invented a fuel injector for scramjet combustors of hypersonic vehicles towards national programs' requirement. Venu G has also demonstrated the Endothermic Fuels as future fuel for the aviation industry, which was appreciated globally at an international platform. He is part of Govt. of India's initiative "JIGYASA" program to motivate school children and inspire them through talks. Venu G has been Chief Guest and key note speaker to engineering colleges and educational academies. He is one of the peer reviewers for journal on Combustion Science and Technology, Penn State University, USA.

Apart from scientific temperament he has got hobbies of playing music, drawing and sports. He has proved his leadership qualities by successfully leading CSIR-NAL Staff Club as Vice- President and served for the welfare of the staff. He is a hobby film maker and acted in KANNADA and TAMIL feature films. His short films, with a message, were screened at, UK and Australia International Film Festivals.

He has a #Patent: Indian patent filed for JeeVam Device (Ref: 202041045121) and Published many International and National Journal & Conference papers.





Anand Thakur, Chief Technology Officer, Reliance Retail Ventures Limited

Anand is an entrepreneur, technology, data & marketing leader and tech architect with over 19 years of experience. He has demonstrated expertise in the areas of digital transformation, e-commerce, managing start-ups & large corporates, budget optimization, risk management, digital marketing, analytics, product management and application development across platforms.

Anand has held CXO(C.T.O, C.D.O) & Head of Engineering roles for the last 10 years with some of India's fastest growing start-ups as well as large public listed corporations. In these roles Anand has headed technology, product & analytics and often lent his expertise to digital marketing as well.

Anand has the experience of building high performance teams ground up as well as inheriting large technology teams and gearing them up for next levels of growth. He has been largely regarded as a techno-business leader given his focus to understand business challenges and targets, addressing them via technology. This has invariably led to greater regard for technology in the organizations that he has worked in.

Anand's experience in tech leadership has been across a diverse range of domains including retail, real-estate, food-tech, fashion, eye wear, online grocery and more with organizations like Reliance Retail, REA India, Jubilant FoodWorks Ltd., KOOVS. COM, Lenskart.com Adobe, NTT DATA Services & Infosys. His work at Jubilant Foodworks led to a significant increase in annual incremental online revenue. This journey also consisted of making the Domino's app best in class(Top 4 in android Playstore Food segment) and consequently increasing the rating of the Domino's apps from 3.7 to 4.5.

At REA India, Anand was instrumental in using AI in a meaningful way to impact business metrics. He led Elara's foray into fintech starting with rent pay as a part of the full stack road map.

In his current role, he heads technology, product management and product analytics for the Beauty and Personal Care vertical at #RelianceRetail. This includes both physical store(offline) & E commerce(online) technology. Anand joined with the mandate of creating a tech & data centric platform to build the world's largest Beauty & personal care platform.

Anand also has a US patent issued and multiple papers, articles and interviews published.

Mouhamad Kawas, Chief Technology Officer (CTO), Medicus AI

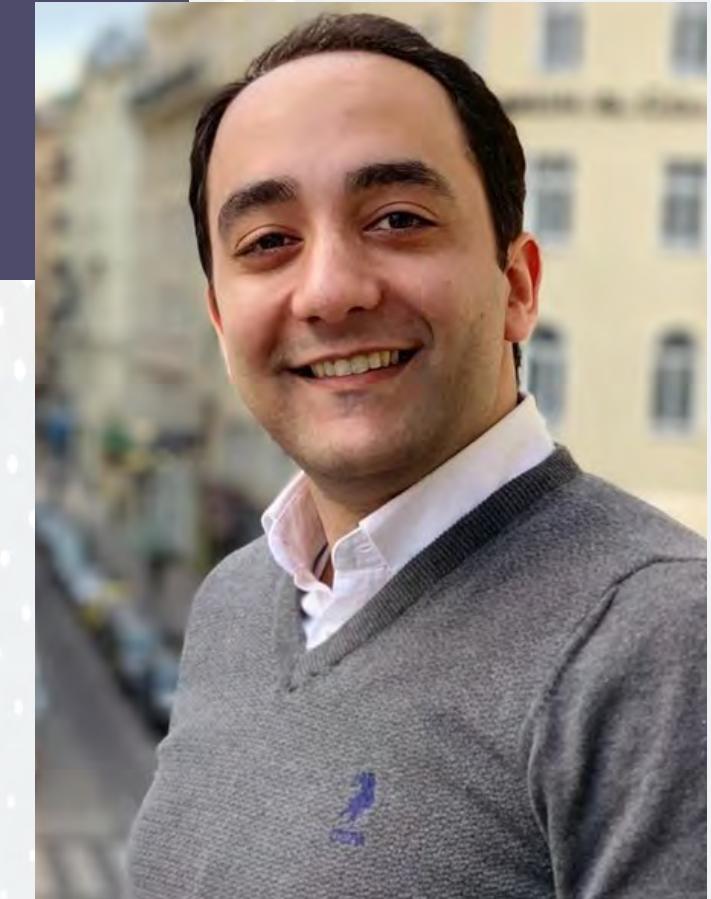
Mouhamad Kawas, an entrepreneur and information technology engineer, has over 15 years of experience in full-stack development, building, teaching, and leading engineering teams, gaining his vast knowledge and expertise while taking on several hands-on roles for various entities. His current positions include Chief Technology Officer (CTO) of #MedicusAI GmbH, CTO of CloudAppers UAE, and member of the University of Stirling UAE's advisory board.

His successful career began at the beginning of 2007 when Mouhamad took the initiative to build a web agency with a team of engineers and closed his first business deal. Roughly six years later, in 2013, he decided to start a new chapter of his career, joining forces with #CloudAppers UAE as the CTO. In less than a year after working as the CTO for CloudAppers, a relatively new software house catering to small and medium-sized clients, he scaled the engineering team's size three times.

Some of the achievements include but are not limited to Best Smart Mobile App Departments of the RTA, Best Smart Mobile App for M Government Services 2015 at the prestigious HH Sheikh Hamdan Bin Mohammed Smart MGovernment Awards, and Best Transportation M-Government App 2016 at the Prestigious World Government Summit Awards 2016.

With a genuine passion for making positive change and a commitment to excel in the information technology industry, Mouhamad decided to join Medicus AI, an Austrian health-tech startup, in 2016, taking on the leadership role of CTO. Mouhamad has since taken the crucial responsibility of leading Medicus AI's engineering team, consisting of over 100 developers, project managers, customer success managers, and quality assurance specialists. Medicus collaborates with more than 40 #healthcare providers throughout 14 different markets and has over 35 million active users.

Mouhamad spent the past 15 years training thousands of information technology and computer service engineers during their career path development, using his passion for the industry to inspire and connect talented individuals with leading tech companies across the globe. His effort, determination, and willingness to learn new things have enabled him to make great strides and earn rights for four separate



patents registered throughout the European Union in Artificial Intelligence technologies.

Mouhamad is the #author of several #tech-related articles available in Arabic and English. He looks forward to continuing to network with others to build connections and inspire everyone around him, from fresh graduates to seniors, experts, and even tech companies.



Ravi Singh Chauhan,
Director - IT,
TTEC Digital Analytics India LLP

Ravi has 25 years of experience in the IT Industry into Application development, IT program management, IT project management, offshore strategy, process improvement, compliance and staff engagement. He has experience in working customer management, insurance & manufacturing industries.

Ravi has over 15 years of management experience and has worked in various management positions in different projects. In his previous work role (Convergys/Concentrix), he was working as Site Leader, along with my other deliveries. He has more than 20 years' experience in managing & working in onsite-offshore models. Ravi started my career with Satyam Computer Services in 1997. In 2005, he moved to iGate Global & then #Convergys.

Ravi is a firm believer of automation & process improvements. In the last 15 years, Ravi has led & delivered multiple automation & process improvement projects, which resulted in gaining significant efficiency, increase in productivity and increase in client satisfaction.

Ravi helped #TTEC in setting up an India Technology Hub (ITH) in Hyderabad and headed IT teams. At Convergys, he led an effort to implement RPA programs to reduce manual work, gain efficiencies & significant cost savings. These RPA programs gathered data from multiple sources, formatted it and sent reports to users.

At #Concentrix, Ravi headed the team that delivered a mobile app for employees. It started as an employee engagement mobile app and evolved into a productivity app. It was integrated with multiple applications that are used by Concentrix staff globally. He also headed a team that developed a fraud detection & reporting system. Ravi has been instrumental in developing production support metrics that helped in quantifying workload & staffing needs. It also helped in quantifying efficiencies gained in support work year over year.

Rajesh Dhuddu,
Global Business Leader and SVP,
Blockchain & Metaverse, Tech Mahindra

Rajesh leads #Blockchain & #Metaverse practice for Tech Mahindra. He is responsible for establishing and driving Tech Mahindra's Metaverse practice, TechMVerse, and is also leading corporate strategies for creating metaverse ecosystems and B2B use cases. He is also working closely with global CXOs, CDOs, CTOs and CISOs, advising them on industry best practices and helping them leverage professional services around design, content, as well as low code plug and play NFT, Web 3.0 and Blockchain platforms.

Rajesh has adopted a 'web-and- mobile-first' approach for TechMVerse and launched several differentiated solutions on Consumer and Industrial Metaverse in a short span of 3 months. Rajesh has also played a key role in establishing Blockchain practice at Tech Mahindra in 2018 that made Blockchain real and valuable for several global customers. He is also responsible for making Blockchain relevant and valuable for common man in India by spearheading implementation of solutions to block spam calls and text in partnership with 3 leading Telcos and also Telecom Regulatory Authority of India.

He has also led the Cybersecurity & Risk Management Practice at Tech Mahindra for the #APJI and #EMEA region in the past where he guided a team of 800+ highly accomplished Cybersecurity professionals

As a Global Business Leader at Quattro Global Services working with serial entrepreneur Raman Roy, known as the Father of the Indian BPO Industry, Rajesh incubated 6 businesses to multi million dollar valuations.

He is a member of Blockchain Steering Committee at IIM Ahmedabad, part of World Economic Forum Expert Network for both Cybersecurity and Blockchain and is founding chairman of Blockchain Special Interest Group at Nasscom. He is featured regularly by CNBC, NDTV, TV9, BBC and other Television media as a Global Metaverse, Blockchain Expert and Influencer.

Lattice80 has listed Rajesh as one of the top 100 Blockchain Influencers in the world in recognition of his contributions over the last -6+ years. Thinkers360 has recognized him in the Top 5 Global list of Blockchain influencers.



Rajesh is an alumnus of Columbia Business School. Driven by his life motto "Help Ever, Hurt Never", Rajesh has mentored several Entrepreneurs, Corporate Executives and MBA Students.



Anupam Kumar Pandey,

Director, Akivna Technologies &
CTO, Biz Tecno

Anupam is a result-oriented professional and a startup enthusiast having 13+ years of experience in the field of R&D, Management, and Data Science who is responsible for leading the company's product development, data analysis, and also project delivery. A Computer Science graduate with experience across a vast domain in various technologies. His areas of expertise are e-commerce Technologies, Prototyping, Information Security, Application Scaling, AWS, Google #Cloud Platform, #IT Infrastructure, #ERP, #CRM, Business Intelligence, and #Data Science.

Anupam has been part of the founding team at various internet startups and helped these companies to scale operations from scratch. He managed large-scale data for the organizations and generated MIS reports to monitor business growth, also created business update presentations for investors and CXOs of the company. He created a tracking plan for managing data flow using third-party Tools for capturing website performance, sending notifications to the customers, data warehousing, and reporting and executed the same for customer care using Cloud IVR, and CRM for managing leads and tasks for the sales team.

Anupam has evaluated different third-party tools at different stages of the business to support business stability and continuity this includes monitoring and reporting website performance, incident management, NPS, CSAT, customer communication, analytics, and data visualization, CRM, Customer support, cloud infrastructure, data warehousing, payment gateways, delivery partner integrations, prototyping, wireframes, and interactive presentations.

Anupam joined #Biztecn as CTO and created a new vertical which was the need of the business and also of the market, this new vertical contributed to more than 25% of the revenue in the first year from international clients.

He created #Akivna Technologies with a business road map to capture the India and Middle East service industry market, in the first year of business he was able to onboard 10+ clients with monthly growth of 25-30% in revenue.

Swapnil Deshpande,

Chief Digital Officer,
Thoughtworks

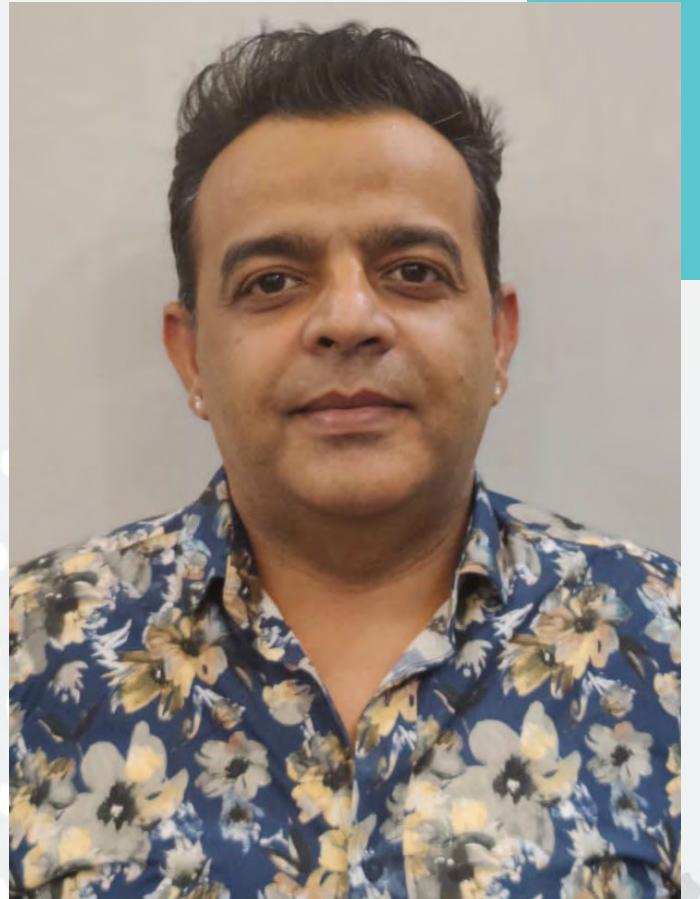
Swapnil is a strategic leader with a laser focus on execution. With his 20+ years of experience of working with large MNCs and start-ups, he specializes in building forward looking, high-performing, sustainable and purpose-oriented teams, and organizations. Swapnil studied with the Harvard Division of Continuing Education and completed professional certifications in Business Strategy, Innovation and Leadership with them. He is also a regular panelist at Harvard PDP's webinars and events.

Swapnil is an award-winning technology and thought leader and has published articles and insights on various websites and platforms. Recognition for his groundbreaking work include winning a "CIO 100 Award" in 2022, as well as "Outstanding Technology leader", "Top 50 business leaders", "Next generation IT leader" conferred by different industry associations. Swapnil is regularly invited to talk at various events and shares his knowledge on leadership, strategy, digital transformation, and enterprise innovation. He is on the executive council of the local industry association (SEAP – Software exporters association of Pune) and often supports their initiatives. And he is the originator of the widely respected 'innovate-to-impact' framework that enables companies to build increasingly impactful innovations through a structured process.

Swapnil is a developer and innovator at heart. He advocates developer effectiveness within enterprises and has built an award winning product 'NEO' for #Thoughtworks that focuses exclusively on improving the effectiveness of software developers. For the last few years, he has been focusing on driving the digital transformation and business transformation using technology. Swapnil is a mentor and coach to several leaders within and outside his organization and takes pride in helping and growing new leaders and teams.

He started his career with Cognizant in 2001 and subsequently worked with Tech Mahindra and Amdocs before setting out to be an entrepreneur where he set up two start-ups. He joined Thoughtworks in 2013 and in his current role as a Chief Digital Officer, he is leading the technology and business transformation within Thoughtworks and is part of the global CIO leadership team.





Rajesh Soni, Chief Technology Officer, Sociolla

Rajesh is a hands-on, innovative and results-oriented leader with a proven track record of transforming organizations by providing strategic direction, diverse perspectives and positive leadership to improve profitability while fostering a culture of creativity, collaboration and a fun work environment. He has been a part of companies from the ground-up and continuously demonstrated excellent leadership and have a successful track record of delivering results in highly complex, fast-paced and global environments.

He is highly efficient and have expertise in Product Development, Software Development, Software Testing, Test Automation, Infrastructure, DevOps, Information Security, Vulnerability Assessment, Process Optimizations, Data Warehouse, Analytics, Machine Learning, Artificial Intelligence, Deep learning.

He is currently working as CTO in #Sociolla which is the no.1 beauty and personal care e-commerce player in #Indonesia. Under his leadership, Sociolla opened a tech development center in India, which I set up from scratch he built a high performing engineering teams in Indonesia, India and Vietnam, which are focussed on problem solving and obsessed with customer experience. He strategically led the end-to-end accelerated and innovative Digital Transformation of Sociolla and launched a very cost effective, highly scalable, omni-channel platform for its B2C, B2B and offline stores. Sociolla was awarded by Forbes with the Disruptor Award for the A-List as the Most Promising Growth-Stage Startups.

He is leading the tech research & development team in Sociolla where we are automating a lot of decision making using AI and ML in the area of digital marketing, warehouse stock management, and purchasing. He is leading the efforts to implement deep learning to study skin anomalies, habits and lifestyle choices to provide a very personalized experience to users. Prior to Sociolla, Rajesh worked with Indifi (FinTech) for 3 years as Director Of Engineering.

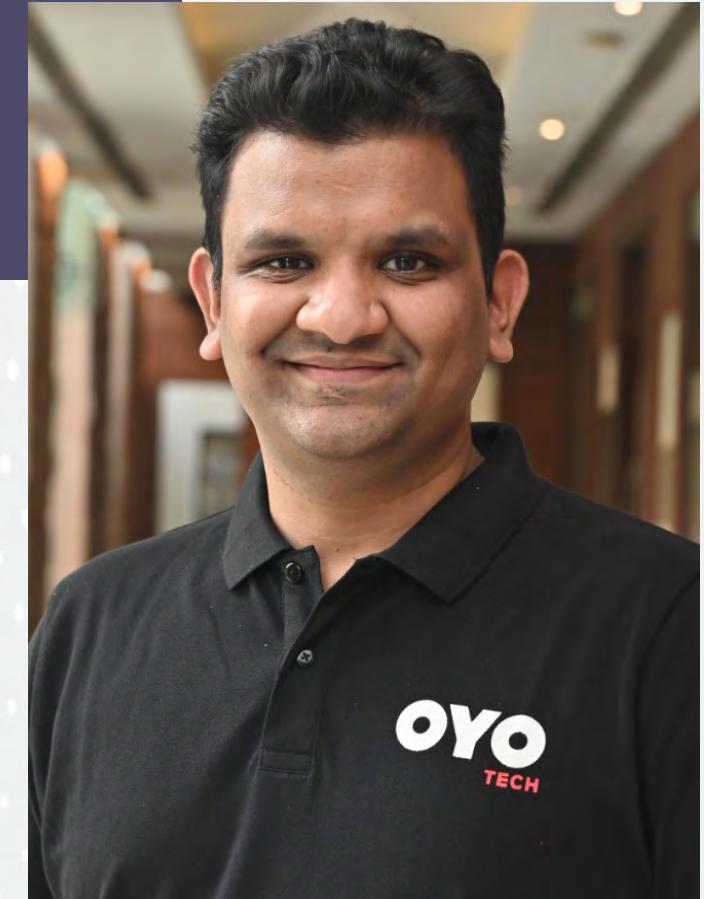
Shashank Jain, Vice President - Technology, OYO

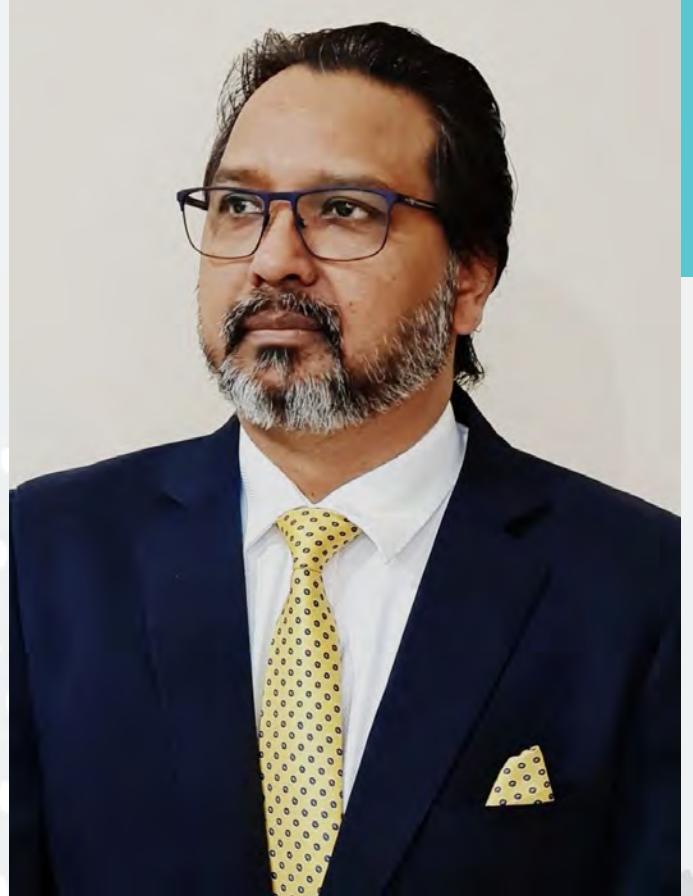
In his current role, Shashank heads the technology team for Global Consumer Demand and Growth. He leads product development across customer acquisition and retention, defines and enhances the customer experience on the flagship #OYO app which has over 100 million+ downloads globally and is recognised as the 3rd most downloaded travel app worldwide. He has dedicated the past 5 years to OYO, playing a pivotal role in the phenomenal growth and recognition that it has garnered in Indian and International markets and ensured the expansion to 45+ countries and growing. Apart from this, he also plays a key role in expanding OYO's vacation homes business in #Europe under the brand name Belvilla.

Today OYO's brand rests on the fingertips of every traveller who seeks to book a hotel across the world. Shashank has designed the OYO flagship app's architecture in an extremely plug and play modularised manner, such that it can support 45+ geos, dozens of languages and currencies. Most recently, Shashank and team completely revamped booking experience on the app, code-named Design 2.0, which is being loved by the users.

His love for the startup eco-system began during his tenure of 4 years at Snapdeal | AceVector Group , an e-com stalwart from the time when unicorns were genuinely rare. The start to his humble career began with one of India's oldest software giants at Tally Solutions Pvt Ltd. In the midst of an impressive career, Shashank gained an experience of 11+ years in the growing startup scene of India, accumulating expertise around technology and building products across hospitality, e-commerce and B2B SaaS verticals.

Shashank led OYO's response to the pandemic by building innovative technology solutions like Contactless check-in, Sanitised Stays, VaccinAid, etc. to deliver great experiences to customers and patrons. He transformed the traditional model of delivering customer experience by the means of long phone calls, chat, email, etc. by building a conversational AI chat bot Yo! which is built on top of the open-source conversation platform #Rasa. With the launch of Yo!, it has been able to reduce the average waiting time for the guests to seconds and has considerably improved the operational cost to manage customer grievances and requests. He built OYO Wizard, one of the largest loyalty programmes run across leading travel brands in India with an active membership base of 9.2 million+





Dr Nitin Verma, Director - Product Management, IQVIA

Dr. Nitin Verma has over 27 years of experience across a broad spectrum of #ITES/ #HealthcareTechnology and related disciplines. He holds MD from the University of Delhi, India and MS in Pharmaceutical Sciences from Butler University USA. He also is an M.B.A from SM University

Currently he is working as Director, Product Management – Revenue Cycle Management with #IQVIA, responsible for defining product roadmap, market specific localization. He worked as Key Leader in developing “Technology Enabled Pro Poor Healthcare Financing & delivery model” - An easily accessible digital health platform (commonly referred to as HMRI/104) integrating a medical advice hotline serving 50k calls/day, a mobile medical outreach component, and telemedicine solution.

Technology driven 104-Mobile service delivery provided healthcare services to poor communities in underserved rural areas using well equipped mobile van units that included medical equipment, medical staff of three auxiliary nurse midwives, a pharmacist, a lab technician, and a technology solution to upload medical data. The mobile medical units performed routine monitoring of children, pregnant women and dispensed medicines for chronic ailments.

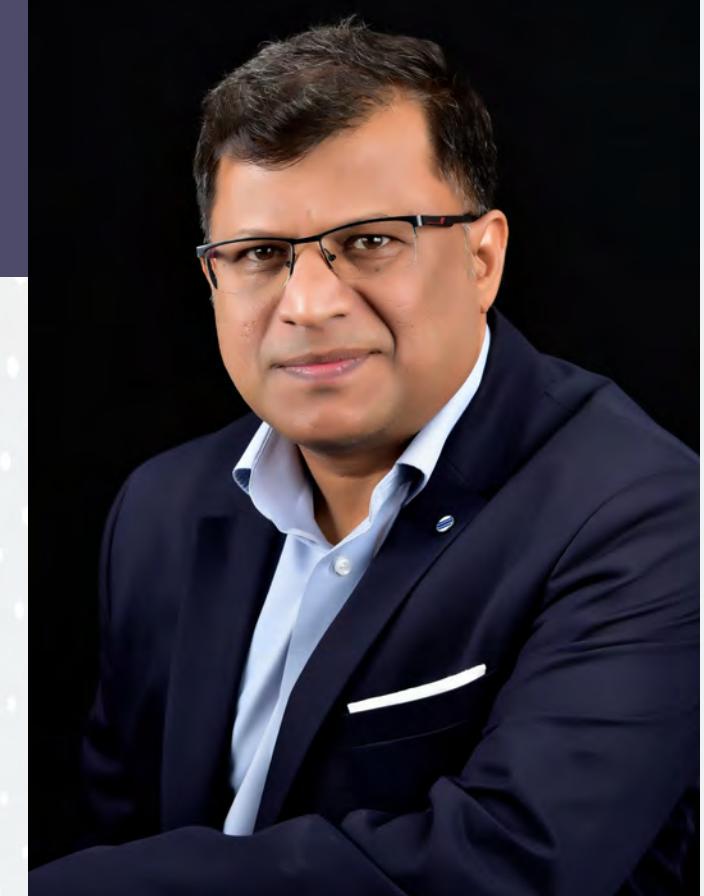
As the #CIO for a hospital during covid 19, he faced an unprecedented situation with patient's inability to reach hospital and a huge pressure on the top & bottom line. The challenge was to connect the patients in the comfort of their home with the care providers to ensure care continuity. He guided the team to develop, deploy and integrate the mobile tele consultation platform in less than 90 days. The application allowed the patient to make an appointment, pay his copay excluding the insurance share, have the consultation with complete privacy and receive the medication at his doorsteps.

Nivarti Jayaram, Chief Data Officer, Societe Generale Global Solution Centre

Nivarti has been associated with Society Generale Global Solution Centre since 05 Feb 2018 leading transformation programs. He is winner of Next 100 - India's Future CIOs Award for 2020, Author of “Unlearning - The Secret to better coaching engagements” and “You too can Bounce Back - 10 steps to successfully navigate disruption”. Nivarti is a Global Keynote Speaker and recognised as one of the Top 25 Thought Leaders on Agile and Top 50 Thought Leaders on DevOps, Leadership & Project Management by Thinkers360.

Nivarti has been leading Enterprise Transformation Programs over the past 15+ Years across diverse industry domains. He has led one of the largest Payments transformation programs in Australian Banking history, New Payment Platform (NPP) for transforming Institutional Payments Business & Technology systems and Operational Process Transformation (OPT) Program for ANZ Bank adopting hybrid frameworks like Agile, SDLC, ADF to transform apart from other Technology & Ways of working Transformation programs (Agile, DevOps, Microservices etc) and has won the CIO Award for Delivery Excellence in 2015.

He has been a mentor & reviewer of internal start-up ideas promoted through CATALYST, our flagship program to promote internal start-up and innovation culture. Nivarti is a proud Service Veteran and United Nations Peacekeeper in his earlier experience prior to his career in Corporate Environment. He is a certified Leadership Coach recognised for partnering with Executives & Senior Leaders in enhancing their leadership influence and career growth in organizations.





Sandeep Mishra,
Chief Technology Officer,
Yoshi Markets Limited

Sandeep is a certified Top Management Professional with 22+ years of experience across diverse organizational domains & Industries, mainly focusing on financial domains. Currently functioning as CTO with Yoshi Markets Limited, Abu Dhabi. Yoshi Markets limited is a Digital Asset platform (Trading in cryptocurrency) fully regulated by Financial Services Regulated Authority (FSRA) based in Abu Dhabi,

Sandeep is the key member and CTO for the company, the company was established from grounds-up state and now after complying to all regulations of FSRA we have got the final license to operate and we have started onboarding the customers, this is one a kind market as lot of people are looking for regulated exchanges to trade on #Cryptocurrencies. It has the License to operate the custody services also and we have put a lot of efforts to create a fully secure environment using MS Azure Datacenters in Dubai and Abu Dhabi, multiple security measures have been taken to secure the environment like HSM's, Firewalls, WAF, DDoS Protection, we follow zero trust architecture and everyone who logs in to the environment must follow strict policies implemented using PAM.

In his Career, Sandeep has worked in multiple startups like Banks, multicommodity exchanges, Cryptocurrency exchanges and other financial organizations like NBFC's. Before getting into Yoshi Markets Sandeep has also established the first Islamic bank of Oman (Bank Nizwa) Licensed by Central Bank of Oman, when he joined Bank Nizwa as Head of Applications and Data Management the bank was in a startup stage he worked 5 years in bank #Nizwa making it profitable.

Santanu Dutt,
Head of Customer Solutions Management,
Asia Pacific-Japan, Amazon Web Services

Santanu Dutt is the Head of Customer Solution Management (field Technology team), Asia Pacific-Japan with #Amazon Web Services based in #Singapore, where he along with his technology organization is responsible in educating companies with the service offerings of the #AWS platform, as well as helping them accelerate their journey to AWS Cloud to drive Innovation.

Prior to this, Santanu was the Head of Technology for AWS in South East Asia along with being the founding employee of AWS India. Santanu has been part of AWS for more than 11 years even before the public Cloud space started evolving in the industry. He is a passionate Technologist interfacing with businesses of all sizes from startups to Enterprise CXOs and partners. He has also been a regular Speaker at premier industry wide conferences evangelizing around Digital Transformation and culture of Innovation along with technologies like Cloud, Big Data, serverless, microservices, Analytics and Machine Learning.

Santanu has a Bachelor's Degree in Electronics from the Mumbai University and has over 18 years of experience in the Tech industry, including working internationally in the #US and #UK before recently moving to Singapore.





Narayanan Krishnan, Chief Technology Officer, Falcon Eye Cyber Security, DMCC

Narayanan has performed in a variety of global Information Security roles since 1996. His core skills lie in defining Information Security strategies to build and maintain compliance to strict Information #Security and #DataPrivacy regulations and standards.

He has several Intellectual Property Works of Art. 16 Patents, 2 Service Marks, and 1 Copyright includes Privilege Access Management (improving Governance around privileged access), Malware Detection & Isolation (detecting and isolating ZERO DAY threats from an Enterprise IT Environment), and Quantitative Risk Management (addressing the importance of Identifying and Managing Risks in Mission Critical IT Landscapes),

Narayanan Krishnan (NK) is a seasoned InfoSec professional with a diverse and global experience spanning 30 years. He brings his wealth of experience to the table to combat cyber threats in an evolving and emerging Threat Destination (the Middle East). Because he has worked on both sides of the table (Consultant & Customer), he is able to read through the jargon and optimise investments in #CyberSecurity.

A significant advantage with NK is the fact that Operational Excellence in #CyberDefence can be achieved in a relatively quicker timeframe with less time spent on costly trial and error. He guides and mentors people across different levels of experience and seniority on Entrepreneurship, Technology Excellence, and Ethical & Moral conduct. When he is not working, he is typically found on the golf course or in a Toastmasters meeting.

Anubhav Rajput, CIO, CTO & Head Digital Transformation, PNB Housing Finance

Anubhav is a passionate, goal oriented & influential Business IT Leader with over 20 years of demonstrated career success in IT & Digital who comes with a global outlook after having worked in #India, #Western, #MiddleEast and #ASEAN regions in #BFSI, #Telecom and #Pharma industries. He possesses strong technology background and competency over broad range of Technology products and solutions. He is a peoples leader with in depth know how of business and technology domains to deliver tangible business outcomes.

Anubhav is an astute planner with exemplary communication, relationship management, analytical & organizational skills to enable and orchestrate business agility across organization with strong competence to collaborate with CXO's for providing strategic inputs and IT vision, implement new technologies and best practices.

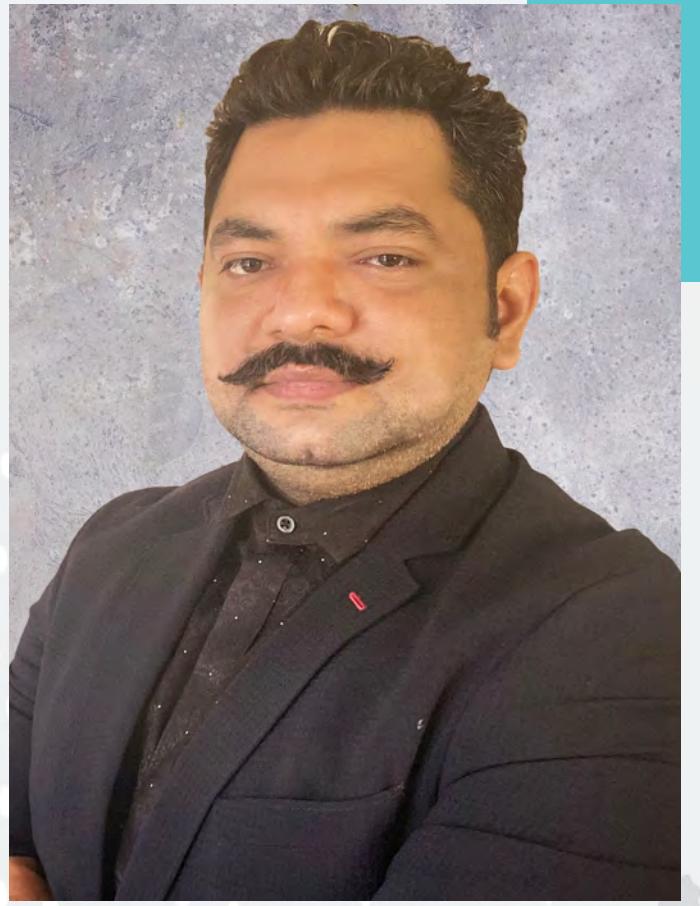
He has excellent experience in IT Strategy, Digital Transformation, Information Security, IT Infrastructure I am passionate about digital & technology driven transformation and bring in a consultative and collaborative leadership style complemented by strong analytical and technical skills honed over multiple transformation engagements. I have considerable experience in evangelizing, consulting, planning and implementing growth oriented strategic initiatives specifically in the area of business transformation. Over last few years Anubhav has been focused on aspects of Digital led transformation for enterprises and have successfully led multiple initiatives in the areas of Customer centricity, Analytics, Mobility, Cloud, RPA, AI etc.

Anubhav have led initiatives to digitally transform - customer experiences, operations or business models. This often results in significant changes in the way organizations work, communicate, and lead. He has been instrumental in contributing as customer advisory board for various leading IT product & service companies, Successfully setup a Center of excellence (COE) for robotics process automation (#RPA) covering, policy issuance, operations processes, finance processes and claim processing as functional areas,

He executed numerous customer journey simplification and transformations leveraging omni channel digitalization approaches enabled on cloud



via a robust digital platform, AI based claim processing capability roll out for motor and health businesses including FNOL, rule based decision, instant adjudication/repudiation, fraud detection, intelligent document processing etc.. Anubhav Launched NLP based voice bots for enabling simplified renewals for customers.



Nipun Jaswal,
Director - Cyber Security,
BDO India LLP

With 15 years of techno-managerial experience in offensive security and cyber security research, Nipun is an established cyber security leader and a celebrated security author. His expertise in leading Technical Security Assessments, Leadership in the development of security solutions, Implementation of information security, Incident Response, Forensic Investigations, and knowledge of Malware attacks have allowed him to work on more than 8000 technical assessments catering to more than 600 unique clients globally. Serving as a Director of the Cyber Security Practice at BDO in India,

Nipun leads the technical cyber security services nationally with a diverse yet highly expert team operating out of 10 offices in India. Nipun has authored two of the celebrated cyber security books, "Mastering Metasploit" and "Hands-on Network forensics," along with nine other books on cyber security and forensics, which were well appreciated by the community and are part of the cyber security courses in universities worldwide.

His books were also translated to Chinese with an active reader base in China. Nipun and his team won the DSCI hackathon in 2017 and served as an exemplary ambassador for India at BRICS Future Skills Challenge in 2018, representing India in the cyber security domain.

He loves researching new vulnerabilities in enterprise software. He has authored multiple zero-day exploits and bagged numerous security acknowledgments and hall of fame listings from top companies such as #Apple, #Facebook, Offensive Security, AT&T, #Opera, and many others.

He has also trained students, law enforcement, and intelligence sectors on vulnerability discovery and research globally and in India. His contributions to cyber security allowed him to bag the "Award of Excellence" by the National cyber defense and research center and the technology leadership award by Lovely Professional University.

Nipun is a campaigner for both offensive security and threat detection technologies and leads the Security operations center for BDO India LLP while enabling Managed SOC services for his customers. His earlier stints before BDO India LLP were Safe Security, Pyramid Cyber, and Forensics.

Saravana Mani,
Head of Technology Accelerator, Kmart
Group Australia (India Technology Center)

Saravana Mani is a Retail Technology Innovation thought leader. He is a graduate from #MIT Sloan (with specialization in Innovation, Technology and Entrepreneurship), #IIM Bangalore (Awarded Top 50 IIMB EGMP Alumni) & a university rank holder from NIE, BE

Post his undergrad, Saravana had stint in corporate world – in #Infosys and #Cognizant for a decade with major part being in the US handling Fortune 500 clients. His Corporate career encompassed Software development, business analysis, pre-sales, solutioning, automation, program management to mention a few. After his corporate world journey he has been involved in ideating and growing multiple startups in the space of retail loyalty, infrastructure, Web development, Online recruitment, skill development, Wi-fi hotspot etc. Some of the companies have created Impact on #SWACHHBHARAT and #DIGITALINDIA initiatives. He has been instrumental in creating a consortium of group companies, which also played the role of incubator and accelerator.

He also played the role of Director, #NASSCOM products and was part of the founding team of NASSCOM Deep Tech club, NASSCOM Skill enablement and NASSCOM product connect. To pursue his passion of Retail Tech innovation, he was part of #FutureGroup as Head of Innovation and currently he is head of Tech Accelerator at #Kmart Group Australia.

As part of his startup ecosystem initiatives he is on the board of several colleges, Startup E-Cells, Associations and he is regularly invited by various Government/associations across the world including the Secretary General of SAARC to mentor Technology entrepreneurs across SAARC nations.

Saravana has Co-authored book - Open Innovation Playbook: The art of Impactful Enterprise-start up collaboration leveraging the Innovation ecosystem. Invited by Secretary General of #SAARC to represent India as a mentor to #Nepal, #Bangladesh, #Srilanka & #Maldives – Trained 100 + Entrepreneurs on #Technology #Innovation. Saravana is the Winner of NASSCOM GCC Awards 2021.





Arunraja Karthick, Head of IT Infra, Cloud & Security, DTDC Express Ltd.

Arunraja is a versatile IT professional, Passionate Digital Transformation practitioner with good experience across Life Sciences, Shipping & Logistics and managed service & consulting sectors working with businesses from size of \$1b to \$12b

He has created successful #IT strategies aligned with business goals and converted them to actionable roadmaps and have executed with rigour to create competitive advantage and see the business impact of all investments and has experience in creating digital capabilities in central and distributed teams working across geographies. He has driven culture change from "Traditional thinking organizational technology teams" to digital native thinking teams. Have managed large global teams, varied stakeholders and CXOs across industries and Geographies. Arunraja has done multiple transformational changes like Hybrid cloud adoption, cloud strategy, cyber security framework and practise, application modernization, Data Platform, Software Defined (Driven) technology adoption etc...

In his current role, he is responsible for providing leadership to the IT team covering both the Corporate business, the #ecommerce and the Digital businesses. will be responsible for developing and implementing the appropriate IT architecture and for prioritizing technology initiatives and coordinating the evaluation, development, and integration of future technologies into products and services in line with the organizational vision. He is also responsible for driving automation initiatives in all businesses areas along with support Application solution team to enhance delivery efficiency in coordination with business heads and is responsible for #Cloud Strategy, roadmap and #DigitalTransformation

He has been instrumental in the implementation of Private cloud infrastructure with Software Defined #Datacentre technology with the help of #VMWARE vCloud. He has been responsible for migration 2 Decade old Global Data centre of #DrReddy's from old premises to new premises, which has the capacity of 64 Rack space and hosted 2000+ servers holding heart and soul of Dr. Reddy's Laboratories business with less than 6 hours downtime.

Arunraja transformed 3 major legacy applications in to cloud native platform based applications (With help of Dockers and Kubernetes orchestration as a Micro Services). He has been responsible for Implementation of SD WAN for 450 Critical Branch offices in phases for #DTDC & Security Governance and Solutions from scratch for DTDC

Vikrant SenChaudhuri, Senior Vice President, Information Technology, Concentrix

Vikrant is an #IT Leader with a track record of catalysing IT transformation providing the strategic vision to propel performance and innovation across IT operations , IT Infrastructure , Service delivery , business continuity in a secured manner. A well respected leader of geographically distributed team members across six continents and seasoned in designing , planning and implementation of complex projects to improve end user experience (presently 270K + users). He is a Cost conscious in managing hundreds of million dollar budgets and identifying innovative cost savings measures .

He is best known for his IT vision, strategy, innovative thoughts and implementation in multiple different technology spanning across IT operations, IT infrastructure, application development, helpdesk support, Network Operations centre, business continuity and security. A major specialist in building new technology infrastructure based on Cloud, private cloud , state of the art data centres , different technologies on MPLS and SDWAN, SDN, Different voice technologies including multi channel voice infrastructure, data warehouse infrastructure.

A technologist at heart, Vikrant is a staunch supporter of modern, open source technologies, created infrastructure of DevOps/K8S in cloud and on premise infrastructure of digital transformation across the organization . As an innovative leader , played a one of the lead role for few creative solution likes face recognition , desktop monitoring & data analytics of IT in the organization along with a group of skilled team members.

He is a popular leader in Information technology across the industries and recognised as out of the box thinking ICT leader for any design and solution.

Vikrant has 26 years of successful experience in national and global level Technology operations, product development and Digital transformations enabler ,he is recognised consistently for performance excellence and contributions to success across service industry verticals like Telecommunication , ISP , BPO and others

He studied master in Opto electronics and, his earlier stints before Concentrix were, #Efunds (Now #Fidelity), #Reliance telecom Ltd , #Caltiger, Calcutta Electric Supply Corporation (#CESC). He is held in high



esteem for his extremely high ethical standards and scrupulously honest & humble. He is also a bookhound for mostly technology related books and articles.



Eyad Kashkash,

**EVP, Group Head of Information
Technology, Al Ramz Corporation PJSC**

Eyad is a #FinTech Subject Matter Expert with over 18 years of experience working for top tier financial services companies in US and UAE, he is leading the technology team across Al Ramz Corporation PJSC as EVP, Group Head of Information Technology. He has technical experience in different technology stacks with a strong track record in program and portfolio management.

In his current role, Eyad encouraged his team to continuously look for alternative approaches to tackle their most tedious tasks and adopt automation across different functions. This cultural change resulted in a drastic improvement in the delivery time and completion of various projects, causing the employees to focus their energy on fulfilling their duties while alleviating their responsibility of time-consuming tasks.

Eyad is leading both #technology deployments and helping the business develop and implement technology enabled strategies. With the advent of new technology, Eyad has adopted many approaches and technologies that changed the game within #AlRamz, a great example of these technologies is adopting the Robotic Process Automation (RPA) technology that helped Al Ramz in increasing productivity, optimising business processes and eliminating potential errors.

Moreover, Eyad led Al Ramz team to adopt a culture of data-driven decisions rather than relying on discretionary decisions. As a technology leader, Eyad is the person behind today's digital transformation initiatives at Al Ramz, he's approach decides the future innovations across the group.

Eyad holds an MBA from University of Bedfordshire, bachelor's degree in software engineering from Philadelphia University and many professional certifications in the field of IT and Project Management.

Before Joining Al Ramz, Eyad worked in different senior roles with #FidelityInvestments, John Hancock Financial Services, DirectFN and Rasmala Investment bank.

